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## FEATURES OF THE CONCEPT OF EDUCATION IN SCANDINAVIAN COUNTRIES

*Аннотация:* данная статья отражает особенности экономики скандинавских стран, характеристику концепции подготовки кадров скандинавских стран и возможности применения опыта Скандинавии в России.

*Ключевые слова:* мировая экономика, Скандинавия, основанная на знаниях экономика, ИКТ, дистанционное обучение, непрерывное обучение, социальная защита.

*Abstract:* this article reflects the characteristics of the economy of the Scandinavian countries, features of the concept of training Scandinavian countries and the possibility of applying the experience of Scandinavia in Russia.

*Keywords:* world economy, Scandinavia, knowledge-based economy, ICT, distance learning, lifelong learning, social protection.

The Nordic countries, notably Sweden, Denmark and Finland, have made significant strides in building a knowledge-based economy. National innovation systems (NIS) are an important factor in their successful progress in this direction.

It is important to note that in the Nordic countries much attention has been paid to labour market flexibility, staff competence development, education systems and lifelong learning for the last 10–15 years. Characteristically, these countries' innovation policies do not explicitly support only high-tech firms or areas. The society also pays innovative attention to traditional, so-called low-tech industries.

The high innovation rating of Finland, Denmark, Sweden is largely due to the fact that the governments of these countries have managed to organize an innovative environment not only at the macro-but also at the micro level. Traditional Scandinavian

values (social security and economic equality), deeply rooted in the consciousness of society, are likely to be another key element that contributes to innovative aspirations.

It is especially important that the experience of Scandinavian countries in the mass introduction of ICT is unique in that the process of Informatization was initially aimed not so much at improving the economic efficiency of companies, but at improving the quality of life of people. This implies that it is useful to introduce ICT into the lives of all people, regardless of their social status, level of education and age. ICT should be equally widely used in high – tech industries, and in the so-called low-tech sectors – food, textiles. And, as it turned out, the formation of the knowledge economy – is a better way in comparison with the experience of other OECD countries.

In addition, the Nordic region is particularly high the number of people regularly using the Internet for interaction with public organizations and authorities, and banking institutions and companies involved in electronic Commerce. Distance e-learning technologies for company employees are widely used.

It is also important that the enterprises of these countries are aimed at ensuring that employees can continue their studies, improve their skills directly at the workplace.

The application of the concept of training on the example of Scandinavian countries is most relevant today. Because Northern Europe is an excellent example of how useful a system based on citizens ' trust in government can be. Today, many countries, including Russia, lack this.

You can make sure that the economic system of Scandinavia is really established. After all, Norway, Sweden, Finland, Denmark and Iceland are examples of States where seemingly incompatible things are more than successfully combined: a developed innovative economy and a high tax burden.

I would like to emphasize that these Nordic countries have historically had a strong belief in the virtue of work, the need to work in good faith, responsibly and diligently. Moreover, this work ethic, unlike most countries in the world, extends to the elite, including large businesses.

I believe that the Scandinavian model is valuable in that great attention is paid to the development of staff competence, education systems and lifelong learning. In turn,

the wide funding of scientific research contributes to the implementation of any innovative ideas and improve the competitiveness of the economy.

It should be added that the superiority of the Nordic countries is also achieved through innovation policies that support low-technology industries, as a result of which governments have been able to organize the innovation environment at both macro and micro levels.

I believe that the Scandinavian countries can rightly be called welfare States. The level and quality of education, health care and the development of science are very high in these countries. It should also be noted that the rights of the employee and his social protection are highly placed. The Nordic countries are actively investing in the future of their own citizens, so people do not worry about tomorrow and trust the state.

Undoubtedly, this model of Scandinavia is promoted by traditional Scandinavian values, which are deeply rooted in the consciousness of society.

Perhaps now Russia needs to reach the path of high-quality and intensive economic development, as did the Nordic countries, which, like our country, began with the development of their natural resources, and then came to the development of its specific model.

I want to believe that at least some manifestations of the effectiveness of the Scandinavian system will become a kind of model, which will try to approach in our country. After all, it is necessary to borrow the experience of Scandinavia and develop a high management culture in order to achieve real success and prosperity.

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