

Рябцева А.С., ст. гр. ПУА-16-1мд,

Колесник Л.А., викл. – науковий керівник

## **HUMAN CAPITAL IN DEVELOPING AND DEVELOPED COUNTRIES**

*Запорізька державна інженерна академія, кафедра ІМЛК*

The confluence of rapid technical change and globalization in recent years has prompted governments in different countries to prioritize skills development as a key strategy for economic growth.

But there are profound and complex problems in developing countries, especially the poorest ones. Policy makers acknowledge the most important role of a human resource base in other investments to boost economic progress. In the same time these countries statistics have lower levels of educational attainment than industrialized countries. The result is a waste of such important resources. Developing countries are therefore need of new strategies that focus on the coherence between investment in skills development and economical productivity.

Skills impact on society in many ways. Skills improve labour market in two directions: employment rates and earnings. But the positive role of skills is much more than career prospects. Adults with low levels of foundation skills participate less in community groups and organizations and have passive civil position. In return adults with high levels of foundation skills feel that their voice can make a difference in social and political life. These results are consistent across a wide range of countries. Skills also help to overcome inequality and provide social mobility.

In the long run, investing in skills is less costly than price of poor health, lower incomes, unemployment and emigration – all things which tied with lower skills.

Ability to assess the quality of the skills available in the population and anticipate the skills required in the labour market lead to getting the best returns on investment in skills. Developing and using those skills effectively is the key to better life.

Skills policy requires cooperation across all areas of government with private sector, social groups, etc. World of learning and the world of work need to be linked for more effective skills development. Learning in the workplace offers several advantages. It allows to develop “hard skills” on modern equipment, and “soft” skills, such as teamwork, communication and negotiation, through real experience. Hands-on workplace training can also help youth to smooth the transition from education to work. Employers have an important role in training staff. But some small and medium-sized enterprises might need public assistance to provide training. Achieving this coherence is a major challenge in both developed and developing countries.

Maintaining skills throughout each individual’s life is another key challenge. It requires high-quality, easily accessible opportunities for adult learning, including up-skilling and re-training. This is particularly challenging in developing countries where quality of secondary education remains a problem.