

**USING THE FOREIGN EDUCATION SYSTEM IN THE DEVELOPMENT
OF PROFESSIONAL SKILLS IN THE SYSTEM OF PERSONNEL
DEVELOPMENT**

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Annotation. In this article, the use of foreign education systems in the development of professional skills in the personnel training system is highlighted by modern educational processes as a result of scientific research based on theoretical and practical information about educational technologies.

Socio-economic, spiritual and political reforms are increasingly entering our lives. This is also reflected in the public education system, which is considered an invariable priority direction for the development of our country. However, there are no internal capabilities for the full and consistent implementation of education reform in our country. To achieve this, it is difficult to achieve serious changes in education without creatively studying advanced foreign practices. It is advisable to use the experience of Japan, the United States of America, Russia and other countries.

In terms of economic development, Japan ranks second after the United States of America. Prominent psychologists and economists around the world have noted that this huge leap in Japan's development is the result of the high level of attention paid to the development of the country's education system. This is not in vain. If we take into account how active the government, private companies, public organizations and parents are in improving the education system in this country, which is considered a small country, then we can see that the above conclusions of world scientific researchers are quite justified. Naturally, the high flight of the Japanese education system did not happen on its own. He also had his problems. To fully imagine these things, it is necessary to look at the historical stages of the development of pedagogy and education in the country. Although Japanese educational institutions are fully

equipped with modern computers and other educational technology, experts say the focus should be on teachers and textbooks. In their opinion, no advanced machine can replace live communication between teacher and student. Almost all textbooks are published in private printing houses. The above mentioned textbooks are paid for in primary and secondary schools. The quality of teacher training in Japan is very high. These requirements are such that random people who are talented and lack the right direction are not allowed into this profession. Teachers are trained in four-year bachelor's programs and two-year master's programs. Graduates of these educational institutions are issued first and second degree certificates. To become a school principal, they need to have a first-class certificate. That's why their salaries are high. 74% of teachers are members of teams and professional associations. They constantly study, improve their professional skills, and before starting work, they undergo forty-day full-time advanced training courses. Japanese teachers undergo advanced training courses every five years. Because the curriculum of Japanese schools changes and improves every ten years according to the needs of the time.

Currently, one of the most important tasks facing us is the widespread use of new pedagogical and information technologies in the system of higher and secondary general education. Therefore, based on the state educational standards (state educational standards), the use of new pedagogical and information technologies is one of the most important tasks in the system of secondary general school education, in improving the qualifications of teachers and personnel. At the same time, the level of knowledge of teachers must meet the requirements of world standards. Therefore, in the personnel training system it is necessary to use new pedagogical and information technologies, as a result of which it is necessary to train high-level specialists with deep knowledge, smart and competitive specialists. Specialists must undergo training on the basis of new pedagogical technologies every three years in special centralized educational institutions in order to train personnel that meet international standards. For this purpose, the Law "On Education"[1] and the "National Personnel Training Program"[2] and the radical reform of the education and training system of the President of Uzbekistan, raising a competent generation for adulthood are used. as the basis for reforms implemented in the professional development system. Accordingly, as a result of the use of new pedagogical technologies in the system of advanced training, as well as the retraining of high-quality, mature specialists, they will be able to objectively, freely express their opinions and selflessly serve the Motherland. In order for them to become creative teachers and trainers, it is necessary to develop thinking, educate mature, comprehensively developed young people who know how to feel responsibility to the state and are able to raise a perfect person. It is important to pay attention to pedagogical technologies. The international organization UNESCO, one of the authoritative UN agencies, defines pedagogical technologies as follows:

“Pedagogical technology is learning, and knowledge is a systematic method of identifying, creating and applying all learning processes” [3, 10]. Taking this into account, new pedagogical technologies in the advanced training system can be explained as follows: updating the content of education based on the requirements of the Law “On Education” [1], “National Personnel Training Program” [2], in order to find new ways to do this and use pedagogical projects, since this is considered new, the word “new” should be added to the concept of “pedagogical technology” and called “New pedagogical technologies”[3, 17].

The subject of educational technology, using new pedagogical technologies in training personnel in the education system, is as follows: from proving the conceptual foundations of the education system, setting goals, generating results, collecting and systematizing educational materials. , consists of designing work from choosing an educational model to its implementation, to assessing its optimality and effectiveness. As a result of the application of new pedagogical technology in the system of advanced training or in general in all systems of education and training - the construction and implementation of educational practice, the pedagogical process, the regulation of each of its elements and stages based on discretion and objective diagnosis of the final result of the work done. It is necessary to achieve the perfection of educational technology based on yish. Based on this, we can say that the role of educational technology in improving the qualifications of teachers is important. According to UNESCO definition: “Educational technology is the creation, application and definition of the entire process of teaching and learning, taking into account human and technical resources and their interaction with the aim of optimizing the educational models of the system” [4,41]. A system is a collection of elements that are ordered, interconnected and together perform a common function. Combining all this, that is, new pedagogical technologies and our own educational technologies, as well as compliance with world standards, while being competitive, highly qualified and high-level, in the system of training teachers, computer technologies, and multimedia, the widespread use of other technical devices is desirable.

Based on this, as a result of the use of new pedagogical technologies in training personnel in the education system, teachers will be able to have excellent knowledge, a high level, be competitive, and able to meet global requirements. As a result, teachers can raise the younger generation to be free-thinking, healthy, educated, intelligent, moral and perfect people.

In the modern era, when science and technology are rapidly developing, there is an acute problem of increasing the productivity of students and teachers, that is, intensifying the educational process and using modern technical and didactic means in the system of advanced training and retraining of personnel. , is one of the main tasks of pedagogical science. Due to the development of science and technology, the amount

of information that needs to be provided to students is increasing. It is becoming increasingly difficult to convey this information to students using traditional methods and tools. To do this, the teaching staff must have sufficient knowledge and high potential. Taking this into account, teachers must effectively use a set of didactic tools, rely on specific methodological and technical capabilities in the lesson, and widely use them in lectures, seminars, practical classes and laboratory work.

If all the principles of didactics in the system of advanced training and retraining are highly effective in the educational process organized using technical means, then the research of teacher-scientists in this process should enrich the educational complex with the help of didactic means. tools. Taking this into account, he showed that it is possible to solve the following didactic issues, namely: ensuring scientific and systematic education; increase visibility; increase students' enthusiasm for learning; speed up the pace of learning and assimilation of educational material; individualization of education; implementation of a knowledge acquisition control system; transfer of information and implementation of the speed of its processing; increase the audience's attention to the lesson; formation of independent knowledge and skills in students.

Educational and technical means (computers, electronic textbooks, the Internet system, etc.) are technical means that deliver information that must be learned by the audience in the form of educational information (information). Information equipment includes various electromechanical devices, demonstration oscilloscopes capable of displaying processes demonstrated during training and its measuring instruments, as well as tape recorders, televisions, film projectors, video projectors, overhead projectors and similar combined television and video recording devices. enter a movie with sound. In the educational process, a device called a video projector is used to teach all subjects, with the help of which the image from the user's computer screen is transferred to a large screen and becomes directly visible to the course audience. access to education.

Currently, there is a software system "Lecturer", which provides the opportunity to use all types of modern computer technologies when teaching in the classroom. This is very useful for distance education and, if used in the system of advanced training and retraining of personnel, will bring a lot of comprehensive convenience in the training of modern management personnel. As a result, students who were unable to attend advanced training institutions for certain valid reasons will have the opportunity to improve their qualifications. In addition to the above, we will have the following capabilities of the Lektor system:

1. Projecting onto a computer screen and simultaneously fully controlling the computer;
2. Write down everything we draw and write at the same time. Using Lector's

sensors and electronic pen, we can control functions on the screen and do the same with the mouse;

3. The ability to combine audio, graphic and text information in one document;

4. Possibility of convenient exchange of multimedia documents “Lecturer”.

Creating presentations using multimedia capabilities (sound, video, etc.);

5. Create presentations in front of an audience in real time using a digital projector.

Draw straight lines, guide marks, ellipses, rectangles, polygons using the Lector toolbar.

Thus, if modern technical and didactic means are massively used in the system of advanced training and retraining of personnel, then in the future it will be possible to achieve a high level of qualified personnel. As a result, training highly educated teachers in independent Uzbekistan who provide an excellent education to the younger generation will have a significant effect.

In conclusion, it should be said that the Japanese education system has achieved a high level of harmony in both form and content. Another important aspect is that Japan not only uses national traditions, but also creatively adopts the best practices of pedagogical work from developed countries such as America, France, and Germany. There is no doubt that such experience will be useful for raising the education system of our independent republic, which is undergoing a process of renewal, to a higher level. That is why, since the first years of our independence, cooperation has been widely established with our foreign colleagues. In the next two years, the republic's specialists, the scientific staff of institutes that train teaching staff and conduct scientific research in this area, and teachers will find themselves in the USA, England, France, Germany, Japan, Russia and other countries. and the education system in these countries. They study its development stages and other areas and establish mutually cooperative relationships with most of them. From this perspective, the educational systems of developed countries represent a valuable resource for our study and application.

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