

The Importance of Skills in the Labor Market

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Abstract: In this article, the socio-economic significance of training based on the needs of the labor market of the regions, the scientific and theoretical foundations of training based on the needs of the labor market, advanced foreign experience in training based on the needs of the labor market of the regions, while explaining the training based on the needs of the labor market Bukhara region system analysis in the Bukhara region, the state of the labor market and its analysis, as well as an analysis of factors affecting the state of the balance in the labor market segment, the possibility of ensuring the competitiveness of labor resources based on the needs of the types of professional qualifications of industries and industries based on the shortcomings identified as a result of the analyzes, promising areas of training based on the needs of the regional labor market and ways to improve the training of personnel based on the needs of the regional labor market are shown.

Keywords: Labor market needs, professional orientation, educational institutions, regional labor market, modern professional skills, formal education, skills, labor efficiency, wages, qualifications, economically inactive population, unemployed, labor migration, monocenters.

INTRODUCTION:

Advanced experiences and scientific studies show that the creation of conditions for students and young people to be guided by their future professions, to receive independent and favorite foreign profession training, is based on the capabilities and potential of each region, moreover, on the results of forecast analyzes of the existing regional labor market. It depends on the effectiveness and efficiency of the programs developed.

The world population growth rate is decreasing and the average life expectancy is increasing. By 2050, the share of citizens over 60 years old in developed countries is expected to be 33%, and 20% in developing countries¹.

Many problems are raised in the reports of international organizations based on the results of research on the types of professions and their prospects, which are expected to be in high demand in the world labor market in the near future. Because the skills and abilities acquired in educational institutions, together with the potential of educational institutions and employers, is the main signal about the opportunities of graduates in the labor market.

On the basis of this signal, it is possible to assess the real skills and knowledge, behavior and qualities and abilities of graduates acquired during their future life. For the labor market, there are many issues that are more important than evaluating graduates, and need-based training is the most important.

¹United Nations, World Population Prospects: The 2008 revision (New York, Department of Economic and Social Affairs, 2008).

A 2007 study of European countries produced impressive results: a 1.0 percent increase in educational training led to a 3.0 percent increase in productivity, and the share of total productivity growth attributable to education was approximately 16.0 percent².

The above trends are expected to have the following key implications for education, skills and retraining:

First, economic growth in the future will depend more on labor productivity than today, which will be complemented by increases in labor force participation rates, especially among women and older workers, and the challenge of lifelong learning among older but economically active individuals may be correspondingly exacerbated.

Secondly, the growing cohort of young people entering the regional labor market will continue to question the potential of education and training, as well as indicators of stable job creation, and difficulties may arise in supporting the employment of young people with low qualifications in local areas.

Thirdly, the continued growth of the flow of labor migrants at the national and international level may create problems related to the equitable access to quality education, in particular the requirements and proportionality in filling the skill gaps in some recipient countries by donor countries.

Although these objectives of human resource development and training have not changed significantly over the years, the context - the transition to liberal, market-based economies, the tendency to increase skills, technological change, new ways of organizing work, increasing unemployment, poverty and social exclusion - has recently changed dramatically³.

Education is identified as an important factor of economic growth. A higher level of education leads to a highly skilled and productive workforce, producing a higher standard of goods and services more efficiently, which in turn lays the foundation for faster economic growth and higher living standards⁴.

As a result of the new reforms implemented in the new Uzbekistan, there is a need to expand the scope of personnel training based on the formation of labor and modern vocational skills based on regional needs, as well as education and upbringing of ambitious young people who are ready to take responsibility for a prosperous future. The world economy is also interested in paying special attention not only to national needs, but also to international requirements.

The socio-economic importance of personnel training based on the needs of the regional labor market is increasing day by day. The reason for this can be explained not only by the shortage of personnel in some fields, but also by the fact that the labor market is changing following the changes in society. In particular, in some sectors of the economy, many professions are disappearing, some professions are facing changes in content and essence, and new innovative professions are emerging.

Chapter 4 of the concept of development of the state policy on youth in Uzbekistan until 2025, approved on the basis of Resolution No. 23 of the Cabinet of Ministers of the Republic of Uzbekistan dated January 18, 2021, states: "Establishing a system for determining the interest of students in secondary schools in professions from the 7th grade, creating an infrastructure for preparing schoolchildren for professions, 8th

² CEDEFOP (European Centre for the Development of Vocational Training). 2007. Building a European VET area, Agora conference (Thessaloniki).

³ ILO. International Labour Conference. 88th Session, 30 May - 15 June 2000. Report V. Training for employment: Social inclusion, productivity and youth employment. Human resources training and development: Vocational guidance and vocational training. Fifth item on the agenda. International Labour Office Geneva, 2000. <https://www.ilo.org/public/english/standards/reim/ilc/ilc88/rep-v.htm#Training%20and%20employability>

⁴ A Skilled Workforce for Strong, Sustainable and Balanced Growth: A G20 Training Strategy. International Labour Office – Geneva, 2010. 48p. P8.

Directions such as introducing 9th-grade students to prospective professions and implementing measures to form the knowledge and skills necessary for this were⁵ defined.

The main goal of ensuring the socio-economic development of each region in the country is to increase the income and standard of living of the population in this region and reduce existing poverty. Such goals are achieved primarily by ensuring effective, decent and profitable employment of the population of the regions.

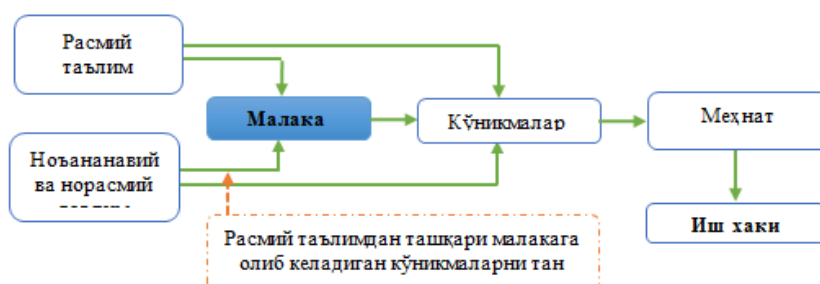


Figure 1. The importance of skills in the labor market⁶

In Figure 1 above, it can be seen that the qualifications and skills acquired are related to the expansion of decent work opportunities in the formal economy. As we know, systems of formal recognition of skills acquired outside of formal education are emerging at sectoral, national, regional and global levels, which should be guaranteed to benefit individuals, employers and the economy as a whole. Any officially recognized qualification certificate takes time and money.

In international studies, the mismatch of skills in the labor market is explained by the fact that the description of skills developed in education or training systems does not correspond to the requirements of the labor market.

As young graduates in the labor market make up the largest share of the total population in the human resources sector, they face skills mismatch problems very quickly and easily. This affects their first job placement.



Figure 2. Recognition of professional qualifications, knowledge and skills compatibility

⁵Uzbekistonda yoshlarga oid davlat siyosatini 2025 – yilgacha rivojlantirish Conceptionsi. Vazirlar mahkamasining 2021 - yil 18 - january 23 - dream karoriga 1 - ilova

⁶ Understanding the potential impact of skills recognition systems on labor markets: research report / Jiří Braňka ; International Labor Office, Skills and Employability Branch. - Geneva: ILO, 2016.

International organizations promote the principles of creating jobs for people of every working age who are able to work and who want to work in the countries of the world. This is evidenced by the fact that countries are giving priority to the development of abstract skills of the age of globalization and digitization, and to the development of subsidies and microcredits to meet all the needs of national labor market subjects. These recommendations cannot be part of the solution and, on the contrary, can further expand and complicate the problems. In order to understand this, it is necessary for us to conduct a deep analysis of the regional labor market and form promising opportunities for the near future. In the analysis of the regional labor market, two concepts are important: labor market demand and the current education system.

LITERATURE ANALYSIS

Famous theorists R. Ehrenberg and R. According to Smith, "the labor market consists only of those who buy and sell labor"⁷.

N.A. from scientists of the CIS countries. Volgin, Yu.G. Odegov and other economists show that not only the exchange of labor, but also the creation of labor potential, as well as aspects of labor utilization should be included in the field of the labor market⁸.

Academician of the Academy of Sciences of Uzbekistan, doctor of economic sciences Q. Abdurahmanov, defining the labor market, "the labor market is at all stages of the reproduction of labor power: at the stages of its formation, exchange, distribution (social, professional and territorial distribution of labor force) and its use in the field of labor he specifically recognized that it is a system of social relations between an employee and an employer"⁹.

In his work, the famous economist J.M. Keynes stated that regulation of the economy by the state, in particular regulation of the labor market as part of the employment system, achieving full employment is one of the main tasks of regulation by the state, and employment, national income and paid special attention to the fundamental research of the relationship between accumulation¹⁰.

Academician K. Abdurakhmanov and economist N. Zokirova say that "while researching the problems of the labor market, its regulatory mechanisms, the ratio of supply and demand for labor force, the level of labor (labor) prices, these issues are mainly viewed from the point of view of the relationship between employers and hired employees it is possible to observe the approach from the point of view"¹¹

The theory of labor market and employment is concretized in its tasks. This is based on the analysis of the laws and trends of the development of the labor market and employment, to identify the fundamental problems of these areas and to prepare scientifically based recommendations on the ways and methods of solving them, to develop models that serve to increase the efficiency of the labor market, and on the basis of forecasts of labor resources, to develop the economy of the country and the region. - it consists in preparing conclusions on the inclusion of clarifications in the future plans of social development.

The regional labor market is considered a part of the national labor market and has many definitions. It is known that insufficient assessment of the interaction of the region with other administrative-territorial

⁷ Ehrenberg R.D., Smith R.S. Modern labor economics: Theory and public policy. - M.: MSU, 1996.

⁸ Economics of labor (social and labor relations). // Ed. N.A. Volgina, Yu. G. Odegova. -M.: Exam, 2008.

⁹ Abdurakhmonov K.Kh. Darslik. -T.: Uzbekiston Republicasi Fanlar Akademiyasi "Fan" nashriyoti davlat kerkhonasi, 2019. 592b.

¹⁰ Keynes J.M. _ General theory of employment, interest and money. - M.: "Helios", 1999. -S. 112.

¹¹ Abdurakhmonov K.Kh., Zokirova N.K. Mehnat bozori nazariyasiga yangicha yondashuvlar // "Iktisodiyot va innovation technologylar" ilmiy electron journal. No. 1, September, 2011

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structures of the country leads to the isolation of its economic system, the reduction of the volume of economic relations, the isolation of the regional labor market, which together leads to a decrease in the efficiency of the city economy and wages¹².

The peculiarity of the regional labor market is that it is also manifested in accordance with the demand in the national labor market of the country. In particular, it is the market that is the first to "accept" shortages or tensions against the background of international labor migration.

While describing regional labor markets, Russian scientist G. Rudenko said that "regional labor markets are regional sub-systems of the country's national labor market, which determines their special place in the economic mechanism"¹³.

Management of the regional labor market should be carried out taking into account its dual nature: on the one hand, relative independence and isolation from the national (sometimes regional) labor market, and on the other hand, the dependence of its formation and activity on the dynamics of the general trends of the country's economic development.

The demand for labor force in the regional labor market can be expressed by the need of employers to hire a certain number of qualified employees necessary for stable operation. This indicator reflects many trends and processes that lead to changes in the number of new and existing jobs in the regional economy.

suggested to evaluate¹⁴ the demand for labor force as the total number of vacant or reserved jobs or as the total number of employed employees and required employees .

According to economist F. Prokopov, demand in the labor market includes only vacant jobs¹⁵. In fact, the workplace is considered as the reference unit of the change in the demand for labor force, and it is not necessary to believe that there is a need for unvacant workplaces.

It is known that, due to the fact that the employees are working in the reserved jobs, it can be said that the need for labor force has been met by the employers. Also, both at the national and regional levels, vacant positions may not require recruitment.

In our opinion, the existence of the need for personnel only in relation to vacant positions for which it is necessary to attract employees who meet the requirements violates the market requirements. Modern trends create a need for competitive personnel for vacant jobs.

Economist U. Alijonov gave the following definition of demand: "If we understand occupied and vacant jobs by demand, then the region's need for personnel is a component of demand that can be described as the total number of vacant jobs in the region. In the research, the need for middle-skilled personnel is understood as an unsatisfied demand, which is reflected in the number of vacant jobs in the region"¹⁶.

The needs of the regional labor market are assessed not only by the number of personnel, but also by the quality indicators of their knowledge, qualifications and skills.

¹²Rudenko, G.G. Internal and external labor markets: a mechanism for balanced development [Text]: diss doc. economy . Sciences / G.G. Rudenko. - M., 1999. - 331 p. C.116 .

¹³Rudenko, G.G. Internal and external labor markets: a mechanism for balanced development [Text]: diss doc. economy . Sciences / G.G. Rudenko. - M., 1999. - 331 p.; C.94 .

¹⁴ Adamchuk V.V. Labor Economics: Textbook - M.: ZLO " Finstatinform ", 1999. - P. 79; Utinova SS Isomorphic labor market in Russia Institute of Economics. - M.: Nauka, 2003. - P.56.

¹⁵Prokopov F.T. Unemployment and the effectiveness of state policy in the labor market in Russia's transitional economy. - M.: Faculty of Economics, Moscow State University; TEIS, 1999. - P.25.

¹⁶ Alijonov U.M. " Iktisodiyot wa innovation tekhnologiyalar " ilmiy electron journal . No. 2, March-April, 2018. 1-14-betlar. Manba : www.iqtisodiyot.uz

Academician of the Academy of Sciences of Uzbekistan, Doctor of Economics K. Abdurakhmanov has conducted extensive research on labor market demand. Quality offer is a combination of a person's personal qualities such as education and qualification level, physiological, physical, socio-psychological characteristics, ability to adapt to production conditions, career orientation and mobility¹⁷.

The quality of labor resources is embodied in the needs of the labor market. For this, motivations are considered very important in professional training and orientation. Economist Z. Khudayberdiev proposed the model of motivation of labor resources for the regional labor market, he believes that "the task of the model of motivation of labor resources in the regional labor market is to create the necessary conditions for the effective functioning of the integrated socio-economic system. These conditions are implemented within the framework of the formation of a cluster-shaped labor resources management structure, the first level of the integrated three-level system in the labor market is based on the form of motivation, i.e. adaptation to the work offered in the market conditions that are the basis of the system, the second level is the direction of motivation (professional training), the third level is the strength of motivation has a strong impact (on social assistance and support)"¹⁸.

Economist Z. Khudaiberdiev in response to the three-level motivation model, academician K.Kh. Abdurakhmonov's point of view on quality indicators of labor resources should be mentioned. It is stated that "the improvement of all indicators of the quality of labor resources strengthens their competitiveness in the labor market, serves to increase labor productivity and quality, and encourages external mobility when the supply of labor resources in the national labor market exceeds their demand"¹⁹.

Research methodology

Empirical, descriptive statistics, grouping, comparative and dynamic analysis research methods were used in the article.

Analysis and research results

Foreign researchers have made many recommendations to improve not only labor resources, but also employers with different motives to increase their competitiveness.

In recent years, the quality of the supply to the labor market has been encouraging the superiority of the quality indicators of the demand in it. In particular, "developing economies now serve not only as centers of supply, but also as centers of demand, and the emergence of new technologies allows for the wider implementation of regional value chains"²⁰.

By far the biggest fear of job losses has been related to technological change. Major innovations of the past, such as the invention of electricity, the assembly line, cellular communication, the Internet, etc., have proven to be short-term job losses, but in the long run, they have created opportunities for more productive and profitable jobs²¹. It should be emphasized that the lessons of the past may not always be relevant for the future.

¹⁷ Abdurakhmanov K.Kh.. Labor economy: Theory and practice. Textbook. -T.: Academy of Sciences of the Republic of Uzbekistan "Science" publishing house, 2019. 592b.

¹⁸ Khudaiberdiev Z.R. Innovative approaches in the labor market. "Economy and Finance" magazine, 2019, No. 2(122), pp. 36-43.

¹⁹ Abdurakhmanov K.Kh.. Labor economy: Theory and practice. Textbook. -T.: Academy of Sciences of the Republic of Uzbekistan "Science" publishing house, 2019. 592b.

²⁰ De Backer, K. et al. (2016), "Reshoring: Myth or reality?" *OECD Science, Technology and Industry Policy Papers*, No. 27, OECD Publishing, Paris. <http://dx.doi.org/10.1787/5jm56frbm38s-en>

²¹ Mokyr, J., C. Vickers and N.L. Ziebarth (2015), "The history of technological anxiety and the future of economic growth: Is this time different?", *Journal of Economic Perspectives*, Vol. 29/3, pp. 31-50.

Technological change does not always lead to job losses. The following reasons can be given for this:

First, the adoption of new technologies is often a slow process due to economic, legal, and social barriers, so real automation occurs at a much slower pace than expected.

Second, even when new technologies are introduced, workers can adapt to the challenge of automation by switching tasks, which prevents technological unemployment.

Third, technological change not only destroys jobs, but also creates new ones through its impact on productivity and the demand for new technologies²².

Protection of the population from unemployment, development of entrepreneurship and reduction of poverty are the most urgent directions of the reforms carried out in our country. Especially in our country, the most reasonable way to lift the citizens affected by poverty out of poverty is to help them gain employment.

Here, the analysis of the employment level of the population by region in 2012-2021 shows that the employment level of the population (the ratio of the number of the employed population to the number of the working-age population) in 2021 was on average 67.0%, which increased by 1.0% compared to 2020.

Table 1. Employment rate of the population of the Republic of Uzbekistan, in percent²³

Areas	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Uzbekistan Republic	66.6	67.1	67.7	68.2	68.7	69.2	67.4	68.1	66.0	67.0
Karakalpakstan Republic	57.4	57.7	57.9	58.1	58.1	58.3	62.9	62.9	62.0	61.1
Andijan	69.0	69.9	70.8	71.5	72.3	73.0	69.6	70.1	66.5	68.2
Bukhara	74.1	74.4	74.0	73.4	72.9	72.5	70.7	69.3	68.3	67.2
Jizzakh	56.0	56.5	57.3	58.1	59.1	60.0	61.6	67.1	66.2	67.5
Kashkadarya	61.2	61.8	62.5	63.3	64.3	65.4	64.8	63.9	60.9	62.2
Navoiy	74.7	74.1	73.6	73.2	72.8	72.4	69.2	69.5	66.8	68.3
Namangan	57.2	58.1	59.3	60.5	61.9	63.4	63.8	66.4	65.0	65.5
Samarkand	64.7	65.4	66.5	67.6	68.7	69.7	66.3	65.3	63.2	63.7
Surkhandarya	62.3	62.7	63.4	64.3	65.4	66.6	65.2	67.0	63.9	64.5
Sirdarya	72.2	72.5	72.9	72.2	71.7	71.1	70.5	68.9	64.8	64.5
Tashkent	72.9	74.0	75.1	75.3	75.4	75.2	71.4	71.4	68.2	72.4
Ferghana	68.0	68.3	68.8	69.1	69.6	69.9	66.0	67.5	65.1	66.2
Khorezm	63.9	64.3	65.0	65.6	66.3	66.9	64.6	66.1	63.7	64.0
Tashkent. c.	80.7	80.7	80.9	81.1	81.0	80.8	77.5	80.1	81.7	81.3

The population employment rate in 2021 will increase in Andijan (from 66.5% to 68.2%), Jizzakh (from 66.2% to 67.5%), Kashkadarya (from 60.9% to 62.2%), Navoi (66.8% to 68.3%), Namangan (from 65.0% to 65.5%), Samarkand (from 63.2% to 63.7%), Surkhandarya (from 63.9% to 64.5%) increased in the regions of Tashkent (from 68.2% to 72.4%), Fergana (from 65.1% to 66.2%) and Khorezm (from

²² Future of work and skills / Organization for Economic Co-operation and Development (OECD), Paper presented at the 2nd Meeting of the G20 Employment Working Group, February 15-17, 2017, Hamburg, Germany, 2017. 24 p.

²³ Author's work based on the data of the State Statistics Agency under the President of the Republic of Uzbekistan

63.7% to 64.0%), while in the Republic of Karakalpakstan (from 62.0% to 61.1%), Bukhara (from 68.3% to 67.2%), Sirdarya (from 64.8% to 64.5%) and Tashkent (from 81.7% to 81.3%) it can be seen that this indicator has decreased (Table 2.2).

In 2018 and 2019, the employment rate of the residents of the region decreased to 1.8 percentage points and 1.4 percentage points, respectively, and the unemployment rate was 8.7% in 2018 and 8.9% in 2019 (Figure 3).

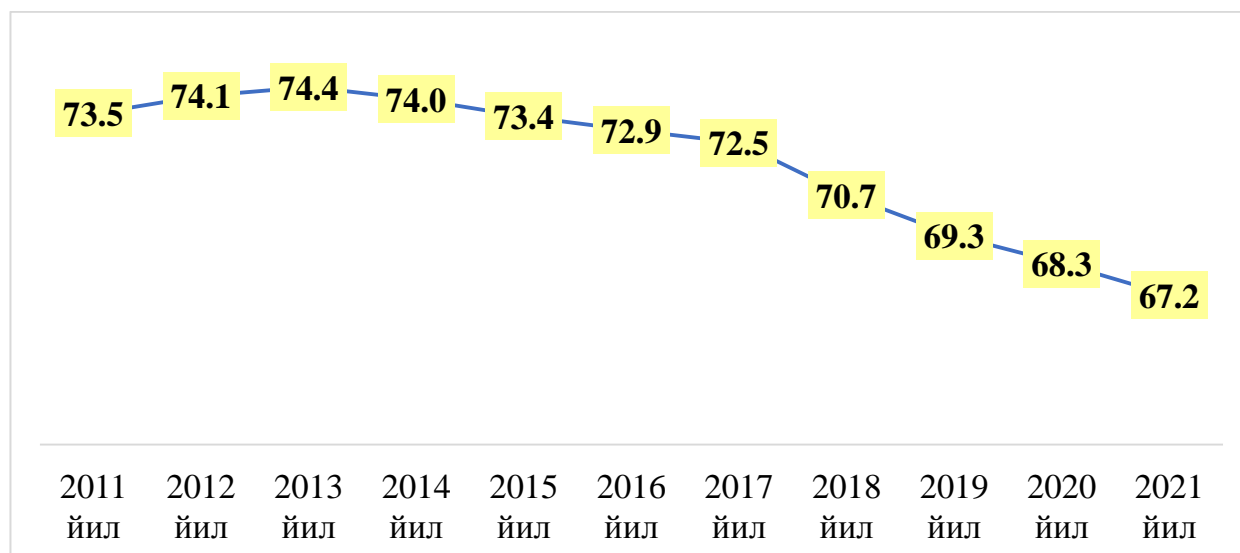


Figure 3. Bukhara region population employment rate, in percent²⁴

In 2021, the population employment rate of Bukhara region (67.2%) is higher than the national level (67.0%), but compared to other regions, Andijan (68.2%), Jizzakh (67.5%), Navoiy (68, 3%), after Tashkent (72.4%) and Tashkent city (81.3%). However, in 2012, Bukhara region's employment rate (74.1%) was second only to Tashkent (80.7%), and it was 7.5% higher than the republic's rate (66.6%).

CONCLUSION

In the scientific article prepared on the basis of the conducted scientific research, we came to the following conclusions:

1. The socio-economic importance of personnel training based on the needs of the regional labor market is increasing day by day. The reason for this can be explained not only by the shortage of personnel in some fields, but also by the fact that the labor market is changing following the changes in society. In particular, in some sectors of the economy, many professions are disappearing, some professions are facing changes in content and essence, and new innovative professions are emerging.
2. The main goal of ensuring the socio-economic development of each region in the country is to increase the income and standard of living of the population in this region and reduce existing poverty. Such goals are achieved primarily by ensuring effective, decent and profitable employment of the population of the regions.
3. While the measures to reform the regional labor market and support the employment of the population are developed taking into account the level and conditions of natural, socio-economic development of the region, demographic aspects, labor resources and economic potential, various branches and sectors of the

²⁴ Author's work based on the data of the State Statistics Agency under the President of the Republic of Uzbekistan

region's economy analysis of the needs of the necessary professions and trades on the basis of quantitative and qualitative indicators remains the ultimate goal.

4. Educated personnel is very important, but it is even more important that their effectiveness as a labor resource corresponds to the needs of the labor market. The inconsistency in the qualifications of personnel trained based on the requirements of the labor market serves as a basis for not only economic, but also social problems. In international studies, the mismatch of skills in the labor market is explained by the fact that the description of skills developed in education or training systems does not correspond to the requirements of the labor market. It was argued that this can be evaluated on the basis of the recognition mechanism of professional qualifications, knowledge and skills.

5. No matter how much attention is paid to the issues of employment and unemployment of the population, the existing problems have not lost their importance. Due to the intensity of development in today's sectors and sectors of the real economy, as a result of the digital transformation of everything in the future, the problems of employment and unemployment will continue to become more urgent. Therefore, it is appropriate to train personnel based on the needs of not only the national, but also the international labor market.

In the scientific article written on the basis of the conducted research, the following proposals were formulated on the improvement of personnel training based on the needs of the regional labor market:

1. Based on international experiences, we believe that it is appropriate to develop a system for identifying and evaluating skills that will serve to improve the structure of personnel training based on the needs of the labor market.
2. It is necessary to train qualified scientific and scientific-pedagogical personnel in educational institutions, improve their qualifications based on advanced experience and modern technologies.
3. It is necessary to develop a network of national information and advisory services that will ensure the effective exchange and transfer of knowledge, qualifications and skills.
4. It is necessary to ensure mutual cooperation of all types of state research and higher education institutions conducting scientific research and training personnel in the labor market in agriculture and other fields.
5. Based on the needs of the regional labor market, it is desirable to effectively organize the retraining of specialists and the improvement of their qualifications.

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