

INTEGRATION IS THE BASIS OF QUALIFIED PERSONNEL TRAINING

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Abstract:

The article talks about the problems of training qualified personnel in the construction industry and their solutions. As a solution to this problem, the development of main areas of improvement is indicated. The research examined the scientific works of a number of scientists. [1-10].

Key points: personnel, educational standard, integration, enterprise, scientific and technical base, university, student, employer.

Enter

The quality and results of the educational system in determining the state educational standards and production integration in the preparation of qualified personnel determine the level of development of the economy, science and culture of the entire country.

In recent years, special attention has been paid to the issues of training and effective use of specialist personnel in our republic. The concept of the development of the higher education system of the Republic of Uzbekistan until 2030, based on the needs of the social sphere and economic sectors, improving the quality of education, competitive personnel training, effective organization of scientific and innovative activities, development of international cooperation is being implemented.

The integration of education, research and production in higher education institutions developed during a long and multifaceted process in the second half of the 19th century and the beginning of the 21st century. In order to scientifically justify and present the periodicity of the considered process, the criteria for its periodization were determined in advance. The following criteria were proposed: in particular, the historical conditionality of a specific issue in the development of forms of integration of education, science and production in the world's leading universities; the priority of research in certain areas of the process of development of education, science and production integration.

In all European countries, the university is considered as a special social institution, which is a mechanism of social cooperation and is higher than social groups and individuals, which determines their behavior, rules and stereotypes. Its main task is to receive and impart knowledge. Historical experience shows that universities are more stable in this capacity than the countries that created them. It is known that after the reforms, more than 60 leading universities of Western Europe were preserved and are operating within the framework of the regulations adopted at that time.

The integration of science and higher education has been one of the urgent problems for many years and is considered one of the main issues on the agenda today. It should be noted that, as long

as there is no development of work on connecting theory to practice and scientific research in higher education institutions, as long as higher education students are not involved in scientific activities, the quality of knowledge and education cannot be increased. Another main issue is the integration of higher education institutions with the network. Over the past years, various enterprises, as well as in the construction sector, large and small design limited liability companies began to appear, and, of course, additional jobs for graduates of higher education appeared.

Today, the need for quality and qualified personnel for the production system, which has been organized for years, has been felt. Now the task of higher education institutions is to create a reserve of high-quality personnel. The indicators of employment of graduates play an important role in the higher education institution's ability to maintain or increase its rating. To keep this indicator within the norms, it can be achieved by ensuring the integration of higher education with production and science.

One of the main problems of the construction industry today is the lack of qualified, highly trained engineers in construction organizations. Graduates of higher education institutions do not have enough practical skills. This, in turn, prevents graduates from getting a job and starting a professional career. The only solution to this problem is close integration between the higher education institution and the leading construction organizations.

During the past year, the process of integration of higher education institutions with real economy subjects has accelerated significantly. Today, business circles understand the importance of active cooperation with higher education institutions. Co-training employees to meet industry needs within university walls saves company time and resources.

Methods: Education is one of the main institutions aimed at meeting the needs of society in the field of knowledge acquisition and education. In the conditions of a globalizing society, the importance of education as the most important factor of their development is increasing. Education as a social institution is the main factor in the development of a modern economy based on advanced technologies and the formation of a "knowledge society" based on them.

If in the model of society, the main components are three: land, labor and capital, then in the post-industrial model of society, the intensity of knowledge and its use will be decisive. The so-called knowledge economy is emerging. Thus, the post-industrial society does not require as much disciplined performers as creators. A highly qualified workforce capable of increasing their knowledge and continuously developing knowledge plays a decisive role. The training of such personnel is a new task facing the modern higher education system.

Until the 80s of the 20th century, science took a secondary place in the educational process of universities. In these universities, only the results of the research can be used in the educational process. Universities have shied away from doing work with various confidentiality (commercial or national security) concerns because the results could not be shared with students. But the openness of all research allowed universities to actively involve students in their implementation, thereby increasing the quality of training of scientific personnel and accelerating the process of applying scientific results to practice, which gave significant competitive advantages to national businesses.

Davlat ushbu funktsiyalarning jamiyat uchun o'zni va ahamiyatini e'tirof etib, ularning maqomini saqlab qolish va ikkala funktsiyani - ta'lim va fanni amalga oshirishni moliyalashtirish majburiyatini oladi, biznes esa tadqiqot natijalarini amaliy tekshirish uchun sharoit yaratadi. Shunday qilib, oliy ta'lim va jamiyat o'rtasida ijtimoiy shartnoma bilan belgilanadigan munosabatlar shakllangan. Oliy ta'lim muassasalarini malakali kadrlar tayyorlashi, jamiyatga xizmat qilishi kerak.

In order to improve educational activities and train qualified personnel, it is necessary to develop a prospective system of cooperation between higher institutions and leading enterprises, that is, employers.

Now we should not only be engaged in education, but also create conditions for effective employment of our graduates and development of their future talents. Of course, this is based on quality education. Students should be introduced to the activities of network enterprises and private production facilities during the educational process itself. We need to train our graduates as specialists who are fully adapted to new technologies and understand production.

In this process, of course, it is necessary to carry out work on establishing a dual education system. Along with regular improvement of the quality and scope of higher education, education of engineering specialists is an important link in the chain of economic development.

As a solution to this problem, the following main areas of improvement were developed:

- organizing the educational process together with leading organizations;
- training of personnel who can meet the requirements of the labor market;
- organization of students' practical activities in the form of internships in the territory of leading construction organizations;
- increasing the functional capabilities of professors and teachers, taking into account the changes in economic conditions and the increase in qualifications;
- adaptation of educational programs taking into account the achievements of modern science and technology.

At the same time, it is necessary to hold training sessions directly on the basis of leading construction organizations, that is, to develop "4+1", to attract qualified specialists to the educational process, to improve the "master-apprentice" system, to finance scientific and technical activities. 'must pay attention.

Thanks to such cooperation, all participants of the educational process will have their advantages.

Leading construction organizations:

- that leading construction organizations have the opportunity to choose personnel who are familiar with their activities and provide the organization with qualified and ambitious young personnel;
- the ability to develop new ideas, projects, and test them in simple models;
- to have an additional scientific and technical base;
- the opportunity to use the scientific achievements of students and teachers.

Students:

- high practical experience and professional skills;
- guaranteed job after graduation;
- ability to quickly adapt to labor market requirements;
- regular familiarization with innovations and achievements in the field of construction materials, constructions and technologies;
- to expand the professional worldview and self-improvement in the chosen specialty.

The task of modern higher education institutions at this stage is to respond as efficiently and quickly as possible to the demands of the state and the business sector. One of the traditional measures of adapting higher education to the needs of the real sector of the economy is the task of targeted

personnel training. This approach is more effective, but still does not satisfy all the needs of the labor market for qualified personnel.

Events of the same type are planned to be held at the Department of "Building and Structure Construction" of the Fergana Polytechnic Institute. At the unitary enterprise "FARPI HITECH ENGINEER" opened under the department, talented students are involved in the work on checking the technical condition of load-bearing buildings and structures and fence structures.

The practice-oriented education system is also an effective tool that allows students to create favorable conditions for professional development potential. Students will have the opportunity to participate in various projects, including "Business Week" projects aimed at developing entrepreneurial skills, startup contests involving mentors and jury members from the business sector.

Conclusion: It would be appropriate to implement the above measures in all higher education institutions. Establishing existing cooperation, implementing it in life, increasing new cooperation, laboratories in the area of cooperation allow students to organize real production conditions. Students will have the opportunity to get acquainted with all stages of production and apply their theoretical knowledge in practice. Organizations, in turn, not only have a scientific and technical base, the opportunity to test new technologies, but this process also serves as a good advertisement for this organization. Students will learn the quality indicators of building materials and this will be a priority for them. This cooperation is beneficial for professors and teachers, for employers, and for society.

Thus, the introduction of such an educational system:

- placement of scientific and testing equipment in the educational institution, which provides an opportunity to open training and production centers based on it;
- revision of training plans taking into account the requirements of the employer and the labor market;
- organization of workplaces for students in the enterprise;
- organization of professional development courses for professors and teachers, as well as for employees of the organization.

The described cooperation is beneficial for everyone: for students, for the organization, and for society. This will increase the quality of education and knowledge, society will have qualified specialists with practical experience.

One of the most promising mechanisms for the integration of the real economy and the higher education system is the creation of joint scientific and educational structures (scientific and educational laboratories, educational-educational-production centers, base education), is to create a system that represents the integration of production and education. The main condition for the effective functioning of scientific and educational structures is the maximum involvement and participation of the future employer in the process of specialist training. Involvement of partners in the implementation of educational programs, of course, in providing higher education institutions with resources, conducting training sessions by leading specialists of enterprises, assisting in the preparation of coursework and diploma projects, in the work of state attestation commissions should be expressed in participation and organization of practical training for students.

In today's economic reality, it is necessary to use the intellectual capital of universities, to develop cooperation between educational institutions and business sectors. In turn, higher educational institutions should modernize their educational processes in order to be able to train highly qualified specialists who can meet the requirements of the state and business. The goal of each university should be to find a place that allows to achieve competitiveness in the labor market and educational services, to increase the quality of professional training and the competitiveness of graduates.

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