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RESEARCH ARTICLE

JOINT INTERNATIONAL EDUCATIONAL PROGRAMS AS AN IMPORTANT FORM OF TRAINING HIGHLY QUALIFIED STAFF IN UZBEKISTAN

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Abstract

The authors of the article investigated the problems of international cooperation in the field of training highly qualified economic personnel in a new stage of the country. The article emphasizes the role of a joint international educational program organized at the universities of Uzbekistan in order to train competitive specialists. The authors of the article made an attempt to reveal the essence, tasks of joint work of universities with foreign higher educational institutions for the training of qualified bachelors, the importance of specialists for the socio-economic structures of the country in conditions of deepening market economy. Researchers note the place and role of active participation of the teaching staff, the use of innovative pedagogical technologies in the training of modern competitive economic personnel. The article concludes that an important issue in organizing a joint international educational program is the need to further improve the educational process, conduct research work based on innovative technologies, exchange teachers and students between universities.

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Introduction:-

In the context of deepening market economic relations and democratization of society, the role and importance of highly qualified economic personnel in ensuring sustainable development, security, production of competitive goods, and further development of foreign economic relations of the country is becoming increasingly important. Consequently, this social, socio-economic problem concerning the multimillion audience of young people, as a large social link from various strata of society, puts forward the task of ensuring the possibility of their equal admission to universities in the chosen specialties. This task urgently dictates the need to increase the international ranking of higher educational institutions, further expand the international relations of the country's universities with the leading universities of the developed democratic countries of the world, increase the number of non-state higher educational institutions, attract qualified personnel to the field and strengthen the quality of the educational process in training future specialists. One of the innovative approaches to the process of organizing the training of economic personnel has become the creation of joint international educational programs. A new method in solving the social needs of young people is to increase the number of places for admitting applicants to higher educational institutions,

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i.e. graduates of secondary schools, academic lyceums and professional colleges, providing the opportunity to enroll in several universities at the same time and accepting documents from applicants to participate in tests in electronic format. The applicants were also given the opportunity to participate in the testing process at the place of residence, created by the conditions of the republican test center. The next important event in the country was the introduction of a system that enables universities to independently determine the number of admitted students for the first year, taking into account the working teaching staff, scientific and methodological, information resource and material technical capabilities. A significant event in the reform of higher education was the opening of evening and correspondence departments, the admission of young people to the number of students in the second specialty. This issue is directly related to the reformation processes in society, i.e. universities have increased the number of students enrolled, taking into account proposals and orders for training a specialist for private enterprises, in order to provide small businesses with highly qualified personnel. Also, social progress, a systematic increase in requirements, taking into account the proposals of employers, government bodies, representatives of the private sector, non-governmental organizations, improving the quality of training for bachelors and masters, the need for competitive personnel for all sectors of the economy and the social sector required the acceleration of a deep reform of the entire higher education system. Also, the country's international economic relations with countries of the world are developing systematically. It should be emphasized that in a new stage of the country's development, the leadership of the Republic of Uzbekistan has set the task of joining the country among the democratically developed countries of the world. This large-scale socio-economic, international problem can be solved with the training of competitive economic personnel, and with their active participation in the reform processes in the country.

Materials And Methods:-

In the context of the reform of higher education, the opening of international educational programs for the training of economic personnel has become the most important form of expanding the admission of creative young people to study at universities. This is also due to the fact that the expansion of the private sector, the widespread attraction of foreign investment, even more impose new requirements on the quality of training for bachelors and masters. However, in the process of structural transformations, it became clear that most economists are not ready for them, their knowledge, qualifications and skills do not meet modern requirements.

The methodological basis for studying the problem of the process of reforming higher education in a new stage of the country is the adoption of the Law "On Education" of the Republic of Uzbekistan in the new edition (2020), the works of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev, as well as individual studies of social scientists, economists, philosophers, works scientists published in scientific collections based on the results of scientific and practical conferences. It should be noted that there are separate brochures, monographs where the problem of reforming higher education, issues of international cooperation in the field of training economic personnel are partially touched upon.

The Strategy of Actions for the Further Development of the Republic for 2017-2021 outlines specific parameters for the development of the sphere of higher education. In modern conditions, the issues of stimulating research and innovative complex work at the university, the creation of mechanisms for introducing its achievements into practice, acquire a special need. To achieve these goals, a two-level system of postgraduate education has been introduced, which includes basic doctoral studies (with the defense of a thesis and the award of the degree of Doctor of Philosophy - PhD in the relevant branch of science) and doctoral studies (with the defense of a thesis and the award of the degree of Doctor of Science - DcS).

Practical measures are being taken, a program has been approved to send teachers for internships, improve their qualifications, and increase opportunities for students to study at foreign universities. In the conditions of deepening market economy and development of civil society, the system of higher educational institutions in the Republic of Uzbekistan includes: universities specializing in academic and professional programs, in accordance with state standards. At the same time, they all do not have a direct dependence on departmental subordination or form of ownership, institutions engaged in scientific and pedagogical activities, as well as research work necessary for the functioning of universities, structures that carry out state management of higher education.

In Uzbekistan, over the years of democratic reforms, especially in a new stage of development of society, the system of training economic personnel has been improved. The main shortcomings and gaps in the work of higher educational institutions have been identified. The country has a two-stage system of higher education: bachelor's and master's degrees, the number of higher educational institutions is growing. Branches of a number of leading

universities in Europe and Asia, the United States of America, the Russian Federation, South Korea, Turkey, Austria, and Great Britain are successfully operating in the country. It should be noted, taking into account the international practice of personnel training and changes in the socio-economic development of the country, that “in particular, over the past two years, the country has established training in more than 100 new areas of bachelor's degree, 94 specialties of magistracy. As a result of these measures, the rate of youth enrollment in tertiary education has increased from 9 percent in 2016 to 20 percent today. (Festive congratulations of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to teachers and mentors of Uzbekistan.

<https://pv.uz/ru/news/prazdnichnoe-pozdravlenie-uchiteljam-i-nastavnikam-uzbekistana>).

An analysis of the reform processes in society shows that as a result of the systematic work aimed at reforming the higher education system, “in 2020, 25 percent of graduates of secondary schools, academic lyceums and vocational colleges entered universities. Over the past four years, 47 new higher educational institutions have been simply organized in the Republic of Uzbekistan”. (<https://uz.sputniknews.ru/society/20200929/15070572/Uzokboy-Begimkulov--o-tom-kakimi-dolzhen-byt-vuzy-i-studenty-novogo-zbekistana.html>)

The country has begun the development and phased implementation of new curricula, programs for new specialties, internships are being introduced at joint ventures for the teaching staff of specialized departments of universities, the introduction of a systematic qualification practice for students and practical training in production. Each university introduces step-by-step training in specialty disciplines in English, internships in developed countries have been introduced for promising scientific and pedagogical personnel, and the system of training for magistracy has been critically analyzed. An important element of innovation in the educational process is to improve the status of university departments with increased responsibility for ensuring the quality of education. It is envisaged to approve a concept for the development of universities until 2030 for each university assigned to a particular industry and ensure the recognition of at least one higher educational institution in each industry by leading international rating agencies. Basic universities, based on the needs of customers, will independently develop curricula and academic discipline programs. In order to optimize the waste of working time, which is not characteristic of the educational process, new mechanisms for the norms of time for professors and teachers are introduced, taking into account teaching loads, the principle of "student performance is the main criterion for assessing the activities of professors and teachers", modern international methods of control and assessment of knowledge are introduced students.

Literature Review:-

Actual problems of the development of higher education and joint international educational programs in the Republic of Uzbekistan are considered in the works of social scientists of the Moscow State University named after M.V. Lomonosov, Russian Economic University named after G.V. Plekhanov (Russian Federation), Harvard University (USA), Oxford University (UK), Paris University (France), Nagoya University (Japan), National University of Uzbekistan named after M. Ulugbek (Uzbekistan), Center for the Study of Contemporary History of Uzbekistan, Academy of Sciences of Uzbekistan (Uzbekistan).

An innovative volume of analytical information is provided by research conducted by international organizations - “Uzbekistan Higher Education report / Report No. 88606-UZ. Modernization of the higher education system. World Bank. (2014), “Uzbekistan. Review of the higher education system. European Commission. ERASMUS Report ”. (2016), “Overview of the Higher Education System Uzbekistan. European Commission. (2017).

The leading experts of the World Bank made a scientific analysis of the state of the higher education system in the new stage of development of Uzbekistan. In the works of scientists included in the international program "Erasmus" conclusions are drawn about the possibilities of universities for training economic personnel in Uzbekistan, in the context of globalization, deepening of market economic relations. (World Education Report. A Comparison of World Education Statistics. Montreal: UNESCO Institute for Statistics: www.unesco.org/education).

Questions about the need to attract talented youth to universities, the development of scientific, educational work in departments and strengthening ties with production, including with representatives of the private sector, issues of international cooperation in the field of training competitive personnel, innovative teaching practice based on SMART technologies, the question of the need to improve the training of economic personnel in new conditions, the role of innovations in teaching in a modern university are considered in the works of Professor Karlibaeva R.Kh. (2019), Khakimova N.Kh (2020), Ganieva B.S. (2020), Abdumalikova A.A. (2019), Begimkulova U. (2020), Gulyamova S.S., Shermukhamedova A.T., Mamaeva M.E. (2018). Narova U.I., Nematovoy A. (2019).

The works of the following authors are devoted to theoretical understanding of the issues of improving the work of higher education as an important factor in the sustainable development of the country: Brunner, Jose Joaquin, and Anthony Tillett (2007), Weber. Luc, and J. Duderstadt (eds.) (2010), Sondergaard and Murthi (2012), Krainik V.L. (2015), Nikolaeva D. (2010), Sattarov S.A. (2018) Khalmuradov R.I. (2019).

It should be noted the significant contribution of the authors who made a worthy contribution to the study of this problem and published scientific articles in foreign publications over the past three years ("Theoretical & Applied Science", "European science review", "Europäische Fachhochschule", "Eastern European Scientific Journal" , "Sciences of Europe").

Main part:

One of the main goals of reforming higher education is to ensure the real independence of universities in the training of personnel and the expansion of research activities, ensuring the active participation of the country's scientists in international scientific projects. An important criterion for ensuring the quality of higher education will be the availability of teaching staff with advanced degrees. To solve this problem, the work of the doctoral system at universities, the activities of specialized councils for the defense of doctoral dissertations are being improved. In the country, work has begun, along with joint international educational programs, to create joint private universities and open branches of leading universities in the development of countries of the world, which will increase the opportunity for young people to receive higher education in selected areas. As a result, a scientific pedagogical staff, material and technical base, information and resource conditions will be created for turning the country into an educational center of Central Asia for the training of highly qualified specialists in the coming years. This process puts forward new tasks, increasing the number of foreign students wishing to study at the universities of Uzbekistan, which is of great importance in the formation of the competitiveness of the higher education system and is important for the popularization of the modern intellectual image of the country in the world community. The country has approved a system for admitting students and establishing the training of economic personnel in joint international educational programs, which made it possible to ensure maximum transparency of exams during tests. In order to improve the mechanisms for introducing innovations in universities, departments for the commercialization of scientific developments have been created. To improve the status and stimulate the activities of teachers working in joint international educational programs, measures are being taken to increase the size of salaries, introduce a flexible system of remuneration.

A comprehensive scientific analysis of the work of higher educational institutions has revealed a number of existing problems that negatively affect the level and quality of training of highly qualified bachelors. The national educational system is being adapted to profound changes in society, which has led to the emergence of limited access to higher education for certain citizens, low-income families, socially vulnerable part of the population, especially those who speak foreign languages, including Russian and English. In this aspect, it became one of the important incentives for young people wishing to get higher education, the creation of joint international educational programs at universities. As the analysis shows, the insufficient coverage of the student-age population by the higher education system in Uzbekistan is low by regional and international standards. A global trend is a regular increase in the number of students studying at universities. There is a shortage of qualified personnel in the republic for new, innovative sectors of the economy, business, entrepreneurship and joint ventures. This is especially true in areas such as the economics of space exploration, the nuclear industry, the digital economy, heavy engineering, the pharmaceutical industry, and digital medicine. It should be noted that the country still has an undeveloped system of distance learning for training highly qualified economic personnel and postgraduate training of specialists.

The joint international educational program of the Tashkent State Economic University and the Ural State Economic University began its activities on the basis of paragraph 7 of the Decree of the President of the Republic of Uzbekistan dated June 5, 2018 No. 3775 "On additional measures to improve the quality of education in higher educational institutions and ensure their active participation in ongoing in the country of large-scale reforms ", which established the introduction of the practice of organizing student education on the basis of agreements and joint educational programs between higher educational institutions of Uzbekistan and foreign countries, and the issuance of mutually recognized diplomas to them. (National database of legislation, 06.06.2018, No. 07/18/3775/1313))

The dual degree program includes a component of compulsory overseas internship and practice in leading campaigns, and the diploma of the joint international educational program allows you to start a career abroad. One

of the key achievements of the joint international educational program created at the Tashkent State Economic University with the Ural State Economic University is the demand for their graduates in the labor market.

As a result of the expansion of international cooperation in the field of higher education, more than 100 professors, teachers, researchers, students and university staff annually take part and improve their skills in international trainings and internships under exchange programs and grants. More than 100 cooperation agreements were signed with foreign universities. The financial conditions for international exchange depend on the partner university. The student exchange program approved by the Tashkent State Economic University allows you to study at universities in developed countries of the world. (<https://www.tsue-jiep.uz/>)

It should be emphasized that the staff and teachers of joint international educational programs have carried out a certain amount of work to organize and conduct educational and research work with students at the level of international standards. As a result,

“With the opening of branches of foreign universities, advanced educational technologies also come to us. Scientists from Moscow State University, Moscow Institute of Steel and Alloys, Webster University are recognized all over the world. The organization of branches of foreign universities and the launch of joint programs contribute to the creation of competition within our education system. And there is no development without competition. We are already implementing joint international educational programs with the issuance of double diplomas with one hundred and four leading universities in 22 countries of the world”(<https://uz.sputniknews.ru/society/20200929/15070572/Uzokboy-Begimkulov--o-tom-kakimi-dolzhen-byt-vuzy-i-studenty-novogo-Uzbekistana.html>).

The current academic year is characterized by the fact that it takes place in the conditions of the corona of a viral pandemic and educational and educational work is carried out via a remote system. This work requires from teachers, first of all, high responsibility for the quality of the training sessions, lectures and seminars. It is necessary to improve the methodological work for the successful organization of distance learning sessions. Here it is necessary to take into account to some extent the use of international experience in organizing the educational process in the conditions of training future economists, taking into account the discipline being studied, the methodology for preparing each specialization.

In Uzbekistan, in the context of the development of civil society, special attention is paid to youth policy, including comprehensively solving the problems of student youth. In particular, in 2020, the cost of studying at universities has been reduced by 10 percent. The universities have improved the material and technical base, improved the capabilities of the information and resource center, the classrooms are equipped with a new generation of computer technology. The teaching staff underwent methodological training for organizing and conducting training sessions in the context of the corona of a viral pandemic, that is, online. The departments are equipped with a new generation of educational and methodological literature, which is needed to train competitive economists. The scientific and pedagogical team of the joint international educational program is highly qualified, they are hired in accordance with the requirements that “recruitment to the teaching staff of higher educational institutions is carried out on the basis of the recommendation of an extended open meeting of the corresponding department with the participation of teachers and members of the public council based on the results of a test lesson held at this meeting. (National database of legislation, 06.06.2018, No. 07/18/3775/1313).

Also, the staff admits young teachers who speak foreign languages who have been trained and trained at leading foreign universities.

A modern university graduate studying on a joint international educational program must meet the high requirements for training a competitive specialist and the requirements of employers. These requirements are associated with a constant increase in competition between market participants. Therefore, the teaching staff continues to work on the problem of ensuring the quality of educational lectures and practical classes, research and independent work with each student. Therefore, the task was set about the need for each teacher of the department to participate in the "University 3: 0" program. Departments create creative teams for active participation in the annual student start-up program, in the international Olympiad among students, exchange of excellent students with foreign universities.

Conclusions:-

The higher education system in Uzbekistan is undergoing profound and systemic changes. Innovative requirements for the process of training highly qualified economists, new challenges are posed for the joint international educational program. Complex, scientific and methodological tasks were set before her by the corona virus pandemic, which accelerated the digital transformation of universities. As a result of an innovative approach to solving the issue, the crisis was avoided, thanks to a timely and adequate response to the challenges of the time on the part of the teaching staff.

It should be noted that there is insufficient communication between higher educational institutions and private business. According to a World Bank study, 35.0% of companies in Uzbekistan face difficulties in finding qualified specialists with higher education. The level of provision of scientific and pedagogical staff with scientific degrees, material and technical, the availability of modern textbooks and teaching aids does not meet the modern requirements for training competitive personnel. The level of use of information technologies in the educational process requires further improvement both in terms of expanding access and in terms of using new teaching methods.

Insufficiently high level of scientific potential of teachers working in higher education, especially in a joint international educational program. In Uzbekistan, in the structure of the teaching staff, the share of doctors of sciences (PhD, ScD) is only 37.9%, the remaining 62.1% are teachers who do not have academic degrees. The tendency of recent years is the aging of scientific and pedagogical personnel with academic degrees and titles, while the influx of young people is decreasing.

Modern higher education institutions experience a shortage of teachers with knowledge of foreign languages, especially in special and major disciplines. Joint international educational programs require systematic advanced training of the teaching staff, including at foreign universities. The system of distance learning for retraining university pedagogical staff remains undeveloped in the republic.

The process of further improving the system of the joint international educational program of higher education requires the creation of new, key conditions for the development of additional skills of high qualifications for training personnel working in the conditions of the formation of civil society, thereby creating a scientific and methodological basis for the development of personnel competencies. The expansion of the personnel training system in the joint international educational program is associated with the creation of scientific and pedagogical teams and expert groups for system analysis and assessment of the essence, directions of innovative research in this area in order to form a new generation of economic personnel, and ultimately the impact of this comprehensive work on deepening international relations universities.

Approbation

The results of this study were tested at a meeting of the international scientific Roundtable on the topic: "Distance learning in the context of global changes" at the Tashkent State University of Economics, conducted jointly with professors from the Indonesian University of Economics and the M. Auezov Kazakhstan State University on September 26, 2020. Leading scientists of universities of the Republic of Uzbekistan took part in the discussion of the reports. Also on the topic of the research, the authors of the article spoke at the international scientific-practical conference "Independent Uzbekistan in the conditions of democratic reforms, the path of prosperity and progress" held with the participation of scientists from the Ural State University of Economics, held in Tashkent on September 3, 2020. The authors of the article took part and made a presentation in the international scientific-practical conference "National Development: Security, Stability, Good Neighborly Relations" held at the Fergana State University of the Republic of Uzbekistan on September 25, 2020.

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