

Training Tendencies of Perspectives in the System of Training Education

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Abstract- This article outlines the reforms in the system of vocational education in the Republic of Uzbekistan and outlines the results of sociological researches conducted by the author in order to identify acute problems in the field of vocational education, identify trends, and develop ways to improve teaching and learning processes, as well as the profession of trainees in vocational education selection trends were identified, problems with vocational guidance of school graduates were identified; iyojdan out professional suggestions and recommendations.

Keywords: education, human resources, pupils, professional orientation, employers.

I. INTRODUCTION

At the moment, the provision of human resources with the economy is a major socio-economic problem that affects all aspects of economic activity in Uzbekistan. This problem is primarily related to the quantitative and qualitative discrepancy between the labor force proposed by the employer and the employer. At the same time, some types of economic activity include surplus and other types of personnel.

One of the reasons for such an imbalance is that there is no reliable information on the number and content of the labor force needed to carry out the economic activity of the country and regions in the present and future.

In the absence of complete and reliable information on the future human resource needs of the economy, it is impossible to plan activities related to approving the training plans of professional education institutions. The absence of a single methodological approach and the need for a full assessment of the real needs of the economy creates additional difficulties in the statistical reporting system, which dramatically complicates the forecasting of the need for staff in the region in the conditions of changing the economic situation.

The Cabinet of Ministers of the Republic of Uzbekistan, issued on October 4, 2017, № 795, defines the positions and occupation professions of 9027 employees in the "Major Positions and Employees Occupation Classifier". Of these, 6258 or 69.3% require secondary special education [1]. This necessitates the effective development of the job offer of the professional knowledge of the labor market.

II. LITERATURE REVIEW

Uzbekistan has also studied the issues of education, including vocational education reform, employment of graduates of vocational education. These issues were discussed by Q.Abduraxmanov, NKZokirova [2], Z.Ya.Xudoyberdiyev [3], TMMagrupov [4], O.K.Abduraxmanov, K.Eshpulatov [5] X.F.Rashidov [6] and others.

The analysis of the scientific studies of the above mentioned scientists has shown that the labor market needs in the labor market are insufficiently studied. The relevance and inadequacy of this problem served as an important factor in selecting the research topic and its goals and objectives.

III. ANALYSIS AND RESULTS

In order to radically improve the system of general secondary, secondary special and vocational education, to create conditions for the training of qualified personnel, to ensure employment of graduates of professional colleges, the Presidential Decree of the President of the Republic of Uzbekistan of January 25, 2018 " On measures to radically improve the quality of education "was adopted. According to this decree:

- From the 2018/2019 academic year, compulsory general secondary and secondary special education is carried out continuously and within 11 years in secondary schools, specialized schools, specialized arts and culture schools, specialized Olympic reserve boarding schools and academic lyceums;

- admission to vocational colleges from the 2019/2020 academic year is carried out at the expense of graduates of the 11th grades of secondary schools, for a period of 6 months to 2 years, on the voluntary basis, for the relevant specialty (occupation);

- Pupils enrolled in vocational colleges till 2017/2018 academic year (including the academic year), complete their studies in accordance with current curricula in their professional colleges [7].

Vocational education has always been and remains a vital factor in ensuring the economic development of the country and the well-being of the population. In recent years, vocational institutions in the country have been recognized to play a leading role in the formation and development of the educational potential of the population, the professional and qualitative composition of the labor force, and therefore, the issues of quality and assessment of vocational education are in the forefront.

It is known that the vocational education system is the basis for the training of qualified personnel for enterprises, including construction, transport, communications, machinery, food industry, consumer market and other sectors of the economy and its infrastructure.

In 2018, together with the Namangan Oblast Department of Professional Education, a survey was conducted among schoolchildren and pupils who have mastered vocational education programs. 2108 people participated in the survey. The author developed surveys for pupils of 11th form and pupils of professional colleges.

We will consider the results of the survey conducted among pupils of Namangan professional educational institutions, as they are in line with the goals and objectives of the research.

The purpose of this study of the interests of young people is to:

- identification of socio-economic characteristics of students;
- definition of directions of educational process, educational work;
- definition of motivation of the profession;
- identify the reasons for choosing a particular educational institution;
- Identify the potential benefits of choosing a future job;
- Studying the expectations of youth of different age groups on their future financial and social status;
- Evaluation of the level of implementation of the youth vocational referral system in the region.

In order to develop effective policies in the field of education and the labor market, it is necessary to identify factors influencing the successful functioning of these two systems.

In order to identify critical issues in the field of vocational education, define trends and develop ways to improve teaching and learning processes, we have analyzed the situation in the employment sphere in Uzbekistan, including the results of Sociological Research conducted in Namangan region in 2018 and other experts in this area. we have described several auxiliary hypotheses:

1. Most graduates of vocational colleges have little to do with the profession / specialty they are occupying. It is noteworthy that nowadays it is a habit to work on "other specialties", which gradually becomes a norm.

2. The choice of educational institution for young people is of great importance in its geographical location. In our opinion, the factor of proximity of the educational institution to the place of residence of students in the cities can play a decisive role. Therefore, the convenience of having some degree of vocational education depends on the regional distribution of the educational network.

3. At present, the level of youth vocational guidance efficiency is not very high. School vocational training, instructors' councils, and employers' professional orientation activities do not have a major impact on their choice of profession or occupation. In our opinion, the opinions of parents, friends' advice, and the social background of the profession have a decisive influence.

4. The vast majority of students of vocational education want to continue their studies at higher education institutions, not to work in their own specialties. In our view, having a college degree for most college students is an intermediate stage and an intermediate level of education. Thus, at the college, young people have the goal of getting higher education.

Colleges and professions (professions) were selected for the survey we conducted, taking into account the list of occupational professions and vacancies. 1273 pupils of vocational education participated in the survey.

The results of the research showed that the main factors that played a crucial role in selecting a profession for students were: "personal inclination towards specific types of activities", 68% of students who mastered vocational training programs, close proximity to residence "34% of students. As a factor influencing the choice of future activities, the school-based training program showed only about 8 percent of respondents. The effectiveness of production training at this school is very low.

Evidence of the fact that pupils have chosen the educational institution and occupation (specialty) and the location of the college based on the college's location confirms the answers given to the question "Did you choose this educational institution?" (Table 1).

Table-1: Answers to the question "What are the reasons you have chosen for this educational institution?"

The reasons for choosing this educational institution	All educators,%
Here is a good education	21,9
Closer to home than other colleges	20,5
Here I am trained in the profession (profession) that interests me	31,9

My friends gave me advice	11,6
Here are my relatives, my acquaintances read	8,3
I heard about college goodness	3,7
Others	2,1

Source: The table is based on the author's sociological research.

The distribution of responses to the question "Who influenced your choice of profession?" Showed that 87.4% of the responses to "pupils", "friends" and "independent chose" groups were observed (33, 3%, 10.3%, and 43.8% respectively). As a result, less than 20% of the answers consisted of "school counselors", "advertising, media," "potential employers' counseling," and others ". The potential impact of the future employer on the choice of profession / occupation is insignificant and worries about 1.6% for vocational education students. That is why business structures are not interested in developing younger cadres, or their professional orientation has not succeeded.

Most students (65%) are confident that they understand the content of their future profession. This tendency is typical for vocational education, which is always more practical. However, the fact is that some 24% of the respondents said they do not have a clear idea of the future profession, while the remaining 11% do not think about it, because they want a diploma.

An analysis of the professional FAQ (Table 2) allowed us to make the following conclusions.

Many respondents claim that vocational guidance has been maintained in their schools, but the question about the quality of career guidance remains unclear, as 64 per cent of the pupils did not get acquainted with professions, and did not speak with a psychologist or teacher in their studies at school. Moreover, most of the schools did not visit or visit one or two employers with their professional orientation activities.

Table- 2: Analysis of professional blogs for vocational colleges

A blog for young professionals		
Have you ever been employed at a school where you have a career guidance that will allow you to identify your future career?		
Yes		No
713 person (56%)		560 person (44%)
Have you read some professions, have you talked to psychologists or teachers about your personal commitment to professional activity when you are studying at school?		
Yes		No
459 person (36%)		814 person (64%)
Have you attended high school vocational or educational institutions or employers to tell you about yourself and invite you to a future job / job?		
Yes, representatives of different employers and educational institutions	Yes, representatives of one or two employers and educational institutions have come,	No
506 person (39,7%)	313 person (24,6%)	454 person (35,7%)

Source: The table is based on the author's sociological research.

In general, about 80% of college students who are interviewed should be satisfied or satisfied that they have been trained in a selected profession. 5 per cent of respondents did not differ from the study, and 15 per cent expressed their dissatisfaction with the profession or had difficulty responding.

The readiness of the students to workout is described by the following information:

- 31.3% - never misses training;
- 60.6% - sometimes misses training;
- 8.1% - frequently misses training or less, or only participates in the type of training.

At present, the profession is not professional for society. This is confirmed by the results of the study. For example, 58.2% of respondents think that the occupation occupies a higher social status and, accordingly, a large number of wages, 22.1% of them hope for a good salary rather than a high social status, and the rest of the respondents (19.7%) believe that they can only achieve a position in society, or achieve nothing: social status or decent wages.

During the questionnaire, the respondents were offered to create their rating from one to ten points (one point - with the lowest rating, 10 points - the highest ranking) for each of the ten professions offered to them. As a result, the following distribution has been made for the profession with the lowest overall score: the designer, the maker, the chef, the mechanic, the cosmetologist, the hairdresser, the electrician of the security alarm, the craftsman, the tailor, the welding, the painter.

The most powerful motivational motives for those involved in the survey are as follows: 41% of respondents feel "satisfaction with internal satisfaction" and 34% of "high salaries and financial incentives". The fact that salary is one of the most important and crucial factors in job placement also confirms the answers to other questions. Specifically,

50.7% of respondents said they were ready to start a job at a stable state enterprise, but quickly widen their salary, and 22.7% said they were looking for a higher salary, for example, from commercial firms.

About 30 percent of the respondents do not know whether they will need to become professors in their area over the years, while 30 percent of respondents have set aside "the opportunity to continue their education" among other goals of their schooling. 33% of the reader said that the correlation between theoretical and practical training hours had to be changed, with most of them suggesting an increase in hours of practice.

The results of the survey show that most of the students of vocational education are aimed not to work in their profession, but to pursue higher education. 44% of the respondents planned to continue their education in higher education institutions in the future, while another 23% were planning to study.

Only 29% of respondents know where they are working during the survey, while others (48%) support relatives, friends, acquaintances, and only 5% of the job vacancies of the employment center.

Professional motivation for the country's economy is crucial: students want to work professionally. Approximately 51 percent of the survey respondents are working on their specialty or similar specialty, but 9.5 percent do not want to work on their specialty, and some 39 are acting according to the situation.

As for the businesses that want to work, this is first of all a state-owned enterprise, a company, and then a private enterprise and a foreign firm.

Most young people would like to find a job near their home in the future, for example, 43 percent of respondents would prefer an enterprise with many branches / offices to choose the closest they would not want to spend time and money on the job.

During the survey, respondents were asked to evaluate the role of certain factors in their future career prospects. According to the opinion of the respondents, the personality of the prospective employer (his diligence, diligence, responsibility), and then the profession itself, if it is promising in the labor market, is the most important part of the work experience, the fact that the diploma is present and the last social capital (relatives, friends' help, "relationships").

Less than 4.7 percent of the respondents were aware of the measures taken by the Employment Assistance Center to support their pupils and graduates, and 64 percent heard about them. Moreover, most respondents (52%) did not communicate with youth organizations that never went to vacancy vacancies, and more than 85% were engaged in social adaptation.

So, what is the current survey is the need for vocational education, in particular the professions and professions that are in the labor market, for what age groups and for whatever reason; how the youth evaluates the education process and the quality of the education generally received; the effectiveness of vocational guidance of schoolchildren in the selection of subsequent educational trajectories; whether students want to work in the occupation (specialty); what specifically the role of youth in choosing a job, etc.

An analysis of the results of the survey conducted among schoolchildren in the context of evaluating the effectiveness of young people's vocational guidance and trends in the relevant labor market in the Namangan region is also interesting for us. Restrictions on the size of the dissertation indicate that only the main results of the survey conducted among schoolchildren are presented.

The 361 schoolchildren of the 11th grade took part in the survey. Two public schools were selected in five districts of the region and Namangan city by accident. In each of these schools, only one 11th grade students participated in the survey.

It is worth noting that about 18 percent of the survey participants work with or sometimes work with the reading. More than half (58.3%) believe that the learning process will identify their individual abilities and enable them to implement these skills. However, it is difficult to reveal the peculiarities of the current organization of the educational process, and the share of those who are likely to reveal only practical activities after graduation (24.1% and 18.9%, respectively). Likewise, more than half (54.9%) of schoolchildren think that the existing knowledge assessment system is consistent with the learning needs and needs of the educational process, and 25.3% of them do not have the level of knowledge, but their attitudes towards reading, personal abilities, , 13.1% of respondents think that the teacher's attitude towards schoolchildren plays an important role

in existing knowledge assessment systems. The findings suggest that there is a problem with the organization of education and training in schools. 72.4% of schoolchildren said that their vocational orientation activities were in their school but 41.6% of them were satisfied with the quality of their activities.

"26.7 percent of schoolchildren were asked, "Is there a tour of businesses, colleges and higher education institutions within the learning process? "" Yes, and this is very useful for me, which helps me to make plans for the future. " 29.1% "Yes, but I do not benefit from it" and 44.2% said "Never".

According to schoolchildren, the personality of the prospective job seeker (his diligence, diligence, responsibility), and then the profession itself, if it is promising in the labor market, will have the greatest role, the work experience, the fact of existence of a diploma and, ultimately, capital (relatives, friends' help, "relationships"). The rating of the factors influencing successful employment in the future is fully compatible with the rating created by college students.

The interest of young people in the choice of occupation should be spent within a certain period of time together with the Department of Public Education, the Department of Vocational Education and the Youth Union, which is to assess the specific tendencies in the field of vocational education, youth employment, and their dynamics would allow it to be reviewed. Comparison of identified trends with the composition of demand from the labor market is also a necessary indicator of analysis. Timely measures prevent structural unemployment, minimize adaptation of younger cadres, and maximize the professional skills of young people to the employer's professional requirements.

At present, there is a need to develop effective mechanisms for the management of youth motivation and professional orientation as a precondition for qualitative and quantitative training of qualified workforce and specialists in the areas demanded by the economy of each region. It is important to establish a link between the content of vocational education and the study of the labor market demand, and also improve the system of vocational guidance for schoolchildren. This should be accomplished through the implementation of measures aimed at popularizing and promoting occupations and professions, and by optimizing the territorial distribution of the network of vocational education institutions.

IV. CONCLUSION

In order to form an effective system of distribution of graduates of vocational education institutions and to enhance participation of employers in the formulation and implementation of capacity of graduates of professional educational institutions, it is necessary to:

1. Creating a risk-free health insurance system for non-compliance by the Parties of the terms of the tripartite agreement on the training of specialists with professional qualifications between the pupil, the professional educational institution and the employer in order to ensure the mutual benefit of the parties. To do so, a special center should be set up in the Vocational Training Center to consider such cases and provide insurance coverage.

2. Most of the jobs and services provided in the labor market are the government order, which implements the functioning of the market in the market to participate in the competitive bidding. In our opinion, it is expedient to create a government subsidy system for enterprises that actively participate in the implementation of the employment assistance program in order to increase the competitiveness of the youth during the implementation of competitive bidding procedures. The right to receive these subsidies should be confirmed by the documents attached to the basic bidding procedure, taking into account the involvement of the students of the educational institutions to meet certain amount of work. In this case, a company that is a social partner of educational institutions, along with low-cost companies, will be able to participate in the auction to fulfill the government order as the cost of subsidies reduces the cost of doing business. In addition, such an entity will then have additional funds to pay for practitioners. In general, it will be possible to improve the efficiency of the practice and practice, to acquire the full range of practical skills in working with high-tech equipment, and to achieve a higher level of professional skills of graduates of professional colleges.

3. Enterprises and organizations that invest in the development of the material and technical basis of the vocational education and training of young people, should be provided with tax benefits. This is one of the measures to encourage the employment of young people.

Thus, the coordination of the labor market and the system of vocational education, the solution of the problem of forming an effective vocational-technical component of the supply of young people's labor resources is largely dependent on the willingness of business to cooperate with the employer's professional educational institutions. Transition to market relations, avoiding the fulfillment of social obligations associated with the need to be directly involved in the training of potential staff willing to employ professionals. Problems can be

solved by finding the optimal system of vocational training and coordination of its components. The proportion of vocational education institutions and the number of students in them must be determined by the composition of jobs in the national economy, the need for appropriate vocational education and the need for graduates.

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