

Maksym Voichuk*

DEVELOPMENT OF HUMAN CAPITAL OF YOUTH IN THE CONTEXT OF EUROPEAN INTEGRATION: DIRECTIONS FOR IMPROVING PUBLIC POLICY

The article examines the theoretical and methodological foundations and challenges of developing human capital (HC) among youth in Ukraine in the context of European integration, justifying its importance for national competitiveness. The fragmentation of existing public policy, reinforced by the consequences of military aggression and demographic imbalances, is revealed, which requires increased intersectoral interaction ("education-employment-youth policy"). The catalytic impact of EU programs (Erasmus+, EU4Youth) on youth mobility and competences is detailed, and the directions for improving policy through systemic integration and monitoring, focusing on European standards, are conceptually substantiated. The conclusion is drawn about the need to transform the management of youth HC into a systemic priority to ensure a sustainable European future for Ukraine.

Keywords: human capital of youth, public policy, European integration, youth policy, employment, education, youth participation.

Tabl. 3. Lit. 15.

DOI: 10.32752/1993-6788-2025-1-292-44-53

Peer-reviewed, approved and placed: 06.10.2025

Максим В. Войчук

РОЗВИТОК ЛЮДСЬКОГО КАПІТАЛУ МОЛОДІ В КОНТЕКСТІ ЄВРОПЕЙСЬКОЇ ІНТЕГРАЦІЇ: НАПРЯМИ ВДОСКОНАЛЕННЯ ПУБЛІЧНОЇ ПОЛІТИКИ

У статті проаналізовано теоретико-методологічні засади та виклики розвитку людського капіталу (ЛК) молоді в Україні в контексті європейської інтеграції, обґрунтовуючи його імперативність для національної конкурентоспроможності. Виявлено фрагментарність існуючої публічної політики, посилену наслідками військової агресії та демографічними дисбалансами, що вимагає посилення міжсекторальної взаємодії («освіта–зайнятість–молодіжна політика»). Деталізовано каталізуючий вплив програм ЄС (Erasmus+, EU4Youth) на мобільність та компетентності молоді, а також концептуально обґрунтовано напрями удосконалення політики через системну інтеграцію та моніторинг, орієнтований на європейські стандарти. Зроблено висновок про необхідність трансформації управління ЛК молоді в системний пріоритет для забезпечення стійкого європейського майбутнього України.

Ключові слова: людський капітал молоді, публічна політика, європейська інтеграція, молодіжна політика, зайнятість, освіта, участь молоді.

Problem statement. The development of human capital (HC) among youth is an imperative prerequisite for ensuring the state's sustainable socio-economic progress and a priority factor for effective European integration of Ukraine. Within the framework of modern socio-political discourse and in a turbulent environment, investments in the cognitive, professional, and socio-civic competencies of the young generation have become a strategic resource for public administration. The process of European integra-

* Lutsk National Technical University. Ukraine.

tion catalyses the diversification of opportunities for young people in the areas of education, employment, mobility, and political participation. Still, at the same time, it puts forward the requirement for systematic harmonisation of national youth policy with key reference frameworks and institutional practices of the European Union. At the same time, regulatory and institutional mechanisms for the formation and implementation of state youth policy in Ukraine remain fragmented and are characterised by insufficient target orientation towards accelerating the development of human potential. An imbalance is noted between educational outputs and labour market needs, as well as limited access for young people to quality trajectories of informal education, the development of entrepreneurial initiatives, and international mobility programs. The institutional gap in the field of interagency coordination and the limited administrative capacity of public authorities have a significant restraining effect on the practical implementation of European paradigms in the national youth human capital development policy.

In this context, the scientific problem of systematising and empirically substantiating the directions for institutional and functional improvement of public policy on the development of youth human capital, in accordance with the key principles and value orientations of the European Union, is being updated. The implementation of such a strategic vector will not only enhance the competitiveness of the younger generation in the global market but also contribute to the formation of a socially cohesive and innovation-oriented society capable of comprehensive integration into the European political, economic, and socio-cultural space.

Analysis of recent research and publications. The issue of youth human capital development in the context of European integration has gained considerable attention in recent years, both in domestic and international scientific discourse. Studies by leading global organisations emphasise that investments in human capital are the main factor in the socio-economic stability of states and a prerequisite for their European progress. According to the World Bank's Human Capital Project, the level of human capital in Ukraine remains lower than the average of EU countries, necessitating the need for comprehensive policies to develop the knowledge, skills, and health of youth [15; 14]. European integration creates new opportunities for Ukraine in terms of mobility, education, and employment of young people. Still, at the same time, it places additional requirements on the quality of human capital. The European Commission's reports note that the modernisation of education, the harmonisation of qualifications, and the strengthening of institutional capacity are key conditions for integration into the European Education and Labour Area [3]. Erasmus+ and other EU initiatives have proven effective in building competencies, promoting mobility, and fostering intercultural experiences for young people [2].

Researchers have paid considerable attention to the impact of war events and mass population displacement on the preservation of human capital. According to the OECD [11], the loss of access to quality education for young people, disruption of educational trajectories, and problems with the recognition of qualifications create risks of a long-term decline in human potential. Analytical reports by the Institute for State Effectiveness emphasise that the restoration of human capital should become a central element of Ukraine's post-war development strategy [6].

Assessments by the European Training Foundation [4] reveal several systemic challenges in the development of human capital, including weak coordination

between education and youth policies, insufficient flexibility in vocational education, and limited opportunities for informal learning. At the same time, the Youth Partnership [12] and the Council of Europe [1] emphasise positive trends in expanding youth participation and decentralising policies, but note the need to improve the quality of public administration in the field of youth policy.

At the national level, the key document remains the National Strategy for the Development of State Youth Policy until 2030 [7], which defines the directions for integrating European standards into youth policy. However, studies by the Ministry of Youth and Sports of Ukraine [8; 9] indicate insufficient resource provision for the implementation of the strategy, limited interdepartmental coordination, and the need for systematic monitoring of program effectiveness. Ukrainian scholars [5] emphasise the need to reorient state youth policy with an emphasis on developing human capital, innovative competencies, and active citizenship.

In summary, recent publications consistently indicate that the development of youth human capital is not only a social but also a strategic prerequisite for Ukraine's successful European integration. Despite the positive developments, scholars and analysts emphasise the need to improve public policy through integrated investments in education, health, innovation, and youth mobility [15; 11; 3; 9].

Research objective. The objective of this research is to scientifically substantiate the directions for improving Ukraine's public policy on human capital development for its youth in the context of European integration, taking into account modern challenges, trends, and European standards of management in the field of youth policy.

To achieve this goal, the following main tasks are envisaged:

- to analyse theoretical approaches to the essence of human capital of youth and its role in the processes of European integration;
- to investigate the current state of development of human capital of youth in Ukraine and identify key problems that hinder its effective formation;
- to assess the impact of European integration processes and international programs (Erasmus+, Youth Partnership, ETF, etc.) on the development of human capital of Ukrainian youth;
- to identify priority areas of improving public policy in the field of human capital development of youth in accordance with the principles and values of the European Union;
- to offer practical recommendations on institutional, regulatory and programmatic support for the development of human capital of youth at the national and local levels.

Main results of the study. The development of human capital among young people is a top priority for modern state policy in Ukraine. It determines sustainable socio-economic progress and provides the necessary institutional resilience in the process of deep European integration. The young generation is considered a strategic carrier of innovative potential, ability for digital transformation and an active civic position. Strategic investments encompass the development of cognitive, professional, and socio-psychological competencies, as well as the activation of political participation. The conceptualisation of LC in the context of youth policy goes beyond purely economic indicators, also encompassing social capital (networks, trust) and civic capital (participation, responsibility).

The reports note that the war and the associated socio-economic upheavals have significantly affected youth development trajectories: an increase in the number of young people not in education, employment or training (NEETs), significant displacement of internally displaced persons (IDPs), and challenges in accessing quality education, training and the labour market [13; 11]. These factors pose a risk of “losing” the human capital of the younger generation in the long term. The consequences of the military actions have significantly distorted socio-economic and demographic development trajectories, destroying social infrastructure and disrupting educational systems. The increase in the NEET rate is a worrying indicator of institutional inefficiency in the integration of youth, potentially leading to a cumulative decline in the national HC and an increase in the burden on the social security system in the future. Mass displacement also places additional pressure on regional social protection and education systems in host communities, necessitating adaptive and differentiated policy responses that focus on reintegration and psychosocial support.

Table 1. Systematisation of challenges for the development of youth literacy in wartime conditions, systematised based on [15; 11; 3; 9]

Level of influence	Key challenge	Academic terminology	Potential long-term consequences
Sociodemographic	Increasing share of young people not in employment, education or training (NEET).	Institutional inefficiency of integration mechanisms.	Erosion of the LC, increased social dependency, risk of a “lost generation”.
Institutional	Fragmentation of youth policy and weak inter-agency coordination.	Dysfunctionality of intersectoral interaction.	Duplication of functions, inappropriate use of resources, low policy effectiveness.
Economic/Labor market	Imbalance between educational outcomes and employer demand.	Mismatch of educational outputs with sectoral needs.	Structural unemployment, reduced competitiveness of the younger generation.
Geospatial	Limited access to quality services (education, health) in rural areas and affected regions.	Territorial inequality in access to social benefits.	Increased internal migration, degradation of peripheral communities.

In Ukraine, data analysis indicates that demographic trends, particularly the decline in the youth population, are intensifying the pressure to enhance labour productivity and effectively utilise available human resources. At the same time, research on national youth policy in Ukraine highlights the fragmentation of approaches, the lack of integration between youth policy and the education and labour systems, and the need for coordinated interdepartmental mechanisms [10].

Institutional fragmentation and the imbalance between educational outputs and labour market needs are the primary constraints on adequately capitalising on youth potential. Insufficient interdepartmental coordination, particularly between the Ministry of Education, the Ministry of Youth, and the Ministry of Economy, hinders

the development of comprehensive, synergistic solutions, leading to the duplication of functions. Demographic challenges emphasise the need for accelerated modernisation of the career guidance system and a structured increase in individual productivity by providing targeted, flexible lifelong learning programs.

European integration is seen as a catalyst for modernising the education system, the labour market, and youth participation. EU cooperation programs, such as EU4Youth, are already enhancing positive results in improving skills and fostering youth entrepreneurship in Ukraine [12]. At the same time, adaptation to European standards requires the harmonisation of qualifications, the development of youth mobility, the recognition of non-formal learning and the strengthening of the institutional capacity of public authorities [4].

Adaptation to the *acquis communautaire* (EU legal system) necessitates profound institutional reform and a transformation of the regulatory field. Systemic harmonisation of qualification frameworks (in particular, according to the European Qualifications Framework) and validation of non-formal learning are key elements to ensure the transparency and convertibility of qualifications. The successful implementation of European practices requires strengthening administrative capacity, including the introduction of e-governance in the field of youth services and targeted training of public administration personnel capable of operating with European instruments (e.g., structural funds).

Table 2. Harmonisation of public policy for the development of human capital of youth with the European vector, systematised based on [12; 9; 5]

Policy Improvement Area	Specific mechanisms in Ukraine	Relevant European vector/standard	Expected result (European integration dimension)
Education-Labor Integration	Development of dual VET, micro-grant programs for youth businesses.	European Qualifications Framework (EQF), Youth Guarantee.	Reducing unemployment, increasing the convertibility of qualifications.
Competence Development	Validation of non-formal education outcomes, digital literacy programs.	European Key Competences Framework.	Forming Green and Digital skills, recognizing "lifelong learning".
Political Participation	Expanding the powers of Youth Councils, implementing participatory budgeting at the local level.	EU Youth Strategy, Council of Europe Standards on Participation.	Strengthening democratic sustainability, involving young people in decision-making.
Institutional Capacity	Creation of an interdepartmental coordination platform (based on the working group model), professionalization of youth workers.	Acquis Communautaire in the field of public administration, support for local self-government.	Increasing the effectiveness of implementation, transparency of the use of European funds.

For young people in war and post-conflict situations, European integration processes offer additional opportunities (e.g., participation in education, mobility,

and participation in youth policy programmes), while also fostering higher standards of competencies, readiness for change, digital skills, and resilience [1].

The dual impact of European integration requires young people to have a high level of resilience (psychological resilience) and to proactively develop critical competences, such as digital literacy, intercultural dialogue and strategic thinking. Expanding opportunities for academic and professional mobility should be strategically linked to the needs of economic recovery. Ensuring equal access to European mobility and participation programmes is a strategic objective of social inclusion policies aimed at preventing a new round of social stratification.

Integration of education, work and youth policy. It is necessary to create closer links between the education system (formal and non-formal), vocational training (VET) and the labour market so that young people receive skills that meet the needs of employers and European standards. For example, mentoring programmes and micro-grants for youth entrepreneurship are already showing their effectiveness [2].

The formation of cross-sectoral clusters is the basis for systemic change and overcoming institutional isolation. Stimulating entrepreneurial initiative through microfinance, «start-up capital» grants and mentoring programmes should become a structural element of economic policy aimed at generating new jobs. Modernising VET in line with EU sectoral qualification standards will ensure the transferability of professional skills and increase the attractiveness of working professions.

Support for vulnerable youth groups. IDP youth, youth from rural areas, and youth with disabilities require specialised policy measures. In particular, the OECD report recommends creating incentives for vocational retraining, skills recognition, micro-grants and entrepreneurship development among IDPs [11].

Social inclusion policies necessitate a differentiated approach and targeted interventions grounded in the principles of social justice. Validation of previously acquired skills (especially for IDPs) and targeted financing of entrepreneurial projects are crucial mechanisms for mitigating social risks and harnessing the economic potential of vulnerable groups. Development of social innovations and remote employment models is a priority for rural youth.

Increasing youth mobility and participation in European programs and decision-making processes. Not only participation in exchange programs, but also involving young people in policy-making, establishing youth councils, and utilising decentralisation approaches and participation at the local level. For example, the Youth for Democracy in Ukraine project, led by COE, aims to enhance youth participation in the democratic process [1].

Institutionalising youth participation is a fundamental principle of democratic sustainability and legitimisation of public decisions. Empowering youth councils and implementing participatory budgeting mechanisms at the community level are key tools for strengthening the subjectivity of the younger generation in public governance. Ensuring transparency and equal access to international mobility programs (Erasmus+, European Solidarity Corps) should be a priority.

Monitoring and evaluating the results of youth human capital development policies. Clear indicators (such as education, employment, and youth participation in public life) and feedback mechanisms should be established to determine the effectiveness of the policy. For example, the government initiative to establish an interde-

partmental working group on the Youth Guarantee in Ukraine [4] can serve as a model.

The development of a unified M&E system based on indicators harmonised with European youth policy indicators will provide objective verification of the effectiveness of public investments and promote transparency of public administration. The use of Big Data and regular sociological research (e.g., Youth Progress Index) will enable an Impact Assessment and prompt adjustments to policy interventions.

Table 3. Key indicators for monitoring the effectiveness of youth human capital policy, systematised based on [15; 4]

Human Capital Dimension	Key Performance Indicator (KPI)	Goal/Target (Example)	Data collection tool
Educational (Cognitive)	Share of youth pursuing higher education or VET (according to European standards).	5% growth by 2028.	State statistical reporting, Qualifications Register.
Labor (Economic)	Employment rate of youth (15-29 years) disaggregated by gender/IDPs.	Reduction of NEET rate to 12% (EU indicator).	Population sample survey (State Statistics), Pension Fund data.
Participation (Civic)	Percentage of youth involved in youth councils and civic organizations.	10% increase in coverage in TGs (territorial communities).	Monitoring of local government activities, sociological surveys.
Social Inclusion	Share of IDP youth successfully re-integrated into the workforce.	80% successful reintegration cases.	Targeted monitoring of IDP support programs, employment center data.

Strengthening institutional capacity and coordination. It is essential to develop structures responsible for youth policy, boost support at the local level (communities), and support youth centres and NGOs working with young people. The COE reports on the successful training of trainers and the development of youth centres in collaboration with local governments [1].

Decentralisation of youth policy and strengthening institutional capacity at the local level are critical to ensuring territorial equity in access to services. Supporting a network of youth centres is crucial for developing non-formal education and youth socialisation, serving as hubs for IDP reintegration and psychosocial support. This requires stable funding and professionalisation of youth workers.

The analysis shows that the development of youth human capital in Ukraine is at a stage of transformation, driven by European integration processes and the need to adapt to new socio-economic realities. Despite the presence of strategic documents and programs, the system of youth human capital formation remains fragmented and insufficiently integrated with European standards.

It was found that the main problems relate to limited opportunities for young people to access quality education, a mismatch between the acquired competencies and the needs of the labour market, as well as an insufficient level of youth participation in the formation of public policy [1]. EU programs, particularly EU4Youth and

Erasmus+, have a positive impact on the development of professional and civic competencies; however, the coverage of Ukrainian youth by these initiatives remains uneven [3].

The European integration context creates conditions for modernising national human capital development policies, particularly through the introduction of inter-departmental coordination mechanisms, support for youth entrepreneurship, and digital and social innovations [4; 1]. However, there is a need to establish a system for monitoring the outcomes of youth policy, assessing the effectiveness of programs, and developing comprehensive solutions for vulnerable youth groups [13].

Conclusions. The development of youth human capital is a fundamental imperative for the modernisation of Ukrainian society and a critical factor in ensuring successful European institutional integration. Improving state policy in this area should be based on five key approaches: Institutional integration (coordination of youth, educational, social and labor policies), European harmonization (implementation of EU principles on participation, mobility and lifelong learning), Inclusion and equity (support for vulnerable groups), Accountability and monitoring (creation of a system of indicators for youth and assessment of the effectiveness of programs), and Support for youth innovation (stimulation of entrepreneurial and civic initiatives that form Ukraine's competitive advantages in the European space). Therefore, the development of youth human capital requires a transition from declarative approaches to systemic public administration based on the principles of participation, partnership, and effectiveness.

1. Council of Europe. (n.d.). Youth for democracy in Ukraine: Project overview and reports [Project page]. <https://www.coe.int/en/web/kyiv/youth-for-democracy-in-ukraine>

2. European Commission. (2024). Commission staff working document: Ukraine 2024 report (SWD(2024) 699 final). https://enlargement.ec.europa.eu/document/download/1924a044-b30f-48a2-99c1-50edeac14da1_en?filename=Ukraine%20Report%202024.pdf

3. European Commission (Erasmus+). (2025, February 25). Erasmus+ three-year support to Ukraine: Three years of solidarity and action. <https://erasmus-plus.ec.europa.eu/news/erasmus-support-to-ukraine-three-years-of-solidarity-and-action>

4. European Training Foundation (ETF). (2020). Policies for human capital development in Ukraine: TRP assessment report. <https://www.etf.europa.eu/en/publications-and-resources/publications/trp-assessment-reports/ukraine-2020>

5. Горінов, П., Драпушко, І., & Драпушко, О. (2023). Молодіжна політика в Україні [Монографія]. Український державний університет імені Михайла Драгоманова. <http://enpuir.npu.edu.ua/>

6. Institute for State Effectiveness. (2024, May 30). Rebuilding Ukraine's human capital: Lessons from global recovery contexts [Policy brief]. <https://www.fes.de/index.php?eID=dumpFile&t=f&f=125314&token=c9ee73db0dde06187a22d5b40a6ffb851460271c>

7. Кабінет Міністрів України. (2020). Про Національну стратегію розвитку державної молодіжної політики до 2030 року [Указ Президента України від 12 березня 2021 року № 94/2021]. Верховна Рада України. <https://zakon.rada.gov.ua/laws/show/94/2021>

8. Міністерство молоді та спорту України. (2022). Молодіжна політика: ресурсний альманах (аналітична доповідь) [PDF]. Міністерство молоді та спорту України. <https://mms.gov.ua/>

9. Міністерство молоді та спорту України. (2024). Система розвитку молоді України — стратегія для перемоги та відновлення [Презентація]. Міністерство молоді та спорту України. <https://mms.gov.ua/>

10. Молодіжна політика в Україні: становлення, виклики та перспективи розвитку [Колективна монографія]. (2025). Інститут молоді. <https://inmol.org/molodizhna-polityka-v-ukraini-stanovlennia-vyklyky-ta-perspektyvy-rozvytku/>

11. OECD. (2024). Strengthening the human capital of forcibly displaced persons in and from Ukraine. OECD Publishing. https://www.oecd.org/en/publications/strengthening-the-human-capital-of-forcibly-displaced-persons-in-and-from-ukraine_9afedf7c-en.html
12. Partnership between the European Union and the Council of Europe on Youth (PJP). (n.d.). Youth work and youth policy in Ukraine: A country review. <https://pjp-eu.coe.int/en/web/youth-partnership/ukraine>
13. UNICEF Ukraine, & Міністерство молоді та спорту України. (2020). Національна стратегія державної молодіжної політики в Україні до 2030 року [Публікація]. ЮНІСЕФ. <https://www.unicef.org/ukraine/national-youth-strategy>
14. World Bank. (2020). Human capital index 2020: Ukraine country brief. World Bank. <https://the-docs.worldbank.org/en/doc/7c9b64c34a8833378194a026ebe4e247-0140022022/related/HCI-AM22-UKR.pdf>
15. World Bank. (2023). Human capital country brief — Ukraine. World Bank. <https://thedocs.worldbank.org/en/doc/64e578cbeaa522631f08f0cafb8960e-0140062023/related/HCI-AM23-UKR.pdf>

1. Council of Europe. (n.d.). Youth for democracy in Ukraine: Project overview and reports [Project page]. <https://www.coe.int/en/web/kyiv/youth-for-democracy-in-ukraine>
2. European Commission. (2024). Commission staff working document: Ukraine 2024 report (SWD(2024) 699 final). https://enlargement.ec.europa.eu/document/download/1924a044-b30f-48a2-99c1-50edeac14da1_en?filename=Ukraine%20Report%202024.pdf
3. European Commission (Erasmus+). (2025, February 25). Erasmus+ three-year support to Ukraine: Three years of solidarity and action. <https://erasmus-plus.ec.europa.eu/news/erasmus-support-to-ukraine-three-years-of-solidarity-and-action>
4. European Training Foundation (ETF). (2020). Policies for human capital development in Ukraine: TRP assessment report. <https://www.etf.europa.eu/en/publications-and-resources/publications/trp-assessment-reports/ukraine-2020>
5. Horinov, P., Drapushko, I., & Drapushko, O. (2023). Molodizhna polityka v Ukraini [Youth policy in Ukraine] [Monograph]. Ukrainian State University named after Mykhailo Drahomanov. <http://enpuir.npu.edu.ua/>
6. Institute for State Effectiveness. (2024, May 30). Rebuilding Ukraine's human capital: Lessons from global recovery contexts [Policy brief]. <https://www.fes.de/index.php?eID=dumpFile&t=f&f=125314&token=c9ee73db0dde06187a22d5b40a6ffb851460271c>
7. Kabinet Ministriv Ukrainy. (2020). Pro Natsionalnu stratehiu rozvytku derzhavnoi molodizhnoi polityky do 2030 roku [On the National Strategy for the Development of the State Youth Policy until 2030] [Ukaz Prezydenta Ukrainy vid 12 bereznia 2021 roku № 94/2021]. Verkhovna Rada Ukrainy. <https://zakon.rada.gov.ua/laws/show/94/2021>
8. Ministerstvo molodi ta sportu Ukrainy. (2022). Molodizhna polityka: resursnyi almanakh (analitichna dopovid) [Youth policy: Resource almanac (analytical report)] [PDF]. Ministerstvo molodi ta sportu Ukrainy. <https://mms.gov.ua/>
9. Ministerstvo molodi ta sportu Ukrainy. (2024). Systema rozvytku molodi Ukrainy — stratehiia dlia peremohy ta vidnovlennia [The system of youth development of Ukraine — strategy for victory and recovery] [Presentation]. Ministerstvo molodi ta sportu Ukrainy. <https://mms.gov.ua/>
10. Molodizhna polityka v Ukraini: stanovlennia, vyklyky ta perspektyvy rozvytku [Youth policy in Ukraine: Formation, challenges and development prospects] [Collective monograph]. (2025). Instytut molodi. <https://inmol.org/molodizhna-polityka-v-ukraini-stanovlennia-vyklyky-ta-perspektyvy-rozvytku/>
11. OECD. (2024). Strengthening the human capital of forcibly displaced persons in and from Ukraine. OECD Publishing. https://www.oecd.org/en/publications/strengthening-the-human-capital-of-forcibly-displaced-persons-in-and-from-ukraine_9afedf7c-en.html
12. Partnership between the European Union and the Council of Europe on Youth (PJP). (n.d.). Youth work and youth policy in Ukraine: A country review. <https://pjp-eu.coe.int/en/web/youth-partnership/ukraine>
13. UNICEF Ukraine, & Ministerstvo molodi ta sportu Ukrainy. (2020). Natsionalna stratehiia derzhavnoi molodizhnoi polityky v Ukraini do 2030 roku [National strategy of state youth policy in Ukraine until 2030] [Publication]. UNICEF. <https://www.unicef.org/ukraine/national-youth-strategy>

-
14. World Bank. (2020). Human capital index 2020: Ukraine country brief. World Bank. <https://thedocs.worldbank.org/en/doc/7c9b64c34a8833378194a026ebe4e247-0140022022/related/HCI-AM22-UKR.pdf>
 15. World Bank. (2023). Human capital country brief — Ukraine. World Bank. <https://thedocs.worldbank.org/en/doc/64e578cbeaa522631f08f0cafba8960e-0140062023/related/HCI-AM23-UKR.pdf>