Current Issues of Training Qualified Personnel

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Abstract: In this state, the problems of effective functioning of the labour market in the conditions of an innovative economy are considered. In the conditions of medical examination of the Labour Ring, an external labour supply is offered by increasing the level of qualified labour in the structure of the main labour. At the present stage of economic development in the structure of the qualified labour force, specific proposals have been developed on problems and solutions for training personnel with higher education.

Keywords: the labour market, the demand and supply of labour, skilled labour, the recruitment system, the need for highly qualified personnel, knowledge-intensive products and services.

Introduction

As a result of modernization and restructuring of the national economy, innovative development of industries and sectors, localization and increasing the export potential of enterprises, Uzbekistan is achieving macroeconomic stability and economic growth. Reforms in the development of entrepreneurship in our country, the favourable investment and business environment created for foreign investors are increasing the competitiveness of the national economy and affecting the situation on the world market. It is known that market relations are regulated based on wages, the balance of supply and demand for labour in the labour market. Under the influence of digitalization and globalization of the economy and innovative development, the share of skilled labour in the labour market is growing [5,6].

The Law of the Republic of Uzbekistan "On the National Training Program", the Decree of the President
of the Republic of Uzbekistan "On the Strategy for further development of the Republic of Uzbekistan" and other legal acts also pay special attention to training for business entities in the labour market. In particular, the Action Strategy sets as a priority "... further improvement of the system of continuing education, increasing the capacity of quality educational services, continuing the policy of training highly qualified personnel in line with modern needs of the labour market" [1].

The effective development of the skilled labour market will serve to increase investment flows to the country, as well as to expand the production of high value-added products and modern services.

The main part

The stability and growth of sectors of the economy is in many respects closely linked with the human factor, that is, the effective solution to the problem of highly qualified personnel. In this regard, qualified specialists trained in secondary special and higher education institutions will further contribute to the sustainable development of entrepreneurship and business in the country. With the intensification of globalization and integration, the issue of training personnel with high intellectual potential remains relevant in the current context in which artificial barriers and boundaries do not have the power to influence multinational companies. From this point of view, we consider it expedient to express the model widely used in Southeast Asian countries instead of the model typical for Eastern European countries during the transition to a market economy (Fig.1.).

![Figure 1. A widely used model of transition to a market economy in Southeast Asian countries.](image)

The experience of Southeast Asia and developed countries shows that the competitiveness of the national economy depends on the potential of a skilled workforce that can operate in an innovative economy, that is, the potential of creative and cognitive personnel. This necessitates the training of personnel with higher education, qualifications and modern knowledge. One of the main criteria in increasing the supply of skilled labour in the labour market is the level of literacy of the population. In Uzbekistan, the literacy rate of the population is 99.3%, while the enrollment rate of graduates of secondary and secondary special education institutions in higher education has averaged 10% for almost 25 years [7].

As a result, the demand for highly qualified specialists with high professional skills in the labour market is not fully met. In the last 3 years alone, as a result of changes aimed at expanding the scope of higher education, the above figure is about 30 per cent. As stated in the Resolution of the President of the Republic of Uzbekistan dated July 14, 2018 "On measures to improve and increase the efficiency of employment": and is being retrained. As a result, there is a shortage of qualified personnel in some specialities in the labour market ”[2].

Timely and high-quality solutions to these issues in higher education and training centres will help to improve the business and entrepreneurial environment in the country, achieve economic growth through effective employment of labour resources, and ultimately improve the living standards of the population. At the same time, the creation of modern infrastructure and a competitive environment that provides effective employment in the labour market is also one of the pressing issues today. In particular, the theoretical, legal and practical aspects of the formation of new services in districts and cities, such as
outsourcing, recruiting, service, consulting, insurance, leasing, factoring, evaluation, audit, should be studied in depth. In order to increase the supply of skilled labour, along with employment agencies operating in cities and districts of the country, public-private partnerships, Coworking Centers, Start-Up projects, private employment agencies will be more effective. Of particular importance are employment centres, which have a high ability to assess the state and prospects of the labour market and operate effectively on the basis of higher education institutions, which are widely used in the experience of developed countries.

Conclusion

1. At the current stage of economic development, the formation of a national labour market based on market principles requires a review and diversification of the structure of the labour force. At the same time, the main focus should be on expanding the weight and scope of the supply of skilled labour in the national and local labour markets.

2. In order to meet the needs of sectors and industries of the economy in market conditions, it is necessary to pay more attention to the training of personnel in new areas, which are necessary for modern business and entrepreneurship. For growing national corporations and enterprises with foreign capital, it is important to train qualified and multi-skilled professionals for a new type of management staff, a rapidly evolving and wide network of service networks.

3. Study and analysis of scientific and methodological issues related to the establishment, management and expansion of firms and enterprises specializing in the production of new, innovative, demanding products and services in educational institutions in the training of qualified personnel, methods and techniques of their introduction into production should be investigated.

4. The formation, development and modernization of the education system in accordance with the requirements of the business market will have a significant impact on the sustainable development of business entities, as well as economic growth. In addition, the modern and innovative business environment in the country provides a solid basis for increasing employment, especially for young people to solve important tasks such as providing decent and appropriate jobs, depending on their qualifications and specialities, thereby improving living standards.

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