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IMPROVING THE QUALITY OF WORKFORCE' REPRODUCTION AND USE AS A COMPONENT OF UKRAINE' POST-WAR DEVELOPMENT STRATEGY

Summary

The substantiation of the Ukraine's strategy for post-war revival and socio-economic development acceleration requires to consider the realities and problems of the pre-war period, the totality of damages and losses caused by military actions, as well as pragmatic prospects for economic recovery, stabilization and improvement of the population's living standards, expansion in the goods' and services' foreign markets taking into account the possibilities of national personnel, professional and qualification, innovative potential. Therefore, improving the quality of the Ukrainian workforce' reproduction and use is the main driver of post-war development in the conditions of limits in other internal resources and the need for effective capitalization of external and international donor and credit assistance. The strategy priorities for improving the quality of Ukraine's workforce' formation and functioning should include: mitigating and compensating the losses caused by military actions to its quantitative and qualitative characteristics and the productive use' environment; measures to optimize the intellectual, professional, qualification and innovative potential of the economically active population within the public system framework of professional education throughout a life.

Introduction

The basis of Ukraine's post-war revival, intended to restore a decent life quality, raise living standards, ensure the national producer' competitiveness on the internal and foreign markets, strengthen the country's economic security, is the modernization of the economic complex and the labor market, systems of the workforce' professional education and productive self-realization in their national and territorial dimensions. The post-war revival of Ukraine would lead to an increase in the need for qualified personnel, primarily workers, the lack of which was acutely felt in certain branches and territorial economic systems even in the pre-war period. At the same time, civil society updates a number of requests regarding the achievement of wages' and pensions' decent level, control over the relevant social and labor guarantees' implementation.

Among the main goals of the post-war development of the national economy and its territorial subsystems, we should note:

- the most complete assessment of the losses and damages that were caused by military actions to the workforce, of its reproduction' and use' environment, consistently embodied in the priorities' system of the long-term strategy for revitalization and balancing of the totality of socio-economic activities;

- restoration of the safety' guaranteed level of settlement systems, working and non-working environment;

- diversification of territorial economic systems, spheres of employment, personnel training, professional development and retraining in the context of urgent and strategic needs for increasing national goods' and services' production, balancing its specialization and territorial organization (first of all, in accordance with the current situation and prospects of the production and technological base' modernization, the availability' realities of raw materials and consumables, their transit and logistics schemes, as well as internal and external finished products' markets);

- expansion of the domestic products' presence (goods, services – from agricultural and agro-processing products, minerals, their processing products, electricity to services of freight and passenger transit, recreation, entertainment, higher and vocational education) on foreign markets, including through lobbying the national producer' interests, stimulating foreign investors, joining cross-border schemes of their production and sales;

- increase in the level of wages and social protection of the employed, unemployed and their family members in accordance with the EU countries' standards.

The competitiveness of persons acquiring professional education, so as workers and specialists of various qualifications on the labor market directly depends on the modernity level of the comprehensive and professional training that they have received, which is ensured by the consistent updating of the content, methodology, technological base, methods of teaching professional knowledge, relevant academic disciplines, their materials, programs, practices, etc., as well as of the qualifications' and competencies' level of the scientific and pedagogical staff in the spectrum of professional education institutions (the establishments for career guidance, vocational diagnosis, vocational training, advanced training, career development). At the same time, educational cycles' and programs' saturation with the latest knowledge, means of their teaching and assimilation is not a sufficient condition for increasing the competitiveness of pupils, students and graduates; it should be supplemented by strengthening the focus on the relevant knowledge' practical application, assimilation of appropriate abilities, skills, competencies within the framework of seminars, laboratory classes, practice in production, etc.

An important task of the professional education' modernization is the consistent activity of the Ministry of Education and Science, supported by other executive and legislative power bodies, the broad scientific community and interested public institutions, regarding the consistent updating the scientific and worldview content of the set of theoretical and practical disciplines of the professional education links' spectrum, as well as improving their personnel, scientific and pedagogical, technical and technological support. A significant criterion for the relevant measures' competence is the constant communication of professional education institutions, this sphere' state management with employers' representatives, who are able to the most quick and effective assessment of the prospects and production value of the scientific and technical progress' achievements, relevant professional knowledge, abilities, skills of searchers in the labor market.

Part 1. Environment of Ukrainian workforce' reproduction and use: war impact

Large-scale military actions on the Ukraine's territory continue to inflict increasingly painful losses on its economy, whole society and communities; their consequences will be felt for a long time in the periods of post-war revival and stabilization of the socio-economic situation. The negatives and losses generated by the armed conflict will have a direct or indirect impact on the quality of national human potential reproduction, its productive realization in business and non-economic spheres of life. In addition to the workforce' physical destruction and disability, to the production base' destruction of a range of sectors and branches, engineering and social infrastructure, to the deterioration of their material and technical support and logistics, the economy and the employment sphere of Ukraine suffer from losses due to:

- disparities' strengthening in the production' and business' territorial organization;
- unbalancing mechanisms and schemes of resource supply (including personnel) and products' sales of a wide spectrum of economic branches and activities;
- deepening problems with matching supply and demand in regional and local labor markets (including as a result of the qualified workers' cross-border outflow, the structural unemployment spread, a decrease in the living standards of the economically active population as a factor of its marginalization and de-skilling), as well as with the guaranteeing employees' social and labor rights.

The constructiveness of Ukraine's post-war socio-economic revival strategy will directly depend on the systematic consideration of damages and losses caused to the workforce and the employment sphere by military actions. This approach will allow to increase the quality of measures for their mitigation, replacement or even elimination, as well as to build up and adjust

an effective system of relevant state policy priorities for the short-term and long-term perspective.

Determining the genesis, conducting quantitative and qualitative assessments of losses in the employment sphere of Ukraine as a result of military actions, outlining the prospects for their mitigation / replacement / leveling in the process of post-war revival, it is appropriate to divide the totality of negatives, problems and losses into:

- irreversible losses of labor force and persons younger than working age (employees, children and adolescents, their psycho-physiological, professional and qualification, reproductive potential);

- losses, the basis of which was laid by pre-war disproportions in the location of the production base, resources, peculiarities and shortcomings of economic practices of their use, instability and degradation of natural reproduction processes (of: resources; population, communities, settlement systems and resource, including personnel, component of their economies);

- losses that were formed and exacerbated directly due to military operations, and therefore they are subject to remediation by more or less long-term targeted measures, the passage of time, or revision of approaches to the territorial organization of settlement and economic systems.

A number of modern studies of the armed conflicts' consequences in the countries all over the world and in Ukraine [1–6], while assessing the damage to the territorial communities' human potential, certain economic activities and enterprises (including the current situation and prospects of their staffing, dynamics in the hired labor' conditions and remuneration level), usually considers in general the following main factors of the multiplier negative impact of military actions:

- shelling, destruction of: production base, enterprises' engineering and auxiliary infrastructure (power supply network, gas and water pipelines, etc.); residential and public buildings, as well as industrial and social infrastructure of territorial communities and regions (roads, bridges, pipelines, engineering systems of living support, provision of socially necessary services and the population social protection, etc.);

- forced shutdown of: technogenically (man-caused) hazardous enterprises, the technological cycles of which are classified according to their threats to the environment, settlement systems, and own employees; the spectrum of types of communal infrastructure of residential, public, industrial buildings that suffers from energy recourses' lack;

- death, injury, disability, forced resettlement or evacuation of the population, which cause the workforce loss (full or partial) – in skilled workers, support staff, as well as in the human potential for its replenishment and reproduction;

- mining, seizure, appropriation, evacuation, utilization, conservation, theft (including equipment removal) of enterprises; loss of control over production resources, possibilities of their exploitation, logistics schemes and transit supply routes;

- narrowing, lack of opportunities and markets for product sales; the occurrence and growth of additional costs for restoring and preserving the enterprises' capacity, as well as losses from a certain number of failures to receive economic benefits; additional state costs for the purchase of lost resources and products on foreign markets (including resources and products from the critical import list) for national enterprises, which increasingly reduces the prospects for financing and investing the rest of the economic entities and sectors of Ukrainian economy (and therefore stimulates delays, lowering the wages' level, dismissal of their full-time and non-regular personnel).

Along with the sectors of the military-industrial complex, cross-border transit and logistics, information support and security, import and sales of fuel and lubricating materials, products and components for autonomous systems of power, heat generation and water supply, the most resistant to the military operations' influence are IT enterprises, the least stable – are a range of industrial business entities and trading companies operating in macro-regions around the armed conflict zone [3].

On the other hand, the forced redirection of budget and investment funds to defense sectors instead of innovative and social ones, that haven't direct relations to military operations' conduction and maintenance, became an additional factor in destabilizing the socio-economic situation in general, reducing the demand for qualified and non-regular personnel, worsening the level and proper periodicity of their salaries, workforce' cross-border migration, marginalization and de-skilling, spread of structural unemployment (both in resettlement systems near the front line and in the rear regions).

Summarizing all above-mentioned (including the dual nature of the armed conflicts' impact on economic trends and priorities, formation of workforce' demand and supply in territorial labor markets), we should outline the following public costs for ensuring the functioning and maintaining the employment sphere in military operations' conditions:

- guaranteed expenses for wages, payments of a range of benefits and allowances to military personnel, law enforcement agencies' employees, as well as to employees at enterprises of the military-industrial complex, defense, transport and other critical infrastructure of the national, regional and settlement levels;

- expenses for wages and / or targeted assistance to employees (including those who forced to be unemployed – partially or completely due to hostilities)

of a range of enterprises and organizations of the pre-war economy' structure and specialization in the territories that are not covered by military operations;

- expenses for ensuring enhanced modes of functioning, personnel potential strengthening, jobs' deployment in additional capacities of:

- enterprises and organizations of the military-industrial complex, defense, transport and other critical infrastructure at the national, regional, settlement levels;

- the State Employment Service structures, which take care for the formation of registers of the unemployed and people who are seeking for permanent and temporary employment, services for retraining and advanced training among local residents, forced migrants and refugees, as well as for the calculation and payment of unemployment benefits for the relevant categories of the population;

- socio-cultural enterprises and institutions, primarily of vocational and higher education, involved in the implementation of social protection programs for local residents, forced migrants, refugees (in particular, for their professional training, retraining, advanced training, assistance in employment), as well as in the implementation of defense orders, including within the framework of the personnel training' target order, volunteer cooperation with the military-industrial complex and Armed Forces of Ukraine;

- expenditures on logistical measures for the relocation of full-time employees of enterprises, organizations and institutions that being evacuated from front-line territories and combat zones, as well as their family members;

- expenses within the framework of state measures regarding:

- payment of established compensations to entrepreneurs and their employees who lost their jobs due to hostilities;

- creation, staffing, ensuring the functioning of military and other facilities, capacities, infrastructure that are significant for increasing the country's defense capability.

A certain part of the listed costs for providing and maintaining the employment sphere are forced expenses within the framework of the country's economy fastest transition to functioning under martial law conditions, which contribute to increase of its crisis resistance (resilience) and defense capability.

In turn, direct losses in the employment sphere during military operations, which can be quantified, include:

- a significant (up to critical) reduction in the jobs' supply in the territories of hostilities and in the regions of the civilian population mass evacuation;

- expenses for wages and / or targeted assistance to employees of the economy' state and communal sectors, who were forced to become unemployed during the martial law period, as well as for compensations and / or targeted assistance to entrepreneurs of other ownership forms, their employees, certain categories of self-employed, who were addressed to the

State Employment Service within the framework of the relevant government measures;

- expenses for moving capacities and staffs of enterprises and institutions of various specializations from the combat zone and front-line regions to the rear.

The above-mentioned direct losses are supplemented by indirect (mediated) ones related to:

- a decrease in productivity and wages, a reduction in total and paid working hours, an increase in personnel turnover during the period of the socio-economic situation' military destabilization and at the post-war revival initial stage;

- estimates of the losses for the workforce, its productive potential (current and prospective), labor productivity in the economic activities' spectrum (both in relation to the situation at the beginning of hostilities, as well as to the forecast prospects for the development of these economic activities and the economic complex of the whole country) due to the death, injury, disability, life expectancy reduction, forced relocation of the pre-working' and working age' population;

- the expected deterioration of the physical parameters and socio-economic environment of the reproduction of the labor force and its productive potential due to large-scale economic losses, a probable decrease in living standards in the war and post-war periods, a noticeable increase in the mortality of the pre-working and working age' population, and among these categories – of reproductive age' persons.

The effects' assessment of the listed negative factors and consequences of military actions can be carried out at the macro-, meso- and microeconomic levels, that is, in relation to the whole Ukrainian economy and its territorial subsystems, certain branches and types of economic activities, individual business entities of the same, similar and different specialization. At the estimations' initial stage, the components of direct and indirect damages and losses for the workforce, employment sphere and enterprises it is expedient to determine in natural units, some of them that are related to wages, other payments, property, real estate, production resources and consumables, etc. – in value terms. While advancing, methods that are widely used in the world usually standardize quantitative and qualitative natural assessments (in particular, losses of productivity, psychophysiological labor potential of the employed and able-bodied population) through: current and comparable prices for resources and products of economic entities in comparison with nominal, actual, comparable cost of workforce, data on the labor activity duration of an average individual in different economic sectors; experience in insurance of property, real estate, risks of business entities, as well as mandatory and voluntary personal and corporate insurance of life, health, productive potential,

labor safety in production; already developed court precedents for establishing the content, volume and cost of losses.

In the modern world-wide practice estimation of losses and damages due to military actions often used for: substantiating the cost and content of donor and credit (financial, resource) aid programs of foreign and international structures; determining a value (market, insurance, collateral, investment), creditworthiness, as well as risks of enterprises' and companies' management. Therefore, in general, the methodology of the losses' research covers: quantitative and qualitative assessment of damages and consequences caused directly by military actions; quantitative and qualitative assessment of possible risks and negative consequences of losses and damages in a more or less distant perspective; quantitative evaluation of internal and external possibilities of losses compensation (volume, sources, ways), as well as their qualitative assessment for a number of such parameters. In particular, the assessment of the losses and damages of a separate enterprise generated by military actions stipulates opportunities' identification and measures' determination for their minimization, compensation, leveling through involving production capacities, resources, other property and the workforce of the business entity itself.

The possibility of the most complete assessment of losses and damages for the Ukrainian labor force and employment sphere, generated by the military confrontation, we should admit as relative. Generalized damage from the impact of military operations' negative factors, as well as the costs of their consequences' eliminating after the end of the martial law period (i.e., the totality of relevant direct and mediated losses) can be described and calculated for each specific moment of time, as well as reassessed in the future with the additional information obtaining about the current events and their distant consequences for the national economy, its demographic, professional and qualification potential, productivity on the scale of the whole state and territorial communities.

Part 2. Professional education modernization: goals for increasing the quality of workforce' reproduction and use

Modernization of socium approaches to the organization of professional education (higher and vocational), its institutional foundations, principles, methodology of functioning at the national, regional and local levels is an important condition for improving the efficiency and results of the national economy, the spectrum of structures and mechanisms for its personnel support, implementation of the population' basic constitutional rights regarding professional self-realization, comprehensive development and education throughout life, obtaining decent labor income, improving the level and quality of life of an average person by one's own efforts [7–12].

Modern researchers pay the considerable attention to: substantiating nowadays accents and priorities for improving the professional education content in its links' spectrum, according with the workforce competitiveness' requirements generated by globalization and world-wide integration processes [7–9]; identifying problems that were inherent to the Ukrainian higher and vocational institutions' development in the pre-war period, taking into account the needs of their economic efficiency' increasing, regional labor markets' balancing, a number of socio-economic reforms' implementing [10–12].

The post-war revival of Ukraine will lead to an increase in the need for qualified personnel, primarily for workers with integrated technological specialties, the shortage of whom in certain sectors and territorial economic systems was acutely felt and consistently grew even in the pre-war period. At the same time, it should be noted further actualization of the problems of the professional training' and mobility' quality of specialists with higher education, caused by the dynamic change of social approaches to their qualifications' recognition and value assessment, the growth of requirements for consistent professional self-development throughout the working life as essential conditions for the competitiveness reproducing of an economically active person on the labor market. On the other hand, civilizational trends and economic practices of developed countries, powerful cross-border associations and transnational corporations, aspirations for cultural, foreign economic, socio-political integration into the EU structures, as well as measures for their implementation, are spreading in modern Ukraine. Such trends stimulate national civil society to actualize a number of requests to provide an average individual' decent opportunities to meet the needs for quality education services, profession acquirement, confirmation and increase of qualification regardless of the residence place, equalization of the appropriate starting conditions in local communities and regions, as well as to improve the efficiency of public and state control over the corresponding legislative and social-labor guarantees' implementation.

Among the main goals of the post-war modernization of approaches to the professional education system' organization and its content of in Ukraine, the following should be highlighted:

- ensuring the scientific capacity and practical orientation of professional education at all stages of its organization and in the range of institutions that provide career guidance, vocational diagnosis, vocational, advanced training and professional development for various categories of the population throughout life, in accordance with modern achievements of world science and economics, in particular, in the field of production technologies, management, public informing and enlightenment, worldview formation;
- balancing the state standards of professional education and the criteria for the functioning of non-state, including informal, systems and institutions for its

provision and recognition, certification of job seekers on the labor market and hired workers at enterprises of various ownership forms;

- improving the professional education system' territorial organization through: the intensification of the formation processes of regional scientific, educational and industrial clusters integrated into territorial, including cross-border, business systems (in particular, the spectrum of free economic zones) and their innovative infrastructure; the optimization of the cycle of vocational and career guidance, professional education and training of various specializations' personnel for national territorial economic systems, coordinated in the structure of professional education branches (higher, vocational, state, communal and non-state institutions of professional development and employment promotion); the increase in the socio-economic efficiency of vocational education institutions in conditions of funding shortages, which threatens their viability in spite of the national economy' growing needs for qualified workers; the equalization of a socially and economically active life' initial conditions, regardless of the individual's origin, psychophysiological characteristics, and residence' place;

- balancing the regulatory support and mechanisms for the formation and financing of the state and regional segments of the personnel training order in accordance with the long-term strategy of the Ukrainian economy' specialization and diversification;

- further increasing the autonomy of professional education institutions (higher, vocational) in determining their own specialization, the content and teaching technologies of the general and proper vocational training' optional component, the funding sources' structure, bases for the pupils' and students' production practices, management and marketing strategies on the educational services' market and in the spheres of public relations, cooperation with employers;

- increasing the availability of professional education, retraining, advanced training and development throughout the life for the population' vulnerable groups and categories at the expense of educational vouchers, state and non-profit institutions' loans, as well as at the personnel training' targeted order for depressed areas and settlement systems;

- stimulating the consistent growth of the Ukrainian population' solvent demand for the professional education', retraining', advanced training' services within the framework of a long-term strategy for raising the life' level and quality of the economically active population, equalizing the initial conditions of the younger generation' living.

These goals' achievement is based on:

- improving the standards and programs of professional education, teachers' training programs, promoting the diversification of the personnel training', professional development' and retraining' system in the context of the urgent

and strategic needs for increasing the goods' and services' national production, balancing its specialization and territorial organization (primarily, in accordance with the current situation and prospects of the production and technological base' modernization, the realities and orientations of the national manufacturers' positioning on internal and foreign sales' markets);

- further large-scale implementing of information and communication technologies, corresponded with EU standards and best examples of other world-wide developed countries (including such technologies in the field of: distance learning; development of electronic software for education, knowledge' and skills' quality testing, textbooks and methodological literature), in the professional education institutions of various ownership forms;

- increasing the level of educational, methodological and financial autonomy of higher and vocational education institutions, simplifying their procedures for revenues' using from profile activities (including ones from paid educational services) for the needs of the educational process' modernizing, arranging the pupils' and students' living conditions;

- substantiating, providing effective financing mechanisms for the state and regional personnel training order to meet the needs of the Ukrainian territories' post-war economy for: restoration of safety and acceptable quality of the living environment (mine clearance, development of critical infrastructure – facilities and networks of electricity and heat generation, water supply, transport communications of freight and passenger transit, their logistics, etc.); revitalization of the development of the country's specialization branches and export-oriented industries that have been preserved (from mining to instrument and machine building, from agro-processing to recreational); specialists' and support staff' provision for regional systems of health care, social protection, education, local construction and food enterprises;

- activating constructive dialogue of three-partial institutions (i.e., mechanism for regulation of labor and kindred economic and political relations based on equal interaction and cooperation of the employees', employers', state' representatives) and public-private partnership regarding the implementation of workers' and specialists' integrated specialties standards, non-formal education' recognition, qualifications' acquisition and confirmation in non-state institutions and within the framework of on-the-job training;

- restoring the large-scale practice of on-the-job professional training as an effective tool for: improving the employees' qualifications and remuneration level; modernizing professional education' standards and programs in accordance with the employers' requests; diversifying funding sources of professional education institutions (higher, vocational); forming industrial and innovative territorial clusters of various specializations with the active participation of universities and vocational schools;

- encouraging employers to fund personnel professional education, retraining and advanced training by optimizing the taxation practice of economic entities that carry out and increase such expenses;
- further progressing of the system of continuous professional education throughout life, including on the basis of the appropriate services' provision at employment centers (in the form of courses for registered unemployed and additional employment' seekers), as well as at state and non-state social protection structures that take care for pensioners, disabled people, the population' marginal categories;
- optimizing mechanisms for recognizing national documents on obtaining professional education (diplomas, attestations, certificates) in EU countries.

A significant role in fulfilling the needs of modernized national and territorial economic complexes and labor markets for qualified personnel (workers, specialists) is played by measures for implementing the Strategy of the vocational (vocational and technical) education development until 2023, approved by the collegium of the Ministry of Education and Science in 2020. The measures carried out in recent years within the framework of above-mentioned Strategy are primarily aimed at:

- consolidation of vocational education institutions' management at local level, their transfer to communal ownership, plans' presentation for the developing regional networks of such institutions, including through their consolidation;
- modernization of the professional education infrastructure through the educational and practical centers' establishment – i.e., these are institutions with new equipment and technique that provide services for students to acquire practical skills, improve qualifications or retrain adults with the funds of the state budget, local budgets, professional education institutions' special funds, as well as with the business companies' support;
- professional education standards' establishment and improvement, educational programs' updating, improvement of teachers' qualifications in active cooperation with employers' institutions within the framework of implementation of the National qualifications' system subordinated to state professional standards.

Improving the training of Ukrainian universities' and vocational schools' pupils and students for professional activities requires:

- implementation of the vocational institutions' rights to independent educational programs' composition taking into account the results of territorial labor markets' studies, the interdisciplinary principle, as well as to this programs' supplementation with a segment formed from disciplines chosen by the students themselves;

- stimulation of connections between vocational education institutions and employers to conduct students' industrial practice, to acquire their necessary professional skills and initial qualification level;
- realization of applied scientific research programs in higher educational institutions; obtaining by these institutions the status of resource educational, methodical and research centers for priority economy sectors of the regions and the whole country; stimulation of vocational institutions to participate in the activities of such centers, territorial educational, scientific and production complexes, as well as in activities of a range of innovative structures (industrial parks, technological parks, scientific and research consortia, innovative and technological clusters, etc.);
- implementation of administrative and fiscal measures that ensure: first jobs for graduates, their early adaptation in primary workplace positions; the encouragement of enterprises and organizations that provide practice bases and first jobs for graduates, conclude contracts with educational institutions on the goods' and services' production (including services for personnel professional development and retraining), as well as on scientific research conduction.

Conclusions

The development of approaches to the assessment of the Ukrainian employment sphere losses due to military operations is a necessary component of substantiating the priorities and measures of the strategy of post-war revival and socio-economic development acceleration, including through the tools' application of external and international grants, donor aid and loans, stimulation of internal and cross-border business and investment initiatives, improvement of quality and resilience of mechanisms and processes of workforce reproduction, use and social protection.

In the context of the impact on the prospects of Ukraine' post-war revival and socio-economic development acceleration, the most significant are the employment sphere losses due to: death, disability, reduction of life expectancy, deterioration of the life quality, reproduction, professional and qualification potential of the workforce; destruction, reduction of the production base, breaking of schemes and mechanisms of supply, sales, logistics for enterprises, institutions, certain economic activities and specialization branches of territorial economic subsystems and whole country; increase in insurance and investment risks of business.

On the other hand, it is advisable to take into account the double genesis of war-generated employment sphere losses, which manifests itself through the allocation of losses that were formed and exacerbated directly due to military actions, as well as the consequences of the negative factors' influence, the basis of which was laid by pre-war disparities in the location of the production base,

resources, workforce, as well as by features and shortcomings of social and business practices of their use, reproduction.

Overcoming the problems of the economy and its employment sphere, threats and risks to the productive functioning and reproduction of the Ukraine' labor force, that continue to be inflicted by military actions, requires long-term close cooperation of the state, business entities, external and international donors and borrowers within the framework of the strategy of accelerating and increasing the socio-economic development resilience on the basis of diversification, territorial organization improvement, innovative modernization of the national economy. It is expedient to base the selection and content of priorities and areas of such cooperation primarily on assessments of direct and mediated damages, losses and negative consequences of the armed conflict in the near and distant perspective.

Increasing the strategy' effectiveness of Ukraine' post-war revival and socio-economic development acceleration sets out a number of tasks to improve the quality of workforce' reproduction and use that should encompass:

- assistance for the accelerated development of the Ukrainian economy' specialized branches, as well as local industries and the service sector, including within the targeted measures' framework for their diversification, technological modernization, logistics schemes' optimization of material supply, personnel support, sales;

- fulfillment of the economy' needs in personnel for: restoration of the living environment' safety and acceptable quality (mine clearing, development of critical infrastructure – facilities and networks of electricity and heat generation, water supply, freight and passenger transit communications, their logistics, etc.); revitalization of the country's specialization branches and export-oriented productions that have been preserved (from mining to instrument- and machine building, from agro-processing to recreational ones); provision of specialists and support staff for regional systems of health care, social protection, education, local construction and food enterprises;

- scaling up staff training, which is necessary for the Ukrainian economy modernization strategy' implementation (in particular, in the directions of expanding its knowledge-intensive, agro-production and agro-processing, mining and metallurgical specializations), attracting relevant transnational investors and businesses;

- assistance in the formation of industrial cooperation' cross-border regions, establishment of internal regional and local education institutions for their necessary personnel training;

- stimulation of the economically active population' labor mobility and entrepreneurial initiative within the framework of state-wide and local programs, relevant measures of large economic entities of various ownership forms;

- implementation of the social protection strategy for working age' citizens who lost their jobs, incomes and health due to military operations, including through paying compensations, assisting for their qualifications' and employment' rising, entrepreneurial activity, involvement (if necessary) in housing provision' programs;

- guaranteeing a socially acceptable (in the context of meeting vital and basic social needs) level of wages and safety at work, implementing effective control over these guarantees' observance.

In this context, the main directions for the development of the vocational education throughout a life combine:

- its popularization and establishment of the management' and financing' effective system through the public-private partnership and improvement of the professional education' content and quality;

- further consolidation of the efforts of the tripartite public dialogue' participants regarding the professional education development in the direction of solving both corporate and local tasks for providing qualified specialists and workers, so as for the modernizing territorial economic complexes and labor markets;

- strengthening the autonomy of the professional education institutions' spectrum (higher, vocational ones), as well as the local authority' management of vocational and technical schools;

- further planning of the vocational education institutions' regional networks, including through their consolidation;

- modernizing the professional education infrastructure due to the creation of educational and practical centers with new equipment and technique that provide services for obtaining practical skills by students, improving qualifications or retraining adults with the funds of the state and local budgets, professional education institutions' special funds, as well as with the business companies' support;

- development and improvement of professional education standards for a number of professions, educational programs' update, rise of teachers' qualifications, in particular, due to the active cooperation with employers' institutions during the further implementation of the National Qualifications System, subordinated to state professional standards.

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