BORYS GRINCHENKO KYIV METROPOLITAN UNIVERSITY

ACADEMIC PROFESSIONAL PROGRAMME

2.A1.00.01 Corporate Education and Personnel Development
the second (Master's) degree of higher education

Field of knowledge: 01 Education
Specialty: A1 Educational sciences
Qualification: Master of Educational Sciences

(with changes)

Kyiv – 2025

APPROVAL FORM
of the new edition of the educational and professional program
2.A1.00.01 Corporate Education and Personnel Development
second (Master's) level of higher education

Department of Educology and Psychological and Pedagogical Sciences

Order of 07.05.2025 № 5

The Head of the Department – Liudmyla KHORUZHA

Academic board of the Faculty of pedagogical education

Order of 15.05.2025 № 5

The Head of Academic board – Olha KOTENKO

Academic center of standardization and quality of education

The Head – Yevhen ANTYPIN

Vice-rector on scientific-pedagogical and teaching activities – Oleksiy ZHYLTSOV

JUSTIFICATION

Changes in the educational and professional program 2.A1.00.01 Corporate education and personnel development of the second (master's) level of higher education (approved by the decision of the Academic Council of the University (minutes No. 3 dated 03/27/2025), which was created to continue the implementation of the educational program 011.00.03 Corporate education and personnel development of the second (master's) level of higher education, approved in a new version by the decision of the Academic Council of the University (minutes No. 7 dated 08/26/2021), put into effect from 09/01/2021 (order dated 08/26/2021 No. 528), are due to:

- objective challenges of the present and prospects for the development of corporate education in Ukraine in the conditions of war and post-war times;
- the feasibility of supplementing the functionality of a specialist in the field of corporate education in the direction of innovations in the system of human development, which expands the possibilities of his future professional activity;
- the results of a survey of higher education applicants regarding the degree of their satisfaction with the educational program.

The changes made to the educational and professional program provide for the implementation of innovative and research strategies of corporate education in the preparation of masters in educational sciences in order to ensure theoretical and practical training of competitive specialists capable of solving current problems, complex tasks of a research and/or innovative nature in the field of educational, pedagogical sciences, corporate education, continuous training and personnel development in organizations, institutions (enterprises) in accordance with their strategic goals and objectives and relate to the clarification of the names of educational components, the structural and logical scheme of training, namely:

- the position on the award of professional qualifications - Teacher (teaching methods), consultant (corporate training) has been removed in connection with the Resolution of the Cabinet of Ministers of Ukraine dated October 25, 2024 No. 1223 on "Some issues of awarding professional qualifications by higher education institutions in the absence of a professional standard";

- replaced in clause 2.1 of section II. List of components of the educational and professional program and their logical sequence educational component OD.01 Sociology of educational needs (3 credits, 1 semester) with OD.01 Research strategies in corporate education (3 credits, 1 semester); educational component OD.02 Andragogy (3 credits, 1 semester) with the discipline OD.02 Adult education and human capital development (3 credits, 1 semester);

- removed Block of Elective Courses I. E-learning management.

The details of these changes to the educational and professional program are set out below.

Developed agreed by a working group consisting of:

Bratko Mariia Vasylivna, head of the working group, Professor of the Department of Osvitology and psychological and pedagogical sciences, Faculty of pedagogical education, Borys Grinchenko Kyiv Metropolitan University, Doctor of Pedagogical Sciences, Associate Professor (garantor og the educational program)

Khoruzha Liudmyla Leonidivna, head of the Department of Osvitology and psychological and pedagogical sciences, Faculty of pedagogical education, Borys Grinchenko Kyiv Metropolitan University, Doctor of Pedagogical Sciences, Professor

Tadeush Olena Mykolaivna, Associate Professor of the Osvitology and psychological and pedagogical sciences, Faculty of pedagogical education, Borys Grinchenko Kyiv Metropolitan University, Candidate of Pedagogical Sciences, Associate Professor.

Nos Nataliia Mykolaivna, employer representative, head of the educational department of the International Institute of Postgraduate Education, member of the Employers' Council of the FPO

Shapovalenko Mariia Antonivna, graduate of EPP 011.00.03 Corporate Education and Personnel Development of the second (master's) level of higher education, study period 2020-2021, talent search manager KPMG-Ukraine Ltd

Klymenko Oleksandra Serhiivna, student EPP 011.00.03 Corporate education and personnel development of the second (master's) level of higher education of the Faculty of Pedagogical Education of Borys Grinchenko Kyiv Metropolitan University, year of entry 2024

External reviewers:

Kuprievych Viktoriia Oleksandrivna, Researcher of the Department of Professional and Practical Training, Institute of Professional Education of the National Academy of Sciences of Ukraine, Candidate of Pedagogical Sciences, Associate Professor.

Manoilenko Nataliia Viktorivna, Managering partner TOV «Mizhnarodna yurydychna firma «Akord».

Nos Nataliia Mykolaivna, head of the educational department TOV «International Institute of Postgraduate Education».

Educational program implemented from 2020

Updated:

Date of viewing EP / Changes to the EP			
Signature			
Name and surname of guarantor of EP	Bratko M.V.		

I. The profile of the educational program
2.A1.00.01 Corporate Education and Personnel Development
Specialty A1 Educational Sciences

1 – General information	
Full name of the higher education institution and structural division	Borys Grinchenko Metropolitan Kyiv University Faculty of pedagogical education
Level of higher education	second (Master's) level of higher education
Degree of higher education	Master
Field of knowledge	A Education
Specialty	A1 Educational sciences
Educational program	2.A1.00.01 Corporate Education and Personnel Development
Qualification	Master's degree in Educational Sciences
Qualification in diploma	Degree of higher education: Master's Specialty: Educational Sciences Educational program: 2.A1.00.01 Corporate Education and Personnel Development
Form of training	Institutional (part-time)
Language of instruction	Ukrainian
Cycle/Level	NQF of Ukraine – level 8 FQ-EHEA-second cycle EQF-LLL- level 7
Type of diploma and the volume of the program	Master's degree, single, the volume of the educational program based on the Bachelor's degree - 90 ECTS credits, training period-1 year 4 months
Preconditions	Previously obtained Bachelor's degree
Accreditation	The Ministry of Education and Science of Ukraine, Certificate (УК № 11005857) on accreditation of specialty 011 Educational, Pedagogical Sciences, the certificate is valid until July 1, 2026. National Agency for Quality Assurance of Higher Education Ukraine The deadline for applying for accreditation - 2026
Internet address for permanent placement of the description of the educational program	http://kubg.edu.ua/
2 - Aim of educational program	
Providing theoretical and practical training for specialists, who are capable of creating alternative educational systems in corporations and enterprises that provide training, professional development and continuous development of personnel in accordance with the strategic goals and objectives of these institutions	
3-Characteristics of the educational program	

Description of the subject area	*Objects of study and / or activity:* pedagogical, psychological and managerial concepts and ideas for the purpose of creating alternative educational systems and professional development of corporate and enterprise personnel. *Training goals:* formation of a set of competencies, knowledge, skills and abilities for applying in professional activities in the field of educational needs of corporations and enterprises, methods of corporate training for higher education applicants. *The theoretical content of the subject area:* the theory of corporate pedagogy and the theory of scientific branches that correspond to the subject specialization (corporate pedagogy and personnel development; organizational psychology and labor psychology; educational content: technologies of creation and use; monitoring of educational needs of the corporation; areas of socio-cultural communication, education, culture, management (pedagogical culture and ethics; personnel management). *Methods, techniques and technologies:* student-centered learning, which implies democratic principles of teaching. Particularly, personality-oriented, activity-based, creative approaches, integration of scientific, educational and practical activities. *Tools and equipment:* smart resources, computer and network programmable devices and equipment.
Structure of the program	● The ratio of the volumes of the mandatory (general and professional) and elective components of the OP: ● The mandatory part (67 ECTS credits, 75%): disciplines aimed at the formation of general and special (professional) competencies - 45 credits; the share of industrial practice (methodological, pedagogical) - 10.5 credits; the share of master's research - 10 credits, certification - 1.5 ECTS credits. ● The elective part (23 credits, 25%): disciplines of free choice
4 – Eligibility of graduates for employment and further training	

Eligibility for employment	Jobs in divisions of corporations, organizations, and enterprises that provide training, advanced training, and continuous development of personnel, etc.
	
	According to the national classifier of professions ДК 003: 2010, specialists who have received education under the educational program "Corporate Pedagogy and Personnel Development" can hold such primary positions:
	    2351.2-Lecturer (teaching methods),
	    2419.2-Consultant (in corporate education)

Academic rights	The opportunity to continue training at the third (educational and scientific) level of higher education. Acquisition of additional qualifications in the postgraduate education system.
5-Teaching and Evaluation	
Teaching and learning	The educational process is built on the principles of: student-centered, personally oriented learning, competency-based, system-integrative approaches, research-based learning. **Forms**: classroom - lectures, seminars, practical classes (laboratory work). Extracurricular: self-study assignments (completion of individual tasks, based on textbooks, manuals, Internet sources); consultations with teachers; completion of practices, writing and defending a qualifying master's thesis. E-learning is being introduced for some educational components,

		group project work, mentoring support for practitioners, participation in educational projects. **Methods:** problem-based, problem research-based, interactive, project-based learning. Teaching is carried out using information technologies on the Moodle distance learning platform in the digital university campus, communication is organized on the Google Meet, ZOOM, etc. platform. Application of innovative technologies (case-study, blended learning, flipped classroom, CLIL, distance learning, cooperative learning, mobile learning). Educational and methodological support of the educational process is carried out through the use of electronic training courses. Stimulating self-study of higher education students and organizing group work in order to acquire teamwork skills and self-search of the problem solution, in particular, when solving practical cases. Using elements of informal education when studying certain modules of disciplines on online educational platforms and when participating in scientific conferences, webinars, master classes, etc.
Evaluation		Cumulative point-rating system, which provides for the assessment of students for all types of classroom and extracurricular educational activities in the form of intermediate, final (semester) control, as well as certification. Intermediate control (oral survey, essay, written express control/computer testing, etc.), final semester control (credits, exams in oral, written (testing), combined forms, defense of practice reports), certification (defense of qualifying master's thesis). Assessment of higher education applicants is carried out in accordance with the Unified System for Assessing Academic Achievements of Students of Borys Grinchenko Kyiv Metropolitan University
6 - Programme competencies		
Integral competence		The ability to solve complex tasks and issues of research and/or innovative based in the field of educational, pedagogical sciences
General competencies (GC)	GC 1	The ability for abstract thinking, analysis and synthesis.
	GC 2	The ability to search, process and analyze information from various sources.
	GC 3	The ability to apply knowledge in practical situations.
	GC 4	The ability to learn and gain modern knowledge.
	GC 5	The ability to adapt and act in a new situation.
	GC 6	The ability to identify, formulate and solve problems.
	GC 7	The ability for nterpersonal skills.
	GC 8	The ability to act in a socially responsible and conscious manner.
	GC 9	The ability to communicate professionally in the official and foreign languages.
Special (professional) competences	SC 1	The ability to design and research educational systems.
	SC 2	The ability to apply and develop new approaches to solve research and/or innovative problems in the field of education and pedagogy, in particular in the adult education system and corporate education.

	SC 3	The ability to take into account diversity, individual characteristics of students in planning and implementing the educational process in an educational institution, in particular students in the adult education system, corporate education
	SC 4	The ability to conduct expertise and provide consultations on educational policy and innovations in education.
	SC 5	The ability to develop and implement new educational tools, projects and integrate them into the educational environment of an educational institution, in particular into the educational environment of a corporation (organization, institution, enterprise)
	SC 6	The ability to manage the strategic development of a team in pedagogical, scientific-pedagogical and scientific activities.
	SC 7	Critical understanding of problems in the field of education, pedagogy and at the boundaries of fields of knowledge.
	SC 8	The ability to integrate knowledge in the field of education/pedagogy and solve complex problems in multidisciplinary and interdisciplinary contexts.
	SC 9	The ability to use modern information and communication and digital technologies in educational and research activities.
	SC 10	The ability to analyze the effectiveness of existing personnel motivation systems in a corporation (organization, institution, enterprise).
	SC 11	The ability to design personnel development based on career planning.
	SC u12	The ability to consult on the creation, use and monitoring of the effectiveness of alternative educational systems for improving the qualifications of personnel in a corporation (organization, institution, enterprise).
	SCu13	The ability to communicate productively with participants in the educational process of a corporation at different levels of subject-subject interaction.
	SCu14	The ability to self-control, self-assessment, understanding the results of one's professional activities.

7 – Normative content of training applicants for higher education, formulated in terms of learning results

LR1. Know the concepts of development of education and pedagogy, the methodology of relevant research at the level of the latest achievements.

LR2. Use modern digital technologies and resources in professional, innovation and research activities

LR3. Build pedagogically appropriate interpersonal partner interaction, carry out business communication, clearly and unambiguously convey their own thoughts, conclusions and arguments on education and pedagogy to specialists and the general public, hold a problem-thematic discussion..

LR4. Communicate fluently in the state and foreign languages orally and in writing to discuss the results of educational and professional activities, present scientific research and innovative projects.

LR5. Organize the educational process based on student-oriented, competence-based, contextual approaches and modern achievements of educational and pedagogical science, manage educational and cognitive activities, objectively evaluate the results of training of the applicants for education, in particular in the adult education and corporate training.

LR6. Develop and implement innovative and research interdisciplinary projects in the field of education/pedagogy in compliance with legal, social, economic and ethical standards.

LR7. Create an open educational and scientific environment that is favourable for applicants for education and is aimed at ensuring learning outcomes, in particular in the adult education and corporate training.

LR8. Develop and teach educational courses in educational institutions, using the methods, tools and

technologies necessary to achieve the goals set.

LR9. Search for the necessary information on educational/pedagogical sciences in printed, electronic and other sources, analyze, systematize it, evaluating its reliability and relevance.

LR10. Make effective, responsible management decisions in the field of education/pedagogy, in particular in new or unfamiliar environments, if there are many criteria and incomplete or limited information.

LR11. Carry out advisory activities in the field of educational and pedagogical sciences.

LRs12. Know the essence of basic concepts, categories of corporate education and corporate pedagogy; understand the possibilities of acmeological, leadership, diagnostic, developmental, and educational technologies for working with adults.

LRs13. Apply knowledge and understanding of the specifics and significance of professional work in modern socio-cultural conditions; features of methods of selection, adaptation, motivation systems, development and evaluation of personnel in corporations (organizations, institutions, enterprises).

LRs14. Apply knowledge and understanding of the features of creating and using alternative educational systems of corporations; models of corporate training in modern conditions; basic elements and functions of corporate training; methods for assessing the effectiveness of alternative corporate training systems.

LRs15. Demonstrate knowledge of the specifics, styles, and models of pedagogical communication in a corporate educational environment**.**

LRs16. Apply knowledge and understanding of the essential characteristics of the quality of the educational process and the main types of monitoring the quality of education, modern programs and results of national and international comparative studies of the quality of education, regulatory documents regulating the monitoring of the quality of the educational process in corporations, in particular their educational needs.

LRs17. Develop and teach educational courses using the methodologies, tools, and technologies necessary to achieve the goals set, utilizing the content and functional features of electronic educational content for blended and distance (electronic) forms of corporate learning.

8 – Resource provision for the implementation of the program	
Staffing	The teaching staff of the educational program consists of the teaching staff of the Department of Osvitology and psychological and pedagogical sciences, the Department of Foreign Languages and Methodologies of the Faculty of Pedagogical Education. The faculty of the Department of Psychology of Personality and Social Practices, Department of Computer Science and Mathematics, Department of Information and Cyber Security, Department of Philosophy and others are involved into the teaching of specific disciplines in accordance with their competence and experience. The practice-oriented nature of the educational program involves a wide participation of practitioners, corresponding to the direction of the program, which enhances the synergy of practical and theoretical training. The teaching staff of the EP meets the requirements defined by the License conditions for the implementation of educational activities.
Material and technical support	The University has a sufficient number of specialized computer classes and laboratories, which are equipped with computers with appropriate software, multimedia equipment, visual and methodological materials. All workplaces in computer classes are connected to the Internet. The areas of the premises used in the educational process meet the requirements of accessibility, sanitary standards, fire safety rules. All necessary social and household infrastructure, a dining room, buffets, the number of places in dormitories meets the requirements.
Information, educational and methodological	The official website of Borys Grinchenko Kyiv Metropolian University http://kubg.edu.ua contains information about the educational programs, educational, scientific and educational activities, structural divisions, admission

support	requiremtns, and contacts.
	Digital campus https://digital.kubg.edu.ua/, containing information about: all digital education services, digital science with access to various platforms; digital management of regulatory bases, registers, document management; image and leadership; digital space with personal accounts and corporate mail; university infrastructure;
	University e-learning system (Moodle). Services for organizing online classes: Google Meet (corporate), Google Chat, Google Hangouts, Google Classroom; wireless internet access points;
	Library, reading rooms; electronic library, repository http://elibrary.kubg.edu.ua/; access to electronic scientific databases Scopus, Web of Science, EBSCO, etc.;
	Training and working curricula;
	Schedule of the educational process;
	Curriculums of academic courses;
	Curriculums of practical training;
	Methodological recommendations for writing and laying out a Master's thesis, etc.
9 – Academic mobility	
National credit mobility	
International credit mobility	
Training of foreign applicants for higher education	

II. The list of components of the academic professional programme and their logical sequence

2.1 The list of components of the AP

Component code	E/s code	Components of the educational program (academic disciplines, practices, Master's projects/thesis)	Amount of credits	Form of final control
1	2	3	4	5
Compulsory components of the educational program				
CC 1	CS.01	Research Strategies in Corporate Education	3	credit
CC 2	CS.02	Adult education and human capital development	3	exam
CC 3	CS. 03	Leadership in Education	2	credit
CC 4	CS. 04	Foreign Language for Professional Purposes	4	exam
CC 5	CS. 05	Management of Personnel	3	credit
CC 6	CS. 06	Organizational Psychology and Psychology of Labour	4	exam
CC 7	CS. 07	Monitoring the Corporate Educational Needs	4	credit
CC 8	CS. 08	Corporate Pedagogy and Personnel Development	6	exam
CC 9	CS. 09	Corporate Culture and Ethics	4	credit
CC 10	CS. 10	Educational Content: Technologies of Creation and Implementation	6	exam
CC 11	CS. 11	The methodology of Corporate Training	6	exam
CC 12	PP. 1	Professional Practice (methodical)	6	credit
	PP. 02	Professional Practice (pedagogical)	4,5	credit
CC 13	SP.1	Preparation and Defence of a qualification Master's work	11.5	defense
Total amount of compulsory components:			67	
Selective components of the educational program (addition 1)				
SC 1-5	SD 2.00	(the student chooses subjects for the appropriate number of credits)	23	credit, exam
		Total	23	
Total amount of selective components:			23	
TOTAL AMOUNT OF THE EDUCATIONAL PROGRAM			90	

2.2. Structural and logic scheme of the academic professional programme

1 semester 30 credits	2 semester 30 credits	3 semester 30 credits
Foreign Language for Professional Purposes, 4 ECTS		
Management of Personnel, 3 ECTS	Organizational Psychology and Psychology of Labour, 4 ECTS	
Leadership in Education, 2 ECTS		
Adult education and human capital development 3 ECTS		
Research Strategies in Corporate Education 3 ECTS		
Monitoring the Corporate Educational Needs, 4 ECTS		
Corporate Pedagogy and Personnel Development, 4 ECTS. 2 ECTS.		
Corporate Culture and Ethics 4 ECTS.	Educational Content: Technologies of Creation and Implementation 6 ECTS.	
Professional Practice (methodical) 3 ECTS. 3 ECTS..		
	The methodology of Corporate Training 6 ECTS.	
	Professional Practice (pedagogical) 3 ECTS. 1,5 ECTS..	
Selective components		
	9 ECTS.	14 ECTS.
	Preparation of a qualification Master's work, 10 ECTS.	
		Defence of a qualification Master's work 1,5. ECTS.

Selective components (addition 1)

Selective components - *Choose from the course catalog*		
	Choose for 9 ECTS.	Choose for 14 ECTS

III. Form of certification of applicants for higher education

takes place in the form of *public defense of the Qualification Master's thesis.*

Certification is carried out openly and publicly.

The Master's qualification work is aimed at independently solving a complex problem and/or practical problem in the field of educational and pedagogical sciences, which requires research and/or innovation, and is characterized by uncertainty of conditions and requirements.

The qualification Master's thesis is checked for plagiarism. The qualification work should not contain academic plagiarism, fabrication and/or falsification.

The qualification Master's thesis is published on the University's website (in the repository).

The full implementation of the educational and professional program is completed by issuing a standard document to the graduate.

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IV. The matrix of compliance of program competencies with components of the educational and professional program

	CC 1 (CS.01)	CC 2 (CS.02)	CC 3 (CS.03)	CC 4 (CS.04)	CC 5 (CS.05)	CC 6 (CS.06)	CC 7 (CS.07)	CC 8 (CS.08)	CC 9 (CS.09)	CC 10 (CS. 10)	CC 11 (CS. 11)	CC 12 (PP. 01, PP. 02)	CC 13 (SP. 01)
GC 1	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 2	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 3	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 4	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 5	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 6	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 7	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 8	+	+	+	+	+	+	+	+	+	+	+	+	+
GC 9	+	+		+				+		+		+	+
GC 10	+						+				+	+	+
GCs 11	+	+	+	+	+	+	+	+	+	+	+	+	+
SC 1	+	+					+			+	+	+	+
SC 2	+	+	+		+		+	+	+	+	+	+	+
SC 3	+	+	+		+	+	+	+	+	+	+	+	+
SC 4	+						+	+		+	+		
SC 5										+	+	+	
SC 6			+		+								
SC 7	+	+	+	+	+	+	+	+	+	+	+	+	+
SC 8	+	+	+	+	+	+	+	+	+	+	+	+	+
SC 9	+	+	+		+	+	+	+	+	+	+	+	+
SCs 10													
SCs 11		+	+		+	+		+					
SCs 12							+	+		+			
SCs 13								+	+		+		
SCs 14	+	+	+	+	+	+	+	+	+	+	+	+	+

V. The matrix of providing program learning results with relevant components of the educational program

	CC 1 (CS. 01)	CC 2 (CS. 02)	CC 3 (CS. 03)	CC 4 (CS. 04)	CC 5 (CS. 05)	CC 6 (CS. 01)	CC 7 (CS. 02)	CC 8 (CS. 03)	CC 9 (CS. 04)	CC 10 (CS. 05)	CC 11 (CS. 06)	CC 12 (PP. 01,PP. 2)	CC 13 (SP. 01)
LR-1	+	+	+		+	+	+	+	+	+	+	+	+
LR-2	+	+	+	+	+	+	+	+	+	+	+	+	+
LR-3	+	+	+		+	+	+	+	+	+	+	+	+
LR-4	+	+	+	+	+	+	+	+	+	+	+	+	+
LR-5		+						+		+	+		
LR-6	+	+	+		+	+	+	+		+	+	+	+
LR-7		+	+					+		+	+	+	
LR-8								+		+	+		
LR-9	+	+	+	+	+	+	+	+	+	+	+	+	+
LR-10						+		+	+	+	+		
LR-11	+	+	+			+	+	+	+	+	+	+	
LRS-12	+	+	+		+	+	+	+	+	+	+	+	
LRS-13						+					+		+
LRS-14								+			+	+	+
LRS-15								+	+		+	+	
LRS-16	+						+						
LRS-17	+	+	+		+	+	+	+	+	+	+	+	+

Appendix 1-Selective part of the educational program

Students exercise the right to free choice of academic subjects, provided in paragraph 15 of the first part of article 62 of the Law of Ukraine "On Higher Education" at Borys Grinchenko Kyiv Metropolitan University in accordance with the Regulations on the procedure and conditions for the selection of academic subjects by students of Borys Grinchenko Kyiv Metropolitan University, approved by order №254 of 21.03.2024.

1. Selective block - Choose from the course catalog

Choosing disciplines from the course catalog, taking into account one's own needs and interests in future professional activities, allows the student to deepen their knowledge and acquire additional general and general professional competencies within related specialties and fields of knowledge and/or to familiarize themselves with the current level of scientific research in other fields of knowledge and expand or deepen their knowledge in general competencies.