

PRIORITIES OF PRESERVING THE PRODUCTIVE HUMAN POTENTIAL CAPACITY OF UKRAINE IN THE LIGHT OF THE FOREIGN COUNTRIES' POLICIES

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Purpose. The article summarizes the practical aspects of the policy of foreign states regarding the involvement of Ukrainian youth and the factors regulating their migration mobility with the aim of preserving the human capital of Ukraine in the conditions of russian aggression.

Results. A significant increase in external migration flows among Ukrainian citizens as a result of hostilities and a deep socio-economic crisis in Ukraine had a significant impact on the demographic situation in the state and its regions, led to significant changes in the sex-age structure of the population, a rapid reduction in domestic demand and labor supply, changed the level of population concentration in many regions and caused a number of other significant challenges. However, the problem of migration of Ukrainian youth has become particularly important, since this category of the population is the most active and mobile, but also the least socially and psychologically protected, so it needs special support from the state and public institutions. High migratory mobility of young people to recipient countries can contribute to increasing financial income from tuition fees, integrating educational institutions into the international educational and scientific system, reducing costs for training and education of qualified specialists, increasing the concentration of labor potential, developing the industrial complex, stimulating economic growth, reduction of labor shortage, growth of GDP, increase of revenues to the state budget. But at the same time, it also has the opposite negative effect, which, in particular, is manifested in the growth of competition in the

educational services and labor markets, the decrease in the number of jobs, the spread of unemployment, especially among young people without work experience, etc. The article is devoted to the study of effective ways of regulating the migration mobility of Ukrainian youth. The impact of the migration of Ukrainian youth caused by Russian aggression on the human capital of Ukraine and the formation of opportunities for its preservation is evaluated. The authors outline ways to form a rational migration and social policy, which will allow implementing an effective scenario of managing Ukraine's youth potential at both at the national and regional levels.

Scientific novelty. For the first time, the policy of many foreign countries regarding attracting the potential of Ukrainian youth is analyzed. The article outlines the initiatives of foreign scientific and educational institutions to support Ukrainian youth and their adaptation to the educational and social processes of recipient countries.

Practical value. Based on the assessment of the migration mobility of the Ukrainian youth and the analysis of the main initiatives of foreign countries regarding the attraction of its potential in the environment of the recipient countries, recommendations were developed to regulate the migration mobility of the Ukrainian youth in order to preserve the human capital of Ukraine and provide opportunities for its reproduction and further development.

Key words: human potential, human capital, Ukrainian youth, migration mobility, foreign countries' policies.

Introduction. A significant increase in external migration flows among Ukrainian citizens as a result of hostilities and a deep socio-economic crisis in Ukraine had a significant impact on the demographic situation in the state and its regions, led to significant changes in the sex-age structure of the population, a rapid reduction in domestic demand and labor supply, changed the level of population concentration in many regions and caused a number of other significant challenges. However, the problem of migration of Ukrainian youth has become particularly important, since this category of the population is the most active and mobile, but also the least socially and psychologically protected, so it needs special support from the state and public institutions.

With the beginning of the war in Ukraine, there have been more opportunities for Ukrainian youth to go abroad. They are accepted by foreign institutes and laboratories. And volunteer scientists from different countries help Ukrainian colleagues to find not just shelter abroad, but also work. Today, Ukrainian young people are ready to be invited by many foreign universities and high-level scientific groups, and in particular, those that are usually very difficult to get into. On the one hand, this is a big plus, because Ukrainian young scientists need support and internationalization. However, if you look at it from the side of Ukraine, it is obvious that for the state such a situation means a brain drain, because not all of them will return. Due to all these factors, it is necessary to find effective ways of regulating the migration mobility of Ukrainian youth to ensure the preservation of Ukraine's human capital, especially in the current conditions of Russian aggression, as well as the creation of opportunities for its reproduction.

Review of literature. A wide range of foreign and domestic scientists deal with issues of migration policy. In particular, the works of: A. Dembitska [1], O. Malynovska [2], O. Pozniak [3], O. Savitska [4] made a significant contribution to

the formation of the theoretical and methodological foundations of the study of international migration processes and others. The problems of regulation of international migration processes and the study of their influence on domestic realities are devoted to the works of: E. Libanova, O. Pozniak [5–7], M. Romanyuk [8], O. Ryndzak et al. [9–10], M. Bil et al. [11–12] U. Sadova, A. Makhoniuk [13] and others.

The following should be noted among the issues considered by these scientists: the main stages of international labor migration [1], the diversification of the composition of the population of Ukraine under the influence of international migration and the migration policy of the European Union – challenges and lessons for Ukraine [2], the analysis of the stay in the West of forced foreign of Ukrainian migrants [3], peculiarities of population migration processes in conditions of globalization [4], external labor migration of Ukrainians: scope, causes, consequences [5], foreign labor migration and re-emigration in the context of national security of Ukraine [8], institutional support for the functioning of the cross-border market migration services [13].

However, in their works, they do not pay enough attention to the issues of research and critical assessment of existing forms and methods of migrant integration, expanding the list of migration services that are provided and are effective.

Materials and methods. The objective of the article is to evaluate the migration mobility of Ukrainian youth and analyze the main initiatives of foreign countries regarding the involvement of their potential in the environment of recipient countries and the development of recommendations on the regulation of migration mobility of Ukrainian youth in order to preserve the human capital of Ukraine.

The fundamental provisions of economic theory in the sphere of migration form the methodological and theoretical basis of this study. The methodological-theoretical basis of this research is the fundamental provisions of economic theory in the field of migration. The methodology of this article includes the use of a set of methods, in particular: analysis and generalization of scientific data – to assess external migration flows among Ukrainian youth; system-structural analysis, synthesis and comparison – to evaluate the key principles and practices of inclusion of Ukrainian youth in the scientific and educational processes of the recipient countries; empirical methods of observation and longitudinal observations – to analyze the tools and ways of involving Ukrainian youth to study in the educational institutions of the host countries, as well as a number of other methods, such as modeling, generalization, questionnaires, dialectical, comparative, systematic and graphic, etc.

The article is based on data from the State Statistics Service of Ukraine and the results of a survey of migrants, in particular among young people under the age of 35, who left abroad as a result of russian aggression in February 2022.

Results and discussion. According to UN estimates, since the start of full-scale military operations on the territory of Ukraine, about 3 million children and young people have left our country [14], some of whom have already returned. According to

the Ministry of Education and Culture, as of September 2022, there are more than 600,000 school-age youth abroad. The largest number of them was registered in Poland (over 528 thousand), Germany (about 290 thousand) and the Czech Republic (70.5 thousand), less in Italy, Romania, Spain and Slovakia (from 30 to 40 thousand), as well as some families in Iceland (700 children), Montenegro (about 500), Belgium and Malta (less than 300 schoolchildren) [15].

On March 4, 2022, the Council of the EU adopted the Directive on granting temporary protection to refugees from Ukraine, which, in particular, guarantees the access of young people to secondary education. The key principles and practices for the inclusion of Ukrainian school-age youth are outlined in the working document of the European Commission (document dated June 30, 2022), which provides [16]:

- provision of subsidies for school and higher education through EU cohesion funds, Erasmus+ programs and the European Solidarity Corps;
- creation of the EU Educational Solidarity Group for Ukraine to identify the needs of young people from Ukraine and support the countries that receive them;
- access to educational materials in Ukrainian, online resources and courses for teachers of the School Education Gateway (School Education Gateway);
- supporting refugee teachers in the eTwinning community.

Most European education systems have responded quickly to the new challenges at the state level: they adopt regulations, send out recommendations and manuals for teachers, provide schools with specific tools, and make it possible to increase the number of teachers. Among the measures adopted by the recipient countries of Ukrainian youth, in particular the following:

- The Netherlands: The Ministry of Education, Culture and Science issued a “Training manual for working with children from Ukraine”, which prescribes expertise and assistance in the school integration of Ukrainian youth;
- Spain: National Education Plan for Ukrainian students has been developed at the state level, which provides for the required number of teachers. Emergency quotas have been introduced for school personnel, including assistants who know the Ukrainian language and can become translators for young people from Ukraine;

Attracting Ukrainian youth to study in the educational institutions of the host country is one of the generally recognized steps in European educational institutions, which, according to European teachers, helps young Ukrainians to accelerate the acquisition of a foreign language, provides access to psychosocial support, and promotes their participation in the social life of the recipient country.

In general, there are different directions and approaches to the integration of Ukrainian youth abroad. Each of them has its own characteristics, positive sides and disadvantages. The main ones are as follows:

1. Young people who have just arrived at an educational institution of the recipient country first study separately and in the process of learning master the language of the host country;
2. Ukrainian schoolchildren immediately study with their peers from the host

country, accordingly try to integrate into local educational and social processes, establish communication and social contacts.

The positive aspects of the first approach include the gradual integration into educational and social processes, the absence of a sharp “culture shock”, the opportunity to feel more secure in a familiar social and linguistic environment. The disadvantage of this approach is usually the difficult process of integration into the local environment and customs, the lack of incentives for quickly mastering the language of the host country, and a greater tendency to social exclusion in society.

The second option makes it possible to speed up the process of integration and communication, but it is more time-consuming for the recipient country, since it requires the training of appropriate teachers, as well as individual support and accompaniment, since there is a danger that young people will not be able to adapt and “get involved” in the educational process, and they will just formally “attend” classes and will not benefit from their studies.

Finland, Poland, Portugal, and Romania are the countries for which the first approach with separate classes for the education of Ukrainian youth (so-called “refugee centers”) is typical.

As for the second approach, most countries choose it. There are also some states that offer the choice of the optimal option for you at your own discretion. In particular, in Luxembourg you can send a student to a local school or to an integration class in an international school, and in Belgium you can choose between preparatory classes (DASPA) in special centers and local schools: if the parents choose to enroll the child in a regular class, he starts studying immediately (provided that it is an elementary school), however, if a student is over 12 years old, he goes to a basic school, where he studies for one or two years according to a special program and mostly masters the language [16].

In countries such as Italy, France, Turkey and the Baltic countries, language intensives are practiced in small groups during the school day. Young people have the opportunity to choose to study the language of the host country instead of scheduled classes. In some cases, language intensives are assigned in addition to standard school classes, usually in the evening. So, in particular, in Cyprus, the main training takes place during the summer holidays in language camps.

There is also a practice of allocating separate targeted funding for foreign language courses for Ukrainian youth. For example, in the Czech Republic, young people from Ukraine can take such courses not only at school, but also attend them remotely. Such classes last for one academic year, and if this is not enough, the student will study Czech as a foreign language three times a week (maximum 200 hours).

In general, there are few countries in the world today that do not have a national policy to help young people from Ukraine learn the language of this country. Among them, in particular, Iceland and Sweden. However, these countries simply introduced their own approach to this problem. In Sweden, for example, the practice of studying Swedish as a foreign language was introduced for Ukrainians studying in separate

classes. Instead, in Iceland, at the state level, a curriculum was introduced taking into account the needs of foreign-speaking children and methods of testing their competences were developed. As for other tasks related to the integration of Ukrainian youth, each school must deal with them independently.

After the start of the full-scale invasion, foreign institutions and universities began to create various opportunities for Ukrainian applicants, applicants and researchers from Ukraine. They are offered to continue their studies at Western universities or participate in various educational programs. In some countries (for example, in Poland and Lithuania), fees for studying and living in dormitories are canceled or postponed for Ukrainian youth. In addition, the governments of certain countries (for example, the Czech Republic or the USA) provide additional financial support for the needs of Ukrainian students and introduce scholarships for them.

Also, in some countries there are separate programs aimed at students and postgraduates from Ukraine. In particular, within the framework of the joint initiative of the Minister of Education and Science and the Minister of Health of Poland, the “Solidarity with Ukraine” program was created, thanks to which Ukrainian students and post-graduate students who arrived in the country from February 24, 2022, will be able to study and work on their research, and will also be exempted from tuition fees and will receive a scholarship.

In addition to continuing education and financial assistance, a number of universities promote the employment of Ukrainian youth, provide housing and free meals, and offer psychological and legal support. For scientists and educators from Ukraine, some institutions also provide opportunities for employment.

There are, in particular, universities that develop adaptive programs in the Ukrainian language for young people from Ukraine. For example, Warsaw University Collegium Civitas has developed adapted programs with the Ukrainian language of instruction for first-year students. After completing the first course, they will continue their studies in Polish. Some countries offer courses for learning the national language.

Table 1 shows a list of foreign institutions that have introduced initiatives to support and attract Ukrainian youth to their ranks (Table 1).

With the beginning of the war, there were more opportunities for Ukrainian scientists to go abroad. They were accepted and are accepted by foreign institutes and laboratories. And volunteer scientists from different countries help Ukrainian colleagues to find not just shelter abroad, but also work.

Experts note that Ukrainian students most often choose Great Britain, the USA, Canada, Poland, the Czech Republic, Lithuania and Latvia to study. The first is because of the better quality of education and educational programs, which in their opinion are more relevant and have a more practical nature. Many Ukrainian students choose countries where it is possible to stay for at least 1–2 years to work after graduation, such as Canada, Australia, New Zealand. Others just want to get an international diploma, however, returning to their homeland and having such a diploma, these young people already work in international companies in Ukraine.

Table 1

Initiatives of foreign scientific and educational institutions to support and involve Ukrainian youth

University	Conditions	Programs for which the scholarship is offered	Admission criteria and additional benefits
Estonian University of Applied Entrepreneurship Sciences (EUAS)	Mediation of state support for Ukrainian refugees in the form of a limited number of free study places for the autumn semester of 2022	Creativity and business innovation, software development and entrepreneurship, game design	A high school diploma from a bachelor's program or a bachelor's degree from a master's program (which can be submitted late) and English language proficiency. A free online language test is available
Oxford University (United Kingdom)	Free places in master's courses and in postgraduate studies of the university for highly qualified graduates from Ukraine	Agriculture, forestry, fishing, veterinary education and others	Free room and board and a grant of £7,500 for postgraduate students; scholarship for students in the amount of 6,115 euros; access to certification courses under the Post Leaving Certificate Courses programme
University of Cyprus	Scholarships for obtaining a bachelor's degree and studying at a graduate school	Subjects are available under various educational programs	Each scholarship covers tuition fees and monthly living expenses. Additionally: scholarships for attending Greek language courses at the School of Modern Greek
Semmelweis University of Budapest (Hungary)	Scholarship program with financial support in the amount of HUF 43,700 with the opportunity to obtain a bachelor's, master's or doctoral degree in Hungary	Enables students, teachers and researchers to work in the field of medical sciences	Fellows will also have housing or a free place in a dormitory and health insurance. In addition, people who work directly with patients will be able to continue their work and education in English, Hungarian or German
Vilnius Academy of Arts (Lithuania)	The Academy offers educational programs in specialties related to art and design	Graphic design, interior design, sculpture, graphics, animation, scenography, visual arts and related fields	Ukrainian students will be able to study for free. They will also have free access to online libraries with learning resources
Riga Technical University (Latvia)	Offers a bachelor's, master's or doctoral degree	Engineering technologies, chemistry and chemical technologies, economics, computer systems, physics and medical engineering, entrepreneurship and management and other technical areas	The university also has the opportunity to provide students with accommodation and provide scholarships
Helderberg University (Germany)	The university offers scholarships for undergraduate, graduate and doctoral programs that cover tuition fees	Bachelor's degree: Business and management; Magistracy: Business and management, engineering, informatics and big data; therapy and health	It is necessary to fill out an application on the website, provide a certificate confirming knowledge of English or German (depending on the chosen specialties), a school certificate or diploma from a previous university, as well as a motivation letter

Continuation of Table 1

University of Helsinki (Finland)	The educational institution does not offer a separate educational degree, but provides the opportunity to complete certain educational modules that are important for education	Subjects are available under various educational programs	These courses will be free for students until fall 2023
Jagiellonian University (Poland)	The institution offers continuation of studies during the summer semester of 2022	Admission to the first year or to other courses in various specialties	You need to submit an application and have documents confirming the results of your studies. The institution also provides housing for students and their families. Students will be able to study for free on the university campus
Hampton University (USA)	The university will accept from 50 to 100 Ukrainian students who are currently studying at Ukrainian universities	Academic level (bachelor, master, postgraduate in various specialties	Students will be able to get an education on the university campus for free
University of Bologna (Italy)	The university offers separate educational programs for bachelors, masters, and postgraduate students from Ukraine	Students will be able to: attend ongoing lectures; take exams; receive academic credits (up to 30 academic hours per semester)	It is necessary to have Ukrainian citizenship; be enrolled in a Ukrainian university; arrive in Italy after the start of the war and stay regularly in the country during the entire period of study
Technical University of Munich (Germany)	Offers refugees from Ukraine financial support, consulting services, training and a simplified application process for admission	Subjects are available under various educational programs	It is necessary to submit an application for study and contact the Central Advisory Group for University Students

Source: compiled by the authors.

Youth is the most mobile category of the population, so its growing migration mobility today is a serious problem for the future of Ukraine, because it is youth that is the strategic value of the state. In Ukraine, there is currently a catastrophic situation regarding the reduction in the number of young people as a result of military actions on the territory of the country. The team of young scientists of the State University “Institute of Regional Studies named after M. I. Dolishnyi National Academy of Sciences of Ukraine” carried out an analytical study of the structure of the migration of Ukrainian youth, which made it possible to identify the priority directions of their departure abroad [11]. As the results of this research show, the main countries of migration of Ukrainian youth during the studied period were Poland, Germany, France and Italy. Among them, Poland became the main country of reception of Ukrainian migrants, according to the survey, 35.9 % of Ukrainian youth chose it.

Analysis of the intentions of Ukrainian youth regarding their stay and further

activities abroad showed the following situation (Figure 1).

Are you still abroad and what do you plan to do next?

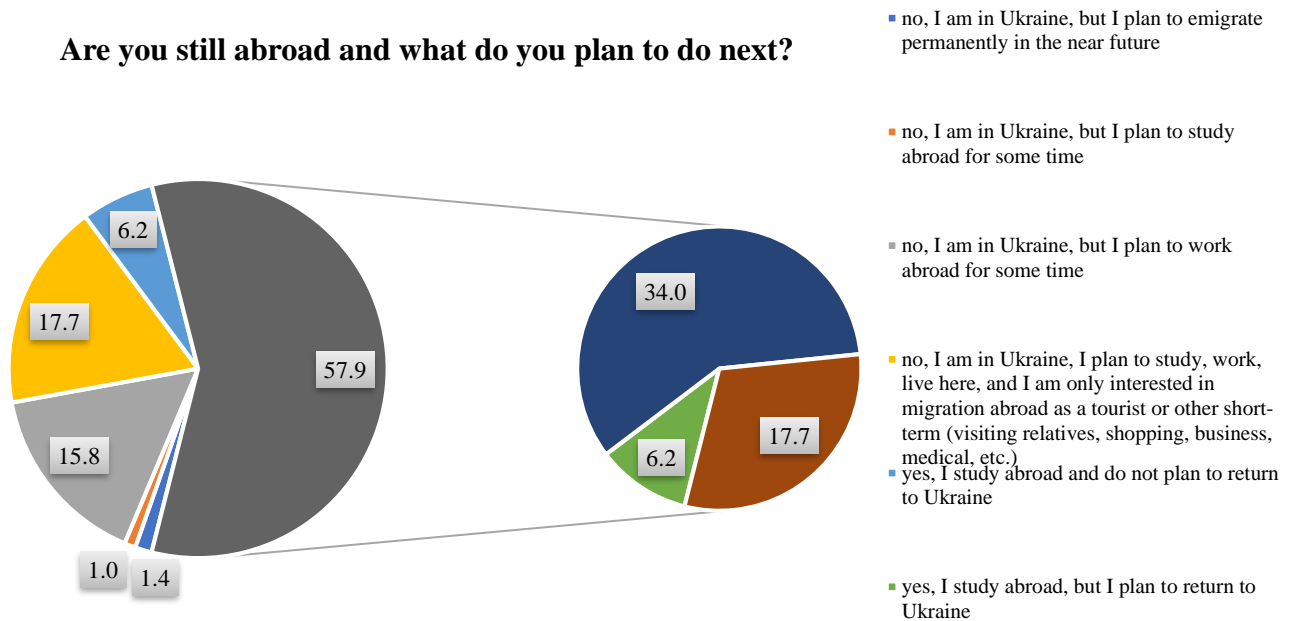


Figure 1. Distribution of migrants by employment status abroad

Source: built by the authors based on [11].

A comparative analysis of respondents' migration intentions revealed the fact that more than 40 % of surveyed Ukrainian young people do not plan to return to Ukraine after studying or working abroad. And this, in turn, is a significant part of the country's human potential. Accordingly, the question arises: do Ukrainian youth really feel so competitive in foreign labor markets, or is there another reason that determines such a high level of their foreign orientations.

Today, Ukrainian young people are ready to be invited by many foreign universities and high-level scientific groups, and in particular, those that are usually very difficult to get into. On the one hand, this is a big plus, because Ukrainian young scientists need support and internationalization. However, if you look at it from the side of Ukraine, it is obvious that for the state such a situation means a brain drain, because not all of them will return.

Abroad, scientific and educational professions for young people are extremely competitive, they provide an opportunity to earn a high income, in contrast to Ukraine, where scientists and educators complain about low salaries and poor funding.

Even before the war, the level of wages was one of the main reasons for the departure of Ukrainian youth abroad. Today, in Ukraine, even state-ordered training does not guarantee a young person the first job, and if she is given one, then, as a rule, the salary is several times lower than the average level. In addition, Ukraine does not compete with European countries in the level of social services, availability of housing, availability of cultural space and professional prospects, which is no less important and also affects the outflow of young people.

According to experts, for Ukrainian youth, going to foreign countries is an

opportunity to get a quality education and get a good job. Only a decent salary, affordable housing, improvement of social services and the state's interest in an educated generation can bring them back home.

It is obvious that the war is a very difficult time, but it is also a time of opportunities, which are currently opening up for Ukrainian youth. This is, first of all, an opportunity to learn and gain experience, which will be necessary in the future for the reconstruction of Ukraine. According to the assessments of sociologists and the forecasts of experts, the majority of young Ukrainian scientists plan to return to their homeland, but are waiting for a good opportunity and a corresponding change in the situation in the country – the cessation of hostilities, partial or complete stabilization of the socio-economic situation. However, a significant part will still not return, especially young people who, after completing their studies, found a decent job, settled their personal life abroad or simply got used to the environment and conditions of the host country. Usually, as the significant migration experience of the past shows, particularly among Ukrainian youth, the younger people are, the easier it is for them to stay in another country.

However, it is important to understand the fact that the post-war reconstruction of the Ukrainian state will also require Ukrainians who are abroad and who will be able to help rebuild the country from the outside. People who will stay will cooperate with colleagues in Ukraine, and those who will return will gain experience in international cooperation, which is extremely important.

Conclusions. Summing up, we can note that the active process of external migration mobility of young people, caused by military aggression and, as a result, intensified by the deep socio-economic crisis in Ukraine, may become a real threat to the state in the near future, since the constant outflow of the population from the country will lead to changes in its age structure, will cause the nation to age and the share of people with higher education to decrease. The danger of the young population leaving for the purpose of education and further employment and living abroad or due to fear of another repetition of military aggression by Russia may become quite real for Ukraine.

However, all these phenomena will be facilitated by factors that can both strengthen and restrain the processes of external migration mobility of young people, significantly influencing their activity. These include economic, social, information and communication and infrastructural factors. Thus, the most important and priority task of the state should be the improvement of its migration policy in the direction of stimulating the re-emigration of Ukrainian youth, the formation of rational and effective socio-economic tools and measures for the implementation of an effective scenario of managing the youth potential of Ukraine at both the national and regional levels. Among such measures should be the creation of conditions for effective retraining of persons who have lost their jobs, and the implementation of a competent and effective information campaign to support a change of profession (apparently with financial incentives from the state); development of a network of institutions that will

train people and master new specialties; co-financing or construction of housing for citizens under the conditions of signing an employment contract with the enterprise, and developing a mechanism for the transfer of housing ownership to the employee under the conditions of work in the coming years; it is also necessary to promote the growth of the prestige of working professions and the rating of domestic educational institutions; Ukrainian educational and scientific institutions should also establish cooperation with foreign institutions to enable young people to receive double diplomas. Special attention should be paid to the formation of a favorable legislative field and other possible conditions for starting a business and organizing a young person's own business.

The effectiveness of these steps in the direction of regulating the migration mobility of Ukrainian youth will allow to achieve the main result, namely the preservation of the human potential and human capital of Ukraine and the provision of opportunities for its reproduction and further development.

High migratory mobility of young people to recipient countries can contribute to increasing financial income from tuition fees, integrating educational institutions into the international educational and scientific system, reducing costs for training and education of qualified specialists, increasing the concentration of labor potential, developing the industrial complex, stimulating economic growth, reduction of labor shortage, growth of GDP, increase of revenues to the state budget. But at the same time, it also has the opposite negative effect, which, in particular, is manifested in the growth of competition in the educational services and labor markets, the decrease in the number of jobs, the spread of unemployment, especially among young people without experience in the first place of work, etc.

Thus, the prospects for further research into effective ways of forming a rational migration and social policy, which will allow the realization of a productive scenario of managing Ukraine's youth potential both at the national and regional levels.

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