

# STATUS AND PROBLEMS OF COOPERATION WITH HIGHER EDUCATIONAL ENTERPRISE ENTERPRISES.

<sup>1</sup>U. Urinov

**ABSTRACT--** *This article presents government decisions regarding the training of students through the interaction between the higher education system and the manufacturing industry in terms of labor market requirements, and suggestions for its implementation. The importance of establishing mutually beneficial cooperation with educational institutions, employers, labor market entities and institutions, state and local authorities and public organizations in the training of competitive personnel in higher education. The need for improving the process of higher education provided by highly qualified professionals and the factors related to this need are summarized. Observations and analysis revealed problems in cooperation. The tasks that must be done to address these issues are outlined. It is stated that the profound knowledge of the scientific and pedagogical basis of the training of competitive personnel is a requirement of the time.*

**Keywords--** *higher education, production, decision, task, learning process, collaboration, charter, problem, labor market, enterprise.*

## I. INTRODUCTION

This demonstrates the need for mutually beneficial cooperation with educational institutions, employers, labor market entities and institutions, state and local authorities and public organizations in the training of competitive personnel in the field of higher education worldwide. In this regard, the Dualität Bildung was founded in Germany and the Australian Counseling Agency (Skills Australia). In all regions, educational programs have become a link between educational institutions and industries, and the problem of linking education and professional cooperation remains relevant.

In the international community, there is a need for creative and competent personnel who fully realize their potential and capabilities, and in addition to training specialists for the social and material industries, it is also important to assist young people in the profession. After all, the situation in the labor market, the future of the state and society, depends on the choice of the profession of today's youth. In particular, in today's market economy it is important to develop strong and close partnerships between employers, public organizations and other interested organizations and educational institutions in order to lead a person according to his or her profession, focus on specific activities and grow accordingly.

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<sup>1</sup> Doctor of Philosophy in Pedagogical Sciences, PhD Bukhara Engineering Technological Institute

## II. THE MAIN PART

A number of laws and regulations on education reform in the country envisage the improvement of the system of continuous education and the creation of a national system of training highly qualified personnel that meets the modern requirements. The strategy of actions for the further development of the Republic of Uzbekistan aims at "improving the training and employment of educational institutions in specialties that meet the needs of the market economy and employers" [2].

In the book by President of the Republic of Uzbekistan Sh. Mirziyoev "Critical analysis, strict discipline and personal responsibility must be the daily rule of every leader's activity" has been recognized as one of the top priorities in personnel training [4].

One of the main forms of higher education is the training of students on the basis of labor market requirements through cooperation between the higher education system and industrial enterprises. This is reflected in the Decree of the President of the Republic of Uzbekistan dated April 20, 2017 N PP-2909 "On Measures for Further Development of Higher Education." The decision was made in order to radically revise the content of personnel training in accordance with the priorities of socio-economic development of the country, to create the necessary conditions for training highly qualified specialists in accordance with international standards [1].

The resolution envisages the work on qualitatively and radically improving the level of higher education, strengthening and upgrading the material and technical base of higher education institutions, equipping them with modern teaching and research laboratories and information and communication technologies.

The main task of higher education institutions today is to train the demanded specialists in the labor market, ie competitive staff. For effective implementation of this task it is necessary to involve employers, who are the main partners in the training process in higher education institutions.

When the educational process in higher education institutions, research and innovation are brought together, innovation is enhanced and coherence is achieved. Today, the country's higher education system is doing a lot of work to accelerate their integration and bring partnerships to a new level. The manufacturing enterprise presents the existing problems and shortcomings to the higher education institution.

It entails employers not only to employ ready-made personnel, but also to be actively involved in the training process.

Nowadays, it is important to train specialists in higher education institutions based on the needs and requirements of the market economy, to develop students' knowledge, skills and abilities on the basis of the requirements of their employers, and to develop their ability to operate independently. This requires the establishment of a scientifically valid mechanism for the organization, management and quality control of the educational process in educational institutions based on new approaches and modern methods.

Modernization of production technologies now requires that technology be directly produced as a result of the latest scientific advances, constantly improving and expanding the knowledge of professionals, and the ability to solve professional problems independently. For this purpose it is important to provide the educational process with new educational literature and didactic means, the development of mutually beneficial social partnership with the use and production of modern pedagogical technologies and active teaching methods [8].

One of the most important tasks today is to increase the production potential, to produce competitive products in the world market, to make export potential the most relevant industry based on the development of science and technology. For this purpose, it is necessary to organize the work aimed at harmonizing the requirements of higher education standards with the international classification standards, the international qualification requirements, and the gradual adaptation and recognition of national qualifications to international analogs [3].

### III. DISCUSSION

One of the important factors for the rapid growth of export potential of our country should be the acceleration of production rates and production of finished goods abroad.

To achieve these objectives it is necessary to improve the process of higher education, which will provide the economy of the country with highly qualified specialists. This need can be explained by the following factors:

- rapid development and modernization of industrial production and the emergence of new industries;
- Provision of industrial enterprises with modern equipment, introduction and implementation of modern production technologies;
- the imbalance between the content of education and the requirements of the labor market and so on.

These factors make it necessary to provide professionals with the knowledge, skills and qualifications to use modern techniques and technologies in the manufacturing sector, to independently carry out and master the technological processes performed in them. Consequently, the replenishment of industrial enterprises with modern technology and techniques based on the latest achievements in science and technology requires qualified personnel to be prepared for these changes. To address these issues, research in the field of higher education, ensuring the content of higher education to meet the requirements of the labor market, the use of cutting-edge educational technologies in the training of highly qualified personnel, and the development of social partnership are among the priorities today.

Another normative document that is the basis for establishing cooperation between educational institutions and industries in the Republic is the Ministry of Higher and Secondary Special Education, Center for Secondary Specialized and Professional Education, Ministry of Public Education, Ministry of Labor and Social Protection, Ministry of Economy and Finance. of the Ministry of Education and Science of the Republic of Uzbekistan "Regulations on partnership relations between educational institutions and enterprises".

The purpose of partnership relations between educational institutions and enterprises is:

- a) training of qualified specialists taking into account labor market demands and needs;
- (b) Formation of cooperation and mutually beneficial integration between educational institutions and enterprises;
- c) development of a dual system of productive workforce training at enterprises;
- d) to organize internships in accordance with state educational standards and to provide graduates with relevant jobs.

Taking into account the essence of the abovementioned normative documents, we can see that the country has laid the groundwork for establishing partnership relations between industrial enterprises and educational institutions in the training of specialists.

Conclusion of agreements on training, distribution and placement of personnel by employers, organizations and institutions of the President of the Republic of Uzbekistan, establishing partnerships, ensuring continuity in this area, achieving optimal solutions for graduates' internships and future employment tasks were set. In order to implement these tasks, the issues of organization of cooperation of relevant enterprises and organizations with educational institutions, establishment of mutually beneficial cooperation, targeted and quality training of personnel are under constant control. It has been stated that local government officials will be closely acquainted with the problems of local educational institutions and will take measures to address existing shortcomings in a timely manner. This is especially true in addressing the issues of organizing student internships and their subsequent employment.

The Ministry of Labor and Social Protection, together with the Ministry of Higher and Secondary Special Education, regional, city, district khokimiyats, economic associations and enterprises, provides employment of graduates of educational institutions according to their specialties. A set of measures was developed and approved separately for each region. The labor market and education services market is based on the principle of taking into account the peculiarities of socio-economic development in the region. Requirements: The quality of specialists' professional training is determined by their position in the labor market. The emergence of new graduates' skills in emerging socio-economic conditions calls for the development of new strategies in educational institutions, and the Ministry of Higher and Secondary Special Education should further strengthen the integration of education, science and industry. At the same time, the main task is to establish mutually beneficial, partnership relations between higher education institutions and industrial enterprises. Universities play an active role in establishing cooperation between production and higher education. The main task of higher education institutions is to provide education that can solve innovative socio-economic tasks.

In determining the outcome of each startup, it is important to compare the planning, the purpose, and what has already been done. At the same time, another aspect of determining the outcome of the case is the image of the social interaction of those who are expected to work. Social partnership between educational institution and industrial enterprises is one of the most urgent issues today.

When the educational process in higher education institutions, research and innovation are brought together, innovation is enhanced and coherence is achieved. To date, much has been accomplished in the country's higher education system to accelerate the integration between them and bring the partnership to a new level. The manufacturing enterprise presents the existing problems and shortcomings to the higher education institution.

The aforementioned achievements and achievements testify to the fact that the Republic has carried out systematic organizational work to ensure integration of higher education and production, as well as to establish partnership relations. However, it is important to ensure full social co-operation, that is, to establish equal and mutually beneficial cooperation between the parties, to ensure active participation of employers not only in organizational matters, but also in the development of educational content, and the effectiveness of training and production practices.

Observations and analysis revealed the following problems:

- very little involvement of specialists in the development of educational content;
- insufficient attention to the requirements of the labor market in the development of sectoral education standards;

- the lack of a mechanism for studying the labor market requirements;
- insufficient involvement of production specialists in the organization and conduct of training and production practices;
- The disproportionality of the content, timing and timing of production practice to the conditions and requirements of production;
- cooperation between educational institutions and production is one-sided, that is, it is not foreseen by the employer.

In order to solve these problems, we think it is advisable to:

- Ensuring the creation of industry standards, which are the basis of education in the changing market economy, in accordance with the requirements of employers, and the development of mechanisms and tools for the study of the labor market;
- development of methodical recommendations on studying the labor market, training of experts;
- adapting the content of training and production practices to real production conditions and requirements;
- to find measures for ensuring the interests of employers, based on the capabilities of educational institutions.

Therefore, one of the main challenges facing higher education today is to prepare highly qualified professionals for independent decision-making and creative thinking.

#### **IV. CONCLUSIONS**

One of the main problems of today is ensuring continuity and effectiveness of training specialists in production. The task of integrating the learning process with the production technologies is at the forefront. Various scientific and methodological researches are conducted in this direction in the Republic. However, the scientific method used for any pedagogical process does not provide a balance between the educational process and the production.

Our research focuses on the problem of broader involvement of employers in higher education, particularly in the development of educational content, aimed at identifying and eliminating the imbalance between the professional knowledge, skills and competencies of higher education professionals. development of scientific and methodological recommendations on development After all, profound knowledge of the scientific and pedagogical basis of the competitive training is a requirement of the time. It is an important factor in improving the quality of training of qualified specialists.

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