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## **PROFESSIONAL DEVELOPMENT OF CIVIL SERVANTS AS A FACTOR IN THE FORMATION OF A POSITIVE IMAGE OF THE CIVIL SERVICE**

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The state system of training, retraining and advanced training of civil servants ensures that central and local executive authorities and local self-government bodies have employees with a high level of professionalism who are able to perform managerial functions competently and responsibly.

The main types of professional development for civil servants are [1]:

- training under professional training programs;
- systematic self-study;
- thematic, permanent seminars;
- thematic short-term seminars;
- internships in the bodies covered by the Law of Ukraine "On Civil Service", "On Service in Local Self-Government Bodies" and abroad.

In order to solve the problems of professionalization, a qualitatively new approach to the formation of content and training technologies should be introduced, in particular [2-4]:

- taking into account practical skills in the field of constitutional and administrative law, legislation on civil service, anti-corruption legislation, regulations on staff policy, etc;
- practices of managing economic and social processes;

- business administration and financial management, project and change management, political science, management, social psychology;
- modern administrative activities, team management and forms of control over the implementation of management decisions.

In the process of professional training of civil servants, importance is attached to their preparation for managerial activities, decision-making skills, and strategic management.

The establishment of a system of continuous professional training has become an absolute necessity and an important factor in strengthening the civil service institution. To ensure its effective functioning, a state system of training, retraining and advanced training is being formed.

The training of elite personnel should be carried out on a competitive basis on the basis of the already obtained master's degree.

The characteristic features of this training should be the predominant share of self-education and mastering the practice of professional activity in economics, law, politics, ideology, team management, etc.

When analyzing the training and professional development needs of civil servants, it is necessary to [2-5]:

- analyze the quantitative and qualitative composition of employees of public authorities;
- determine a forecast estimate of the annual need for civil servants for positions of all categories, and prepare a training schedule;
- to analyze the existing network of accredited educational institutions where it is advisable to train, retrain and upgrade the skills of civil servants;
- to determine the list of specialties and legalizations in the field of "Public Administration" professionally oriented to the training of employees of state authorities and local self-government bodies;
- to conduct sociological research on the organization, content and effectiveness of training of public authorities' employees;
- to carry out scientific and methodological development of the problems of planning, organization and management of the educational process, forecasting the development of training of civil servants.

The need for professional development of civil servants qualities is caused by the discrepancy between the requirements of the organization, position or specific task and the actual results achieved by this employee [3]. The analysis of the need for advanced training is a process that identifies the goals and priority areas of training, target groups, and proposals for forms and methods of training.

Thus, it is necessary to determine training programs, teaching materials on the basics of state and constitutional law and political science,

economic fundamentals of administration and financial management, sociology and psychology, and preparation of management decisions.

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## DIGITALIZATION AS A PRIORITY DIRECTION OF AGRICULTURE DEVELOPMENT

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Today, the main direction of agricultural development is the use of digital technologies. Digitization includes the use of smart technology, the robotics of agricultural equipment, the digitization of maps and databases, data analysis, and the use of blockchain technologies to track products from the farmer to the consumer. With the help of digital equipment and sensors, an agricultural producer can collect a large amount of data about his farm, which allows him to make decisions based on the analysis of complex production processes [2].

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