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IMPROVEMENT OF FOREIGN ECONOMIC ACTIVITY THROUGH IMPLEMENTATION OF THE WCO PROFESSIONAL STANDARDS IN CURRICULUM OF THE UKRAINIAN ACADEMY OF CUSTOMS

У статті описано досвід Академії митної служби України, здобутий у рамках проекту Всесвітньої митної організації РІСАRD (Партнерство в галузі митного академічного дослідження та розвитку). Головну увагу приділено складові і структурі навчальної програми, взаємозв'язку між навчальними програмами Академії митної служби України та Професійними стандартами ВМО, а також рекомендаціям, отриманим у ході пілотної імплементації Стандартів ВМО. Представлений для обговорення досвід може бути корисний іншим університетам, які впроваджують професійні стандарти ВМО у свої навчальні програми.

This paper reports on the extensive experience gained by the Ukrainian Academy of Customs within the WCO PICARD project (Partnerships in Customs Academic Research and Development). The main attention is given to content and structure of the curriculum, correlation between the curriculum of the Ukrainian Academy of Customs and WCO professional standards, and recommendations derived from the pilot implementation of the WCO Standards. The discussed experience may prove useful for other customs universities seeking to implement the WCO professional standards in their curricula.

Ключові слова. Професійні стандарти підготовки митників, Всесвітня митна організація, міжнародне партнерство в підготовці митників, митна діяльність.

Introduction

The globalisation process in recent years has led to the necessity of complying with international professional standards. Due to these demands and requirements, the Ukrainian Academy of Customs participated in conferences held by the PICARD in 2007, and paid considerable attention to current trends in the development of these standards. We have realised that the process of bringing Ukrainian customs in line with the international standards should be done together with PICARD partners.

We would like to emphasise a few reasons why we were interested in becoming a member of the International Network of the Customs Universities (INCU) and why we started adoption of the WCO Standards.

- Firstly, educators' responsibility for those who are being educated. One of specific features of any modern educational system is that its educational establishments are required to train graduates in such a way that they can be adapted to a life in a global society. Scientists, educational specialists and international organizations direct their efforts towards this objective. Ultimately, a key point is whether, as a result of education, an enterprise or society in general can obtain an intelligent professional, a creative person, and a pro-active and responsible citizen. We should admit that this process depends *upon us*, i. e. upon those who educate.
- Secondly, innovations in curricula. Integration processes, which have taken place in the world for two decades, resulted in changes in curriculum and syllabus. The relationship between these dynamic processes and curriculum being adopted by universities, has been investigated by many researchers. Such innovation of curriculum for customs administration is especially important for Ukraine, declaring the European integration as one the country's most important priorities.

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• Furthermore, opinion and experience exchange with colleagues. For successful development of both educational institutions and the educational system in the country, it is important to continuously monitor trends related to a specific educational area, such as customs, and to take into account critical comments of our international colleagues.

Overview: historical and political aspects

Ukraine adopted the WCO SAFE Framework of Standards to secure and facilitate international trade. This activity allowed the country to support a policy towards a unification of the SAFE Standards, as well as towards modernisation of customs services, and improvement of the involved human resources.

The State Customs Service of Ukraine has signed the declaration of intentions to implement the WCO Framework of Standards on the national level, which provided an opportunity not only to exploit the main international standards in the national customs system development, but also to contribute to a better correlation of national priorities in the customs sphere with international standards. Especially, this is expected to facilitate a more effective protection of the national interests in the area of the international trade development and economic cooperation [1].

The Ukrainian Academy of Customs, as the main educational and methodical establishment of the national system of full-time and vocational training of the customs officers of Ukraine, understands its essential role in the development of human resources in accordance with the level of the International Standards. For this reason, since

2006 the Ukrainian Academy of Customs has been included in the International Network of the Customs Universities (INCU) and has become a pilot-university of the WCO PICARD Programme on the implementation of the WCO Professional Framework Standards [2].

To create a high-quality curriculum, the Ukrainian Academy of Customs (hereinafter – the UAC) undertakes tremendous efforts in implementing a Pilot project into its educational process based on the WCO best practices within the PICARD project.

Comparison of UAC Curriculum and WCO Professional Standards

Since October 2007, the Ukrainian Academy of Customs has been implementing the Pilot project on the application of the WCO Framework of Standards to the educational process in two directions: full-time **training** (target group – students of $2^{nd} - 5^{th}$ year of study) and **vocational training** (target group – customs officers). The UAC Curriculum has been compared to the Professional Framework Standards relating to ten thematic priorities defined by WCO.

It has been discovered that there is a close relationship between the competencies identified by the WCO Professional Framework Standards and the UAC curriculum [3]. The comparison of curricula for different target groups is given in Tables 1 and 2.

The undertaken curriculum analysis has shown that the graduate programmes are aligned with the competencies required for Operational Managers, whereas the vocational programs are geared more for Strategic Managers. However, in general, both graduate and vocational training programs are aligned with the competencies required for Strategic Managers of the customs domain. The management and leadership programs are designed for managers of all levels, and tailored to reflect the level of duties taken by an official.

The results of the analysis have discovered that the UAC curriculum **for full-time training** (target group – students) corresponds to the WCO PICARD competency requirements approximately by **70** per cent; at the time, **for vocational training** (target group – customs officers) – the match is approximately **80** per cent.

At the Ukrainian Academy of Customs, training programmes for the students of 2nd-5th year of study as well as for the future customs officers or those who will closely co-operate with the customs agencies (e.g. customs applicants/brokers) are meant to ensure all spectrum of knowledge and skills of the specialists in the field of customs services and international economic activity.

CORRELATION BETWEEN WCO FRAMEWORK STANDARDS AND THE UKRAINIAN ACADEMY OF CUSTOMS CURRICULUM FOR FULL-TIME TRAINING

(Target group – students)

<u>№</u> *	Module name (thematic priorities) in the WCO Framework Standards	WCO Standards module summary	WCO Standards module essentials	The educational modules in the curriculum of the Academy
1	2		4	3
	National and international policy	The individual will demonstrate a critical understanding of the state overall economic policies and social direction, its international and regional obligations and priorities	The identification of the key players at governmental and international level with influence on Customs policy and resources Creation of a proactive system of information gathering to enable constructive engagement with government The ability to identify and provide advice to government as to	1. Macroeconomics 2. Governmental economic regulation 3. International economic relations 4. International conventions and agreements on trade 5. International Customs Law 6. International Law 7. European Union Law basis 8. The aspects of political science of state management
	Customs role in government and interaction with other government departments	Understanding of the role of customs in applying Government policy to people and trade at the frontier, its basic management control and collection requirements	Identification of the key Government departments with frontiers, trade and taxation requirements either working through Customs or working alongside customs. Establishment of effective consultancy networks and co-operative approaches to border management Knowledge of all the missions of customs for itself and other administrations (public health, safety, etc)	1. Governance in customs service 2. Foreign economic activity basis (module "Governmental regulation of foreign economic activity") 3. Strategic Management (module "Strategic Planning") 4. Customs Law

	2	3	4	5
6	Strategic	Critical	Transforming vision to attainable goals	1. Strategic
	Planning	understandi	Development of strategies to achieve governmental objectives	Managemen
		ng of the		t (module
			Performance and effectiveness measurement	"Strategic
		external		Planning")
		environmen		2. Strategic
		t		Managemen
			Human Resources Management	t (module
				"Strategy
				formation")
				3. Strategic
				Managemen
				t (module
				"Strategic
				Planning")
				4.
				Operational
				Managemen
				t 5. Human
				S. Human Resources
				Control
				6. Human
				Resources
				Managemen
				t
				7. Job
				organization
				of a
				manager
				8. Module
				"Strategic
				and
				Situational
				Managemen
				t"
				9. module
				"Market's
				mechanism
				of
				Macroecono
				mic
				regulation"
7	Policy	Understandi	WTO Agreements and Annexes	1.
	developmen	ng of the	The Revised Kyoto Convention	International
	t and	internal	SAFE Framework of Standards	Customs
	implementat		Be able to apply procedures corresponding to the policies.	Law
	ion	policy	OF.	2. Customs
			Translation of strategy into operational policy.	Law
1		s and	The policy development process within government	
		procedures	The legislative basis for limitations on policy implementation	
		for their	The engagement of key stakeholders both to influence policy development	
			and to assist with policy development	
1		t and		
			nderstanding of the basic	
		ion		
		TT 1	rinciples of programme and	
		Understandi		
1		ng of	roject management	
		national and		
		internationa		
		l policy		
L		imperatives		

|--|

Continuation of table 1

1	2	3	4	5
10	Risk	Understanding the	The Revised Kyoto Convention	1. Strategic
10	management		National policy as a risk	Management
	lg.	is to be managed	management tool	2. Economic risks in
		including the	The relationship between	customs business
		information,	intervention and facilitation.	
		intelligence,	The strategic use of risk	
		structural and system	management to control trade,	
		requirements for an	protect society and combat cross-	
		effective risk	border crime	
		management system	The tactical use of risk	
		which has both	management to detect smuggling	
		preventive and	and terrorism, and to provide	
		targeting elements	assurance.	
			The importance of	
			 Approval 	
			• Audit	
			Anti-smuggling	
			in the risk management process	
12	The		The WTO Instruments for trade	1. International
	international		facilitation and preventive	marketing
	supply chain	the international	measures	2. Logistics
		supply chain and of	The Revised Kyoto Convention	
		the role of customs	The SAFE Framework of	
		inside it. "both for	Standards	
		import and export, the needs of its	Decrease the costs of customs controls & actions	
			Supply chain management	
		the opportunities it	Customs impact on	
			Opportunities /barriers	
		control and trade	The requirements of stakeholders,	
		facilitation	including:	
			 Banking and insurance sectors 	
			• importers and exporters	
			 logistics companies 	
			• transportation companies	
			• Clearance agents	
			• Public	
			 International associations and 	
			organizations	
			National bilateral and	
			multilateral agencies	
			• The final clients (end of the	
			chain)	
			Capacity to integrate customs	
			inside the supply chain.	

	_		_	
1	2	3	4	5
16	Principles of	Understanding, practice	The Arusha declaration	1. International Mana-
	ethics, good	and transmission of the	on Integrity	gement (module
	governance &	principles that underpin	 Leadership 	"Culture and ethics in
	integrity	good governance	 Regulatory framework 	the international
		Creation of an ethical	 Transparency 	business")
		environment	 Automation 	2. Management of fore-
			 Reform and 	ign economic activity
			modernization	(module "Management
			• Audit	technology of foreign
			 Code of conduct 	economic activity")
			 HR strategy 	3. Management
			Morale	engineering 4. Criminal Law
			 Relationship with Private 	5. Customs Law
			sector	6. Labour Law
			National laws and	7. Public Relations
			principles related to	8. Law-enforcement
			ethics and anti-corruption	activity of customs
			in the civil service.	administrations
			Sensitize the private	aummisu auons
			sector to corruption	
			issues (two-way	
			problems)	
17	Customer	Customer segmentation,	Understanding of	1. Marketing
	management	customer satisfaction,	customer business needs	2. Job organization
		customer dialogue	Establishment of	of a manager
			communication,	3. Public Relations
			consultation and	
			partnerships	
			Rules of engagement	
		Overall skill r	equirements	
15	Change	The ability to strategically	Customs reform and	Strategic management
	management	analyze the key components	modernization	
		of the change process to	Implementation of	
		clearly outline the need for	external reviews	
		change, empathize with those		
		experiencing change and	internally generated	
			changes	
		new knowledge, skills and		
		behaviors required		
16 P	rogramme/	The ability to scope a range	Customs reform and	Fundamentals
P	Project	of projects, to identify	modernization	of Management
n		overlaps resolve conflict,		
		and sequence into a strategic		
		programme. To provide a	programmes	
		steering mechanism and		
		develop, manage, monitor	Government reform	
		and evaluate progress	programmes	
		The ability to change or stop		
		projects which do not meet		
		business requirements		

 $[\]hbox{* Numbering corresponds to the module numbers in the Standards sections `Knowledge' and `Skills', respectively.}$

CORRELATION BETWEEN WCO FRAMEWORK STANDARDS AND THE ACADEMY OF CUSTOMS OF UKRAINE CURRICULUMS FOR VOCATIONAL TRAINING (Target group – customs officers)

<u>No</u> *	Module name (thematic priorities) in the WCO Framework Standards	WCO Standards module summary	WCO Standards module essentials	The educational modules in the Academy curriculum
1	2	3	4	5
1	National and international policy	The individual will demonstrate a critical understanding of the state overall economic policies and social direction, its international and regional obligations and priorities	The identification of the key players at governmental and international level with influence on Customs policy and resources Creation of a proactive system of information gathering to enable constructive engagement with government The ability to identify and provide advice to government as to international and regional developments. International Customs Law	State Government and State Service Legal provision of the state government Labour legislation fundamentals of Ukraine Economical aspects of the Ukraine's entry to the World Trade Organization (WTO) Application of the European Court practice on the human rights protection (The convention on the human rights protection)
2	Customs role in government and interaction with other government departments	Understanding of the role of customs in applying Government policy to people and trade at the frontier, its basic management control and collection requirements	Identification of the key Government departments with frontiers, trade and taxation requirements either working through Customs or working alongside customs. Establishment of effective consultancy networks and cooperative approaches to border management Knowledge of all the missions of customs for itself and other administrations (public health, safety, etc).	Customs business history Functions of customs administrations Topical problems of the economic deve- lopment of Ukraine

1	2	3	4	5
6	Strategic	Critical	Transforming vision to	Legal principles of the
	Planning Planning	understanding of the	attainable goals	social peace providing in
	g	internal and external	Development of strategies to	the customs agencies of
		environment	achieve governmental	Ukraine
			objectives	Social-psychological
			Performance and	fundamentals of work
			effectiveness measurement	with personnel
			Human Resources	
			Management	
7	Policy	Understanding of the	WTO Agreements and	Managerial decision
	development	internal Customs	Annexes	making with a purpose
	and	policy requirements		of specific problem
	implementation	and procedures for	The Revised Kyoto Conve	solving of the customs
		their development	ntion	activity.
		and implementation	CAEE From over of	Customs procedures
		Understanding of	SAFE Framework of Standards	fulfilment in the goods moving through the
		national and	Standards	customs border of
		international policy	Be able to apply procedures	Ukraine by different
		imperatives and	corresponding to the policies.	kinds of transport
		transforming them	or	Practical application of
		into internal customs	Transformation of strategy	Customs legislation
		policies	into operational policy.	9
				The ways of the customs
			The policy development	formalities
			process within the	improvement
			government	Customs legislation of
			The legislative basis for	the conterminous
			limitations on policy	countries
			implementation	The international convention on
			The engagement of key	simplification and
			stakeholders both to	harmonization of the
			and to assist with policy	1973
			development	SAFE Framework
			Understanding of the basic	standards and the world
			principles of programme and	trade facilitation
			project management	Ukraine in the
				multilateral universal
				trade system GATT
				WTO: juridical
				mechanism,
				subsequences and
				prospects Application of the
				European Court practice
				on the human rights
				protection
				(The convention on the
				human rights protection)
<u> </u>	<u> </u>	<u> </u>	1	Continuation (

1	2	3	4	5
10	Risk	Understanding the	The Revised Kyoto Convention	Legal regulation of the
	management	context in which	National policy as a risk	goods that contain
		risk is to be	management tool	intellectual property
				objects moving through
		the information,	intervention and facilitation.	the customs border of
			\mathcal{E}	Ukraine
				Some problems of the
			1	Ukrainian Customs
		requirements for an	cross-border crime	legislation application

		management system which has both preventive and targeting elements	smuggling and terrorism, and to provide assurance. The importance of Approval Audit Anti-smuggling in the risk management process	
12	The international		The WTO Instruments for trade facilitation and preventive	
	supply chain		1	customs control legal regulation in Ukraine
			The Revised Kyoto Convention	The international
		chain and of the role	The SAFE Framework of	convention on
		of customs inside it.		simplification and
			Decrease in the costs of customs	
		export, the needs of		customs procedures of 1973
			Supply chain management Customs impact on	SAFE Framework
			Opportunities /barriers	standards and the world
			The requirements of	trade facilitation
			stakeholders, including:	Topical questions of
		trade facilitation	 Banking and insurance 	organization of
			sectors	accounting, control and
			importors and emportors	financial and economic activity analysis of the
			108 stres companies	customs agencies
			 transportation companies Clearance agents	Ways of the vehicles
			Public	examination
			 International associations 	Handling technique of
			and organizations	an unaccompanied
			 National bilateral and 	luggage
			multilateral agencies	Technologies of customs control and
			• The final clients (the end of	customs formalities
			the chain)	International
			Capacity to integrate customs inside the supply chain.	transportation
			пізійс ше зирріу спапі.	Customs logistics Continuation of

1	2	3	4	5
16	Principles of ethics, good governance & integrity			Management Social-psychological fundamentals of work with a personnel State service and government in Ukraine Management peculiarities in the customs service system of Ukraine Professional ethic Ukrainian as a language of the professional communication Post-audit Fighting with money

17	Customer management	segmentation, customer satisfaction, customer dialogue	Understanding of customer business needs Establishment of communication, consultation and partnerships Rules of engagement	Application of the European Court practice on the human rights protection (The convention on the human rights protection)
		Overall skil	ll requirements	
15	Change management	The ability to strategically analyze the key components of the change process to clearly outline the need for change, empathized with those experiencing change and assist them in developing the new knowledge, skills and behaviours required	external reviews ad Implementation of internally generated changes	Performance measurement problems of customs business; Management documentary provision in the customs service

1	2	3	4	5
16	Programme/	The ability to scope	Customs reform and	Ukraine in the
			modernization	multilateral universal
		3 1		trade system GATT
		resolve conflict, and		WTO: juridical
		sequence into a	Government reform	mechanism,
		strategic	programmes	subsequences and
		programme. To		prospects
		provide a steering		
		mechanism and		
		develop, manage,		
		monitor and evaluate		
		progress		
		The ability to		
		change or stop		
		projects which do		
		not meet business		
		requirements		

^{*} Numbering corresponds to the module numbers in the Standards sections 'Knowledge' and 'Skills', respectively.

Comparison of UAC Curriculum and WCO Professional Standards

Since October 2007, the Ukrainian Academy of Customs has been implementing the Pilot project on the application of the WCO Framework of Standards to the educational process in two directions: full-time **training** (target group – students of 2nd-5th year of study) and **vocational training** (target group – customs officers). The UAC Curriculum has been compared to the Professional Framework Standards relating to ten thematic priorities defined by WCO.

It has been discovered that there is a close relationship between the competencies identified by the WCO Professional Framework Standards and the UAC curriculum (Pavlenko 2008). The comparison of curricula for different target groups is given in Tables 1 and 2.

The undertaken curriculum analysis has shown that the graduate programmes are aligned with the competencies required for Operational Managers, whereas the vocational programs are geared more for Strategic Managers. However, in general, both graduate and vocational training programs are aligned with the competencies required for Strategic Managers of the customs domain. The management and leadership programs are designed for managers of all levels, and tailored to reflect the level of duties taken by an official.

The results of the analysis have discovered that the UAC curriculum **for full-time training** (target group – students) corresponds to the WCO PICARD competency requirements approximately by **70** per cent; at the time, **for vocational training** (target group – customs officers) – the match is approximately **80** per cent.

At the Ukrainian Academy of Customs, training programmes for the students of 2nd-5th year of study as well as for the future customs officers or those who will closely co-operate with the customs agencies (e.g. customs applicants/brokers) are meant to ensure all spectrum of knowledge and skills of the specialists in the field of customs services and international economic activity.

Vocational training programmes are short-term (14 days), however, they provide extensive content; being developed for managers of senior and middle levels, these courses apply modern theory and management practice within the customs context.

All offered educational modules promote the development of knowledge and skills necessary for Strategic and Operational Managers (according to the terminology of the WCO PICARD Project). The disciplines reviewed include Law, Economics, Management, Marketing, Logistics, Information Technology and others.

Based on the above research, the recommendations on the further implementation of Professional Framework Standards to UAC curriculum have been offered by the working group (table 3.). As this table suggests, a number of new subjects and modules will be introduced into curriculum as well as new topics will be embedded into currently existing modules.

Recommendations

Based on the above analysis, the following recommendations for further implementation of the Professional Framework Standards to <u>ACU curriculum for the full-time students</u> have been offered by the working group.

I. Overall Knowledge Requirements section

For the module 1, National and International Policy:

- To add such subjects as State Customs Regulation, WCO in the International Economic Relations System, International Customs Conventions to the curriculum.
- The European Integration discipline should be added to the syllabus for the qualification in International Economics.

For the module 2, Customs Role in Government and Interaction with other Government Departments

- To add a module on Customs Service in the State Government System to the curriculum.
- With launch of the MSc level programme in State Affairs to add this discipline to the curriculum.

For the module 6, Strategic planning:

- To include the components on Strategy Formation and Strategic Planning to the module of work curriculum for Strategic Management within the Strategic Management discipline.
 - To adapt the topics of the work curriculum to the specific activity of the customs authorities.

For the module 10, Risk Management:

• To add the discipline on Risk Management in the Customs Business to the curriculum of the specialists (masters).

For the module 16, Principles of Ethics, Good Governance & Integrity:

• To distinguish the special courses on Public Relations and Law-enforcement Activity of the Customs Authorities as separate subjects of the work curriculum.

For the module 17, Customer Management:

It is possible to add an educational discipline on Marketing of the Customs Services.

II. Overall Skill Requirements section

For the module 15, Change management:

• To add the discipline on State Affairs to the curriculum with the launch of Master's level programme in State Affairs.

For the module 16, Program/Project management:

• To add the component on Engineering and Reengineering of Management.

The following recommendations on further implementation of the Professional Framework Standards to ACU curriculum for the vocational training have been offered by the working group.

I. Overall knowledge requirements section.

For the module 2, Customs Role in Government and Interaction with other Government Departments:

- To add the following topics to the programme:
- Legal basis and main trends of cooperation between customs and law enforcement agencies
- The policy of co-operation between the State Customs Service of Ukraine and the State Border Control Service of Ukraine with the use of joint technologies at the border-crossing points of Ukraine.

For the module 7, Policy Development and Strategy Implementation

- To add the following components to the programme:
- Normative and legal base of information and technical assistance of customs activity.
- Development and integration of the Customs Service of Ukraine with similar world services, providing the information security, growing role of information in operative and administrative activity.

For the module 10, Risk Management

- To add the following components to the programme:
- Development of the risk analysis system, implementation of risk profiles in Ukraine using the information provided by the international organizations, law enforcement and control agencies concerning the routes of goods delivery, ways and means of their payment
- Application of customs legislation provisions (transit problems, problems of customs registration of several types of goods, problems of implementations of European customs legislation norms in the CIS countries etc.

For the module 12, International Supply Chain

- To add the following components to the programme:
- Prospects of developing the customs, information and telecommunication technologies
- The priority directions for developing information systems and technical assistance for activity of Customs Service of Ukraine and the adjustment of the main provisions of information and technical policy in accordance with the WCO basic provisions;
 - Customs control of activity of enterprises that fill in declarations: ways of improvement For the module 16, Principles of Ethics, Good Governance & Integrity
 - To add the following components to the programme:
- Co-operation between customs agencies and public councils functioning at the customs and problem-solving for public consultations and submitting agreed proposals related to carrying out customs policy

For the module 17, Customer Management

- To add the following components to the programme:
- International practice of partner relations between customs services and business
- Application of international criteria of estimating the resident Ukrainian enterprises to the goods which are not subject of simplified customs procedures.

Conclusions

There is a significant amount of work that can be accomplished in collaboration with other PICARD partners. We can implement projects on WCO Standards, innovations in education and MCA-programs. Then we can apply WCO Professional Standards, international standards in testing, estimating and competence standards within pilot projects with the aim of modernise education in customs administration.

On the national level, we can also develop and implement a rigorous learning and teaching plans for undergraduates and post-graduates in the customs domain, innovative curricula with the aim to train professionals for the Customs Administrations, active citizens, and leaders in the countries and in the world. Furthermore, we can launch framework projects between customs colleges and universities, whilst taking into account different objectives (for example, integrated courses, training, conferences, a framework system for raising qualifications, including facilitation of mechanisms for visiting professors). And finally, we can be competitive with respect to other educational frameworks in terms of applicants, influence, budget and prestige.

As can be concluded from the above, the question, to teach or not to teach the WCP professional standards has already become rhetorical as we want to live in the world where there is a dialogue between the people. We want to live in a world of security. Therefore, we need enhance our teaching with unified professional standards that can be based on understanding and implementing the WCO Framework Standards.

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