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## **PROPOSALS FOR IMPROVING THE SYSTEM OF TRAINING AND RETRAINING OF PERSONNEL IN THE FIELD OF TECHNICAL SUPPORT OF THE SECURITY FORCES OF UKRAINE**

The results of the analysis of global trends and the experience of leading NATO member states in transforming the military education sector in the context of high dynamics of changes in the forms, methods and means of warfare and armed struggle, as well as the current state of the military education system, indicate the existence of specific problems and factors that impede the effective functioning of the military education system, given the new challenges facing society, the state, the Armed Forces and other components of the defense forces.

The existing system of military education does not fully ensure continuous professional development of military specialists throughout their military careers, acquisition of new competencies for the proper performance of defense planning tasks, joint use of the Armed Forces and other components of the security and defense forces, and joint operations within the framework of joint military command and control bodies, including with the relevant structures of NATO member states [1-3].

The main reasons for this problem are:

- the use of outdated approaches and principles in shaping the structure and content of military education and the imperfect process of forecasting its development;
- lack of an effective multi-level system of professional military education that ensures the acquisition of professional competence to perform service (combat) functions in accordance with NATO standards and the experience of combat operations by components of the security and defense forces in connection with the armed aggression of the Russian Federation;
- inconsistency of the structure of military education in the armed forces with the structure and organization of military education in NATO member countries;
- lack of interagency coordination in the training of military specialists for the security and defense forces, centralized training of officers at the operational and strategic levels of military education;
- incomplete correspondence of the content of military education to the current experience of combat and operational training of troops (forces) and their use in wars, local conflicts, anti-terrorist and international peace and security operations in accordance with the standards of NATO member states;
- lack of integration of the military education system with the career management system;
- slow introduction of modern IT, information and communication technologies, interactive, personality-oriented educational technologies and distance learning, in particular within the framework of the NATO Defense Education Enhancement Program (DEEP);
- insufficient level of training of scientific and pedagogical (pedagogical) staff and teachers of military colleges, military educational units of higher education institutions, vocational (vocational-technical) military education institutions and educational units (centers) to teach educational programs in accordance with the

needs of integration with NATO;

- imperfect organizational and staffing structure of military educational institutions, training units (centers) and its inconsistency with the dynamics of development of the components of the security and defense forces;

- Ineffective system of responsibility of stakeholders and military educational institutions for the quality of training of military specialists, fulfillment of statutory requirements for internal and external support, and ensuring the quality of education and educational activities;

- Insufficient equipment of the educational process with new, modern models of weapons and military equipment, simulators, training systems, complexes, laboratories, model centers, etc;

- Insufficient cooperation between Ukrainian military educational institutions and military educational institutions of NATO member states.

Therefore, the further development of the military education system requires its transformation by defining new approaches to the structure and content that will ensure effective and systematic implementation of the strategic course of the state enshrined in the Constitution of Ukraine to become a full member of NATO and the European Union and provide the components of the security and defense forces with motivated, professional and educated personnel.

The transformation of the military education system involves the professionalization of the Armed Forces and other components of the defense forces, the integration of military education management bodies, the network of military educational institutions, existing educational standards, professional standards and the regulatory framework into a single set of components of the military education system to provide the defense forces with military specialists.

The professionalization of military education involves the formation of a modern model of professional military education, which provides training of military specialists on the basis of their continuous professional development, takes into account general trends in the development of the national and international security system, changes in the principles and methods of armed struggle, new requirements for the quality of military education and the formation of integrity based on NATO standards. Professional military education contributes to the development of a military leader by providing a wide range of professional knowledge and developing creative thinking during a military career [1-3].

The main tasks of transforming the military education system are:

- to create a multi-level system of professional military education in accordance with NATO standards, best domestic and foreign practices, and Ukraine's own combat experience;

- achieving interoperability of the structure of professional military education for the training of military specialists in the security and defense forces with the relevant structures of NATO member states;

- Providing and organizing joint centralized training of officers of operational and strategic levels of the security and defense forces, constantly updating the content of military education in order to acquire new competencies by military specialists in the training and employment of troops (forces) in the Joint Armed Forces, implementation of defense planning measures, ensuring interoperability based on the methods, principles and standards of training adopted by the armed forces of NATO member states, the best national traditions and combat experience

- development and implementation of updated educational programs in the educational process of military educational institutions that train military specialists for the security and defense forces, aimed at forming a new style of

military leadership, integrity, increasing the level of practical training and readiness for professional activities, taking into account the needs of integration into NATO and the Armed Forces and other components of the defense forces' own experience of combat operations;

- ensuring the implementation of the principle of "Education throughout the military career";

- accelerating the introduction of modern information and communication technologies and distance learning technologies;

- Ensuring optimization and unification of the organizational and staffing structure of military educational institutions and their number;

- bringing the level of training of research and teaching staff and lecturers in line with the goals and content of professional military education;

- ensuring the quality of military education, introducing accountability of educational stakeholders, fulfilling legislative requirements for ensuring and guaranteeing the quality of education, introducing institutional audit of professional military education;

- organization of the educational process using new, modern models of weapons and military equipment, simulators, training systems, complexes, laboratories, model centers and effective use of available resources of military educational institutions that train military specialists for the Armed Forces and other components of the defense forces;

- expanding partnerships between Ukrainian military educational institutions and military educational institutions of NATO and the European Union [1-3].

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