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**PRINCIPLES FOR FORMING A SYSTEM OF PROFESSIONAL
COMPETENCES IN THE TRAINING OF SPECIALISTS IN THE SPHERE
OF LABOR SAFETY**

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Modern modernization of production imposes new requirements on the education and training of specialists capable of ensuring the management of labor protection at enterprises.

Today, many leading companies and state-owned enterprises formulate their requirements for personnel in the language of competencies. According to the international standard ISO 45001:2018 Health and Safety Management System, it is established that the enterprise has: determine the required level of competence; assess the current competence of the staff; develop training plans to reduce differences between required and existing levels of competence. Competence is understood as the unity of knowledge, professional experience, personal abilities and behavioral skills of an individual, determined by the goal, given situation and position. [1, p.230].

Under the professional qualification is understood the degree of professional readiness to perform a certain type of work. The competence and qualifications of employees can be viewed from the standpoint of purely professional requirements associated with the necessary expenditure of physical effort or mental labor, with professional knowledge, general education and ingenuity, with special skills and extensive work experience, with personal discipline and responsibility.

Currently, the literature describes a number of definitions of the term "competence", based on two fundamentally opposite approaches. On the one hand, there is an American approach that considers competencies as a description of an employee's behavior. The employee must demonstrate the correct behavior and, as a result of this, achieve high results in work.

The British approach considers competence as a description of work tasks or expected results of work. In the British interpretation, competence is the ability of an employee to act in accordance with the standards adopted by the organization. It is the British approach adopted in most EU countries.

Thus, the European approach focuses on defining the minimum standard that an employee must achieve, while the American model defines what an employee must do in order to achieve high performance. Competence-based approach in the training

of specialists involves not only the transfer of knowledge, skills and abilities from a teacher to a student, but also the formation of students' professional competence.

Professional competence is considered as a set of competencies that allow graduates to successfully adapt in their professional activities, that is, competence is a complex personal resource, and it includes not only knowledge, skills, skills of professional activity, but also motives for activity, learning ability [2, p.67].

Professional standards serve as the basis for the development of educational standards, methodological materials, professional training programs for employees and the establishment of qualification levels. One of the professional standards is the standard of a specialist in the field of labor protection. The functions of specialists in the field of labor protection, depending on the size of the enterprise, the complexity of the technological process, can be performed by:

1. Directly employees of this or that employer (authorized for labor protection).
2. The employers themselves.
3. Special labor protection services, which are responsible for the ability to organize safe working conditions and safe performance of work, including ensuring that the employer complies with regulatory and legal requirements for labor protection.

To ensure the effective management of labor protection, it is necessary to train specialists who are able to make quick and clear decisions and implement them, to have the necessary knowledge, skills, abilities and experience, the observance of which should a priori ensure the safe performance of work and safe working conditions when the employee performs his job function and fulfills his duties production organization employer.

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