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**SCIENTIFIC INTERNSHIPS AS A FORM OF IMPROVING
THE PROFESSIONAL SKILL OF THE SCIENTIFIC
AND PEDAGOGICAL EMPLOYEE
OF THE HIGHER EDUCATION INSTITUTION
(on the example of Pavlo Tychyna
Uman State Pedagogical University)**

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The article outlines the importance of scientific internships for a scientific and pedagogical employee of a higher education institution. The purpose and main tasks of the Department of International Relations of Pavlo Tychyna Uman State Pedagogical University are described. It was analyzed that scientific internships took place in full-time, mixed and remote forms. It was emphasized that the scientific internships of teachers should be carried out as often as possible, since highly qualified scientific and pedagogical employees are a guarantee of the university's success and its reputation in the Ukrainian and world arenas. The results of internships are developed scientific projects, defended scientific papers, published scientific articles. International internship is the most important form of improving the professional competence of teachers and provides an opportunity to exchange experience with many countries of the world.

Keywords: scientific internships; professional skills; professional development; project; scientific and pedagogical employees; university; cooperation; competences.

**НАУКОВЕ СТАЖУВАННЯ ЯК ФОРМА
ПІДВИЩЕННЯ ПРОФЕСІЙНОЇ МАЙСТЕРНОСТІ
НАУКОВО-ПЕДАГОГІЧНОГО ПРАЦІВНИКА ВНЗ
(на прикладі Уманського державного педагогічного
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Широкий діапазон вимог до високоефективного функціоналу, професійна діяльність учителя породжує потребу в постійному розвитку та вдосконаленні педагогічної майстерності, високому рівні самопідготовленості, пошуку нових педагогічних технологій з інноваційними реалізаціями, збагаченні власного досвіду новітніми теоретико-методичними знаннями.

Відділ міжнародних відносин є структурним підрозділом Уманського державного педагогічного університету імені Павла Тичини. Основною метою кафедри є налагодження та розширення міжнародних зв'язків із закордонними навчальними закладами для взаємовигідного співробітництва, розвитку міжнародних зв'язків університету для його інтеграції у світову та європейську систему освіти та зростання авторитету у світі.

Незважаючи на складну ситуацію, спричинену COVID-19 у 2021 році, та нинішні обставини, пов'язані з війною в нашій державі, можна зберегти свою позицію в напрямку міжнародної наукової діяльності Уманського державного педагогічного університету імені Павла Тичини.

Хочу наголосити, що наукове стажування викладачів має проводитися якомога частіше, оскільки висококваліфіковані науково-педагогічні працівники є запорукою успіху університету та його репутації на українській та світовій арені.

Учасники навчального процесу активно залучаються до програм зовнішньої академічної мобільності, спрямованих на підтримку ініціатив у сферах науки, освіти та культури.

Так, у 2021/2022 навчальному році відбулося 143 міжнародних стажування, 113 з яких наукового спрямування.

Міжнародні наукові стажування проходили за очною, змішаною та дистанційною формами. Зокрема, міжнародних стажувань було 5, 36 та 72 відповідно.

Результатами стажування є розроблені наукові проекти, захищені наукові роботи, опубліковані наукові статті. Міжнародне стажування є найважливішою формою підвищення професійної компетентності вчителів і дає можливість обмінюватися досвідом з багатьма країнами світу.

Ключові слова: наукове стажування; професійна майстерність; підвищення кваліфікації; проект; науково-педагогічні працівники; університет; співпраця; компетенції.

At the current stage of reforming all levels of education, the question regarding establishing stable international relations with higher education institutions of the countries that are part of the European Union is increasingly being raised. This will help increase the level of communication and mobility of teachers and students, create conditions for the organization of joint research projects, etc.

“The development of public relations in Ukraine at the current stage requires rethinking and improving the effectiveness of the process of training highly qualified specialists. The reform of economic, legal, and political norms along the vector of approximation to the European conceptual foundations of the social existence of society actualizes the transformation of national education in the direction of the requirements and levels of the European educational space” [4, p. 53].

This problem has been observed in a large number of scientific studies. Thus, state mechanisms for managing international internships were investigated by Aleksandrov V. T., Dombrowska S. M., Lukina T. O., and Shevchenko S. O.

As N. M. Myronchuk points out [1, p. 69] that “internship can be carried out in the form of long-term and short-term training, which, in turn, requires the mobilization of the teacher’s forces to update and deepen various types of knowledge, mastery, distribution of efforts for high-quality performance of professional duties and improvement of qualifications,

responsibility, organization, mobile activity etc”. According to the results of research by N. M. Myronchuk, “training under the short-term professional development program involves a comprehensive study of modern and relevant scientific problems in the field of education, science, pedagogy, relevant legal acts, domestic and foreign experience, raising the level of professional culture, etc. It includes participation in seminars, seminar workshops, seminar meetings, seminar trainings, webinars, round tables” [1, p. 45].

Goal of the article is to carry out an analysis of scientific internships as a way of improving the professional skills of scientific and pedagogical employees on the example of Pavlo Tychyna Uman State Pedagogical University.

“A wide range of requirements for the highly effective functional professional activity of a teacher creates the need for constant development and improvement of pedagogical skills, a high level of self-preparedness, search for new pedagogical technologies with innovative implementations, enrichment of one’s own experience with the latest theoretical and methodical knowledge. Aspects of the formation of a scientific worldview, organization of scientific research of applied tasks require the teacher to be in a state of constant scientific search for internships” [4, p. 89].

The Department of International Relations is a structural division of Pavlo Tychyna Uman State Pedagogical University. The main purpose of the department is to establish and expand international relations with foreign educational institutions for mutually beneficial cooperation, development of international relations of the university for its integration into the world and European education system, as well as the growth of authority in the world.

“The main tasks of the Department:

- organization of international activities of Pavlo Tychyna Uman State Pedagogical University, development of methods for its implementation, preparation of draft agreements and other documents for the implementation of the university’s tasks in the field of international relations;
- establishing contacts with foreign educational and research institutions, agencies, associations, embassies of foreign countries, as well as their representative offices in Ukraine;
- preparation of draft agreements on cooperation of Pavlo Tychyna Uman State Pedagogical University with foreign educational institutions and international organizations in the field of scientific, educational, consulting activities, organization and control over the implementation of the provisions of the signed agreements;
- organization and provision of international academic mobility of teachers and students of higher education, improvement of the qualification level of university teachers by coordinating scientific contacts with educational institutions of foreign countries within the framework of international educational and scientific programs on the basis of cooperation agreements with partner universities and foreign scientific, as well as educational organizations;
- providing the necessary organizational and methodical assistance to structural units, faculties and departments in establishing, as well as maintaining international relations;
- carrying out information and advertising work with the aim of finding new partner universities, as well as expanding the geography of international relations of Pavlo

Tychyna USPU;

- conducting receptions of official foreign delegations and individual specialists in accordance with the order of the rector and the requirements of the protocol;
- activation of the participation of the university's structural units in international educational and scientific projects" [3].

Despite the difficult situation caused by COVID-19 in 2021 and the current circumstances related to the war in our country, it is possible to maintain its position in the direction of international scientific activity of Pavlo Tychyna Uman State Pedagogical University.

In accordance with "Regulations on the Procedure for the Implementation of the Right to Academic Mobility", approved by Resolution No. 579 of the Cabinet of Ministers of Ukraine dated August 12, 2015 (as amended by the Resolution of the Cabinet of Ministers No. 599 dated 13.05.2022) and "Regulations on the Procedure for the Implementation of the Right on Academic Mobility of Participants in the Educational Process of Pavlo Tychyna Uman State Pedagogical University" (protocol No. 9 dated 01.25.2022), one of the forms of academic mobility for employees and students is a scientific internship.

The purpose of the scientific internship is to increase the level of theoretical and practical training, conduct original research using modern equipment and technologies, master the latest unique methods, gain experience in conducting scientific research activities, ensure information exchange and expand scientific contacts.

I would like to emphasize that the scientific internships of teachers should be carried out as often as possible, since highly qualified scientific and pedagogical employees are the key to the success of the university and its reputation in the Ukrainian and world arenas.

International cooperation of the university is carried out comprehensively and systematically at the level of the rectorate, international relations department, cultural and educational centers, faculties/institute, departments. Connections with foreign institutions of education, science and culture are being actively established and expanded.

Participation in academic mobility programs is regulated by bilateral agreements between the university and partner organizations. Thus, in the 2021/2022 academic year, agreements were concluded with partners on external academic mobility from 11 countries: Poland, Czech Republic, Bulgaria, the Netherlands, Germany, Great Britain, Macedonia, China, Lithuania, Latvia, Kazakhstan. They will contribute to the integration of Pavlo Tychyna Uman State Pedagogical University into the global educational and scientific space.

It is very important to continue to develop the university's international cooperation, to expand its geography and areas of work, as this is one of the key tasks that ensures the university's innovation and competitiveness.

Participants of the educational process are actively involved in external academic mobility programs aimed at supporting initiatives in the fields of science, education and culture.

Thus, in the 2021/2022 academic year, 143 international internships took place, 113 of which were scientifically oriented.

International scientific internships took place in full-time, mixed and distance forms. In particular, there were 5, 36 and 72 international internships, respectively.

- full-time form – 5 internships took place in the Republic of Poland;
- mixed form – 36 internships on the basis of the University of Western Finland (2 partially mobile internships took place in Finland and 34 internships, where the

mobile part of the academic mobility took place in Turkey);

- remote form – 72 internships.

International scientific internships of scientific and pedagogical employees took place on the basis of educational institutions of such countries:

- Western Finland College (Turkey) – 32 internships.
- Department of Polish and Ukrainian Studies of Jagiellonian University in Krakow (Poland) – 20 internships.
- European Academy of Education (Netherlands) – 10 internships.
- Polish-Ukrainian Foundation “Institute of International Academic and Scientific Cooperation” together with the Higher Seminary of the Theological University – 21 internships.
- Scientific and Research Institute of Lublin Science and Technology Park and IESF International Foundation of Scientists and Educators (Poland) – 2 internships.
- Warsaw University of Life Sciences at the Department of Economics, Education, Communication and Consulting at the Faculty of Economic Sciences (Poland) – 1 internship.
- Humanities University in Warsaw (Poland) – 1 internship.
- International Historical Biographical Institute (Dubai, New York, Rome, Jerusalem, Beijing) – 1 internship.
- ISMA University of Applied Sciences (Latvia) – 1 internship.
- Higher School of Linguistics (Poland) – 1 internship.
- International University of Applied Sciences (Latvia) – 3 internships.
- European Academy of Sciences and Research (Germany) – 18 internships.
- VIII International Scientific and Practical Conference “Science and practice, actual problems, innovations” (Netherlands) – 5 internships.
- Fundraising and organization of project events in educational institutions: European experience (Poland) – 1 internship.
- Western Finland College (Finland) – 2 internships.

The tasks that scientific and pedagogical employees set before themselves during scientific internships were as follows:

- study of education systems and international scientific and pedagogical experience in the training of those who obtain scientific degrees;
- deepening of cooperation in academic and scientific fields between Ukraine and other countries of the world;
- familiarization with approaches to the issue of scientific plagiarism and deepening of knowledge on issues of academic integrity: concepts, principles, implementation problems;
- formation of practical skills for developing one’s own educational projects;
- acquiring the skills to search for grants in the information environment;
- professional self-improvement based on the best international innovative practices, etc.

Based on the results of the internships, the following steps were taken:

- scientific projects were developed;
- scientific papers and essays in the context of international experience were defended;

- scientific articles were published;
- publications in international collective monographs were made, etc.

It is important to continue to involve teachers in academic mobility programs and to develop the educational and scientific competencies of the scientific and teaching staff of Pavlo Tychyna Uman State Pedagogical University.

Among the participants of academic mobility, a special place is occupied by those who acquire higher education.

During 2021/2022 students of the faculty of preschool and special education, as well as the educational and scientific institute of economics and business education took part in international scientific internships.

The purpose of these internships included the following:

- development of professional competences in the context of European education;
- familiarization with the developments of scientists aimed at the development of soft skills based on the best international innovative practices in professional training.

According to the results of the internship, the scientific paper was defended.

During the verification of the authenticity of the certificates received by scientific and pedagogical employees of Pavlo Tychyna Uman State Pedagogical University during the internship at the Ukrainian-Polish Foundation “Institute of International Academic and Scientific Cooperation” (IIASC) together with the Higher Theological Seminary of the UKSW University in Warsaw, certain violations were detected. In particular, the rector of the last institution of higher education, Mr. Myroslav Meizner, did not confirm the organization of courses on the basis of the educational institution entrusted to him. Employees of the Department of International Relations not only carried out a thorough check of all certificates of scientific and pedagogical employees received as a result of the above-mentioned international internship, but also pay due attention to clarifying this situation and defend the interests of scientific and pedagogical employees of the university.

We believe that when choosing an institution for an international scientific internship, it is necessary to be vigilant and carefully check information about the institution / organization on the basis of which the internship is conducted; to take into account the recommendations of the Ministry of Education and Science of Ukraine, as well as the Department of International Relations.

International internship is the most important form of improving the professional competence of teachers and provides an opportunity to exchange experience with many countries of the world.

Thus, an internship abroad creates an opportunity to successfully master the following general and professional competencies: professional and personal (theoretical and methodological, subject and methodical, subject and activity, correctional and pedagogical, professional and creative, moral and value, civic), position and functional (functional and behavioral, projective and corrective, technological, diagnostic and prognostic), managerial (organizational, leadership), innovative and research (cognitive, scientific and research), which is a significant prerequisite for improving the professional skills of scientific and pedagogical employees. A perspective for further research is the study of the foreign experience of scientific and pedagogical employees, regarding the development of professional competences and professional skills.

Pavlo Tychyna Uman State Pedagogical University plans to further develop the

international direction of work and increase the geography of external academic mobility of our scientific and pedagogical employees, as well as students gaining education.

Currently, Ukraine is going through difficult times, so we must make even more efforts for rapid integration into the educational and scientific environment of the European Union and, regardless of the circumstances in which we find ourselves, continue to adapt the development strategy of Pavlo Tychyna Uman State Pedagogical University to European standards.

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