

Training Of Competitive Specialists In The System Of Professional Education

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Abstract – This article analyzes the foreign experience of training competitive specialists in the system of vocational education, the educational strategy, an integrated approach to the standardization of the system of vocational education, the role of the system of advanced training in retraining and continuous improvement of their qualifications in the training of competitive personnel.

Keywords – Professional Education, Competitive Personnel, International Experience, Educational Standards, Advanced Training.

I. INTRODUCTION

Today, a modern specialist should not only have scientific and practical knowledge in their specialty, but also have the qualifications and skills that consist of a natural science complex that defines professional culture. On September 6, 2019, the decree of the President of the Republic of Uzbekistan "On additional measures for further improvement of the system of vocational education" was adopted in order to improve the system of vocational education on the basis of advanced foreign experience, training qualified and competitive personnel for the labor market by introducing the stages of primary, secondary and secondary specialized vocational education. This decree also defines such tasks as the organization of vocational education programs in accordance with the UNESCO International Standard Classification of Levels of Education (ISCED) and the broad involvement of employers in this process.

II. LITERATURE REVIEW

The main goal of the educational system of developed countries is to train competitive specialists. In our country, this issue is given the main attention. Therefore, the analysis requires a radical reform of the vocational education system. So, what are the shortcomings in training personnel who can compete with specialists from developed countries in the education system?

First of all, one of the main drawbacks in the training of a specialist was the training of a narrow circle of specialists who could not massively meet the requirements of the market without studying the material and technical (equipped) base at the necessary level, as well as the potential of teachers, masters of education, and at the same time the specialists themselves. As a result, in this situation, the quality of qualifications in the training of specialists has significantly decreased, and they have lost their positions in the labor market, have not responded to the demand for competitiveness.

Today, our country is consistently working to reform the education system by training highly qualified personnel in accordance with the requirements of the labor market, introducing international standards for assessing the quality of education, creating effective mechanisms for applying innovative scientific achievements in practice¹.

An analysis of the education system of developed countries, such as the United States, Germany, Japan, and France, has shown that developed countries give priority to the training of highly qualified, competitive specialists:

- Creation of educational programs based on the latest achievements of science in the activities of educational institutions of various directions, equipped with modern equipment, technologies, inextricably linked scientific research and production;
- Ensuring a high level of interaction between the education system and the production process;
- To attract highly qualified masters to the system of professional education, to encourage them financially and spiritually;
- Turn the vocational education system into a priority and profitable sector of the economy;
- Involvement of highly qualified professors, teachers and specialists in the system of professional education
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- Complete computerization of the educational process and provision of modern information programs;
- Ensuring a high level of material and social security of teaching staff.

III. MATERIAL AND METHOD

The study of the experience of training specialists in developed countries shows that the next 3 stages in the training of competitive personnel consist of three accompanying:

First, the need for a qualified specialist is determined and the requirements for a specialist are established, that is, the "specialist" model is formed. To do this, a list of mature production enterprises (state, non-state) that need specialists (by industry) and their application will be formed. The production masters working in them are identified and involved in the educational process (by providing incentives, benefits).

Secondly, a mature training of specialists is being introduced, which can meet the current demand. When implementing this issue, a Special selection Committee will be created and the selection of graduates will be introduced with the participation of a representative of the customer (the person responsible for the production).

Third: to ensure that trained professionals constantly work independently in the course of their work, to ensure continuous professional development, to conduct constant monitoring of their activities and to take measures to encourage them.

The implementation of these tasks requires the faultless provision of the educational plan of educational institutions, the standards of the educational system, the relevant regulatory documents and the relevant legal framework.

In the educational standards, attention remains relevant to the fact that in the requirements for a specialist completing an educational institution, a student must master modern knowledge, be able to use the latest technical and software tools.

In the implementation of these strategic objectives, the basis will be educational standards as a regulatory document. At the same time, the standardization of the vocational education system requires a comprehensive approach.

First, the standards should cover the process of training a highly qualified specialist from an ordinary worker to a specialist and ensure consistency and continuity in the system of professional education;

Secondly, educational standards should cover all stages of training of specialists and ensure interaction between them;

Third, the content of educational standards should be formed in proportion to the standards of developed countries. This, in turn, ensures the training of competitive specialists who meet international requirements.

¹ Ilkxomov B.I. Economic competence in the management of vocational education institutions and efficient use of financial resources // An International Multidisciplinary Research Journal. ISSN Online: 2249 –7137, Vol.10, Issue 6, June 2020

IV. RESULTS AND DISCUSSIONS

Based on the above international experience, the implementation of the educational strategy and, ultimately, the training of competitive personnel requires the following work:

- Develop a system of continuous professional orientation, taking into account the requirements of the labor market, the socio-economic situation, as well as support the development of young talents, identify and choose the best way to employ them;
- Effective use of the opportunities of the education system in the development of the network and regional economy, ensuring the integration of education, science and production in the training of competitive personnel;
- Formation of modern educational standards that meet international requirements with the use of science, technology, modern pedagogical technologies and advanced economic achievements;
- Development of qualification requirements for personnel from the entire working professionalism to the level of a mature specialist based on the requirements of the labor market;
- Introduction of graduates of professional educational institutions by the competent state commission;
- Revision, improvement of curricula and programs of scientific programs based on the use of the latest pedagogical, information, computer and other innovative technologies in the educational process;
- To ensure the wide use of audiovisual and multimedia programs in the educational process. Implementation of the introduction and application of new pedagogical technologies, the results of scientific research, the wide application of methodological works in the educational process;
- Development and implementation of a scientifically based system for monitoring and evaluating the quality of training of specialists in professional educational institutions. Creation of a set of relevant regulatory and legal documents that support the activities of an educational institution;
- Full adaptation of the material and technical base of vocational education institutions to the new requirements, provision of modern educational, scientific and methodological literature necessary for the educational process;
- Full compliance with the requirements of the state when conducting practical classes in the system of vocational education, providing material and technical equipment and appropriate materials;
- For the implementation of high-quality training of specialists in the system of professional education, it is necessary to fully ensure the retraining and advanced training of the teaching staff, the widespread use of advanced training in developed foreign educational institutions;
- Introduction of recruitment of professors and teachers, as well as masters of practice only on the basis of choice. Determining their "rating" and developing and widely implementing material and spiritual incentives;
- Sharp update, improvement of the financing mechanism of educational institutions: ensuring that the indicators of material and technical support are at the level of established demand. We emphasize that this indicator is one of the main requirements for the training of competitive personnel;
- To provide freedom to educational institutions in the implementation of independent economic support in educational institutions, to ensure that educational institutions are brought to a level that brings income to the state budget;
- To create a unified system for monitoring and evaluating the quality of vocational education, for this purpose, to carry out educational monitoring with the involvement of responsible production workers, formed on the basis of modern requirements.

In the section of work carried out to ensure the quality and competitiveness of training, a special place is occupied by the correct orientation and objective assessment of the quality of training of specialists. This in turn requires addressing the following two issues:

First: to find out what qualitative indicators are necessary, what specialists should master in order to ensure certain trends in the development of science, the technical and technological sphere and public life.

Secondly: what methods can be used to reliably, accurately and objectively assess the quality of training and functioning of specialists for vocational education?

It should be noted that at the same time, for a teacher of professional education, only the qualities of "knowledge", "skills" and "qualifications" are not enough.

The criteria for assessing the quality of professional training in developed countries, in addition to professional knowledge, relate to the level of intellectual development, individual characteristics of abilities.

It is these qualities of a specialist that ensure free, comprehensive, stable development. Ultimately, this will serve to ensure the socio-economic development of the country.

V. CONCLUSION

The implementation of the quality of personnel training is, of course, directly related to the retraining of teachers working in the professional education system and the continuous improvement of their qualifications. When carrying out this process, it is necessary to pay attention to the following main directions:

- Ensuring continuous and continuous improvement of the professional and qualification, psychological and pedagogical, cultural and educational potential of teachers and masters of education in the system of advanced training, taking into account the latest achievements of science, technology and economics
- It is necessary to exchange experience at modern enterprises and organizations, in mature scientific institutions, including scientific and practical internships in developed foreign countries
- Ensure that the professional education system has a high level of legal and economic knowledge of teachers and students
- Due to the demands of socio-economic development, the demand for specialists in the labor market is naturally constantly changing and updating, and, of course, the demand for specialists with high modern knowledge will continue to grow.

In connection with the requirements of socio-economic development, much attention is also paid to the level of legal, economic, cultural and educational knowledge of specialists.

Therefore, the content of the concept of "getting an education" is also considered radically. Now the lexical meaning of the word "education" requires not only to have knowledge, but also to master new educational methods and means, which include education, to be able to apply them in the framework of their activities.

At the same time, only those specialists who will take a step along with the achievements of rapidly developing science, will be able to introduce their knowledge and experience into the educational process, compete with the specialists of a developed country, and will be able to contribute to the development of the country. To do this, our country has and is creating all the opportunities. You just need to be able to use them wisely, purposefully, which is the duty of each of us.

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