



TRAINING HIGHLY QUALIFIED STAFF IN DEVELOPMENT OF UZBEKISTAN

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Abstract.

The article is devoted to the study of topical issues of training highly qualified personnel for the Republic of Uzbekistan. The socio-economic reforms being carried out in Uzbekistan in recent years require the formation of a system of higher education that will ensure radical qualitative changes in society and sustainable development in the near future. Professional development of higher education institutions remains the most important issue.

Keywords:

Education; university; student; teacher; goal; task; result; highly qualified personnel; competitiveness; development .

The education of the younger generation is associated with the training of qualified personnel who meet the most modern and promising requirements of the state.

Attention to the field of education is becoming especially relevant all over the world in the age of globalization and information technology, when the level of a country's development is determined not only by socio-economic, cultural indicators, an assessment of strength and power, but also largely relies on its intellectual potential. Indeed, it is scientific and technological progress, the foundations of which are laid in the educational environment, that is the central link in the country's sustainable development and prosperity. The World Bank report "Changing the level of welfare of nations" notes that it is human capital, i.e. the totality of knowledge, talents, skills and abilities of people constitutes the main wealth of the country. Thus, the well-being of developed countries is provided by human capital by 68%, and in developing countries - only by 41%.

The most important strategic goal of Uzbekistan is to become one of the developed countries of the world and ensure a decent life for its citizens. A clear, clear and deeply thought-out program of action is being implemented in the country, and the organizational, legal and practical, consistent and systemic measures taken fully contribute to the implementation of democratic, political and economic reforms, social transformations aimed at creating ample opportunities for the comprehensive implementation of professional, intellectual and the spiritual potential of a citizen and society as a whole. In conditions when an educated, politically and socially active person with a high level of legal consciousness and culture is assigned the role of the central agent of all transformations, the issues of the progressive development of the education system are becoming increasingly important.

As the President of Uzbekistan Shavkat Mirziyoyev rightly noted on this occasion: "the success ... of reforms, our gaining a worthy place among the modern developed countries of the world, are primarily associated with the development of science, education and upbringing in the

country, our competitiveness in these areas" (Congratulations from the President of Uzbekistan Shavkat Mirziyoyev to teachers and mentors of Uzbekistan. Over the past 3 years, a number of decrees and resolutions of the President have been adopted that raise the higher education system to a new, higher level (Resolution of the President of the Republic of Uzbekistan "On measures for the further development of the higher education system" No. PP-2909 of 20.04.2017 No. 18 , Art. 313, No. 19, Art. 335, No. 24, Art. 490, No. 37, Art. 982; Resolution of the President of the Republic of Uzbekistan "On additional measures to improve the quality of education in higher educational institutions and ensure their active participation in the ongoing country of large-scale reforms "No. PP-3775 dated 05.06.2018; Resolution of the President of the Republic of Uzbekistan "On measures to radically improve the system for training highly-demanded qualified personnel and develop scientific potential at the National University of Uzbekistan named after Mirzo Ulugbek in 2019–2023.

Based on these goals, the higher education system at the present stage of the country's development solves the following tasks: 1) educating the country's worthy youth as competitive specialists with independent thinking and their own views; 2) improving the quality of education and training of young teachers; 3) deepening the integration of the educational process with research and production activities; 4) the implementation of applied scientific research that is of practical importance for manufacturing enterprises; 5) provision of high-quality education based on modern educational programs in accordance with state educational standards; 6) improving the training of personnel, based on the prospects for the economic and social development of the country, the needs of society, modern achievements of science, technology, technology, economy and culture; 7) introduction into practice of new pedagogical and information technologies, methods and means of self-education and individualization of training; 8) introduction into practice of effective mechanisms for integrating higher education with science and production; 9) the creation of research potential, the implementation of research work for the development of industrial enterprises, including the development of innovations developed on the basis of their own fundamental and applied research; 10) improving the quality and efficiency of research work in the conduct of fundamental and applied research, the implementation of promising innovative developments and projects. For the solution of the above-mentioned priority tasks, the necessary conditions are created and the material and technical base of universities is being strengthened.

One of the important directions on the path of globalization and the integration of positive international experience into the education model is the professional development of teacher skills, which is associated with:

- transmission of the accumulated experience to other educational institutions of the republic;
- generalization and dissemination of the best pedagogical experience of domestic and foreign teachers of innovators;
- development of recommendations for improving the system of retraining and advanced training of teachers of the republic;
- teaching and upbringing of the younger generation in accordance with world experience;
- development of training programs with the involvement of leading domestic and international experts;
- cooperation with leading domestic and foreign organizations related to the education and development of children in order to exchange experience and introduce best practices;
- monitoring of the professional activities of teachers who have teaching skills;
- creation of conditions for continuing professional education of teachers;
- creation of a network educational community of teachers of the republic.

Quality education is a key factor in the implementation of the strategic goals outlined in the program documents of the government of the republic. Among them is the "Action Strategy for the Five Priority Areas of Development of the Republic of Uzbekistan in 2017-2021". The main provisions

of this regulatory document are related to the training of personnel for the republic, including pedagogical ones. In particular, in the fourth direction, it is said that quality education should become the basis for the industrialization and innovative development of our republic. In this context, an important direction of state policy in the field of higher education is the formation of a modern, open, flexible education system, the ultimate goal of which is to support and develop the intellectual and creative potential of the younger generation.

To achieve success on this path, it is necessary now to start implementing programs for updating the content of education and improving the qualifications of teaching staff, in all areas, from schools and teacher training colleges to pedagogical universities. Otherwise, there will be such a situation when universities and teacher training colleges release to the labor market personnel who are unfamiliar with the updated programs and require advanced training before starting work. In other words, an effective mechanism of functioning is required from the system of higher education, aimed at achieving the goals set by the state for the system of continuous education as a whole. Today it is difficult to imagine the implementation of plans to build a state with a market economy without the participation of student youth.

Therefore, in order to strengthen the role of higher educational institutions in our country, in order to ensure the implementation of the Decree of President Sh.M. Mirziyoyev "On the Strategy of Action on the Five Priority Areas of Development of the Republic of Uzbekistan in 2017-2021" dated February 7, 2017 [1, 1] The Ministry of Higher and Secondary Specialized Education of Uzbekistan developed a "Complex of measures to radically improve the higher education system." This decree covers a number of areas:

First, it is planned to introduce effective forms of retraining and advanced training of teachers of higher educational institutions; internships are organized for them in foreign educational and scientific institutions. The activity of the Fund of the President of the Republic of Uzbekistan "Iste'dod" on raising the qualifications of promising young teachers and scientific personnel has been improved.

Secondly, it is planned to optimize, re-profile the target parameters of training personnel with higher education, directions of training of higher educational institutions in combination with ongoing programs of regional and integrated development, and also create new educational institutions. The target parameters of optimization for the training of personnel with higher education have been determined. Taking into account the structural changes in regional re-profiling, personnel training, admission rates to higher educational institutions will be gradually increased. It also provides for the development of a concept for the development of each university in the republic. Perspective plans have been outlined for the re-profiling of existing higher educational institutions and the opening of their branches in the regions. It is gratifying to note that the training of personnel in the country's universities will be carried out based on the priority areas and characteristics of the economic sectors and regional development.

Thirdly, based on the experience of leading foreign universities, it is planned to improve the educational process in the higher education system, curricula and programs, and introduce modern forms of organizing training in the magistracy.

This direction provides for:

- creation of a mechanism for the development, approval and implementation into practice of curricula and curricula of higher education based on the study of the requirements of the real sector of the economy and advanced foreign experience;
- improving the content and structure of curricula and curricula in the areas of study in undergraduate and graduate specialties, optimization of subject blocks, hours of curriculum based on advanced foreign experience;

- the introduction of the practice of targeted (targeted) training for the scientific and pedagogical activities of masters in accordance with the current and future needs in the scientific and pedagogical personnel of higher educational institutions in the regions;
- ensuring the compliance of bachelor's and master's degrees with foreign models;
- improving the system of organizing and ensuring the passage of internship in the specialty of university students in accordance with the curriculum.

Fourth, the information support of higher educational institutions will be replenished with modern educational, methodological and scientific literature, in particular, foreign, the funds of information resource centers will also be updated. In addition, in order to meet the needs of the universities of the republic in educational and scientific literature, a phased preparation and implementation of educational and methodological complexes for subjects in higher education areas are provided based on the development of requirements for the procedure for forming a list of literature, creating, acquiring and distributing educational literature of a new generation.

Fifth, scientific and methodological activity will be developed and its efficiency will increase. Based on the requirements for university teachers, measures will be taken to target the training of scientific personnel with higher education in those areas where there is an acute shortage of them. Systematic work will be carried out to increase the interest of young people in science, encouragement and reward for the scientific and creative activities of young scientists. In addition, the widespread introduction of scientific developments of youth into practice will be ensured.

Sixth, the efficiency of the spiritual and moral content of higher education and the activities carried out among student youth will increase.

It should be emphasized that this regulatory document will undoubtedly play a key role in improving the system of training qualified personnel and will provide the sectors of the economy and social sphere with self-sufficient specialists, and most importantly, it will help to achieve a balance of training in the number and areas of education of bachelor's and master's degrees with real current and promising demand of potential consumers, improving the employment of university graduates. The fundamental basis and methodological basis for this Package of Measures was the Resolution of the head of our country "On measures for the further development of the higher education system" dated April 20, 2017 [2, 1] and "On measures to strengthen the material and technical base of higher educational institutions and improve the quality training of highly qualified specialists ", which contain the most general requirements and recommendations for all specialties of undergraduate and graduate programs.

It is important that they are aimed at ensuring the necessary conditions for a radical revision of the content of training university personnel, training specialists with higher education in accordance with the international level, based on the priority tasks of the country's socio-economic development. These normative documents, harmoniously combined with the goals of the Action Strategy, became the beginning of a new stage in the development of higher education in our republic.

Thus, the new educational standards should become one of the most important means of increasing the level of training of specialists with higher education through the development in the learning process of the basics of professional activity, methods, techniques and skills for individual and collective research work, the development of abilities for scientific creativity, research independence. as a result - the formation of highly professional specialists capable of generating new knowledge and their effective application in the context of globalization.

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