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IMPROVING DIRECTIONS OF INTEGRATION OF HIGHER EDUCATION AND THE LABOR MARKET IN THE REGIONS

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HUDUDLARDA OLIY TA'LIM VA MEHNAT BOZORI INTEGRATSIYASI YO'NALISHLARINI TAKOMILLASHTIRISH

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СОВЕРШЕНСТВОВАНИЕ НАПРАВЛЕНИЙ ИНТЕГРАЦИИ ВЫСШЕГО ОБРАЗОВАНИЯ И РЫНКА ТРУДА В РЕГИОНАХ

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Annotation. In this article, the formation and implementation of the employment policy coordinating the directions of socio-economic development of the regions of the country, the directions for the development of the processes of training highly qualified personnel based on the integration of higher education and the labor market, as well as the obstacles to the improvement and development of the management of these processes factors and ways to eliminate them are described.

Keywords: enterprise, organization, personnel, higher education, integration, labor market, graduate, education system, profession, specialization, human resources, educational standards, efficiency, quality, need, demand, labor resources, job data, bachelor's degree, master's degree, knowledge, technology, regions.

Аннотация. В данной статье рассматривается формирование и реализация политики занятости, координирующей направления социально-экономического развития регионов страны, направления развития процессов подготовки высококвалифицированных кадров на основе интеграции высшего образования и труда. А также, описаны факторы, препятствующие совершенствованию и развитию управления этими процессами рынка, и пути их устранения.

Ключевые слова: предприятие, организация, персонал, высшее образование, интеграция, рынок труда, выпускник, система образования, профессия, специализация, человеческие ресурсы, образовательные стандарты, эффективность, качество, потребность, спрос, трудовые ресурсы, данные о рабочих местах, бакалавр, магистр, знания, технологии, регионы.

Annotatsiya. Mazkur maqolada aholi bandligini ta'minlash siyosatini shakllantirish va amalga oshirish, mamlakat hududlarini ijtimoiy-iqtisodiy rivojlantirish yo'nalishlarini muvofiqlashtirish, oliy ta'lim va mehnat integratsiyasi asosida yuqori malakali kadrlar tayyorlash jarayonlarini rivojlantirish yo'nalishlari ko'rib chiqiladi. Shuningdek, ushbu bozor jarayonlarini boshqarishni takomillashtirish va rivojlantirishga to'sqinlik qiluvchi omillar va ularni bartaraf etish yo'llari tavsiflanadi.

Kalit so'zlar: korxonalar, tashkilot, kadrlar, oliy ta'lim, integratsiya, mehnat bozori, bitiruvchi, ta'lim tizimi, kasb, mutaxassislik, kadrlar, ta'lim standartlari, samaradorlik, sifat, ehtiyoj, talab, mehnat resurslari, ish o'rinlari ma'lumotlari, bakalavr, magistr, bilim, texnologiya, hududlar.

1. INTRODUCTION

Some problems encountered in the higher education system in the Decision PQ-3151 [4] of the President of the Republic of Uzbekistan "On measures to further expand the participation of economic sectors and sectors in improving the quality of training of highly educated specialists", including the preparation of highly qualified personnel who

meet the requirements of the times for the socio-economic development of the regions of our country based on the needs of the economic sectors and industries in a timely manner, the content of higher education directly in enterprises, institutions, technology, As a result of the fact that a number of urgent issues related to formation, employment of personnel according to their profession and special-

ty, in accordance with industrial relations and prospective development programs, have not been fully resolved, the training of students in production enterprises has not been effectively organized, most of the graduates are ready specialists. Instead of leaving, they study their profession and specialty again after getting a job, as well as the fact that the quality control mechanism of education does not meet modern requirements, lack of qualified pedagogues and management personnel in educational institutions, foreign educational institutions effective cooperation with the Ministry of Economy is insufficient, as well as the participation of economic sectors in the process of forming orders for future personnel training, developing qualification requirements for graduates, and ensuring the quality of training of specialists needed by the industry does not meet the requirements, higher education it was pointed out that employers are not systematically working to ensure that programs are in sync with changing labor market requirements. It is desirable to create the necessary conditions for the activation of integration processes by giving broad powers in the field of formation and implementation of the employment policy reflecting the requirements of socio-economic development in the country. This is expressed in the formation of many mechanisms characterized by the use of economic, financial and organizational tools.

In order to solve the problems related to the supply of the production complexes of the region with the necessary quantity and required quality of labor in the state-regulated and non-targeted (spontaneous) integration processes of higher education and the regional labor market, various methods of involving its subjects requires forms and their interaction.

Revealing the mechanisms of integration of higher education and the labor market in the Republic of Uzbekistan, regardless of its territory, includes the analysis of technologies of integration processes at local and different levels, at the scale of regions (districts), including Kashkadarya region. This, in turn, is directly reflected in the growth of labor productivity and the interests of the individual employer with his employees at the micro level, that is, at the level of organizations and

enterprises where mutual cooperation and coordination are directly implemented. Accordingly, the issue on the agenda is urgent, and it is important to carry out scientific and research work on its solutions.

2. ANALYSIS OF THE LITERATURE ON THE TOPIC

In the Republic of Uzbekistan, including in the Kashkadarya region, relevant instructions and tasks are defined in the current laws, Presidential documents [1-10] to meet the requirements and needs of enterprises and organizations for personnel.

According to the analysis of the literature on the topic, employers do not always want to provide real information to their partners. One of the main reasons for this, some of them are explained by the instability of the company's position in the market. In this case, there will be no long-term cooperation between enterprises and higher education institutions. After all, every integration participant always needs a reliable, responsible and proactive partner.

The need to search for modern forms of interaction between higher education and the regional labor market is connected with the fact that many graduates of the professional education system are currently neglected by modern production. As an example, "25% of graduates of higher educational institutions and 30% of graduates of secondary special educational institutions were not employed in their specialty in the concept of the Federal target program for the development of education in Russia in 2006-2010. According to the Federal Agency for Education, only 15-20% of Russian universities train specialists who meet the requirements of the labor market" [12]. The article focuses on the issue of personnel needs. However, organizing labor demand forecasting is a complex task. In this matter, according to another Russian scientist, "Based on the specific characteristics of the regional labor market, the issue of need has created new problems" [13].

As an important direction of the introduction of requirements for the quality of human resources, the National Agency for Qualifications (NAPK) was established in Russia, and its main tasks should be:

development and updating of professional standards, updating of the classifier of professions (fields, specializations, specializations);

mutual cooperation with the education sector on mutual coordination of professional and educational standards, coordination of the list of professions and specialties in the higher education system;

coordination of national qualification structures with international systems;

formation of employee certification system, creation of certification centers [14].

Gerasimova G. "This practice is widespread in a number of countries. In particular, in Germany, the leading enterprises pay money for the development of the material and technical base of public educational institutions and training of the workforce [11], without setting the condition for production in their enterprises and firms [11], higher education and labor market based on integration, it can be evaluated as a counter-point to the condition that a highly qualified staff must work for three years in the company that paid for the education expenses after completing the training in the contracts for the training of qualified personnel based on integration.

In the current period, the need to find modern forms of interaction between higher education and the regional labor market in a number of developed (developing) countries is directly related to the fact that many graduates of the professional and higher education system are not recognized by modern production. , for example, "25 percent of graduates of higher educational institutions and 30 percent of graduates of secondary special educational institutions are not employed in their specialty. According to the Federal Agency for Education, only 15-20% of Russian universities train specialists who meet the requirements of the labor market [12].

The analysis of the studied literature shows that currently in the Republic of Uzbekistan, all categories of employers of ministries, committees, concerns, companies, associations, associations, joint-stock companies, joint ventures, large enterprises and organizations, as well as entrepreneurs hire employees. they focus on the formation of requirements

for the quality of human resources during recruitment and certification. For example, as of June 1, 2023, there are ... job vacancies posted on the Internet in the Kashkadarya region.

As of November 7, 2022, the number of organizations in the Republic is 14,375; the number of resumes of job seekers - 265,792; number of contest participants - 1,223,123; number of participants in the test - 483,735; 206,812 people participated in the interview stage; employed - 42,972 people [15].

3. RESEARCH METHODOLOGY

It is important to find unique organizational and methodological approaches for each regional market and ways to take into account the needs of enterprises for labor resources, established and rapidly developing directions of production. In addition, information on vacancies for enterprises and organizations in our republic is available on the Internet at <https://ish.mehnat.uz/>, vacancies for civil servants at <https://vacancy.argos.uz/organizations?category=1> site. In some cases, this information does not match the actual situation in enterprises. A highly qualified person looking for a job on the Internet applies to the management for the job position indicated on the site. When employers give various reasons to highly qualified personnel who are looking for work for unknown reasons, these graduates are forced to apply again to the employment assistance center. After all, the task of directing graduates to work in the regions is actually carried out by the state employment assistance service. Also, the reports of the performed work will be corrected later on the basis of the summarized results of the employers' surveys. Taking into account the above, the research methodology was developed. The number of enterprises and organizations registered in the sector of the economy in Kashkadarya region, the need for highly educated specialists, the number of students and graduates admitted to undergraduate courses in higher education institutions of Kashkadarya region. The information about was accepted as statistical information.

4. ANALYSES AND MAIN RESULTS

IAKTB system - management of personnel training on the basis of integration (a

complex of large enterprises in the management of personnel training on the basis of integration between the labor market and the market of higher education services in the regions) - a clear concept of stimulating the creation of human capital, whose activities are characterized by a high level of competitiveness and intellectual development requires development. This field of activity is multifaceted and includes the direct participation of the IAKTB system not only in determining the need for manpower and qualified specialists, but also in ensuring the improvement of the quality of education based on educational standards in HEIs. implies intervention in the management of educational institutions in the regions. In essence, this means direct intervention in the educational process and its improvement, creating the necessary conditions to properly meet the economy's need for labor resources.

Currently, the main problem is not only the interaction of the guiding forces of higher education and the process of labor market integration, but also the purposeful communication in the direction of work, which changes the nature of relations between employers. This directly affects the efficiency and quality of labor relations with highly qualified personnel.

We found it necessary to dwell on the factors that hinder the improvement of the efficiency of the IAKTB system. An independent direction of creating methodological support for higher education and labor market integration at the regional level is the organization of forecasting of the need for highly qualified personnel.

The role and role of the employing enterprises in the regions, including the Kashkadarya region, about the demand and needs for highly qualified personnel for the existing and planned positions (profession, direction, specialty) in the branches and sectors of the economy, enterprises and organizations it is necessary to improve the procedure and organization of data collection. It serves for the expansion of enterprises, changes in specialization, the beginning and development of the production of new products and the provision of services, the recruitment of personnel who

have thoroughly mastered new modern knowledge and technologies, and the professional retraining of existing personnel.

According to the analysis of the data of Kashkadarya Regional Statistics Department [16], when comparing the number of labor resources in the region in 2010 and January 1, 2021, from 1493.4 thousand people to 1808.7 thousand people, the number of working age population is 1487.9 showed an increase from a thousand people to 1804.7 thousand people. In general, in 2021, the number of economically active population in the region is 1339.5 thousand people, the number of people employed in the economy is 1202.5 people, while the number of unemployed people is 137.0 thousand people. This indicator also includes the number of people with higher education, but this indicator is variable.

The analysis of the statistical indicators of the higher education system of Kashkadarya region shows that in 2012 the number of undergraduate students was 10,408, in 2017 it was 14,680, and in 2022 it was 28,153 (compared to 2010 2.7 times more than in 2017, 1.92 times more than in 2017, the need for bachelor's graduates is 4,021 in 2012, 6,891 in 2017, and 10,210 in 2022 (2.5 more than in 2012 times, 1.48 times more than in 2017), the number of students admitted to the bachelor's degree was 2,866, 4,096, and 13,115, respectively, in the research years. The growth rate of this indicator increased by 4.58 times (compared to 2012) and 3.2 times (compared to 2017), respectively, in the years of research. The number of graduates of undergraduate courses will be 4,096 in 2022, which is 1.17 times less than in 2017 (3,456 people) and 1.61 times less (2,512 people) in 2012 (1 -table).

The information on the number of admissions, students and graduates for undergraduate education in Kashkadarya regional higher education institutions is presented in Figures 1.

In order to forecast the needs of enterprises and organizations of Kashkadarya region for bachelors and masters graduates of higher education institutions in sectors and fields in 2022-2023, we contacted the heads of enterprises and organizations and got the

number of needs and this information We coordinated with the information received from educational institutions about graduates. As a result of the research, indicators of the

number of graduates and their needs in 2023-2030 by sectors and sectors of the economy are presented in Table 2

Table 2.

The main indicators of students of higher educational institutions of Kashkadarya region ⁷

Years	Indicators											
	Number of students (undergraduate)	Number of students (Graduate)	Personnel Requirements (Undergraduate)	Personnel Requirements (Graduate)	the number of students enrolled in the undergraduate program	the number of students enrolled in the graduate program	applications submitted to bachelor's degrees of higher education institutions	applications submitted to masters degrees of higher education institutions	students admitted to 100 places for the bachelor's degree	students admitted to 100 places for the masters degree	Number of graduates (undergraduate)	Number of graduates (graduate)
2011	11456	128	4021	14	2866	79	25645	242	881	285	3871	64
2012	10408	152	3992	23	2836	118	27639	288	291	225	2512	58
2013	10876	211	3651	36	2868	121	32239	337	1124	279	2467	76
2014	11525	245	5269	51	3169	93	40093	294	1265	316	2711	123
2015	12436	231	5567	48	3161	88	44704	333	1414	378	2856	134
2016	13139	186	6013	69	3177	54	49873	270	1570	500	3015	96
2017	14680	173	6891	71	4096	97	62484	182	1526	350	3456	103
2018	15249	175	7123	76	5072	140	62156	441	1226	315	3774	68
2019	15532	266	7657	80	5875	197	83805	774	1427	393	3795	113
2020	18067	600	8694	168	7541	335	100860	2983	1337	890	3915	163
2021	23768	797	9318	271	10369	619	63389	3701	611	598	4251	284
2022	28153	1438	10210	310	13115	257	77683	458	x	44	4046	519
2023	28818	1012	12231	408	x	x	x	x	x	x	x	x

⁷ Prepared by the author based on the data of the Kashkadarya Regional Statistics Department (<https://qashstat.uz/>).

The analysis of Table 2 shows that in 2023, 769 personnel will graduate from regional higher education institutions in the field of "Industry", and enterprises and organizations will be able to employ 248 of these personnel (32%). The remaining 68% of graduates will have to wait for jobs to become vacant, get another job as a non-specialist, engage in entrepreneurship or be temporarily unemployed. In 2027, graduates of this branch will be 1515, and the need will be 182 (12%), and in 2030, the graduates will be 2426, and the need will be 97 (4%). Figure 2 shows the ratio of the needs of enterprises and organizations of

Kashkadarya region for highly qualified personnel to graduates of higher education institutions according to the "Sanoat" network.

In the research (forecasting) years, the number of demands and needs for highly qualified personnel compared to the number of graduates of the field of "Economy" is 32.1% (2023), 12% (2027), and 4% (2030), respectively. . This means that 67.9% of bachelor's graduates in 2023, 88% in 2027, and 96% in 2030 will not be able to get a job in their specialty. They are forced to look for other options for employment or to be temporarily unemployed.

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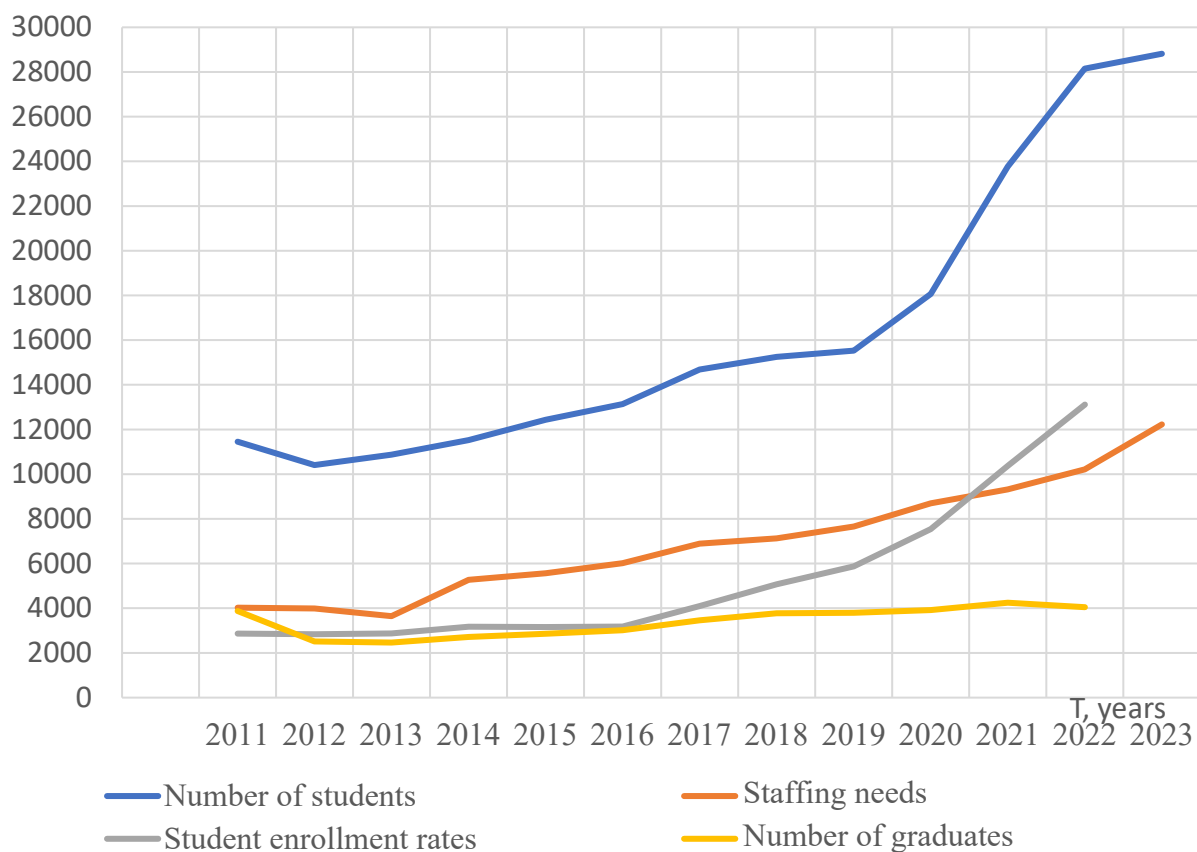


Figure 1. Information on the need for qualifications, admission to study, number of students and alumni in the direction of undergraduate education in Kashkadarya region in 2011-2023⁸

⁸Prepared by the author based on the data of the Kashkadarya Regional Statistics Department (<https://qashstat.uz/uz/>).

Forecasting the needs of enterprises and organizations of Kashkadarya region for bachelors of higher education institutions in sectors and fields⁹

Years	number of graduates	Industries and sectors										
	the number of requirements	Industry	Construction	Agriculture	Transport	Communication	Economy	Law	Health care	Phy.ed. and sports	Education	Art, etc.
1	2	3	4	5	6	7	8	9	10	11	12	13
2023	graduate	769	577	1057	1250	865	1346	769	481	577	1153	288
	The need	248	186	340	402	279	433	248	155	186	371	93
2024	graduate	741	555	1018	1204	833	1296	741	463	555	1111	278
	The need	236	177	324	383	265	412	236	147	177	353	88
2025	graduate	880	660	1210	1430	990	1540	880	550	660	1320	330
	The need	222	166	305	360	249	388	222	139	166	333	83
2026	graduate	1329	997	1827	2159	1495	2326	1329	831	997	1993	498
	The need	213	159	292	345	239	372	213	133	159	319	80
2027	graduate	1515	1136	2083	2462	1704	2651	1515	947	1136	2273	568
	The need	182	136	250	295	205	318	182	114	136	273	68
2028	graduate	1760	1320	2420	2859	1980	3079	1760	1100	1320	2640	660
	The need	141	105	193	229	158	246	141	88	105	211	53
2029	graduate	2056	1542	2827	3341	2313	3598	2056	1285	1542	3084	771
	The need	123	93	170	200	139	216	123	77	93	185	46
2030	graduate	2426	1820	3336	3943	2729	4246	2426	1516	1820	3639	910
	The need	97	73	133	158	109	170	97	61	73	146	36
2031	graduate	2914	2185	4006	4735	3278	5099	2914	1821	2185	4371	1093
	The need	87	65	120	142	98	153	87	55	65	131	33
2032	graduate	3118	2338	4287	5066	3507	5456	3118	1949	2338	4677	1169
	The need	64	48	89	105	73	113	64	40	48	97	24

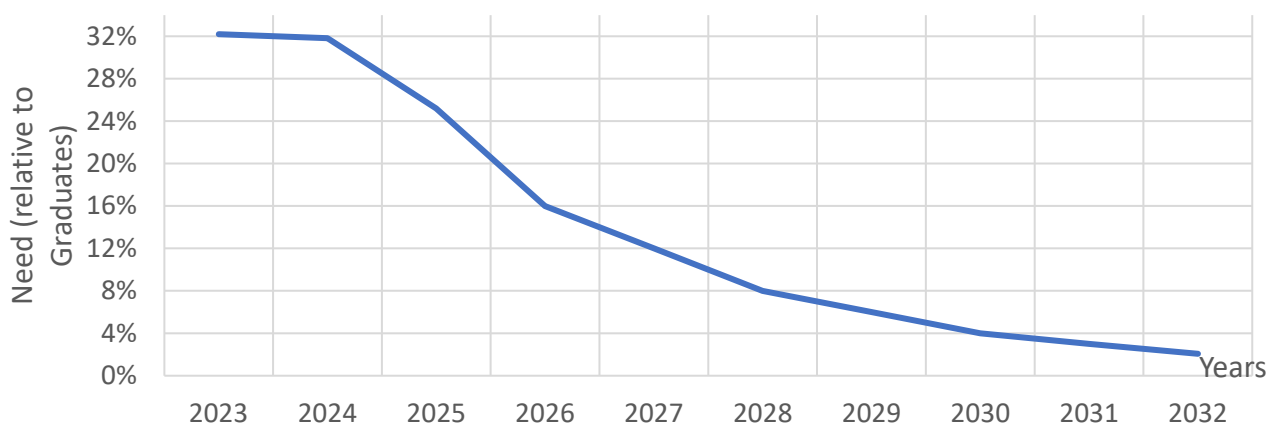


Figure 2. The indicator of the ratio of the needs of highly qualified personnel of enterprises and organizations of Kashkadarya region to graduates of higher education institutions according to the "Construction" network¹⁰

⁹ It was prepared by the author based on the data of the Kashkadarya Regional Statistics Department (<https://qashstat.uz/uz/>).

¹⁰ It was prepared by the author based on the data of the Kashkadarya Regional Statistics Department (<https://qashstat.uz/uz/>).

In our opinion, the number of demands and needs for highly qualified personnel from enterprises and organizations for the research years (2023, 2027, 2030) is unrealistic. Secondly, if all enterprises and organizations have jobs with highly qualified personnel, if there are no plans to expand in the directions of specialization or production of new products (providing services) in order to open new jobs in the enterprises, the managers only they have to pay for their needs at the expense of pensioners. In the analysis of Table 2, there are also branches and sectors of the economy "Construction", "Agriculture", "Transportation", "Communication", "Law", "Health care", "Education", "Art and cinematography". shows that the need for personnel is very low compared to the number of graduates.

According to the results of the analysis, in 2023 there are 4 (44.5%) needs for 9 graduates in "Construction", 7 jobs for 9 graduates in "Agriculture" (77.8%), "Transport" 9 needs for 13 graduates (69.2 %), 10 needs for 16 graduates in Communication (66.7 %), 18 needs for 29 graduates in "Economy" (88.9 %), "Health ", 13 jobs for 13 graduates (92.3%), 13 jobs for 15 graduates in "Physical education and sports" (86.7%), 35 jobs for 41 graduates in "Maarif" (85.4 %), there is a need for 7 jobs (70 %) for 10 graduates in "Art and Cinematography" (Table 2). Figures 3-4 show information on the number of graduates of higher education institutions of the Kashkadarya region in 2023 and 2030 and the labor market's need for personnel

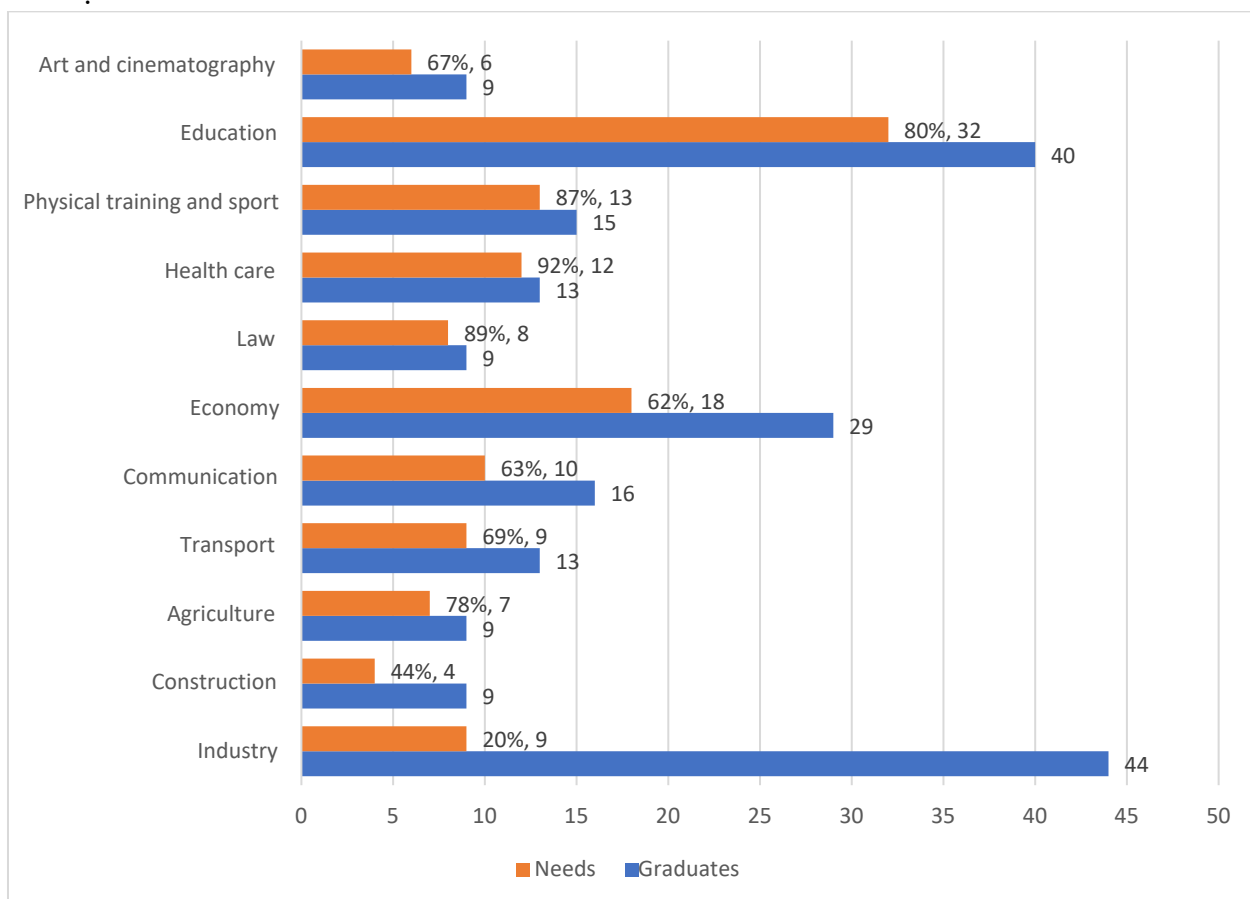


Figure 3. Information on the number of graduates of higher education institutions of the Kashkadarya region and the labor market's personnel needs in 2023¹¹

¹¹ It was prepared by the author based on the data of the Kashkadarya Regional Statistics Department (<https://qashstat.uz/uz/>).

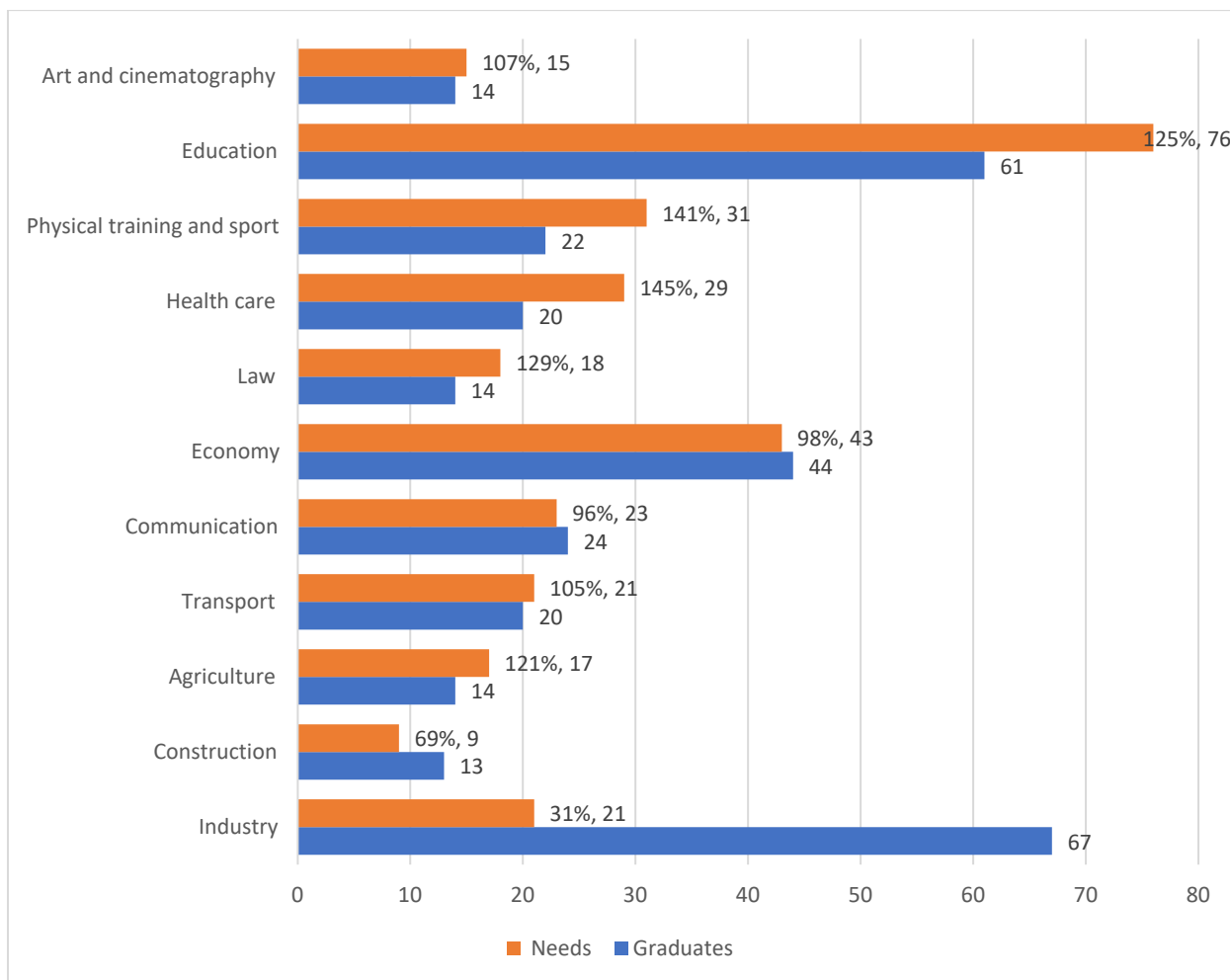


Figure 4. Information on the number of graduates of higher education institutions of Kashkadarya region and the labor market's personnel needs in 2030¹²

According to the results of the analysis, the highest need in 2030 is in "Education", i.e. 80% in relation to the number of graduates, and the lowest need was in "Industry", i.e. 20% in relation to graduates, in 2030 according to the forecast indicators of the year, the highest need was in "Healthcare", i.e. 145% compared to the number of graduates, the lowest need was in "Industry", i.e. 31% compared to graduates.

In order to develop the necessary professional standards, the IAKTB system creates a portfolio of real orders from employers in the regions for the training of highly qualified personnel in their HEIs, enterprises help them to create and implement these standards, and, through HEIs, the areas of undergraduate education that are needed in these enterprises (master's degree) modern educational standards, curricula and science programs are prepared.

In our opinion, the most effective and constructive form of interaction between employers' associations, authorities, and non-governmental organizations should become a social partnership in the development of the main mechanisms for improving the professional education system for the employment of highly qualified personnel capable of working in the Republic of Uzbekistan. This issue, in turn, on the basis of the effective integration of higher educational institutions and labor market enterprises and organizations, graduates of HEIs planned to serve in the regions for the welfare of society - the state, employers, higher education in order to improve the quality and efficiency of the management of highly qualified personnel It

¹² Prepared by the author based on the data of the Kashkadarya Regional Statistics Department (<https://qashstat.uz/uz/>).

is necessary to develop a "Concept of Social Partnership" between graduates of institutions and HEIs. This Concept eliminates many problems that are waiting for their solution in this direction. One of them is related to the development of a strategy for the development of social partnership. In the interaction between higher education and labor market integration, the issues of employment policy financing, training and professional retraining of young workers, and retraining of adults are gaining the most urgent importance.

5. CONCLUSIONS AND SUGGESTIONS

Since there is a demand for highly educated personnel in enterprises and organizations for the development of economic sectors and sectors, bachelors and masters are trained in state HEIs operating in the regions on the basis of state grants and contracting agreements, and in non-state HEIs only on the basis of a fee-contract. The payment-contract type of education also applies to full-time, part-time, evening and distance types, and it is a system of contractual relations of educational institutions for sending graduates to work. In this case,

employers often do not undertake to pay the costs of education and hire a graduate. However, enterprises and organizations can provide direct financial and economic support for the modernization and strengthening of the material and technical base of higher education institutions. In this regard, it is appropriate to change this procedure, because it is important for the higher education institution and the graduate if the enterprises and organizations operating in the regions pay the tuition fees of the students of higher education institutions and hire their graduates. For the company, hiring quality and competitive personnel is of great importance.

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