



PRIORITY DIRECTIONS FOR IMPROVING THE TRAINING SYSTEM FOR INTERNAL AFFAIRS BODIES

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Abstract. *This article analyzes the issues of improving the system of training, retraining and advanced training of internal affairs officers. It also highlights priority areas aimed at increasing personnel capacity and their practical significance.*

Key words. *Internal Affairs bodies, personnel training, advanced training, education system, crime prevention, scientific research, international cooperation.*

In the current context of globalization, ensuring public safety, reliable protection of citizens' rights and freedoms, and effective fight against crime are emerging as priorities of state policy. In this context, the issue of increasing the efficiency of the activities of internal affairs bodies is of particular importance and requires deepening institutional reforms in this area.

One of the important factors in the modernization of the internal affairs bodies system is the training, retraining and regular improvement of the skills of highly qualified, competitive and modern-minded personnel. This process includes not only deepening theoretical knowledge, but also the formation of professional skills that are inextricably linked with practice. After all, modern threats, such as transnational crime, organized crime, drug-related crimes, the underground economy, cybercrime and extremism, require high levels of professional training, analytical skills and the ability to make quick decisions from internal affairs bodies.

At the same time, the effective organization and improvement of the activities of internal affairs bodies is aimed at forming an open and transparent, compact and

professional system that serves the interests of the population. In this regard, strengthening crime prevention, increasing the social prestige of prevention inspectors, and establishing close cooperation with the population are of priority.

At the same time, digital transformation processes require the widespread introduction of modern information and communication technologies into the activities of internal affairs bodies. In particular, the effective use of "smart" analytical systems, database integration, video surveillance and biometric identification tools significantly expand the possibilities of preventing and exposing crime.

In this context, it is of urgent importance to form a comprehensive approach by integrating crime prevention, operational search activities, and criminal investigation processes, ensuring their mutual compatibility. This, in turn, will serve to reduce the level of crime, strengthen public safety, and increase citizens' trust in state bodies.

Thus, improving the training system for internal affairs officers, revising its content based on modern requirements, and introducing innovative approaches are important components of reforms in this area.

Improving the personnel training system. Increasing the personnel potential in the system of internal affairs bodies requires the formation of a qualitatively new education system that meets modern requirements and is based on innovative approaches. In this regard, the introduction of mechanisms for training employees without separating them from their service activities, their continuous retraining and advanced training, is of particular importance. This approach, along with strengthening the theoretical knowledge of personnel, serves to systematically develop their practical skills and professional competencies. This ensures the efficiency and speed of the activities of internal affairs bodies.

Targeted training of young personnel. In the process of training competitive and highly qualified personnel for internal affairs bodies, professional orientation of

the younger generation from an early stage plays an important role. In this process, the formation of initial professional knowledge, a high sense of patriotism, civic position and high spiritual and moral qualities in candidates is a priority task. To achieve these goals, it is necessary to introduce effective institutional mechanisms for targeted training of candidates for admission to departmental higher educational institutions.

Combining the educational process with practice. Integrating the educational process with practice is an important condition for increasing the effectiveness of personnel training. In this regard, the updated educational standards and curricula are specialized in specialized disciplines and are aimed at expanding the share of practical training. In particular, the direct participation of trainees in territorial internal affairs bodies, the formation of practical skills in crime prevention and operational-search processes, strengthens their professional training and ensures the application of theoretical knowledge in practice.

Strengthening the teaching staff. The formation of highly qualified scientific and pedagogical personnel in educational institutions and the improvement of their potential directly affect the quality of education. Therefore, it is an important task to replenish the teaching staff with specialists specializing in specialized disciplines, having scientific degrees and practical experience. At the same time, the involvement of specialists with extensive practical experience in law enforcement agencies in the educational process serves to ensure the harmony of theory and practice.

Introduction of modern educational technologies. The rapid development of information and communication technologies requires the modernization of the educational process. In this regard, the widespread introduction of innovative methods such as distance learning platforms, electronic learning resources, simulation and situational training will increase the effectiveness of education. This

will help develop students' independent knowledge acquisition, analysis and decision-making skills.

Optimization of educational programs. Taking into account the changing nature of the activities of internal affairs bodies and practical needs, it is necessary to systematically review and improve educational areas and specialties. This will ensure the compliance of the personnel training system with the labor market and industry requirements, as well as increase the efficiency of the personnel training process.

Improving the efficiency of scientific research. Fundamental and applied scientific research is of great importance in solving urgent problems in the activities of internal affairs bodies. In particular, strengthening scientific research in the areas of crime prevention, operational search activities and criminal investigation, and wide implementation of their results in practice will contribute to the development of the sector.

Developing international cooperation. In the context of globalization, expanding international cooperation is an important factor in improving the quality of personnel training. The competitiveness of the national education system can be increased by exchanging experience with foreign educational institutions, implementing joint educational programs, ensuring the participation of professors, teachers and students in international internships, as well as paying special attention to the study of foreign languages. Improving the training system for internal affairs officers requires a comprehensive approach. The effectiveness of the system can be further improved by increasing the capacity of personnel, combining the educational process with practice, introducing modern technologies, and developing international cooperation. This, in turn, is an important factor in ensuring public order and protecting the rights of citizens.

Analysis of foreign experiences. World practice shows that the use of advanced foreign experience is of great importance in effectively organizing the

training system for internal affairs officers. In developed countries, this system is based on the principles of continuous education, practice-oriented training, and the widespread introduction of innovative technologies. In particular, in the United States, in the training of law enforcement officers, special attention is paid to practical skills along with academic knowledge. The training process in police academies is carried out through simulation exercises, modeling decision-making in stressful situations, and training that is close to real situations. Also, through the "field training officer" system, new employees are trained directly in the service process under the guidance of experienced specialists.

Great BritainIn the experience of the competence-based approach is of paramount importance. In the process of selecting and training employees, along with their professional knowledge, their communication skills, adherence to ethical standards, and ability to communicate with the public are also assessed. Distance learning platforms and electronic resources are widely used in the training process.

GermanyatThe training of internal affairs officers is organized on the basis of a dual education system, combining theoretical knowledge and practical experience. During the training process, trainees undergo internships in government agencies, through which their professional competencies are gradually formed.

JapanatIn the training of police officers, special attention is paid to discipline, close cooperation with the community, and prevention. Through the "Koban" system, police officers work continuously in neighborhoods and build trusting relationships with the population. This serves as an effective tool in preventing crime.

South KoreaatThe system of training internal affairs (police) officers is highly centralized and based on innovative approaches, developed in line with the concept of "smart policing".

First, The personnel training system maintains a balance between theoretical knowledge and practical skills. In police academies, trainees receive in-depth

knowledge not only of legal disciplines, but also of psychology, information technology, public relations, and decisionmaking in crisis situations. Simulation training, virtual modeling, and exercises that are close to real situations are widely used in the training process.

Secondly, South Korea has a system of continuous professional development. Police officers undergo regular refresher courses throughout their service and learn new technologies and methods. This allows them to constantly update their professional skills.

Thirdly, The use of digital technologies is one of the most important aspects of this state's experience. Big data analysis, artificial intelligence, video surveillance systems, and facial recognition technologies have been widely implemented in the fight against crime. This increases the effectiveness of crime prediction and prevention.

Fourth, Special attention is paid to cooperation with the public. Police activities are organized on the principles of openness and transparency, and constant dialogue is conducted with the population. This strengthens citizens' trust in law enforcement agencies.

Fifthly, The selection process is carried out on the basis of high standards. Not only the level of knowledge of the candidates, but also their moral qualities, stress resistance and ability to work in a team are thoroughly assessed.

In conclusion, the South Korean experience shows that high results can be achieved through the effective application of innovative technologies, practice-oriented education and the principles of continuous development in the training of internal affairs officers. Adapting this experience to the national system will significantly improve the quality of personnel training.

The above analysis of foreign experiences shows that the following aspects are of particular importance in improving the training system for internal affairs officers:

- deep integration of the educational process with practice;

- ☐ establish a system of continuous professional development;
- ☐ introduction of modern information technologies;
- ☐ applying a competency-based approach to personnel selection;
- ☐ strengthening cooperation with the public.

From this perspective, the introduction of advanced foreign experiences, adapted to the national system, will increase the efficiency of the activities of internal affairs bodies, as well as contribute to a new stage in ensuring public safety.

The above analysis shows that improving the system of training of internal affairs officers is one of the priorities of modern state administration. Ensuring public safety, effective fight against crime and reliable protection of citizens' rights and freedoms largely depend on the professional potential, knowledge and skills of personnel.

According to the results of the study, the development of the personnel training system is of crucial importance in establishing continuous education, ensuring the harmony of theory and practice, the widespread introduction of modern information and communication technologies, and adapting the content of education to the needs of practice. At the same time, the quality indicators of the education system can be further improved through targeted training of young personnel, increasing the potential of professors and teachers, and enhancing the effectiveness of scientific research.

The experience of foreign countries, including the USA, Great Britain, Germany, Japan and South Korea, shows that innovative approaches, digital technologies, competency assessment and effective cooperation with the public play an important role in personnel training.

In particular, the concept of "smart police", the dual education system and practice-oriented training models provide high efficiency. In this regard, the effectiveness of the system can be significantly increased by introducing advanced foreign experiences adapted to the national system, digitizing the activities of

internal affairs bodies, and comprehensively developing human resources. This, in turn, will serve to strengthen public safety, reduce crime, and further increase citizens' trust in state bodies.

Currently, the process of training, retraining and advanced training of personnel in the system of internal affairs bodies is characterized by a number of problems that do not fully meet modern requirements. In particular, there is an insufficient harmony between theory and practice in the educational process, an insufficient level of use of digital technologies, and an incomplete implementation of a competency-based approach in the selection and assessment of personnel. In addition, the insufficiently effective functioning of continuous professional development mechanisms also negatively affects the development of personnel potential.

To eliminate these problems, it is advisable to implement the following measures:

- review the personnel training system based on modern requirements and deeply integrate

- it with practice; - Widespread introduction of digital technologies, artificial intelligence, and simulation

- training into the educational process;

- full implementation of a competency-based approach to personnel selection and assessment;

- formation of an effective system of continuous professional development and retraining;

- implementation of foreign best practices, adapting them to the national system;

- Strengthening the teaching staff and widely involving practicing specialists in the educational process.

As a result of the implementation of the above proposals, a system of training highly qualified, competitive and modern-minded personnel for internal affairs

bodies will be formed. This will serve to increase the effectiveness of the fight against crime, strengthen public safety, strengthen the prevention of offenses and increase citizens' trust in state bodies. At the same time, openness, transparency and efficiency in the activities of internal affairs bodies will be ensured, and the modern and sustainable development of the system will be achieved.

The conducted analyses show that in the context of globalization, ensuring public safety, effectively combating crime, and protecting the rights and freedoms of citizens are directly related to the effectiveness of the activities of internal affairs bodies. This, in turn, relies on the professional training, knowledge, and skills of the personnel serving in the system, as well as their ability to adapt to modern threats.

According to the results of the study, improving the system of training, retraining and advanced training of internal affairs officers requires a comprehensive approach. In particular, the priority tasks are the deep integration of the educational process with practice, the widespread introduction of digital technologies and innovative methods, the selection and assessment of personnel based on a competency-based approach, as well as the formation of a system of continuous professional development.

At the same time, the experience of countries such as the USA, Great Britain, Germany, Japan and South Korea shows that practice-oriented training, a dual system, the concept of "smart police" and effective cooperation with the public can yield high results in personnel training. The introduction of these advanced practices, adapted to the national system, will allow bringing the activities of internal affairs bodies to a new level.

In conclusion, it is worth noting that through consistent reforms aimed at increasing human resources capacity, modernizing the education system, and expanding international cooperation, the effectiveness of the activities of internal affairs bodies can be significantly increased. This will help reduce crime, strengthen public safety, and further increase citizens' trust in state bodies.

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