

HUMAN CAPITAL IN THE CONDITIONS OF DIGITALIZATION OF EDUCATION IN HIGHER EDUCATIONAL INSTITUTIONS

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The level of education is the main factor in the formation of human capital. The leading role of higher education in the formation of human capital is higher education institutions. The concept of «Digital Transformation of Processes in the Education System of the Republic of Belarus for 2019–2025» lays the foundation for the implementation of digital transformation of processes in the education system, including modernization of the infrastructure of the education system.

Keywords: digital transformation; concept; human capital; higher educational institutions; digitalization of education.

ЧЕЛОВЕЧЕСКИЙ КАПИТАЛ В УСЛОВИЯХ ЦИФРОВИЗАЦИИ ОБРАЗОВАНИЯ В ВЫСШИХ УЧЕБНЫХ ЗАВЕДЕНИЯХ

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Уровень образования является основным фактором формирования человеческого капитала. Ведущую роль высшего образования в формировании человеческого капитала играют высшие учебные заведения. Концепция «Цифровая трансформация процессов в системе образования Республики Беларусь на 2019-2025 годы» закладывает основу для реализации цифровой трансформации процессов в системе образования, включая модернизацию инфраструктуры системы образования.

Ключевые слова: цифровая трансформация, Концепция, человеческий капитал, высшие учебные заведения, цифровизация образования.

Digital transformation covers all areas of the life of the population and has intensified especially during the COVID-19 pandemic, especially in such areas as higher and secondary education, healthcare, and the provision of public services to the population, which has contributed to the transfer of some sectors of the economy to remote work. The issue of human

capital has been widely studied in the scientific literature from the point of view of the influence of education on the formation of the human capital of an organization, region, state [2].

The era of digitalization is characterized for education by a change in human development models, transformations in the processes of creating, preserving and transmitting knowledge, changes in the processes of assessing and fixing achievements, and a transformation in the organizational management of educational organizations. The university teaching staff faces the task of creating new educational environments and spaces that form a qualitatively «complex» person for a «complex» world, which is one of the strategic priorities of education. The accelerating technological development requires fundamental changes in the formats of training future professionals.

On March 15, 2019, Belarus adopted the Concept of «Digital Transformation of Processes in the Education System of the Republic of Belarus for 2019–2025», aimed at improving the quality of life of the population by «improving the availability and quality of goods and services produced in the digital economy using modern digital technologies, increasing awareness and digital literacy, improving the accessibility and quality of public services for citizens, as well as security both inside and outside the country».

The concept lays the foundation for the digital transformation of processes in the education system, including the modernization of the infrastructure of the education system, the introduction of breakthrough technologies in the educational process, as well as the optimization and digitization with the help of software of all processes occurring in the education system and implemented on the basis of the adoption of technical, software, methodological and normative decisions. Breakthrough technologies include: blockchain, uberization, sets of sensors that form «smart institutions», big data technologies, artificial intelligence, virtual and augmented reality technologies [1].

Modern education makes a real contribution to the development of possible directions for the development of the country, the implementation of which will require highly qualified personnel capable of solving today's innovative problems, given the constantly changing situation, as well as increasing competition. The fact is that higher education is one of the main areas on which the development of any country depends. To date, the main task is to train specialists who can significantly increase the level of innovation and competitiveness of Belarusian enterprises. The level of education is the main factor in the formation of human capital. The leading role of higher education in the formation of human capital is that the student shows the ability to evaluate and apply innovations, use the latest management solutions [3].

Scientific and pedagogical workers are the «creators» of human capital in universities, creating most of the intellectual products that determine the competitiveness of the university, and are the main factor in the innovative development of higher education. The study of the processes taking place in society during the period of its qualitative changes, the formation of new development models is of particular scientific and practical interest. In this regard, the study of the features and directions of reforming higher education in Belarus at the stage of formation of market relations is undoubtedly relevant.

The main task of the state in the conditions of a two-level education system is to give students such knowledge and skills that will ensure a high level of application in the labor market, without reference to industry affiliation. At the same time, it must be borne in mind that the increase in the level of education during the functioning of the system of continuous education is indeed carried out continuously. The need for a continuous learning process is caused by the ever-accelerating pace of socio-economic progress. Training of personnel within the enterprise involves training while working at the workplace, training outside of work and self-education. This is dictated by the following considerations: employees realize that their prospect is connected with work in this organization, for professional and job growth within which it is necessary to achieve high qualifications.

The globalization of economic and social relations, the widespread use of digital technologies and information lead to the emergence of new professions, the nature of labor activity is being transformed.

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