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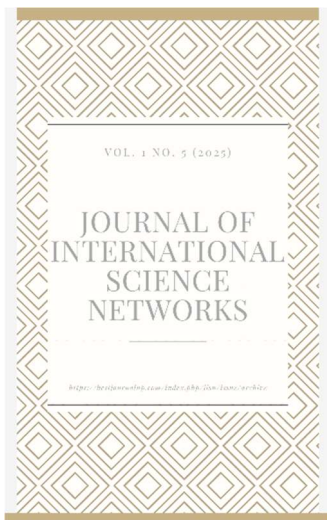


INSTITUTIONAL FOUNDATIONS FOR ORGANIZING THE TRAINING OF GRADUATES ALIGNED WITH LABOR MARKET NEEDS BY HIGHER EDUCATION INSTITUTIONS

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ANNOTATION:

The institutional basis of regulation of preparation of graduates for the labor market by higher education institutions is researched.

KEYWORDS:

cocktail market, higher education institutions, quality, service, assessment system, trends, labor, personnel skills, external environmental factors.

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Introduction

The institutional basis for regulating the preparation of graduates for the labor market by higher education institutions is strengthened in the following legislative documents: Decree of the President of the Republic of Uzbekistan dated October 8, 2019 "On approval of the concept of development of the higher education system of the Republic of Uzbekistan until 2030", dated November 6, 2020 "Education in the period of the new development of Uzbekistan" and decrees on measures to develop the fields of science, Law on Education dated September 23, 2020, Resolution PQ-4391 dated July 11, 2019 "On measures to introduce new management principles into the system of higher and secondary special education". Also, several regulatory and legal documents on supporting public-private partnerships in the field of education, Decision No. PQ-3980 of October 20, 2018 "On the primary measures to create a legal and institutional basis for the development of public-private partnership", Ministers of the Republic of Uzbekistan The decisions of the Cabinet dated August 11, 2021 "On measures to accelerate the implementation of public-private partnership projects and further improve the procedure for their financing", April 26, 2020 "On improving the procedure for the implementation of public-private partnership projects" ensure the quality and efficiency of educational services, are the institutional foundations of the activity of educational institutions organized based on public-private partnership.

These legal documents are the basis for personnel to occupy their rightful place in the labor market, and serve to formulate state orders for personnel training based on the study, forecasting, and analysis of labor market demands and offers.

According to the International Labor Organization, about 55 million (13 percent) of the 430 million youth employed worldwide work in low-wage (less than \$1.9 a day)

jobs.[1]. Such a situation brings the issue of comprehensively competitive personnel training required by the modern labor market to a separate agenda.

Literature analysis

"By now, the size of the international market of educational services is 100 billion. It is the US dollar. "Human capital" makes up 64% of the national wealth of the world. This figure is 70 percent in developed countries, 58 percent in middle-income countries, and 41 percent in low-income countries.[2]

Such indicators are recognized at the international level, and its result is directly noted that "changes in the management system of higher education are in most cases related to the strengthening of the influence of technologies, processes in the life of society, political conjuncture and "soft power".

It is explained by the fact that increasing the level of competitiveness of graduates in the field of higher education is the main socio-economic factor of interaction between the educational system and the labor market. According to U.V. Maksimov, one of the scientists who conducted scientific research in this regard [3] "Competitiveness of a graduate is the general, inseparable qualities of a person that demonstrate a set of basic competencies, important, valuable directions, and create an opportunity for a person to successfully operate in society."

In this regard, it is also noted in the relevant legislative documents in our country, "In the following years, large-scale work is being carried out to create a higher education system that meets the priority directions of socio-economic development and the requirements of international standards. The establishment of new higher education institutions in the regions, and modern training of personnel The important reforms in this direction are the opening of educational fields and specialties, part-time and evening departments, and the increase of admission quotas to higher education institutions.[4].

According to local scientist Z.T. Jumaev, "The quality of education is one of the most controversial problems in the higher education system of our country, and the state and society pay special attention to it. Because the low or high quality of training of specialists is always a matter of attention of employers, students, their parents - in general, the whole society. At the same time, the fact that uniform approaches to the concept of "quality of education" have not been formed until now makes the social discussion of this issue even more complicated, causing different approaches to it.[5].

Among the scientists who researched the quality of services in higher education institutions, academicians S.S. Gulyamov K. Kh. The economic results of education can be in different forms, i.e. in kind and money, direct and indirect. As a rule, the higher the level of education a person receives, the higher his monthly salary (monetary effect), the higher his chances of getting a prestigious job (non-monetary effect), the faster he adapts to the changes and updates due to scientific and technical progress (indirect effect). After all, not all efficiency (interest) can be counted in numbers. Therefore, they emphasize that the main form of economic efficiency of education used in the analysis is the effect in the form of money, the increase in the monthly salary of an employee (specialist) as a result of an increase in the level of general education and special training.[6].

"In today's conditions, social development institutions fundamentally depend on the state of the educational system, its ability to meet the needs of individuals and society for high-quality educational services. In our opinion, the field of education is especially strongly connected with the economic sphere of modern society. "Education remains an important component of economic development."[7].

Sh. Ergashkhodjaeva, and D. Nishonov, among the scientists who

continued this opinion, pointed out that education "is not only a means of training specialists, it is to increase the level of intellectual and technological knowledge and cultural level of the society, to support its striving for innovation and progress, to form a modern way of life in society. It is this process, that is, education and the knowledge gained from it, that is the force that enriches intellectual capital and drives innovation activity[8].

According to K. Mukhtarova, "The importance of the orientation of the state policy to human capital in the economy of the country has been highlighted. It is believed that the quality of life and standard of living of the country's population will improve through the policy aimed at the development of human capital[9].

In addition to the above-mentioned points, the development of methodological approaches to increase the efficiency of the system of quality assessment of higher education services, improvement of the criteria for evaluating quality changes in the system, taking into account the suggestions of personnel customers to improve the quality of education determines the relevance of the topic.

Research methodology

The article used a logical and comparative analysis of the institutional basis of regulating the preparation of graduates of higher education institutions for the labor market, a systematic and situational approach to research, analysis and synthesis, complex evaluation, and sociological research methods.

Research results

In the Republic of Uzbekistan, the main focus in training graduates for the labor market by higher education institutions is to modernize the higher education system and to train competitive highly qualified personnel who think creatively about raising it to a new level. In this regard, as the President of the Republic of Uzbekistan noted,[10] "A national qualification system will be

developed to adapt personnel qualifications to the requirements of the international labor market. This system allows training personnel in about 9 thousand professions. We must create all the facilities for the education of our enthusiastic young people who want to get a higher education, work on themselves, and become knowledgeable. Therefore, we will increase the level of coverage of school graduates with higher education to at least 25% in 2020 and 50-60% in the future."

In addition, it is possible to note the following three main trends that should be taken into account in the management system when regulating graduate training by higher education institutions:

1. Increasing importance of higher education institutions in the development of human capital, which is the main factor of economic growth.
2. Increasing need for continuous and lifelong learning.
3. Intensification of competition for talented young people. It should be noted here that shortly, competition for young talent will become a priority for educational institutions, corporations, and even countries.[11].

Based on the conducted research, the specific characteristics of graduate competitiveness are divided into three large groups:

The first group - the level of professional qualification is the basic basis of competitiveness for them, it reflects the level and complexity of the educational program, the quality of training, knowledge acquisition, and other aspects. (In this case, diplomas, certificates, educational forms of study, and diplomas in specialization are the main results).

The second group is the potential of a competitive graduate, the manifestation of his ambitions specific to his professional characteristics, and the assessment of the level of his capabilities and qualities.

The third group - the position of each graduate in the labor market and marketing potential, his career plans, determination in the future employment process, his unique point of view, and approach.

D.A., who conducted research in this regard. Konoplyansky believes that there are internal and external factors that influence the formation of competitiveness of a graduate of a higher education institution (Figure 1).

External factors:	Institutional (social, economic, political, legal, demographic, technological). Demand and supply relations in the labor market. The real production of graduates of higher education institutions in the formation of competitive advantages, that is, public-private sector cooperation, social partnership, and strategic cooperation relations. Independence of higher education institution.
Internal factors:	Innovative and investment activity of the higher education institution. The degree of flexibility of the institution of higher education. Level of prestige (image) and competitiveness of the higher education institution. The presence of a clearly defined pedagogical strategy in the formation of a competitive graduate of a higher educational institution.

Figure 1. Internal and external factors affecting the formation of competitiveness of a graduate of a higher educational institution [12]

Also, in the actions aimed at forming and developing the level of competitiveness at the required level, the graduate student

should consider the following direct factors, which are expressed in the characteristics of

each graduate student, along with internal and external factors:

The first factor includes the entrepreneurial-strategic behavior of the student in the labor market, his effective behavior in the future aimed at bringing the individual to a position of unique advantage in the competition, professional mobility, the uniqueness of the desire to master his professional activity, the level of being able to adequately demonstrate his work skills and opportunities, developing leadership skills, etc.

The second factor includes taking into account the student's current behavior in education, rapidly mastering the requirements of the higher education curriculum to achieve his primary strategic goals, using the correct planning system in the course of his life and education, constant

monitoring during the preparation process, etc.

of the President of the Republic of Uzbekistan on October 8, 2019 ^[13] Decree No. 5847 "On approval of the concept of the development of the higher education system of the Republic of Uzbekistan until 2030" defines the priorities of the systematic reform of higher education in the Republic of Uzbekistan, the qualitatively new process of training highly qualified personnel with modern knowledge and high moral and ethical qualities. the tasks of upgrading and modernization of higher education are defined. It is also indicated to raise the content of higher education to a new level in terms of quality, to establish a highly qualified personnel training system that will contribute to the sustainable development of the social sphere and economic sectors, and to find a place in the labor market.).

Table 1

Changes in the number of specialists who graduated from higher education institutions in the regions, (thousands of people)[14]

Areas	academic years						2016-2022 growth, %
	2016/ 2017	2017/ 2018	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	
Republic of Karakalpakstan	3,9	4,3	4,5	4,3	5,5	6,5	1,7
regions:							
Andijan	4,0	4,2	4,8	4,3	4,6	6,4	1,6
Bukhara	3,4	3,4	3,5	3,8	4,8	6,2	1,8
Jizzakh	2,3	2,7	2,9	2,9	3,9	3,6	1,6
Kashkadarya	3,1	3,6	3,8	3,9	5,2	5,9	1,9
Navoi	2,1	2,2	2,3	2,4	3,1	3,9	1,9
Namangan	2,7	2,9	3,0	3,2	4,1	5,5	2,0
Samarkand	6,0	6,4	6,9	6,8	7,2	8,5	1,4
Syrdarya	1,0	1,0	1,0	1,0	1,6	2,2	2,2
Surkhandarya	1,7	1,9	2,0	2,1	3,3	3,6	2,1
Tashkent	1,8	1,7	2,7	2,8	4,1	3,7	2,1
Ferghana	4,6	4,8	4,6	4,8	5,8	9,3	2,0
Khorezm	2,0	2,2	2,2	2,4	3,2	4,2	2,1
Tashkent c.	25,5	26,1	26,1	26,1	27,5	34,4	1,3
by republic	64,1	67,4	70,3	70,8	83,9	103,9	1,6

In the next few years, in our country, the number of specialists graduating from

higher education institutions is steadily growing, in 2017, the number of graduates

was 64,100, and in 2021, it was 103,900. possible.

In the next few years, it can be seen that the selection opportunities for young people to get higher education level are expanding in our republic. It can be justified by the fact that the number of foreign, non-state, and private higher education institutions is increasing along with the state HEIs in this process.

In the Development Strategy of New Uzbekistan for 2022-2026 ^[15] By 2026, increasing the number of non-governmental higher education organizations to at least 50, the total number of higher education institutions to 200, and the level of coverage of higher education to 50% was defined as one of the main tasks, which initiated

institutional changes in the field of education in the first years of the implementation of the strategy.

In the Republic of Uzbekistan, it can be seen that the number of graduates of higher education has increased in the following years, including the number of graduates of bachelor's education and master's specialty, from 61.2 thousand people in 2017 to 235.9 thousand people in 2022, or this indicator has increased almost 4 times. 70.8 percent of those who graduated with a bachelor's degree, and the number of graduates of the master's specialty increased by 2 times.

The main results for these indicators are presented in Table 2 below.

**Higher education institutions in the Jizzakh region
changes in the employment rate of graduates [16]**

Indicators	Academic years				
	2016-2017	2017-2018	2019-2020	2020-2021	2022-2023
Number of graduates of the bachelor's level of higher education	2375	2913	4243	3635	4600
Employment rate of graduates, %	99,2	98,69	98,28	95,6	94,2
The number of graduates with the master's degrees of higher education	87	90	114	197	1083
Employment rate of graduating masters, %	97,70	97,77	98,24	98,98	99,04

If we observe the change in the employment rate of graduates of higher education institutions in the Jizzakh region, the employment rate of graduates is equal to 94.2%, The employment rate of masters was 98.9%, so it can be concluded that the employment rate of graduates of higher education institutions in the region is increasing proportionally. In this regard, it is necessary to pay attention to the change of young people entering the labor market.

Conclusions and suggestions

Taking into account the above, the following should be implemented:

1. Peculiarities of competitiveness of higher education graduates: the level of professional qualification is the basic basis of competitiveness for them, it reflects the level and complexity of the educational program, the quality of training, assimilation of knowledge, and other aspects. (In this case, diplomas,

certificates, educational forms of study, and diplomas in specialization are the main results). It is based on the potential of a competitive graduate, the manifestation of ambitions specific to professional characteristics, the assessment of the level of their capabilities and qualities, the position of each graduate in the labor market and marketing potential, their career plans, their determination in the future employment process, their unique point of view, approach.

2. Regulation of increasing the competitiveness of graduates in the modern labor market, formation of professional skills in them, based on the level of socio-economic development of each region, the priorities of the systematic reform of higher education and the needs of economic sectors, science, education, and production based on ensuring its strong integration, the directions of improving the quality of education, training competitive specialists, effective organization of scientific and innovative activities have been improved.

3. Modernization of the management of the educational system in Uzbekistan, improvement of management models, special attention to financial and economic competencies, development of standards and requirements for the professional competence of managers, and radical reform of their training, retraining and qualification improvement system. In these standards, professional (organizational-management), communication, information communication technologies and media literacy, self-development, self-work, responsibility and flexibility, the main indicators of effectiveness in conducting inclusive education have been improved. Based on the research, the internal and external factors affecting the efficiency of the financial and economic mechanisms of improving the quality of service in the higher education system are grouped, and scientifically based recommendations of

the author are put forward to ensure the financial stability of higher education institutions and to strengthen the material and technical base.

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