

КАСБИЙ МАЛАКАЛАР, БИЛИМ ВА КЎНИКМАЛАРНИ РИВОЖЛАНТИРИШ МИЛЛИЙ ТИЗИМИ

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Abstract: This article discusses the reforms in professional and higher education, especially the national system of professional qualifications, knowledge and skills in the development of professional and higher education.

Key words: Vocational education, Vocational qualifications, knowledge and skills, national system, National Qualifications Framework, professional standards, competence, conceptual approach, institutional components,

Today, the countries of the world see economic development, political stability and prosperous life not in natural resources, but in developed "human resources". From this point of view, most developed and developing countries pay great attention to the issues of developing human resources and providing them with lifelong education.

In particular, the Human Development Report on the "Human Development Index and its Structural Indicators" is being presented.

In particular, according to the 2019 report, the average duration of education in Uzbekistan is 11.5 years.

It is expected that the average duration of education in Uzbekistan will be 12 years in the near future due to the reforms implemented in secondary, professional and higher education, especially the development and increase of coverage of professional and higher education.

Therefore, investment in human resources is the most promising investment.

Although the return on this investment should be expected after a few years, its benefits are likely to last for many years.

At the end of the 20th century, the globalization of the labor market in the world, the rapid development of cross-border corporations, the establishment of the EU and similar unions, and the increase in labor migration in the labor market are among the objective factors that lead to the creation of MMRs.

Due to factors such as the different educational systems of different countries, different approaches to qualification levels in each country, the diploma is no longer the main tool for characterizing the holder for employers. In addition, issues such as determining, evaluating and implementing the need for lifelong education of a person, as well as what new characteristics and abilities are required from the owner of the profession in a rapidly changing environment, have become urgent problems.

As a solution to such problems, a number of developed countries have begun to create National Qualifications Frameworks and National Qualifications Systems.

At the end of the 80s of the last century, the crisis of professional and higher education became noticeable in America and Europe.

Education lagged behind the needs of the economy, production, and business, and graduates could not directly enter the workforce.

Thus, the issue of forming requirements for employees by employers was put on the agenda. Applicants must demonstrate that they have mastered these requirements.

The formation of the above-mentioned requirements served as the cornerstone of the "professional standards".

It is known that over the past years professional education programs in our country have not been harmonized with the levels of the International Standard Classification of Education (ISCE) accepted by UNESCO, and the lack of full implementation of the National Qualification System of Uzbekistan in the educational process has been preventing the trained personnel from taking a decent place in the labor market.

This, in turn, did not allow our young people who graduated from vocational and higher education institutions to work in foreign countries in their fields of specialization.

PF-5812 of the President of September 6, 2019 "On additional measures to further improve the professional education system" in order to eliminate these shortcomings, fundamentally reform the existing vocational education system, and establish a completely new professional education system based on advanced foreign experience. Decree No. was adopted.

In order to ensure the implementation of the tasks specified in this decree, the State Inspectorate for Quality Control of Education, the Ministry of Employment and Labor Relations, the Ministry of Higher and Secondary Special Education, the Uzbekistan-Swiss Project "Development of Professional Skills in Uzbekistan" and other interested ministries and agencies, as well as foreign companies operating effectively in Uzbekistan Together with project experts, the experiences of more than 20 foreign countries (Germany, France, Russia, South Korea, Turkey, Kazakhstan, the Republic of Belarus, Moldova) were studied, and the National Qualifications Framework was developed for the first time in Uzbekistan.

The approval of the National Qualifications Framework will allow the recognition of the qualifications of thousands of our compatriots who have received informal education in the labor market and enable them to work in professions and specialties that match their knowledge, skills and qualifications.

For information, the Republic of Uzbekistan's national competence frameworks, professional and educational standards, national and international competence recognition systems for all levels of professional education, providing inter-sectoral

and international comparison of competences. is the institutional component and basis of the system.

On May 15, 2020, the decision of the Cabinet of Ministers "On measures to organize the activities of the national system of professional qualifications, knowledge and skills development in the Republic of Uzbekistan" was adopted.

With this decision, the regulation on the National Qualifications Framework and the National System for the Development of Professional Qualifications, Knowledge and Skills was approved.

What is the National Qualifications Framework of the Republic of Uzbekistan? - MMR is a means of harmonizing labor and education spheres in the territory of the Republic of Uzbekistan by summarizing qualification levels and the main ways to achieve them. Also, the National Qualifications Framework defines a single scale of qualification levels, educational programs that ensure their acquisition, and requirements for professional learning outcomes.

MMR provides:	MMR provides the following opportunities:
<ul style="list-style-type: none"> • harmonization of knowledge, skills, abilities and competences obtained as a result of training; 	<ul style="list-style-type: none"> • in the development of professional standards - in the development of staff qualifications, in the development of educational standards - in the development of educational standards - to clarify the requirements from a single point of view;
<ul style="list-style-type: none"> • formation of a strong system of interrelationship between vocational training and labor market skills needs; 	<ul style="list-style-type: none"> • determining qualifications for hiring employees, vertical and horizontal movement within and between organizations;
<ul style="list-style-type: none"> • to carry out the process of evaluating the results of vocational training and work experience in accordance with qualification requirements and professional standards; 	<ul style="list-style-type: none"> • developing materials and procedures for determining the qualifications of employees and job applicants;
<ul style="list-style-type: none"> • recognition of qualifications at national and international levels. 	<ul style="list-style-type: none"> • planning activities on personnel training at the republican, regional and branch levels, as well as in organizations; implementation of skills development monitoring and statistical analysis

The fact that professional education programs are not harmonized with the levels of the International Standard Classification of Education (ISCE) accepted by UNESCO, and the National Qualification System of Uzbekistan has not been fully introduced into the educational process, prevents the trained personnel from taking a decent place in the labor market.

In order to improve the professional education system based on advanced foreign experiences, train qualified and competitive personnel for the labor market through the introduction of primary, secondary and secondary special professional education stages, and to attract employers to this process, the President of the Republic of Uzbekistan dated September 6, 2019 "Professional education system further Decree No. PF-5812 "On additional measures for improvement" was signed.

According to the decree, starting from the 2020/2021 academic year, a network of educational institutions will be established in the Republic of Uzbekistan, where a new primary, secondary and secondary special professional education system and differentiated educational programs will be introduced in accordance with the levels of the international standard classification of education.

The list of educational institutions preparing personnel at the initial professional education stage aimed at social support of 9th grade graduates based on educational programs corresponding to the 3rd level of the international classification has been approved, according to which there are a total of 340, including 33 in Andijan region, 27 in Namangan region and 33 in Fergana region. including educational institutions.

The list of educational institutions that train personnel at the secondary professional education stage based on educational programs corresponding to the 4th level of the international classification was approved, according to which a total of 147 (+5) educational institutions were included, including 9 in Andijan region, 9 in Namangan region, and 17 in Fergana region.

Based on educational programs corresponding to the 5th level of the international classification, the list of educational institutions that prepare personnel at the stage of secondary special professional education integrated with the higher education system, operating under higher educational institutions, according to it, a total of 143, including 14 in Andijan region, 15 in Namangan region, has been approved. and 13 educational institutions were included in Fergana region.

The list of vocational colleges to be transferred to the system of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan for the establishment of vocational training centers was approved, according to which a total of 30 educational institutions were included, including 3 in Andijan region, 2 in Namangan region and 2 in Fergana region.

The list of vocational colleges to increase the capacity of higher education institutions and to establish foreign higher education institutions and their branches in the future has been approved, according to which there are a total of 69 (+1), including 3 in Andijan region, 5 in Namangan region and 9 in Fergana region. educational institutions included.

The list of vocational colleges for the establishment of multi-disciplinary training centers and training sites of higher educational institutions was approved, according to

which a total of 97 educational institutions were included, including 2 in Andijan region, 6 in Namangan region and 3 in Fergana region.

287 of the Cabinet of Ministers of the Republic of Uzbekistan dated May 15, 2020 "On measures to organize the activities of the national system for the development of professional qualifications, knowledge and skills in the Republic of Uzbekistan" decision no. was confirmed.

According to the decision, the Ministry of Employment and Labor Relations of the Republic of Uzbekistan will develop the charter of the republican council for the development of professional skills under the ministry, the regulation of its activities, the model charter of the network councils for the development of professional knowledge and skills under the state administration bodies and economic associations, and the formation of network qualification frameworks and professional standards and it was decided to develop methodological recommendations for implementation and ensure that they are sent to all ministries and agencies.

In addition, the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, together with the Ministry of Information Technologies and Communications Development, will develop and introduce information systems, including the register of legal entities engaged in competence assessment activities, the national register of professional standards, and the national register of persons with approved qualifications.

The main thing is that the National Qualifications Framework of the Republic of Uzbekistan was approved by this decision.

The National Qualifications Framework of the Republic of Uzbekistan is a competency assessment system that provides for intersectoral and international comparison of qualifications, which provides for sectoral qualification frameworks, professional and educational standards, national and international recognition of qualifications for all levels of professional education. is an institutional component and basis.

The National Qualifications Framework serves as a tool for integrating the labor market and the education sector.

National Qualifications Framework:

harmonizing the results of vocational training and the knowledge, skills, abilities and competencies obtained as a result of training;

formation of a strong system of interrelationship between vocational training and the labor market's skills needs;

to carry out the process of evaluating the results of vocational training and work experience in accordance with qualification requirements and professional standards;

provides recognition of qualifications at national and international levels.

Implementation of the National Qualifications Framework:

in the development of professional standards - in the development of staff qualifications, in the development of educational standards - to clarify the requirements for the educational levels of graduates from a single point of view;

determination of qualification requirements for recruitment of employees, vertical and horizontal movement within the organization and between organizations;

development of materials and procedures for determining the qualifications of employees and job applicants;

planning activities on personnel training at the republican, regional and branch levels, as well as in organizations;

provides an opportunity to monitor the development of skills and perform statistical analysis.

The National Qualifications Framework includes eight qualification levels in accordance with the European Qualifications Framework and the Law of the Republic of Uzbekistan "On Education", as well as the main ways to achieve the corresponding qualification levels according to the table below.

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