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FEATURES OF THE FORMATION AND IMPLEMENTATION OF THE DIGITAL COMPETENCES POLICY OF THE STAFF OF THE MINISTRY OF DEFENSE OF UKRAINE UNDER THE CONDITIONS OF MARITAL STATE

Abstract. The article analyzes recent research and publications dedicated to addressing the issue of developing and implementing policies for digital competencies. It outlines the main methods for implementing digital competencies of personnel in information and communication systems owned by the Ministry of Defense of Ukraine under the conditions of the imposition of martial law in Ukraine. The peculiarities of forming and implementing policies of digital competencies of the Ministry of Defense of Ukraine's personnel under martial law conditions are identified. Further directions for researching the general problem are proposed, which may involve issues related to further improvement of methodological support for training specialists in information and communication systems of the Ministry of Defense of Ukraine and the Armed Forces of Ukraine.

Key words: Digital competencies, policies of digital competencies, information and communication systems, digitalization, war.

JEL classification: H10, O30

Introduction

Digitization in the modern world is a global process caused by the rapid development of information technologies, microelectronics and communications. At the same time, the main direction of the transformation of society is digitization, which is based on the total implementation of information technologies and is focused on the deep transformation of products, business and operational models of interaction processes between users and service providers. The main advantages of digitization are rela-

ted to dynamic approaches to data use and the creation of digital platforms, which increases the reliability of information and the efficiency of access to information. Due to the military aggression of the Russian Federation against Ukraine, martial law began on February 24, 2022. This is a special legal regime that was introduced in Ukraine to repel armed aggression and ensure national security, eliminate the threat of danger to the state independence of Ukraine, its territorial integrity (Pravdyvets 2021, 2021a).

The current stage of digital transformation in the Ministry of Defense of Ukraine (hereinafter referred to as the MOD) can be identified as one during which digitalization processes have acquired a particularly intensive character, in particular, the introduction of a significant number of information and communication systems and various services into the activities of the MOD, the practical application of which requires the personnel to acquire appropriate digital competencies. Due to this, there is a need for the formation of relevant digital competences in the staff of the MOD - a dynamic combination of knowledge, abilities, skills, ways of thinking, views, other personal qualities in the field of information, communication and digital technologies, which determines the ability of a person to successfully socialize, conduct a professional and/or further educational activities using such technologies.

Therefore, the formation of digital competences for the staff of the MOD during the introduction of the military legal regime in Ukraine is an urgent scientific task, which consists in the determination of the relevant policies of the MOD, as directions for the implementation of state policy in the field of digital competences.

1. Analysis of recent research and publications

The problems of digital competences, as well as the research of issues related to this problem, are reflected in the scientific works of many foreign and domestic scientists.

The analysis of scientific works showed that most of them are devoted to solving problems in the field of education.

At the same time, the solution of the general scientific problem of the digital competence of the staff of the MOD, especially in the state of war, was not considered in scientific sources.

2. Highlighting previously unsettled parts of the general problem

An unsolved part of the general problem of the digital competences of the staff of the MOD is the need for the formation and implementation of policies for the digital competence of the staff of the MOD in the conditions of martial law (Maslyuk 2016).

The purpose of the article is to determine the specifics of the formation and implementation of policies of digital competence of the staff of the MOD in the conditions of martial law (President of Ukraine 2022).

Solving the specified scientific task will allow:

- develop directions for further scientific research;
- to provide methodological and methodical support for the training of personnel of automated information and communication systems (hereinafter referred to as ICS);
- to provide scientifically based recommendations on improving the regulatory framework on personnel training and other issues.

The Ministry of Defense of Ukraine is the central body of the executive power, which is entrusted with the implementation of state policy, in particular with regard to the development of digital competences. Information and communication competence is recognized as one of the key competences needed by every modern person for a successful life. In turn, the ICS staff is one of the most important components on which the effectiveness of their functioning depends (Verkhovna Rada of Ukraine 2019, 2020; Cabinet of Ministers of Ukraine 2014, 2021).

MOD is the owner of numerous ICS, which are classified according to their purpose into combat and administrative-economic.

Combat ICS are supplied and operated by the Armed Forces of Ukraine in the interests of rejecting armed aggression.

Administrative and economic ICS are supplied and operated by both the MOD and the Armed Forces in the interests of ensuring their activities.

Peculiarities of the formation of digital competence policies of the MOD personnel in wartime are characterized by short terms of personnel training, which in turn requires a review of training standards and methods. The specified methods should provide for the reduction of the theoretical part of the training in order to acquire the necessary minimum practical skills for the personnel, which would allow him to effectively use the functionality of the ICS. Therefore, the main form of personnel training in the conditions of war should be course training, which can be conducted on the basis of specialized training centers of the Armed Forces of Ukraine for combat ICS and on the basis of educational institutions of various forms of ownership for administrative and economic ICS. In addition, a combined method can be used.

At the same time, IT opportunities are used to cover the needs for increasing the digital competences of IT specialists of the MOD, in particular, the involvement of specialists of the MOD on a free basis in internal courses of IT campaigns that they plan and conduct to improve the skills of their staff.

Course preparation abroad also continues.

Therefore, the policies of digital competences for the personnel of the MOD are formed on the basis of the needs of the MOD and the Armed Forces of Ukraine in the relevant specialists and are implemented through the development of a state order for the training of specialists, the introduction of course training of the relevant specialists, improvement (development) of standards and methods of their training

3. Conclusions

The conducted research made it possible to determine the peculiarities of the formation and implementation of policies of digital competences of personnel and to propose further directions of research of the general problem, which may be issues related to the further improvement of metho-

dological support for the training of ICS specialists of the MOD and the Armed Forces of Ukraine.

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