

ASSESSMENT OF PROFESSIONAL COMPETENCE OF MIDDLE-LEVEL SPECIALISTS

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Abstract. Abstract. This article examines the criteria for assessing the professional competence of mid-level specialists, taking into account modern labor market requirements.

Keywords: Labor market, population employment, mid-level specialists, skills, qualifications, professional competence, professional training

The democratization of society, the diversification of the economy, the rapid development of production technologies due to digital technologies and artificial intelligence, and the improvement of labor market requirements require the transformation of educational programs in vocational training centers. The introduction of a national system of qualifications is considered a solution to the task of ensuring the quality of education in vocational training centers in the republic, achieving recognition of educational results in the international labor market, and modernizing the content of education based on the requirements of the state, society, economy, as well as the needs of the individual and the labor market, in order to achieve harmonization with the international system of qualifications.

The Resolution of the President of the Republic of Uzbekistan No. PQ-4939 dated December 20, 2020 “On measures to radically improve the skills assessment system and provide the labor market with qualified personnel” set important tasks for the full development of human capital in our country through the introduction of a national system of qualifications, taking into account the trends in the development of the labor market, training broad segments of the population in high-demand professions, and creating conditions for the introduction of a qualitatively new system for training qualified middle-level specialists. The Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 287 dated May 15, 2020 “On measures to organize the activities of the National System for the Development of Professional Qualifications, Knowledge and Skills in the Republic of Uzbekistan” approved the following: the National Qualifications Framework, the Regulation on the National System for the Development of Professional Qualifications, Knowledge and Skills, the Regulation on the Republican Council for the Development of Professional Qualifications, the Regulation on Sectoral Councils for the Development of Professional Knowledge and

Skills, methodological recommendations on the formation and implementation of sectoral qualification frameworks, methodological recommendations on the formation and implementation of professional standards, the register of legal entities engaged in activities related to the assessment of competencies, the national register of professional standards, the national register of persons with confirmed qualifications, etc.

The main tasks of the national qualifications system are:

- to form and ensure the functioning of an institutional system and infrastructure aimed at promoting employment of the population through the organization and conduct of lifelong vocational training, advanced training and retraining;
- to organize vocational training, advanced training and retraining of the unemployed and unemployed population, especially young people, in educational organizations;
- to create and ensure the functioning of an infrastructure for assessing and confirming qualifications based on professional standards;
- to organize the activities of competence assessment centers based on modern standards;
- to ensure equal conditions for all persons wishing to acquire and confirm a qualification level on the basis of the principles of voluntariness;
- to introduce modern methods of assessment for relevant qualifications for use by competence assessment centers;
- systematically identify, regulate and, if necessary, form and place a state order for the provision of services and work on vocational training, retraining and advanced training of the unemployed and unemployed population, as well as assessment and confirmation of the professional qualifications of citizens, at the expense of the State Fund for Employment Assistance of the Republic of Uzbekistan, in accordance with the established requirements;
- ensure the issuance of a certificate of competence by competence assessment centers confirming the level of professional competence in a specific specialty (profession) and serving as the basis for assigning qualification categories (grades) in accordance with the classifier of basic positions and working professions of employees.

As a result, a single format for harmonizing the goals of both parties, while the employer requires a confirmed qualification level, assessed competencies, is reflected in professional standards, which embody all the components of the qualification requirements set by the employer. As is known, qualified labor, in turn, is manifested in specialists prepared for professional activity in the presence of pedagogical conditions for objective assessment of the results of training and mastering a particular profession based on a recognized qualification system. It should be especially noted

that qualification systems have passed the test of time in developed foreign countries, have already achieved success as a synergy of vocational training mechanisms and have been implemented in practice. Because the introduction of a qualification system ensures the position of a specialist not only in the local labor market, but also abroad, compliance with international requirements, work at the highest levels of society, and decent wages. Therefore, it is important to study the content, essence and capabilities of the national qualification system.

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