

узгоджених зусиль урядів, міжнародних організацій, наукових установ, бізнесу, суспільства та інших зацікавлених сторін. Забезпечення прозорості, відкритості та широкого залучення різних акторів сприятиме більш успішній реалізації сталого розвитку через міжнародні економічні відносини.

Список використаної літератури:

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MODELS OF IN-COMPANY PROFESSIONAL EDUCATION

The analysis of the problem of in-house professional education is due to its insufficient development in theory and practice, the vagueness of the concept, the legal status of "in-house education", the increased requirements of socio-economic development and the educational order of employers. A study of the state of the problem of in-house vocational education showed that in most modern business organizations

there is no systematic approach to organizing staff training and in practice, individual aspects are most often considered and implemented.

The analysis of scientific literature showed that the problems of in-house vocational education are associated with a focus on the professional development of a student employee as the main goal, awareness of the need to form readiness and adaptation of the personnel of modern organizations to changing social conditions of life, individualization of the content of vocational education depending on the needs of business organizations, abilities trainees and the use of modern means and technologies of vocational training.

In this regard, it is necessary to resolve the existing contradiction between the increased need of business organizations for qualitatively new competent specialists – professionals and the insufficient level of development of scientific and theoretical approaches to providing in-house professional education.

In modern organizations, three models of in-house professional education are used. For the purpose of qualitative analysis, each model was compared according to the criteria of substantial advantages and disadvantages in practical activities.

1. The model of individual training and retraining of managers consists of the following elements: government training programs for managers; in-house training programs for managers.

Training is carried out in educational institutions and within the company on the basis of a developed and approved standard.

Advantages: breadth of the theoretical approach; high level of independent work of students; mass education; the quality of education; activation of students' resources for self-development; information exchange with employees of various organizations

Disadvantages: formality of the learning process; "subjectivism" of learning (the theoretical point of view of the teacher); requires an initially high level of knowledge and motivation to learn

2. The corporate training model for managers and employees consists of the following elements: adaptation and orientation program for newly hired managers, including acquaintance with the history of the company, organizational structure and corporate norms, rules, study of individual corporate regulatory documents; internship for newly appointed managers in order to quickly adapt to the company; advanced training of managers within the framework of their position, including the development of new work technologies, the study of new products and regulatory documents; development of a personnel reserve; rotation of managers.

Training is carried out in the educational structures of business organizations (corporate institutions, colleges, business schools) on the basis of corporate educational programs

Advantages: practical orientation of educational material; accessibility for employees of the organization (initially, high knowledge level); orientation of knowledge, skills and abilities to the goals of the company; active forms of learning for maximum mastery of the program by each participant; modern technical and information base; standardization of the program (technological corporate standards are focused on the goals of the company); responsibility of specialist teachers for the result of training to the management of the company

Disadvantages: limited theoretical approach; inaccessibility for all managers (training is conducted only for company employees); lack of interaction in the learning process with employees of other organizations and exchange of experience; "subjectivism" of training (the theoretical material is presented on the basis of the vision of the company)

3. The learning organization model consists of the following elements: top management training programs; as a rule, they are carried out on the basis of individual training and retraining of managers; training programs for management teams - the basis is the model of corporate training for managers; simultaneous training programs for all employees of the organization are carried out in accordance with the functional duties performed and certain areas of professional activity, such as: marketing, procurement and procurement, production and quality, sales and distribution, accounting and internal audit, finance, investment, lending, information systems and communications

Carried out independently by a specialist on the basis of an individual plan (scientific work, research activities, self-study)

Advantages: breadth of theoretical and practical approach; high level of independent work of students; mass education; activation of employees' resources for self-development; the orientation of knowledge, skills and abilities to solve the business problems of the company; active forms of learning for maximum mastery of the program by each participant; modern technical and information base; opportunity to generalize practical experience; orientation to professional personal growth

Disadvantages: the possibility of theoretical and practical deviations in the course of training; it takes a long period of time to carry out educational changes in the company

All typological educational models that exist today make it possible to carry out only professional training of personnel in companies. The synergetic approach in vocational education makes it possible to ensure the formation and personal development of professionals in various fields of activity of modern society.