



Issues of Retraining and Professional Development of Pedagogical Personnel

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Abstract: *In this article, the training and retraining of Personnel is aimed at updating and deepening the professional knowledge and skills of specialists. The procedure and periodicity of training and retraining of personnel shall be determined by the relevant ministry office. With the legislation, the requirements for professional development and retraining of representatives of certain spheres can be established. Opinions and comments on the submission of a certificate or certificate of the sample approved by the state according to the results of the study in educational institutions of professional development and retraining of personnel are made.*

Keywords: *educator, staff, qualification, retraining, state, document.*

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Professional development and retraining of Personnel — one of the types of continuous education system, the process of updating and deepening professional knowledge and skills of specialists and senior staff working in all spheres of the national economy. Ensures that the personnel's competency qualities as well as knowledge and skills are able to meet the modern requirements. Professional development and retraining is the process of scientific theoretical and practical training, which consists in the development of new practical methods of work, advanced work experiences, getting acquainted with the latest scientific achievements, innovations in their specialty.

The periodicity of qualification and registration training is different for different specialists and management personnel and is held once in 2-5 years, if necessary for shorter periods. Training and retraining is carried out in universities, training centers that have the right to retraining professionals in the prison at the Institute of retraining. This process can be divorced from production, partially divorced and not separated. Its form of qualification is determined by the educational institution, taking into account the complexity of the educational program and in accordance with the needs of the superintendent on the basis of the contract concluded with it. The duration of training and retraining is different and is determined in accordance with the goals and objectives set in each case.

Training and retraining the educational institution creates the necessary conditions for the audience to master educational programs by purposefully organizing the educational process, applying the form, methods, technology of Education. These programs will be developed, approved and implemented by educational institutions of professional development, taking into account the requirements of the state addressed to the customer as well as the content of additional vocational education programs. The process of professional Training and registration of specialists is completed by the final state attestation. The procedure for attestation is determined by the relevant state bodies for the management of Education. Those who have fulfilled all the requirements of the curriculum, successfully passed the final state attestation, receive a diploma or certificate of the established sample on the qualification and re-training. The order of professional development and training of personnel is determined by the Cabinet of Ministers of the Republic of Uzbekistan.

It is known that after the adoption of the law on education and the national program of Personnel Training, the education system began to radically reform. According to these important documents, measures for the rapid development of professional colleges in the Republic are defined. This depends on the quality of training of specialists first, and on the second-on the availability of modern technologies in the educational institution. The composition of the scientific worldview, creative attitude to Labor to the working staff, which is preparing for the engineering and pedagogical staff of the vocational college, puts in them such tasks as training high discipline and culture of Labor, feelings of Duty before the team.

The main objective of the national program is to radically reform the sphere of education, completely rid it of ideological views and stalagmites from the past, to create a national system of training of highly qualified personnel at the level of developed democratic countries, meeting high spiritual and moral requirements. The current innovations and economic developments taking place in the society require a different approach to the education system, especially secondary vocational education. One of the main implementation tasks of the national program of Personnel Training is the creation and implementation of state educational standards, which determine the necessary requirements for the quality and specialty of training of students, their cultural and spiritual and educational standards.

The national program of training of personnel "on education" is prepared in accordance with the rules of the law of the Republic of Uzbekistan, prepared on the basis of analysis of national experience and World achievements in the educational system, and directed to the formation of a new generation of personnel capable of achieving high general and professional culture, creative and social activity, independent The program envisages the realization of the national model of Personnel Training, the creation of socio-political, legal, psychological-pedagogical and other style conditions for comprehensive development, adaptation to marriage in society, conscious choice of educational and professional programs and subsequent thorough mastering, the upbringing of citizens who feel their responsibility before society, state and family.

In conclusion, training and retraining of each employee is a process of scientific theoretical and practical preparation, consisting in the development of new methods of practical work, advanced work experiences, getting acquainted with the latest scientific achievements, innovations in their specialty. The periodicity of qualification and registration training is different for different specialists and management personnel and is held once in 2-5 years, if necessary for shorter periods. Training and retraining is carried out in universities, training centers that have the right to retraining professionals in the prison at the Institute of retraining.

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