

Stages of Inter-Industry Integration in Ensuring the Quality of Training and Employment of Personnel

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Abstract: The tasks of introducing and consistently improving the integration of higher educational institutions that train personnel and their customers (employers) in ensuring the quality of training and employment of young specialists are defined in a number of state, government and industry regulations of the higher education system. Higher education fulfills one of the most complex requirements of society, it prepares specialists with the necessary level of knowledge and skills in certain types of labor for sectors of the economy. In other words, higher education, through the performance of its assigned functions, satisfies the need of the state and society for highly qualified personnel, which, in turn, presupposes the integration of higher education in training personnel for the economic, social and cultural industries with their consumers. With regard to this, the article presents practical proposals for the stages of the implementation of inter-sectoral integration in ensuring the quality of training and employment.

I. INTRODUCTION

In the Resolution by the President of the Republic of Uzbekistan PD-3151 "On measures to further develop the participation of industries and sectors of the economy in improving the quality of training of specialists with higher education" dated July 27, 2017, tasks were set as the development in cooperation with customers of personnel and higher educational institutions based on the needs of the industry, updated qualification requirements for areas of education and specialties, curricula and higher education programs containing requirements for the knowledge and skills of graduates, training of specialists; systematic study by the faculty of specialized departments of higher educational institutions directly involved in the formation of the content of education requirements for the quality of training of specialists of industrial enterprises and organizations, for the solution of which the development, improvement in scientific and practical aspects of the stages of implementation

of intersectoral integration in ensuring the quality of training and employment of personnel [1, p. 729].

II. LITERATURE REVIEW

In this current work we used the Resolution of the President of the Republic of Uzbekistan. “On measures to further develop the participation of industries and sectors of the economy in improving the quality of training specialists with higher education” [1, p. 729] as a basic foundation of our objectives. Gulchiroy Abduraimova’s, articles on the theme of “Methodical Training of Elementary School Teachers in Technology” [2, p. 288], “Subject Methodological training of primary school teachers on the technologic subject” [3, p. 157] serve as the main source to investigate on the topic. The next source of several articles by Kuysinov O.A. on “Improving the methodologies of raising the effectiveness of continuous education on the basis of ensuring content consistency” [4, p. 4], “Some Aspects of Modular Educational Technologies Forming Professional Competence of Future Teachers” [5, p. 257] contributed to some factors in making some main points. Mamatov D.N. with his article on “Information Educational Environment as a Factor of Intensification Students’ Independent Work” [6], “The features of electronic educational medium in training future teachers of vocational educational” [7] also witness about the actuality of the current work.

III. MATERIALS AND METHODS

The purpose and the objectives of this research include identifying the conditions of Uzbekistan, integration in ensuring the quality of training and employment of personnel to give factual information on the experiment of the current research and utilize its results in practice. The methods that we used in this work are as follows:

- Theoretical and empirical methods which usually deal with the solution to the problems with the help of analysis, comparison, matching, generalization of the special standards such as pedagogical, methodological, psychological documents on the basis of national education and implementation general requirements of the state and society, specific requirements of industries and areas, the specific requirements of higher education, modern requirements for the quality of personnel.
- Logical and comparative methods have been used to study national experience in the establishment, efficiency, effectiveness and prospects for intersectoral integration in this sphere.
- Empirical methods which usually include survey, experiment on pedagogy, observation, generalization, interviews.

IV. RESULTS

As you know, higher education fulfills one of the most complex requirements of society, prepares specialists with the necessary level of knowledge and skills in certain types of labor for sectors of the economy. In other words, higher education, through the performance of its assigned functions, satisfies the need of the state and society for highly qualified personnel, which, in turn, presupposes the integration of higher education in training personnel for the economic, social and cultural industries with their consumers. In

the conditions of Uzbekistan, integration in ensuring the quality of training and employment of personnel is based on:

1. General requirements of the state and society.
2. Specific requirements of industries and areas.
3. The specific requirements of higher education.
4. Modern requirements for the quality of personnel.

Each of these groups of requirements, in turn, is subdivided into subgroups. The level of implementation of these requirements in the process of higher education determines the correctness of the establishment, efficiency, effectiveness and prospects for intersectoral integration. The development of the stages of cross-sectoral integration, based on the requirements listed above, is closely related to a comprehensive and detailed analysis of the ultimate goals of integration, tasks aimed at achieving them, methods and means of solving the set tasks.

Below, in the form of diagrams, the requirements of the state and society for the integration process in ensuring the quality of training and employment of personnel in Uzbekistan are shown (Fig. 1), the specific requirements of industries and spheres (Fig. 2) and the specific requirements of higher education (Fig. 3).

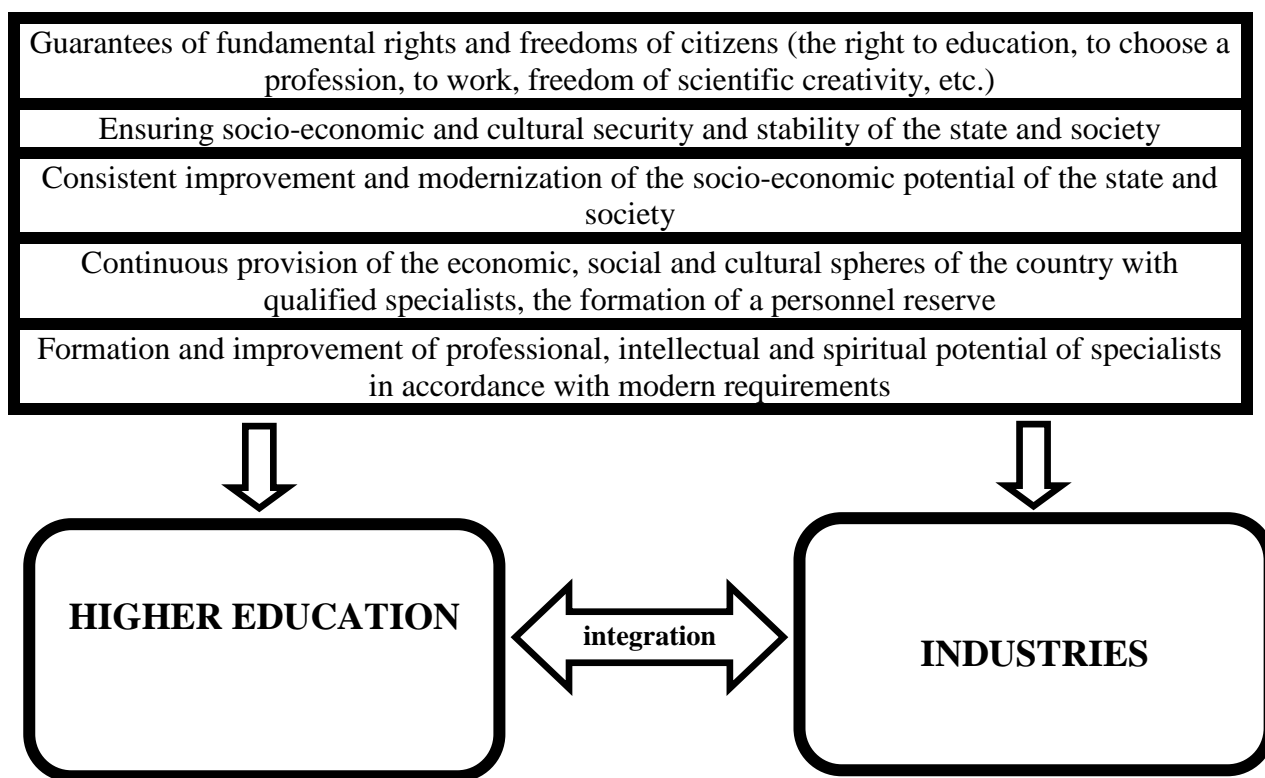
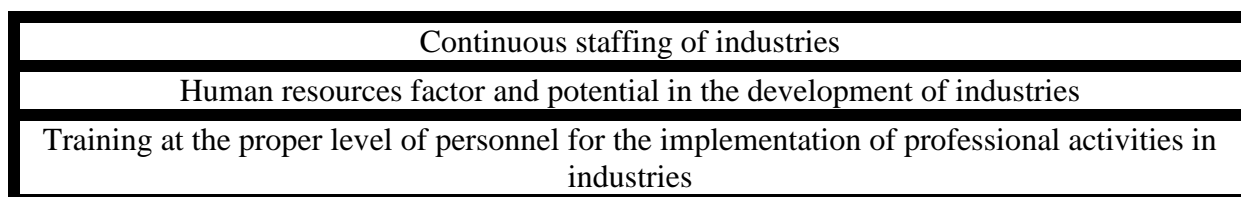


Figure 1. General requirements of the state and society



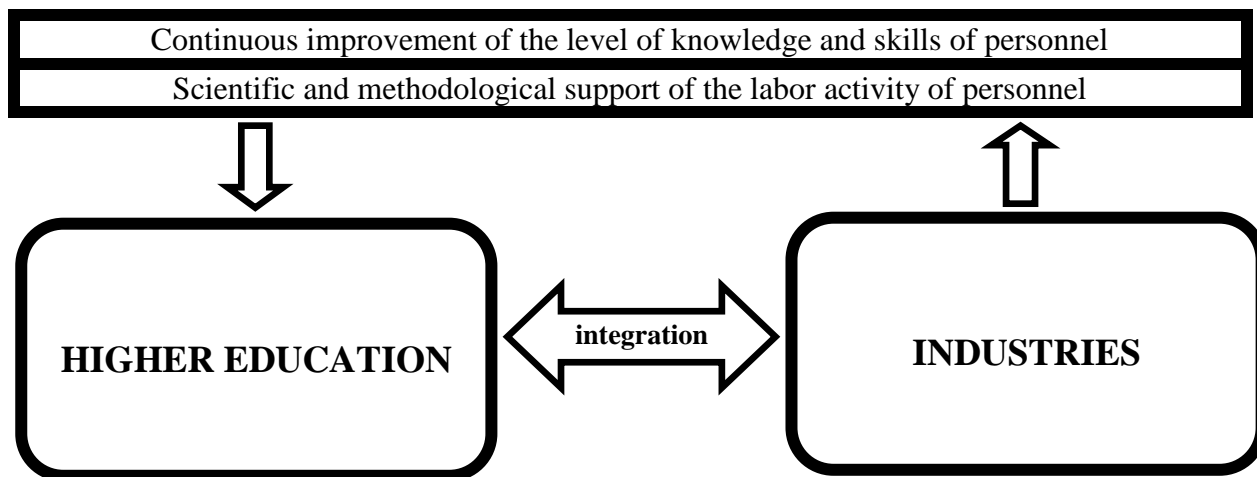


Figure 2. Specific requirements of the industries

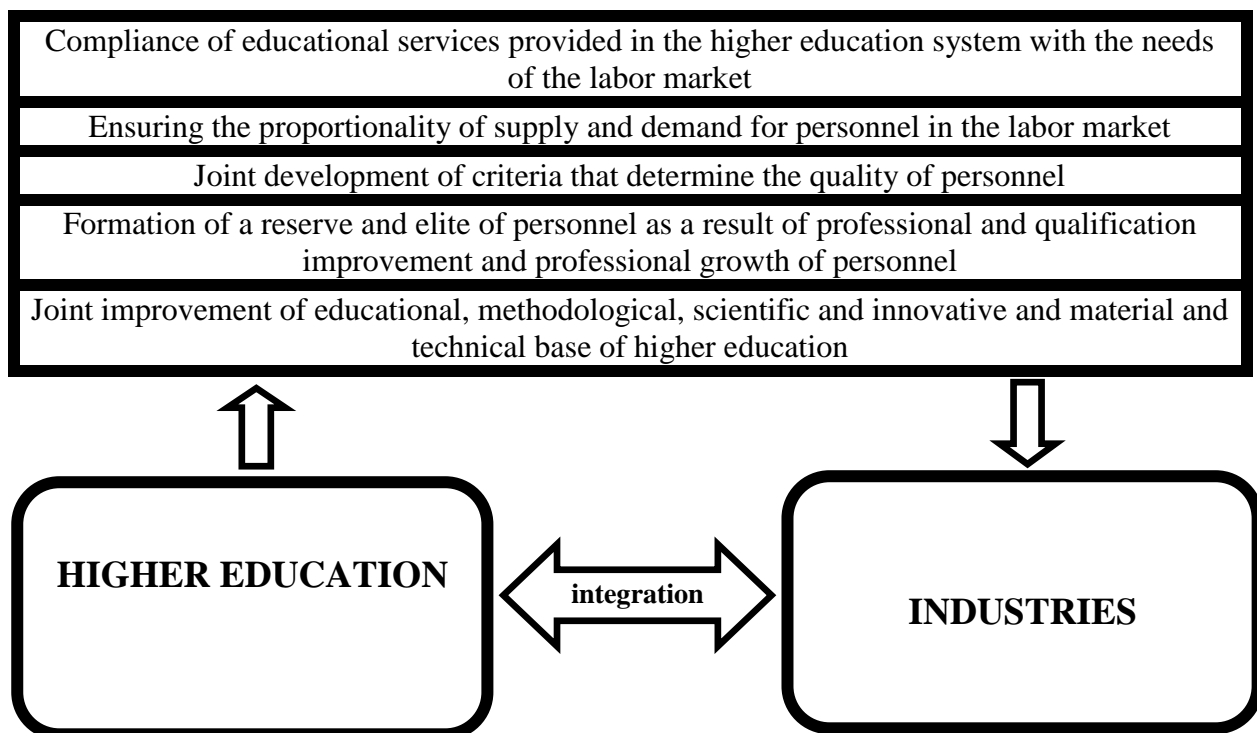


Figure 3. Specific requirements of higher education

From the above, it follows that ensuring the continuous integration of higher education with the sectors of the economy ultimately prepares a solid foundation for the full and effective fulfillment of the requirements of the state and society to both parties.

Based on the main goals of the implementation of intersectoral integration in ensuring the quality of training and employment of personnel, it is necessary to pay special attention to the issues of modern requirements for the quality of training. Today, domestic and foreign scientists and practitioners, specialists put forward a number of theories and opinions on this topic. Summarizing them, it can be noted that the quality of personnel training is associated

with the orientation of the educational process to meet the requirements of the industries for the general professional and sectoral qualities of the trained personnel.

V. DISCUSSIONS

The general professional qualities of modern personnel include: knowledge, skills and abilities in the field of specialty, spiritual and moral qualities, social activity, scientific invention, the ability for analytical thinking, modeling, generalization and synthesis, argumentation of their point of view, responsibility for their activities and skills predict its consequences, the ability to work with various information, knowledge of foreign languages and the culture of communication, work on self-improvement and advanced training, the ability to work in a team and make joint decisions, leadership and leadership skills, the ability to analyze and solve socio-economic problems.

In order to determine the stages of the implementation of intersectoral integration in ensuring the quality of training and employment of personnel, the problems of influencing the choice of consumers of educational services, ensuring the quality and efficiency of education, ensuring the employment of personnel were initially analyzed. The results of the analysis indicated the need for a phased implementation of intersectoral integration in ensuring the quality of training and employment of personnel. Based on this need, the stages of the implementation of intersectoral integration and their tasks were determined (Fig. 4).

Stage I
Influence on the choice of consumers of educational services

Higher education	Industry
<p>Offer your services taking into account the current and future needs of the industry in the labor market.</p> <p>Formation of its own segmentation and constant work with it, taking into account the needs, requirements and (demographic, age, socio-economic and psychological) characteristics of consumers of educational services (applicants, parents and customer enterprises).</p> <p>Providing accurate data to consumers on the training of personnel for industries in the areas of education and specialties of the magistracy through the establishment of educational consulting.</p> <p>Implementation of measures aimed at the correct orientation of consumer choice through the use of advanced methods of working with the public.</p>	<p>Makes demands for educational services based on the specifics of the industry.</p> <p>Determines the number of consumers of educational services in accordance with the current and future needs of industries in personnel (provision of reasonable proposals for quotas for admission).</p> <p>Stimulating and generating interest in educational services for the training of personnel for the industry using advanced public relations techniques.</p>

II stage
Ensuring the quality and efficiency of educational services

Higher education	Industry
<p>Orientation of the training process towards meeting the industry requirements for the quality of personnel through the provision of educational services. Definition and implementation on this basis of the types, forms and content of education.</p> <p>Implementation of educational standards and programs in accordance with the requirements of consumers and in cooperation with them.</p> <p>Organization, management and monitoring of the process of providing educational services in direct cooperation with the consumer, giving priority to him at certain points.</p> <p>In the field of scientific activity - the direction of the existing scientific and pedagogical potential for the advancement of scientific, practical and innovative ideas necessary for the future development of the industry.</p> <p>Determination of criteria for assessing the quality of basic and additional educational services in conjunction with the industry.</p>	<p>Development of specific (general and specific) requirements for the quality of personnel operating in the industry.</p> <p>Determination of the general content of standards and programs of educational services based on the specific features of the industry.</p> <p>As the main consumer of educational services, taking part in the organization, management and monitoring of the process of providing educational services.</p> <p>Effective use of potential and stimulation of the development of scientific, practical and innovative ideas and proposals by education.</p> <p>Contributing to the improvement of the material and technical support of educational services in accordance with the material and technical support of the industry.</p> <p>Assessment of the quality of basic and additional educational services in connection with the quality of training personnel, making proposals and recommendations on this basis.</p>

Stage III Ensuring employment of personnel	
Higher education	Industry
Distribution and recommendation of young professionals based on industry orders. Monitoring the employment of young professionals. Organization of methodological assistance to young specialists at the initial stage of labor activity. Proposal of educational services for retraining and advanced training of personnel.	Guaranteeing jobs to ensure the employment of young professionals. Assisting in the adaptation of young specialists to work, creating the necessary socio-economic conditions. Taking part as the main participant in attracting personnel for retraining and advanced training based on changes in the industry.

Figure 4. Stages of implementation of intersectoral integration in ensuring the quality of training and employment of personnel

When introducing into practice through approbation of the proposed stages of implementation of intersectoral integration, it is necessary to take into account the following:

- Creation of concepts of intersectoral integration in ensuring the quality of training and employment of personnel, taking into account the specific features of the industry:
 - development of a strategy for the integration of higher educational institutions that train personnel for industries, and its implementation with the help of optimal mechanisms, methods and means;
 - introduction of criteria for monitoring the impact on the integration of trends in the development of the labor market and educational services, the dynamics of supply and demand, changes in segmentation;
 - revision and improvement of the organizational and legal aspects of marketing activities in higher education, amendments and additions to the functional responsibilities of the marketing department;
 - effective use of integration opportunities in the management of higher educational institutions.

The most important task in the process of reforming personnel training is preparing for life and vocational guidance of students at the main link of the continuous education system - secondary general education, secondary specialized, professional educational institutions.

Based on the main goal of reforming the education sector in our republic, there is a need to improve the efficiency of work on preparing students of academic lyceums and vocational colleges, secondary schools for higher education, the use of modern information and communication technologies, the introduction of differentiated education, taking into account opportunities, individual qualities, the level of intellectual development of students,

popularization of advanced experience, further improvement of the quality of vocational guidance work in the content of general education disciplines.

Career guidance should be viewed as a scientific and practical system of free and independent choice of a profession by young people. It should take into account both the individual characteristics of each and the needs of the labor market. The knowledge, practical skills and abilities of trainees acquired in educational institutions should reveal the possibilities of using general labor training in a specific sector of the economy. At the same time, teachers of general education disciplines should direct the topics studied, taking into account the logical sequence, the characteristics of the subject, to familiarize students with labor processes, technologies and types of labor, strives to provide more information about the economic opportunities of our republic.

At present, vocational guidance work in our republic provides great assistance to students in finding their worthy place in society. In this process, along with the promotion of regional professions, students are provided with an overview of the professions. Also, when implementing vocational guidance work in educational institutions, teachers are provided with scientific and methodological recommendations.

The need to quickly solve a number of practical problems in the field of career guidance attracts the attention of specialists engaged in practical work in various fields: teachers, psychologists, doctors, economists, sociologists, etc. The participation of representatives of various specialties in this process contributes to a comprehensive solution of this problem.

Choosing a profession is an important step in a person's life. Making the right decision in this matter largely determines the success of the young generation throughout its life. The correct choice of a profession involves taking into account the objective foundations, interests, inclinations, abilities and possibilities of assimilation, the state of health of the student. These aspects are most effectively formed and manifested in socially useful rational work.

The purpose of vocational guidance work, organized by higher educational institutions in secondary general education, secondary specialized, professional educational institutions, is to improve students' notions of professions. The faculties of higher educational institutions carry out systematic career guidance work in conjunction with the teaching staff of secondary schools, academic lyceums and vocational colleges, providing students with detailed information about the areas of education in which specialists are trained, acquainting them with the admission procedure, living conditions and learning of students.

VI. CONCLUSION

"A set of measures for cooperation of the Tashkent State Pedagogical University named after Nizami with employers" provides the solution of the following tasks:

- introduction into practice of new and more convenient forms, methods and means of direct and indirect cooperation with potential employers;
- widespread use of theoretical and practical methods for assessing and forecasting the needs of the labor market for graduates, identifying new employers and establishing mutually beneficial cooperation with them;

- pay special attention to establishing relations with employers in rural areas, determining the need in rural areas for specialties for which the university trains personnel and strict accounting when forming a portfolio of orders;
- an increase in the duration (frequency) of communication with graduates, all-round support for them at the initial stage of labor activity, promoting the acquisition of initial labor skills and adaptation to the environment;
- development and achievement of the implementation of target plans of indicators, taking into account the real state and prospects of ensuring the employment of graduates;
- increasing the efficiency of traditional direct and indirect cooperation with employers, development and implementation of new more effective forms and methods of cooperation;
- determination and coordination through dialogue of the goals and interests of the parties, further activation on this basis of mutual communication in order to ensure the prospects for cooperation with employers;
- an increase in the number of employed (employed) graduates, the formation and achievement of indicators of the quality of employment provision;
- increasing the activity and responsibility of faculties and departments in the field of ensuring the employment of graduates, planning and implementing specific targeted activities, taking into account the specifics of each faculty and department;
- creating a competitive environment in the field of cooperation, studying the possibilities and best practices of specialized higher educational institutions, creating and promoting, on this basis, modern experience in ensuring the employment of graduates;
- the formation of additional knowledge, skills and abilities in order to increase the competitiveness of graduates in the labor market, study for this the modern requirements of the labor market for graduates, the creation of a "Professional, qualification and spiritual image of a graduate";
- effective use of modern methods of public relations (PR) in the training and employment of personnel.

The measures taken by the university in this direction are productive. The university ranks among the leading in terms of graduate employment. Here it is necessary to emphasize the influence of such a factor as the growth of the prestige of teaching, due to the fact that the leadership of the country renders representatives of the teaching profession.

Thus, in solving some socio-pedagogical problems associated with the basics of training in higher educational institutions, the system integration of education, science and production is of particular relevance.

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