

Improving the Vocational Training System of the Unemployed Population

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Abstract:

This article is devoted to the psychological and pedagogical foundations of vocational training of the unemployed and unemployed population. In the article, the concept of "unemployed" is defined and the work carried out in our republic to provide employment to the unemployed population, the decisions made, the work carried out by the Center for the Assistance of Population Employment in Shakhrisabz district during the year 2022 on vocational training of unemployed and unemployed citizens and the work carried out in this regard in foreign countries was analyzed in depth.

Keywords Unemployed, profession, craft, specialization, unemployed youth, vocational centers, vocational training.

Introduction. Vocational training of unemployed youth over 16 years of age in the Republic of Uzbekistan is carried out in three stages: elementary, secondary and higher education system. The elementary stage of vocational training is carried out in the 10-11th grades of general secondary schools, vocational schools, special courses and in the conditions of the mentor-apprentice system, in the system of secondary vocational colleges, technical schools, in the system of higher vocational education bachelor and master training. In recent years, active work is being done on the issue of adding the unemployed population to the socially active layer through vocational training, upgrading or retraining.

First of all, who do we mean by unemployed citizens? In accordance with the legislation of the Republic of Uzbekistan on employment and labor of the population, aged from sixteen to the age of receiving the right to pension, who does not have a paid job or an income-generating activity, who is looking for a job and is ready to enter it if offered a job, or from vocational training, retraining able-bodied persons who are ready to transfer or improve their qualifications (except for those studying in educational institutions) are considered unemployed [1].

A citizen becomes unemployed if an unemployed person does not have sufficient professional skills and qualifications or has lost the ability to perform work, and there are no vacancies at all.

Literature review on the topic. Recommendations of Gadzhiev G.M., Ramazanov S.A., Polikarpova, A. I. Saenko L. A., Muslimov N., Usmonboeva M., Sayfurov D., Torayev A., Tolipov

U., and others were developed in the scientific research works on vocational training of young students and vocational education teachers.

In general secondary schools, the elementary stage of vocational orientation of students is mostly carried out in Technology classes. Sh. Sharipov, O. Koysinov, Q. If we analyze the content of the book "Technology 6th grade" [1], co-authored by Abdullaeva, it is taught in two directions: "Technology and design" and "Service". Accordingly, wood processing technology and tools, devices in the direction of "Technology and design"; machine, mechanism, machine, devices; polymer materials and their processing technology; metalworking technology, electronics works; basics of economics; Cooking in the "Service" direction; equipment, devices and their use; technological equipment used in cooking and their use; food preparation technology; gas treatment technology; machine, mechanism, machine tools and their use; product production technology; it is possible to focus on a certain profession by teaching educational materials such as the basics of economics [6].

The purpose of vocational training of unemployed youth is to increase their competitiveness and employment by providing various educational services based on the coordination of individual needs, employers' requirements and the forecast situation in the labor market.

Practice shows that having a different specialty provides employment opportunities, although many workers and employees with vocational training and work experience may become unemployed due to some accidental mistake. Stereotypes of "one career for life" are recognized by many who are faced with the strict requirements of the labor market and become one of the methods of providing employment in the training and retraining of the unemployed population. At the same time, the priority direction of the state policy on job security is the implementation of professional training through appropriate services that continuously expand the training directions of all those who have lost their jobs and need work.

Research methodology. The right to vocational training, retraining and professional development in the field of employment service is provided by the Cabinet of Ministers of the Republic of Uzbekistan "On approval of the regulations on the procedure of admission and vocational training of unemployed and unemployed population in regional centers of vocational training" dated 14.10.2017- 824 05.04.2021 on the payment of stipends to citizens during the period of vocational training, retraining and professional development in accordance with the law, "On additional measures to improve the system of vocational training of poor and unemployed citizens and increase the efficiency of labor bodies" in Decision No. 5 [5] In the decisions No. 183 of 2016, it is indicated that the equipment and supplies for the use of "Ishga Merhamat" monocenters in the educational process should be purchased by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan in accordance with the requirements of the Association for Popularization and Development of Professional Professions (WorldSkills Uzbekistan) (based on WorldSkills standards) [2].

Analysis and results. The status, goals and tasks, rights and obligations, organization and financing of the "Ishga Merhamat" monocenters of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, which provide for the preparation of unemployed and job-seeking persons for a profession based on the current and prospective needs of the labor market and the regulation on the procedure for conducting an open competition among non-state educational

organizations under the "Best Vocational Training Program", which provides for the procedure for retraining, organizing their upgrading, and supporting the participation of vocational training institutions in ensuring employment of the population, was approved.

Training, retraining and upgrading the skills of the unemployed population in the monocenter in service, technical, general construction, agricultural fields, digital technologies and other professions that are in high demand in the domestic and foreign labor market, training in the basics of entrepreneurship and financial literacy; development and popularization of working professions; workforce training based on the requirements of foreign employers; assessment of knowledge, skills, qualifications and skills, personal and professional knowledge and skills required for professional activities; Citizens who want to temporarily work abroad are trained in professions and foreign languages, carry out pre-adjustment activities with them, and assist in the preparation of documents required for work abroad.

A person registered as unemployed at the Employment Service may be directed to vocational training: if he does not have a profession (specialty); he does not have the opportunity to get a job due to insufficient professional qualifications, loss of ability to perform work in his previous profession (specialty); Since there is no field of application of forces corresponding to the existing professional skills, he must change his profession (specialty, specialty):

- graduates of general education institutions, citizens who are looking for a job for the first time (have not worked before), and at the same time do not have a profession (specialty);
- unemployed persons with disabilities; - unemployed citizens after six months of unemployment;
- citizens, wives (husbands) of military personnel discharged from military service will have the priority right to professional training, retraining and qualification improvement.

In January-December 2022, the Shahrizabz District Employment Support Center of Kashkadarya region set a forecast for vocational training of 640 unemployed citizens. In fact, in December, 673 unemployed citizens were sent for vocational training, which is 105 more than the forecast in 2022. was a percentage. Out of 640 citizens, 387 are young people, 472 are women.

205 vocationally trained citizens in the training centers of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, including: 1 person in the "Ishga Marchamat" monocenter in Tashkent, 6 in the "Ishga Marchamat" monocenter in Karshi, Dokhchi KXO'M (KXO' in Sovlig'or MFY of Qamashi District Maskani) 20 people, 1 person in the vocational training center for the unemployed in the city of Tashkent, 157 people in the vocational training center for the unemployed in the city of Shakhriyabz, as well as the decree of the President of the Republic of Uzbekistan on December 21, 2021 "All-round support for persons with disabilities, assistance in their employment and According to the decision PD-57 [3] on additional measures to further increase social activity, 10 citizens with disabilities in the district were trained in professions, 6 of them were young people and 8 were women. Vocationally trained persons with disabilities are trained in hairdressing and tailoring.

Without the consent of the unemployed, the employment service does not have the right to send him to vocational training, retraining and professional development twice in the same profession, specialty. During the period of vocational education, the unemployed citizens are guaranteed and reimbursed by the employment service bodies for the following: organization of

training for no more than six months for the formation of entrepreneurial skills among the unemployed and poor population, and conducting activities in cooperation with the Higher School of Business and Entrepreneurship on the formation of entrepreneurial skills; during the study period, to train citizens for professions that are in high demand in the labor market on the basis of advanced pedagogical and information and communication technologies, modern professional standards, educational programs, textbooks and other educational and methodological materials; regularly improve the qualifications of teachers and master engineers in cooperation with foreign organizations based on advanced foreign experiences; educational and working conditions are created that meet the requirements of labor protection, technical safety, and sanitary rules, norms, and hygiene regulations.

It should be noted that the vocational training of unemployed youth and the unemployed population is intensive, short-term, no more than 6 months, in some cases - up to 12 months, vocational training is carried out according to the following types: long-term training - the training process lasts from thirty to forty weeks reaches; medium-term education - the educational process lasts from five to twenty-five weeks; short-term training — the training process lasts up to four weeks; Vocational training in production - the training process is directly related to the labor activity carried out at the employer at the same time, and for one student, the transition from vocational training (internship) to employment at the employer in the future lasts up to twenty-five weeks; targeted training - the training process lasts up to four weeks.

Long-term and medium-term vocational training is carried out on the basis of a four-way contract concluded between a monocenter, an employer, a local labor body and an unemployed person.

If an unemployed person, upon completion of studies, undertakes the obligation to provide services aimed at receiving wages (labor income) for individuals and legal entities, to perform work independently and to register as a self-employed person, he is subject to medium-term training the participation of the employer is not required when the contract is concluded.

In this case, training is organized on the basis of a social contract concluded between a monocenter, a local labor body and an unemployed person.

Currently, if we analyze the redistribution of youth employment from material production sectors to non-production sectors on the example of foreign countries, a stable trend is observed, which indicates a rapid decrease in the number of highly qualified specialists in the Russian economy, their share is only 5%. For comparison: in Germany, this indicator is 56%, in the USA - 43% and in France - 38%, which solves the problem of improving the quality of training of unemployed youth, which is a means of increasing the social and economic well-being of society. Lagostats of society [4] . In this regard, in recent years, vocational training of young people through employment services has acquired new qualitative aspects, including: democratization of the educational process; free choice of teaching content, forms and methods; active use of communication and information technologies; changing the relationship between teachers and students, the interests of the latter in cognitive activity are gaining priority.

We note that at the current stage, a person-oriented approach to educating young people will be a priority, because the current forms of vocational education are insufficient for mothers with many children, disabled people and other social categories of the population. In addition, many professionals who are fundamentally trained "for life" cannot find their place in the labor market,

because career flexibility, knowledge of the market economy, and the ability to realize their individuality are insufficient. In such conditions, changing approaches to the organization of vocational training of the unemployed population are very important. Therefore, the employment service training system should take into account the social claims of unemployed youth, laid-off workers and other categories of citizens, employers' financial capabilities and personnel requirements.

To do this, it is necessary to look for scientifically based forms of professional training for unemployed youth, which ensures the right of a person to choose an individual educational trajectory. Effective reproduction of labor resources through the employment service is determined by the integrity of the system of vocational training of unemployed youth, organization of the process taking into account social, economic and psychological characteristics, which requires solving the following objective contradictions.

- between the social, professional and age characteristics of youth categories in terms of obtaining professional qualifications in a short time, regardless of employment and place of residence, and the lack of sufficient material and technical base and educational resources necessary for this;

- between the need to give the unemployed youth freedom to choose the forms, content, mode and duration of education, methods and tools of education and the residual technocratic approach to retraining and vocational education, if the individual needs only his individual needs, interests and socio-economic characteristics are secondary considered as an element of the system;

- as a social need, there are no relevant conditions for organizing innovative forms of vocational education for unemployed youth and optimizing the training process;

- it is necessary to solve the problems between the needs of the economy and the social sphere for the continuous education of young people and the lack of a system of necessary educational services, the forms of education organization that allow every young citizen to enjoy the right to real education, regardless of age, workplace, place of residence, time and place will be

Therefore, the justification of forms of organization of vocational training of all social, professional and age categories of the population, in particular unemployed youth, serves as a means of ensuring effective and free employment according to the selected profile. At the same time, vocational training of unemployed youth through the employment service serves as an integral part of continuous education, in which universal human values and free development of the individual take priority.

Conclusions and suggestions. Thus, the problem of employment of young people remains very important in the conditions of deep socio-economic reforms in our Republic. Therefore, the employment service of the republic will have to pay serious attention to the issues of youth employment as one of the weakly protected categories of citizens.

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