

PREPARING YOUNG PEOPLE FOR THE LABOR MARKET AND IMPROVING THE PROFESSIONAL SKILLS AND ABILITIES OF PERSONNEL

Namangan davlat pedagogika institute

Xorijiy til va adabiyoti yo'nalishi

3-bosqich talabasi

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Annotatsiya: Ushbu maqolada bugungi kunda ta'lim sohasidagi eng ahamiyatli jarayonlardan biri hisoblanuvchi kadrlar tayyorlash, ular o'rtasidagi raqobat va raqobatbardoshlikni oshirish masalasi, shu bilan bir qatorda yosh kadrlarning pedagogik mahorati hamda ko'nikmasini oshirish bo'yicha bir necha tamoyillar va strategiyalarni yoritib beriladi.

Абстрактный: В данной статье рассматривается подготовка кадров, которая сегодня считается одним из важнейших процессов в сфере образования, рассматривается вопрос повышения конкуренции и конкурентоспособности среди них, а также некоторые принципы и стратегии совершенствования педагогических навыков и умений молодежи. Персонал будет выделен.

Abstract: In this article, training of personnel, which is considered one of the most important processes in the field of education today, the issue of increasing competition and competitiveness among them, as well as several principles and strategies for improving the pedagogical skills and skills of young personnel will be highlighted.

Kalit so'zlar: kadrlar, ta'lim dasturi, amaliyot, ustoz-shogird an'anasi, kariyera, maslahat berish, ish bozori, strategiya.

Ключевые слова: персонал, образовательная программа, практика, наставническая традиция, карьера, консультирование, рынок труда, стратегия.

Key words: *personnel, educational program, practice, mentor-apprentice tradition, career, counseling, labor market, strategy.*

The economic growth of the country usually flourish the standards of living and lifestyle of its citizens. But this, of course, requires a well-prepared and hardworking workforce in any spheres of the job market. It is, thus, important to prepare well-educated and high-qualified personnel, such as pedagogies for their future jobs. This is because young people equipped with relevant skills can contribute effectively to various industries. Personnel with enough pedagogical skill can benefit the country by reducing unemployment in education, while enhancing the quality of teaching system: by aligning education and training with labor market needs, we can reduce youth unemployment rates. Skills mismatches often lead to high levels of joblessness among young people. Furthermore, ensuring the adaptability is one of today's key skills to master in the future workplace. The modern labor market is constantly evolving due to technological advancements and globalization. Preparing young people with adaptable skills ensures they can thrive in changing environments. They adopt important tech-savvy skills in which possibly benefit them in a long run while working with the state-of-the-art technologies being used in teaching procedure today. The young learn to how to use innovative gadgets and devices in different manners. For instance, they may work with e-boards, online platforms and audience in online classrooms throughout their career.

One of the key aspects of the personnel preparation is curriculum alignment. Today's teaching system demand us to get ready to nurture some of the important skills

and requirements of students. If our students want to attend the lesson in distance, today's ideal teacher has to hold the lessons in that way. But in order to meet the students' needs, firstly, the teacher must have learnt the above skills in their curriculum during their bachelor degree. In order to do this, educational institutions should collaborate with industry stakeholders to ensure that curricula reflect current labor market demands. Incorporating soft skills like communication, teamwork, problem-solving alongside technical skills is crucial. Communication helps the future teacher to get well along with the pupils while realizing the different characters of each which make them unique and individual. The latter is also critical for us to work with a group of colleagues in our workplace. Because it is our surrounding where we are required to socialize, support academically with each other when needed. The last competence stated above (problem-solving) is crucial to keep an interaction in tone when a problem with either pupils or co-workers arise. We need to know how to behave, how to interact, how to calm down or even keep silence in an argumentative situation. We are future pedagogues, and we know that the things we carry on our shoulders, duties, are to teach, direct and motivate the pupils for the better although it requires resolving appearing obstacles for our youngsters, pupils.

Moreover, internships and long-term apprenticeships help to shape the teacher identity. Programs that offer hands-on experience through internships or apprenticeships allow young people to apply their theoretical knowledge in real-world settings. These practices also create more opportunities to the new personnel to acquire specific skills essential in their career. They learn to work with curricula, database, educational platforms, like «kundalik.com», more importantly with the different students with different age groups. They also discover students' unique inborn talents and the themes that interest them more. These personal discoveries help them make lesson plans as well as organize their lessons effectively and even more efficiently.

The other strategy to improve pedagogical abilities is to set career guidance and counseling. Providing career services in schools helps students understand different

career paths and the skills required for those roles. Workshops, mentorship programs, and networking events with the experienced can connect students with professionals in their fields of interest and available significant approaches. They also put their initial steps towards their career by receiving advice about teaching from their mentors.

In addition to this, lifelong learning is also really important. Encouraging a culture of lifelong learning ensures that individuals continuously update their skills throughout their careers. This gives them extra opportunities to improve not only their knowledge, but also of their students, simultaneously reaching the top point of quality.

Stating that, incorporating technology into education (e.g., coding boot camps, digital literacy programs) prepares students for tech-driven jobs. For example, virtual reality (VR) and augmented reality (AR) can provide immersive training experiences.

It is also helpful to cite that, establishing feedback loops between employers and educational institutions helps ensure that training programs remain relevant. Surveys and focus groups can gather insights on skill gaps directly from industry. Personnel get feedback on their strengths and the weak areas to improve from their mentors. This, in turn, comes with its advantages as they can easily know where to work on and how to improve their pedagogical skills.

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