## PERSONNEL POLICY OF PUBLIC ADMINISTRATION

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## EDUCATION AS A TOOL FOR ENSURING NATIONAL SECURITY

The issue of improving the provision of national security of Ukraine by improving the sphere of education has been updated. It has been established that today's conceptual transformational changes taking place in Ukraine and the world require consideration of the field of education as an integral part of the formation of the general field of national security of Ukraine. It is proved that pAmong the various factors of national security, an important role is played by the educational sphere and educational potential, which is a system-forming factor in the life of society and actively affects the state of political, economic, social, defense and other components of security. The reverse statement is also justified: political, economic, defense and other spheres, being system-forming factors of society, determine the conditions for the formation and development of educational potential. National security cannot be ensured only by the means of educational policy, but it cannot be guaranteed in isolation from it.

Keywords: security and defense sector of Ukraine, national security, higher

education system, training system, educational activity, educational process.

Formulation of the problem. The national security of Ukraine is ensured by the entire set of forces, funds and resources at its disposal. Theoretical study of questions about the place and role of education in its improvement and strengthening, their timely and high-quality solution directly affect the country's competitiveness, strengthening its position in the world, the ability to adequately respond to internal and external challenges and threats.

To date, the national scientific and political society has not fully formed a single categorical apparatus for describing and analyzing the combination of the education system and national security. This necessitates the clarification of concepts, the identification of theoretical and methodological bases of analysis that adequately reflect the processes associated with the inclusion of educational potential in the national security system.

Analysis of recent research and publications. In general, many theoretical studies of such scientists as: But their connection with ensuring the national security of Ukraine in many cases remains outside the scope of the study. At the same time, studies in which education is considered in the context of national security are equally important.

Setting objectives. The purpose of the article is to determine the role of the educational sphere in ensuring the national security of Ukraine.

Presenting main material. The slogan "education turns your bad today into a good tomorrow" best corresponds to the realities of the modern world. The question of the importance of education is beginning to acquire more and more concrete content not only in a generalized sense, but also in all areas personal activity, in particular related to ensuring national security.

Another maxim is no less well known: no politics is possible to be carried out without expressing it in the appointment of personnel. This is the principle that governs any government that wants to develop. Personnel appointments and when and how they take place give a signal to society about the seriousness of the government's intentions

and the possibilities of their implementation. Analysis of various reform programs and innovations shows that optimization power-legal relations and ensuring national interests are often solved not so much by improving public-law institutions as by personnel rotation [1].

Without qualified personnel, it is impossible to detect, prevent and eliminate challenges and security threats, at the same level as localization and neutralization consequences of their manifestation. One of the first places in staffing security policy belongs to education structures. Ukraine proceeds from the fact that the main directions of provision national security is the achievement of national interests, which must also include education.

The system of education for the benefit of security solves three circles of tasks.

First, it equips each person with knowledge, skills and skills that are necessary to ensure personal safety, approves the safety culture and participates in the formation of a person's personal consciousness.

Based on the opinion that the most vulnerable link in ensuring national security remains a person, education contributes to the fact that a person is fully armed before the demands of society. It is essentially designed to provide protection of the individual, providing her with a certain amount of capital that allows her to find her place in the modern world, clearly orienting herself in the current situation. This is possible only if a person has a scientific understanding of the meaning of spiritual values, methods of their development and criteria for their selection.

According to William Shvek, investments in health care, education and professional training can have a beneficial effect not only on labor productivity, but also to significantly reduce the severity of social problems (such as alcoholism, drug addiction, crime, poverty etc.). According to the idea that has been expressed since at least time Rousseau, education seeks to give a person everything he needs in order to he was the master of his situation and learned to control himself without falling into depending on it.

Being an effective factor in the socialization of the personality, its improvement in intellectual, moral, and cultural terms, education plays a strategically important role in

preserving and reproducing the culture of our country. According to the Law of Ukraine "On Education", general education programs are aimed at solving the tasks of forming the general culture of the individual, adapting the individual to life in society, creating a basis for informed choice and development of professional educational programs [2].

In the early 90s. In the last century, the course "Fundamentals of Life Safety" was introduced in Ukrainian schools and the subject "Life Safety" was introduced in higher educational institutions of the country. The appearance of these academic disciplines, in fact, has not yet become an intuitive reflection the perceived state and public need for the organization of purposeful, continuous, mass education of the population on security issues in connection with the extremely acute problem that arose at the beginning of the independence of our state, in the conditions of development in a country of deep systemic crisis, as well as unprecedented growth of global challenges and threats.

Studying at school is not only the acquisition of quality education, but also the preparation of students for an informed professional choice modern socio-economic conditions, their free orientation in various information flows, instilling civic positions, as well as the development of skills for continuous updating of knowledge and skills throughout life. The education received at school determines the future path of a young person provides an opportunity to develop humanistic ideals, value orientation, views and beliefs, intellectual, cultural and spiritual and moral potential.

If education in schools is designed to create a basis for safe knowledge, then the process of training a person in a higher education institution should teach safety norms in the performance of their functional duties and act responsibly and competently, taking into account the interests of public safety. It is achieved as a result of legal, environmental, political, etc. education and upbringing. And if there is an inability of modern civil society to ensure the formation of the younger generation to support socially necessary moral values, patriotism and civic responsibility for the fate of the country, then a significant part of the responsibility for this falls on the education system.

An education system that does not go against the achievements of previous generations, but takes into account the new conditions of social life and new ones

possibilities of the information society, with their positive work regarding the formation of a socially active and responsible personality, which a highly developed sense of self-worth is realized in patriotic service to the Motherland, acts as a powerful mechanism for neutralizing challenges and threats to security and, therefore, strengthening the national security of Ukraine.

Secondly, the education system trains specialists who are professionally engaged in ensuring specific types and areas of security. The Law of Ukraine "On National Security" names the composition of the security and defense sector: the Ministry of Defense of Ukraine, the Armed Forces of Ukraine, the State Special Transport Service, the Ministry of Internal Affairs of Ukraine, the National Guard of Ukraine, the National Police of Ukraine, the State Border Service of Ukraine, the State Migration Service of Ukraine, State Emergency Service of Ukraine, Security Service of Ukraine, Anti-terrorist Center under the Security Service of Ukraine, Court Security Service, State Security Office of Ukraine, State Service for Special Communications and Information Protection of Ukraine, Apparatus of the National Security and Defense Council of Ukraine, intelligence agencies of Ukraine, the central body of executive power,

And each of these structures needs relevant specialists profile. After all, the detection and tracking of certain types of dangers, development and implementation of measures for their prevention, neutralization, elimination requires different tools and means, different knowledge and experience, different structures and persons. For example, the same people, the same structure, cannot assess the seismic, sanitary-epidemiological, military-political, criminogenic, etc. situation. Employees of law enforcement, environmental protection, military, emergency rescue, etc. services are prepared according to completely different programs, methods, algorithms.

That is why the education system in Ukraine includes themselves departmental educational institutions and organizations or is it possible to say the opposite: different departments have their own educational ones institutions that prepare personnel for themselves and other structures that need specialists of the appropriate profile. These and only these educational institutions belong directly to the security system. And only they,

according to the precise meaning of the word, are objects and subjects of educational policy. Chain such institutions are especially important in connection with the need for retraining and retraining of adults. The system of departmental educational institutions was formed historically and today it is being developed and supplemented, responding to the challenges and requests of the time.

Thirdly, the training and retraining of personnel in the field of organization of security systems is extremely relevant. We are talking about specialists, officials, whose task is to organize and ensure the safe functioning of this or that security object - whether it is an enterprise (institution), group (community), territory or state in general. Until now over time, a fairly extensive network of similar training centers has developed, in which the training of "security managers" is of a complex, fundamental and at the same time applied nature.

Thus, it can be argued that the education system is the main thing the purpose of which is the creation and reproduction of intellectual potential society, its civilization and spirituality, takes an active part in the decision tasks of strengthening and ensuring all directions and types of security on at all levels. Anticipatory education is a necessary condition for the sustainable development of society and its security. That is why the process of forming the educational potential of young people should not be given over to the market, under the influence of which the content of educational training is changing today.

Analysis of educational potential in the context of national security highlights two problems.

One is connected with the correspondence of the educational potential with the requirements of the time. In this regard, it is necessary to dwell on an important issue - the transition to online education. With the beginning of the spread of COVID-19, all educational processes were forced to urgently switch to the online education system. However, in contrast to European countries, the educational institutions of our country did not have adequate technical equipment and appropriate technical skills in the majority of teachers. This is especially relevant for teachers of the older generation.

In 2022, the situation improved somewhat, educational institutions of Ukraine adapted to new realities, but the beginning of the full-scale invasion of the Russian Federation on the territory of Ukraine once again forced the education system of our country to urgently adapt to new unfavorable conditions. In such conditions caused by external threats to national security, the adaptability of the educational potential of the country to meet the requirements of the time is extremely important, because the security of our country in the future depends on the level of personnel training today.

The second problem is the efficiency of using the created potential. The loss of intellectual property that is happening now, in the form of the so-called "brain drain", has no historical analogues. Today, according to available information, only in the USA in various fields of science and technology more than 23,000 highly qualified Ukrainian specialists work. Representatives of private companies and state structures of foreign countries essentially got free access to the leading ones promising specialists, whose "recruitment" for work abroad begins with the junior courses of universities. However, this process significantly intensified with the beginning of the war [4].

Dynamic changessocio-economic relations, tasks the development of Ukraine's competitive advantages in the modern world economy require a serious modernization of education, the transformation of education into a flexible system that develops itself, adequately responds to the challenges of time and changes according to the demands of society. Education should become that a driving force capable of significantly increasing safety countries. In other words, the effectiveness of using the educational potential, finding ways of its fuller realization is an important part of the social dimension of society's security.

Of particular interest in this is the measurement of the dynamics of the formation of the knowledge economy. One of the indicators used in global practice is investment in the knowledge economy. OECD experts measure investment in knowledge against the aggregate of national spending on higher education, R&D and software development. In general, in OECD countries, investments in knowledge, taking into account the costs of both higher and 9% achieved other levels of education as early as 2002 GDP On this

against the background of the scale of investments in the knowledge economy of Ukraine in relation to the one adopted by the OECD the methods look modest. From 2014 to 2021, spending averaged 5.4% to 6% of GDP, rising to more than 7% in 2022 GDP, and in 2023 will decrease by UAH 10.9 billion.

There is no need to prove in detail what the situation is deepens the technological gap in a number of leading areas of state activity, and therefore strengthens Ukraine's scientific, technical and technological dependence on external sources. Weakening of scientific and technical and technological potential of the country, reduction of research in strategically important directions of scientific and technical development, outflow abroad specialists and intellectual property threaten Ukraine with loss positions in the world, degradation of knowledge-intensive industries, strengthening external technological dependence and undermining defense capability of Ukraine.

Conclusions. The national security of Ukraine is ensured by the entire set of forces, funds and resources at its disposal. Among the various factors of national security, the educational potential of society plays an important role. At the current stage of Ukraine's development, education is becoming an increasingly powerful driving force for economic growth, increasing the efficiency and competitiveness of the state, and strengthening its security. Its content should be strategically oriented to ensure the national security of the state. The educational sphere and the educational potential formed in it is a system-forming factor of the life of society, actively influencing the state of political, economic, defense and other components of security. The opposite statement is also well-founded: political, economic, defense and other spheres, being system-forming factors of the life of society,

The education system is an instrument of national security policy. National security cannot be ensured only by the means of educational policy, but it cannot be guaranteed in isolation from it. In modern conditions, the very possibility growth of Ukrainein the world is determined by the degree of implementation, preservation and development of Ukrainian scientific, technical and educational potential.

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