



THE ROLE OF EMPLOYERS IN ORGANIZING THE DUAL EDUCATION SYSTEM IN THE VOCATIONAL SYSTEM

Kodirova Matluba Rozikovna

Fergana professional educational school specialized for persons with disabilities

Master of production training

Abstract: *Information is provided on the role of employers in the organization of the dual education system in the vocational system.*

Key words: *main department, dual education, personnel training, human capital, educational workplaces, vocational education.*

Employers play a crucial role in organizing the dual education system in the vocational system. The dual education system is a model that combines traditional classroom learning with practical, on-the-job training to prepare students for specific careers. Employers are essential partners in this system because they provide valuable real-world experience and skills that cannot be learned in a classroom setting alone.

Some of the key roles of employers in organizing the dual education system include:

Providing training opportunities: Employers offer hands-on training and work experience to students, allowing them to develop practical skills that are directly relevant to their chosen field. This helps bridge the gap between theoretical knowledge and practical application.

Developing curriculum: Employers work with educational institutions to design curricula that are aligned with industry standards and meet the needs of the labor market. This ensures that students are well-prepared for employment upon completion of their vocational training.

Mentoring and supervision: Employers serve as mentors and supervisors for students during their on-the-job training, guiding them through tasks, providing feedback, and helping them develop professional skills such as communication, teamwork, and problem-solving.

Assessing student performance: Employers play a role in evaluating student performance during their practical training and providing feedback to both students and educators. This helps identify areas for improvement and ensures that students are meeting industry standards.

Offering employment opportunities: Through the dual education system, employers have the opportunity to identify talented individuals who could potentially become valuable employees in the future. Many companies choose to hire graduates of vocational programs who have already received specialized training within their organization.

Overall, employers are instrumental in shaping the dual education system by contributing their expertise, resources, and support to help students gain valuable skills and experiences that will prepare them for successful careers in their chosen field.



Dual training is a type of training in which the theoretical part of training takes place on the basis of an educational organization, and the practical part takes place at the workplace. It is a product of cooperation between educational institutions and employers for the successful professional and social adaptation of the future specialist, which is based on the interaction of two legally independent fields within the framework of officially recognized professional education.

Successful professional and social adaptation of a future specialist is a product of cooperation between educational institutions and employers.

The dual system of vocational education has its roots in the activity of the medieval guild (the future craftsman entered the workshop as an apprentice and was born as a result of repeating the actions of his master). The term "dual" means "binary". In pedagogy, the concept of "dual system" was first used in the mid-1960s in Germany to define a new form of organization of vocational education. Germany is the founder of the dual education system. The experience of this country serves as an example for the entire European Union. The German vocational education system is characterized by a developed coaching institute, practice-oriented education and active participation of business in the training of employees. In Germany, dual education is strictly legislated and implemented with the help of the Chambers of Commerce, Industry and Crafts.

In recent years, dual education has been developing in our country. By the decision of the Cabinet of Ministers of the Republic of Uzbekistan on March 29, 2021, the regulation on the procedure for organizing dual education in the vocational education system was approved.

There are great developments in the field of dual education system in Uzbekistan. The government of the Republic of Uzbekistan is striving to increase investments in this area through programs aimed at industrial development and production. These programs provide dual education for students with regular hands-on practice and theoretical knowledge.

The dual education system is comprehensively implemented by the Ministry of Higher Education, Science and Innovation of the Republic of Uzbekistan. Higher education institutions and vocational training centers of Uzbekistan have their own systems of dual education, which strive to combine practical and theoretical knowledge in order to increase professional development in the industry.

Through these systems, students can acquire theoretical knowledge and increase practical knowledge by establishing cooperation with private industrial enterprises or production companies. These systems greatly contribute to the development of the industrial sector, innovation and innovation.

Observing the economy and industry of developed countries, we can see how important the role of professional personnel is in the development of a particular field. A modern approach to the process of training young personnel in the textile industry in Uzbekistan is also required.

Specialists for all branches of the textile industry are being trained at the Tashkent Textile and Light Industry Institute. Mechanical engineers, process engineers, chemical



engineers, systems engineers, designers and marketers involved in the entire production chain from cotton primary processing to finished goods are in high demand. However, the training of such personnel through the traditional education system does not meet the requirements of the modern labor market.

On November 28-29, 2023, a conference on the topic "The role of dual education in personnel training" was held at the Tashkent Textile and Light Industry Institute in cooperation with the Chamber of Commerce and Industry. highly qualified personnel for industrial enterprises, as well as innovative approaches to the development of science, education and production clusters".

The analysis of the main indicators of the textile, sewing and knitting industry of Uzbekistan for the last five years shows that the level of cotton fiber processing in our country has reached 100%, the sector's share in the gross domestic product is 9.2%. its share in the industrial product is 15 percent. About 600,000 people work in the industry. All this indicates that it is possible to increase the level of employment and reduce poverty by developing the textile industry, which is one of the main factors of the economy of Uzbekistan.

The decision of the President of the Republic of Uzbekistan "On measures to establish mutually beneficial cooperation with business entities to reduce poverty" was adopted. In the world, dual education has shown itself as an effective system of modern competitive personnel training. Germany implemented this system most effectively.

As a leading practical factor, we consider that the concept of dual education is fully implemented in the vocational education systems of leading European countries, primarily in Germany [28-31].

And it is important that dual education as a system and model of vocational education in all countries has shown its effectiveness in ensuring the quality of personnel training for various fields of production. The relevance and important role of dual education is evidenced by quantitative data, for example, more than 50% of educational centers in Germany work in the dual education system, in this system personnel training is carried out in 340 directions and profiles. is increasing. The majority of college graduates under the dual education system are employed in basic enterprises.

The dual education system in light industry provides students with theoretical knowledge and practical training. In this system, in addition to taking academic classes, students can get internships at vocational training centers or enterprises.

This system prepares students at a high level in the field of industrial product manufacturing, engineering, technology, and innovation. They are able to meet the demands of professional development and industry by putting their theoretical knowledge into practice.

In the field of light industry, there may be specific forms of dual education, for example, learning in practice through partnerships between an enterprise and a university or vocational center. This system allows students to increase practical knowledge on theoretical basis and secure employment in the industrial sector.



The dual education system is a product of cooperation between educational institutions and employers for the successful professional and social adjustment of the future specialist, it is based on the interaction of two legally independent fields within the framework of officially recognized professional education ; is carried out in accordance with the law.

CONCLUSION

The use of dual education is an interesting practice that involves students in the work process of enterprises, which allows to bridge the gap between the competences acquired by students and students. Dual education is necessary for successful work in the company. The difference between these practices is that the initiator of creating a basic department at a university is often an enterprise interested in specialists in a certain field. The project approach is a single module for all areas of education and provides solutions to enterprise problems with flexible adjustment of educational programs. Both models of using the dual education system meet the requirements of the interested parties: the university in terms of the quality of training of graduates studying in terms of acquiring the necessary competencies, and the employer in terms of reducing the adjustment period for newly hired employees and acquiring them. necessary competencies, which confirms the high reliability and perspective of such a training system.

Examples of the use of the dual education system by enterprises in our country confirm its effectiveness. Currently, it is the most relevant and the combination of theory and practice that exists from the beginning of student education, the connection between the educational institution and the employing company, the possibility of adjusting the training programs taking into account the needs of enterprises. are promising forms of education.

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