Modern Education – the Place of Dual Education in the Labor Market

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Abstract. *The article scientifically analyzes the organization and the main goal of dual education in Uzbekistan. The new approach in the system of vocational education will ensure high-quality training of future highly qualified specialists. In the article, the main purpose of using dual education is to combine education with labor in order to develop the economy of Uzbekistan, ensure employment of the population, especially youth and women, in large and small businesses, and reduce poverty. Much attention was paid to the issues of training qualified personnel through its joint organization.*

Keywords: *dual education, vocational education, experience, practice, theory, professional staff, qualified specialist, education system.*

Dual education is a complete response to the basic principles of the competency-based approach, based on the educational standards of modern professional education (unity of theory and practice, interdisciplinary integrated approach to the educational process, attention to the application of skills and knowledge in professional activities). I'll give. Therefore, it is advisable to introduce dual education into the educational process of vocational education [2, p. 121].

Dual education has existed in pedagogy for a long time and has proven itself well in different countries of the world. The main areas of application of dual education are higher and professional education. Although dual education was introduced in Uzbekistan relatively recently, it is already a very popular approach to training new specialists. A unique feature of dual training is the combination of practical experience and theoretical training. It is this new approach in the vocational education system that ensures high-quality training of future highly qualified specialists.

As a result of the reforms carried out in our society, changes are taking place in the vocational education system. Based on Appendix 2 of the Decree of the President of the Republic of Uzbekistan dated January 28, 2022 "On the Development Strategy of the New Uzbekistan for 2022 – 2026" PD № 60 In part 4 of paragraph 86 of the State Program for the implementation of the development strategy of Uzbekistan in the "Year of Human Dignity and Active Neighborhood", The issue "Development and implementation of a dual education program",

which has proven its effectiveness in developed countries, is urgently determined [1]. One of the main tasks facing the new vocational education system is the preparation of highly qualified personnel in accordance with the modern needs of the local and foreign labor market.

One of the means of increasing the investment attractiveness and competitiveness of regions through the training of personnel that meets the requirements of high-tech production is a dual education system, the advantage of which is the coordinated interaction of the educational and production industries in the training of specialists. and a high level of graduates means employment [3, p. 56].

Dual means "double", "two-sided", "one organizational unity". The dual education system is a type of education in which a student receives theoretical knowledge in an educational institution and practical skills in organizing a workplace [2].

The dual training model is used in vocational and higher education institutions and is co-financed by commercial organizations and government agencies interested in professionals.

Dual education fully complies with the basic principles of the competency-based approach of modern professional education, based on educational standards (unity of theory and practice, interdisciplinary approach to the educational process, attention to the application of skills and knowledge in professional activities [4, p.34].

The innovation of the dual system is as follows:

- changes in the organization of the educational process (classroom classes have been reduced, the volume of practical training is increased to 60-70 percent of the curriculum);

- production practice is based on an individual approach and is as close as possible to real production conditions;

- the enterprise takes measures of double financing;

- the institute of mentoring in production will be developed.

This form of vocational education arose as a product of social partnership and is a mechanism for close cooperation between educational institutions and employers to train highly qualified personnel in accordance with the requirements of the labor market. Dual education is a vocational education in which the theoretical part takes place in an educational institution (30-40% of study time), the practical part of training takes place in the workplace (60-70% of study time). The main concept of dual education is based on strengthening the practical direction of personnel training through the analysis of educational and production processes.

Goals of introducing the "dual education" model:

• Increase the investment attractiveness of the regions, taking into account the real need of the economy for qualified personnel, improve the model for training workers;

• Development of professional standards for relevant professions for business;

• Development and modernization of educational programs in accordance with the requirements of professional standards;

• Changes in mandatory requirements for the organization and content of educational programs;

• Development of a mechanism for independent assessment of employee qualifications;

• Optimization of taxation to attract enterprises to finance workforce training.

The objectives of organizing dual education are:

• connection of production conditions at an enterprise (organization) with the educational process of educational institutions;

• organization of the practical part of training related to production at enterprises (organizations) and the theoretical and educational and practical part in educational institutions by turning students into participants in labor activity;

• increasing the investment attractiveness of the regions and improving the training of mid-level personnel, taking into account the real needs of the economy;

• development of conditions and models of mutual cooperation between enterprises (organizations) and educational institutions;

• formation of competencies through the implementation of educational programs in harmony with work activity;

• improvement of educational programs taking into account the requirements of employers and their technological updates;

• financing the implementation of personnel training and education programs;

• improving the forms and methods of intersectoral cooperation between enterprises (organizations) and educational institutions;

• further expansion of the participation of enterprises (organizations) in the assessment of graduates;

• meeting the needs of the population of different ages in acquiring qualifications in relevant professions (specialties).

The dual system of vocational education is considered not only as a pedagogical alternative, but also as a form of education, successfully adapted to the conditions of a market economy, which has a direct and indirect impact on the development of professional pedagogy in different countries. .

Stages of organization and implementation of dual education:

Stage 1 – establishment of contractual relations between the professional educational institution and the enterprise.

Stage 2 – division of responsibility for the implementation of dual education between the organization of vocational education and the enterprise.

Stage 3 – designing elements of the dual educational process.

Stage 4 – approval of the dual education process and organization of educational and methodological support.

The dual system is an effective and flexible mechanism that ensures high-quality training of highly qualified specialists in demand in the labor market. Therefore, much attention is paid to this process [5, pp. 293-295].

Dual education systems are mainly used in fields such as engineering, economics and social

welfare. Moreover, the range of specialties includes mechanical engineering, mechanical engineering, construction, real estate, tourism management and social management. Dual education is not used in areas such as arts and humanities.

The dual education system is a unique mechanism for filling production sectors with highly qualified workers, qualifications and competencies.

A decision was made by the head of our state on February 1, 2019 "On measures to further expand multilateral cooperation between the Republic of Uzbekistan and the Federal Republic of Germany," and in June of the same year, additions were also made to this document. was accepted and improved.

Currently, dual education is used mainly in areas such as engineering, economics and social security. It also covers mechanical engineering, engineering, agriculture, construction, real estate, tourism management and social management. Such education is not used in fields such as the arts and humanities.

The dual education program is developed by the educational institution in agreement with the enterprise. Educational institutions and enterprises are responsible for organizing and conducting student training using the dual system.

Wages paid by employers to students receiving education in the form of dual education are exempt from income tax and unified social tax and are considered work experience in organizations.

By using the form of dual education in vocational education, a number of positive results can be achieved. Firstly, vocational education oriented towards real production will be created, and a system for forecasting the need for personnel will be created.

Training is as close as possible to production needs. The employment of graduates is guaranteed, the quality of education improves, and the rating of the educational institution increases.

The procedure for organizing and implementing dual education in professional educational organizations determines the rules for organizing and implementing educational programs and dual education for students who have completed dual vocational education programs. An educational institution, together with enterprises (organizations), implements institutions and government bodies at various levels, regardless of the form of ownership, on the basis of all organizational and legal documents [6, p. 45].

This process is based on the Law "On Education" [2], decrees, resolutions and orders of the President of the Republic of Uzbekistan, as well as decisions of the Cabinet of Ministers, a decision is made to approve the procedure. The dual education program is developed by the educational institution in agreement with the enterprise. The dual education program provides for training (combining days, weeks, months) in an educational institution and at an enterprise, subject to compliance with the requirements of educational standards and professional standards. Responsibility for organizing and conducting dual training for students is taken by the heads of educational institutions and enterprises.

An enterprise that needs specialists for the practical implementation of dual education processes enters into an agreement with an educational institution. Also, an agreement and a tripartite agreement between the student, employer and educational organization are concluded between the student and the employer. Contracts define the obligations and financial terms of all parties. Students are usually selected for internships in their first year (sometimes later) based on interviews or practical assignments. Selection criteria are approved in advance at the enterprise and educational institution and announced to students and their parents.

For a high-quality organization of dual education, the following is necessary: the theoretical basis is connected with examples of real practice and practical tasks, ensuring the involvement of students in professional activities during practical training, the acquisition of theoretical knowledge and practical skills. for a time not exceeding 40 hours per week, the percentage of theoretical and practical training is as follows: 20-25% - theory, 80-75% - practice. During the implementation of the dual education program, requirements for the qualifications of graduates are developed, educational programs are improved, teachers are trained, and the necessary documents are developed.

The Law of the Republic of Uzbekistan "On Education" states that "Procedures for professional diagnostics and career guidance, as well as preparing students for professions that do not require high qualifications, are determined by law." Today, the introduction of dual education in schools is facilitated by the "Unlimited Professional Education" program, as a result of which a student can receive additional information and a qualification certificate for free by participating in college or specialized clubs. The list of specialties for obtaining additional professional qualifications is very wide: seamstress, hairdresser, manicurist, mechanic, driver, cashier, teacher, nanny, consultant, bank agent, cashier, etc. The student may register for training at his school or at the college or club of his choice.

Conclusion. Dual education is a form of education that helps schoolchildren gain additional skills and practice theoretical skills in practice. It is also beneficial for students, as it allows them to acquire professional and practical skills while still in school, as well as for employers who train and hire trained professionals. In general, the effective implementation of the new education system is of great importance for bringing vocational education to a new level, accelerating reforms in the field, and developing professional skills among young people.

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