

INCREASING THE EFFICIENCY OF VOCATIONAL TRAINING IN THE SYSTEM OF ENSURING THEIR EMPLOYMENT

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Abstract:

The article proposes and substantiates key indicators for assessing the economic and social efficiency of vocational training for unemployed and unemployed citizens, determines the dynamics of the proposed indicators of the efficiency of vocational training and, as a result of constructing trend corridors, predicts their possible changes over the coming years; and also revealed significant regional differentiation (even in the conditions of a small sample of five regions) and defined the most significant factors of regional specificity that affect the effectiveness of vocational training, received expert assessments of the heads and specialists of the state employment service bodies, characterizing the situation and the main problems in the regional labor markets, negatively affecting the effectiveness of vocational training of unemployed and unemployed citizens, identified the main factors of individual effectiveness of vocational training that contribute to the employment of unemployed and unemployed citizens: subjective (personal) and objective (structural), and proposed a typology of successful individual employment practices, developed proposals to improve the effectiveness of vocational training in the state employment service system, including the most promising ways to solve the problems identified in the course of the study.

Keywords: Expert assessment, employment service, competence, fundamental concept, vocational training, trend corridors, differentiation, social risks

Introduction

ПОВЫШЕНИЕ ЭФФЕКТИВНОСТЬ ПРОФЕССИОНАЛЬНОГО ОБУЧЕНИЯ В СИСТЕМЕ ОБЕСПЕЧЕНИЯ ИХ ЗАНЯТОСТИ

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Аннотация:

в статье предложены и обоснованы ключевые показатели для оценки экономической и социальной эффективности профессионального обучения безработных и незанятых граждан, определена динамика предложенных показателей эффективности профессионального обучения и в результате построения трендовых коридоров



спрогнозированы их возможные изменения в течение ближайших лет; а также выявлена существенная региональная дифференциация (даже в условиях небольшой выборки из пяти регионов) и определены наиболее значимые факторы региональной специфики, оказывающие влияние на эффективность профессионального обучения, получены экспертные оценки руководителей и специалистов органов государственной службы занятости, характеризующие ситуацию и основные проблемы на региональных рынках труда, негативно отражающиеся на эффективности профессионального обучения безработных и незанятых граждан, выявлены основные факторы индивидуальной эффективности профессионального обучения, способствующие трудоустройству безработных и незанятых граждан: субъективные (личные) и объективные (структурные), и предложена типология успешных индивидуальных практик трудоустройства, разработаны предложения по повышению эффективности профессионального обучения в системе государственной службы занятости, включающие наиболее перспективные пути решения выявленных в ходе проведенного исследования проблем.

Ключевые слова: экспертная оценка, служба занятости, компетентность, фундаментальная концепция, профессиональная обучения, трендовые коридоры, дифференциация, социальные риски

Introduction

Vocational training of the unemployed and non-employed citizens in the system of the state employment service is considered as the most important element of the state active policy in the labor market in the country, since it is the largest and most expensive program, both in terms of the number of its participants and the amount of funding. Expenditures on active employment policy make up about 25% of the total costs, approximately half of these funds (12-12.5%) are allocated for vocational training. In accordance with the International Labor Organization Convention of 1966 No. 122, vocational training of the unemployed is an integral part of the active employment policy, which includes assistance in finding employment for all those who are ready to start work and are looking for it; achieving maximum productivity at work, as well as ensuring that each potential employee has freedom of choice of employment and the opportunity to receive special training, use their skills and abilities to perform the type of work for which they are best suited. The current situation in the field of employment places increased demands on the quality of training, the effectiveness of educational technologies, the introduction of career guidance support for the vocational training process, and the implementation of measures for the professional and social rehabilitation of unemployed and non-employed citizens. In this regard, the issue of the effectiveness of vocational training in the public employment service system and its theoretical and applied research are of particular relevance.



Main Part:

The current stage of development of the world system of protection against unemployment and changes in the labor market is associated with broad international processes of economic globalization, the formation of a new type of economy based on knowledge and information. In this regard, modern public employment services are faced with new tasks that require a qualitative change in traditional areas of activity and methods of work: facilitating access of the economically active population to participation in employment promotion programs; expanding the forms of cooperation between the state and public and private organizations in the course of implementing and financing active programs, taking into account new trends in the labor market - the use of flexible forms of employment and increasing the external and internal mobility of the workforce. Analysis of international practice of effective organization of public employment service services shows that the work of a modern employment service should be based on the following principles that contribute to increasing the efficiency of its programs and services at the macro and micro levels: – integration of key functions of the employment service: mediation in job and employee selection; management of unemployment benefit payments; referral of citizens to active programs; – regulation with the aim of reducing the duration of unemployment (early identification of job seekers and those at risk of becoming long-term unemployed; individual job search plans; activity tests; restriction of access to benefits, etc.); – use of internal indicators of the efficiency of public employment service programs and services; – transition from the traditional assessment of the employment service activities based on the level of fulfillment of expenditure plans to assessment based on the results for clients (the unemployed) as an indicator of the ultimate efficiency of expenditure. In many countries, social and labor policy has been elevated to the rank of national priorities, and vocational training is considered the most important active measure to promote employment, providing employment opportunities for unemployed citizens.

According to statistics, approximately 1% of the workforce in industrialized countries participates in vocational training programs annually, and the cost of financing these programs ranges from 32% to 77% of the total cost of active employment promotion programs. Analysis of international practice of functioning of vocational training systems for unemployed and non-employed citizens shows that modern state policy can be aimed at supporting both state and private training programs. Experience shows that with the introduction of market mechanisms, such training programs become more responsive to the demands of the labor market. Training contracts are usually provided on a competitive basis and contain conditions that allow regulating its quality: options for organizing the educational process; one of the requirements may be the assumption by the training center of responsibility for the employment of some of the trainees; and a minimum wage level upon their admission to work may also be stipulated. That is, the criteria for the established obligations may be either the number of those employed or the level of their wages after employment. The existing system of vocational training for the unemployed and non-employed citizens in Uzbekistan is quite clearly regulated and generally complies with modern international standards. However, in practice it has a number of



"bottlenecks", as a result of which the state employment service faces a number of problems in the process of conducting vocational training:

1. The employment service, as a rule, deals with a very specific contingent of citizens. Most often, these are the least competitive groups of unemployed people who need social support from the state. As for the vacancies of the employment service bodies, they, for the most part, cover a very specific segment - the least attractive jobs. In this regard, the employees of the employment service bodies themselves call the elimination of the imbalance of supply and demand for labor in the labor market the main task of vocational training.
2. The list of professions (specialties) for which training is provided by the employment service bodies does not always meet the interests of the labor market, and therefore in some cases the state employment service is unable to influence the replenishment of the market with the necessary specialists. Thus, despite the fact that the demand for blue-collar jobs is high, there are very few people willing to study in them.
3. The existing mechanism for financing vocational training forces employment services to send long-term unemployed citizens for training in order to save money. An increase in costs per student due to large scholarships actually leads to a decrease in the number of citizens sent for vocational training, which is contrary to the interests of the employment service - to cover a larger number of unemployed people with training.
4. Referral for vocational training is the basis for terminating the payment of benefits to the unemployed person and simultaneously removing him from the register, thereby, within the framework of vocational training, only general conditions are created for the subsequent employment of the citizen by increasing his competitiveness in the labor market. The absence of an obligation on the employment service to find a suitable job for a person who has completed vocational training in its direction indicates that the work of this body with persons seeking employment is incomplete.
5. Since contact with citizens after completing the training is practically lost, a person who does not reapply to the employment service and does not register within the first three weeks after completing the training is considered conditionally employed. This procedure for assessing the effectiveness of vocational training explains the high level of employment after completing training programs according to statistics from state employment service agencies (in some cases it is estimated at 95–99%), which in most cases is not true. The effectiveness of active programs in the labor market (including vocational training programs for unemployed and unemployed citizens) can be viewed from different angles. In general, effectiveness is understood as the ratio of costs and results, assessed both from the position of the state, represented by the employment service implementing these programs, and from the position of the individual participating in them. The result can be measured by the economic or social effect either for society as a whole or for a specific unemployed person who has received the opportunity to return to full-time work.

Thus, the process of evaluating the effectiveness of an active program should consist of three main steps: evaluating the results of its impact at the individual level; evaluating the results of its impact at the socio-economic level (country, economic region, territorial labor market,



individual enterprise); determining the best possible results of the program with a fixed amount of its financing. The conducted analysis of foreign experience in evaluating the effectiveness of vocational training programs in the public employment service system allows us to draw the following conclusions: - the effectiveness of the program is greatly influenced by its orientation towards a specific social group (i.e. its targeting); - programs that have proven their effectiveness for some social groups may be ineffective for others; - when analyzing effectiveness, an important role is played by the time interval over which the training results are observed (for programs for training specific skills in the workplace, a faster return is characteristic and short intervals are acceptable for their observation - 3-6 months; with more extensive training, the period of manifestation of the effects is longer and can reach several years); – foreign experience in assessing the effectiveness of vocational training programs (as well as other active employment promotion programs) should be transferred to our conditions, taking into account the differences in the state of commodity markets and the labor market, the specifics of labor legislation, as well as the national mentality. For the domestic labor market, attempts to assess the effectiveness of vocational training in the state employment service system, including its impact on employment and income of those who have attended it, are still few in number, they are not large-scale, and, as a rule, concern the situation in one or several regions. The state employment service itself does not have an officially approved methodology for assessing the effectiveness of vocational training. The main criterion for the effectiveness of vocational training, according to employment service specialists, is the percentage of those who found employment after training, which, as already noted, is overstated if not entirely correctly recorded. In addition, each territorial employment service body, conducting an independent assessment of the effectiveness of vocational training, uses additional criteria, for example: the proportion of citizens repeatedly recognized as unemployed in the total number of those who completed vocational training; the share of citizens who discontinued their education before completing it, in the total number of those sent for vocational training, etc.

The effectiveness was studied at the macroeconomic and individual levels. Two types of effectiveness of vocational training were identified: - economic, considered from the point of view of the rationality of spending financial resources allocated to the state employment service for vocational training; - social, considered from the point of view of the impact of vocational training on the employment of citizens who have completed it, indicating the implementation of two important functions of the state employment service: reducing the number of unemployed and changing the structure of the labor supply in accordance with the needs of the labor market. When studying the social effectiveness of vocational training at the individual level, it was also assumed that it would manifest itself in increased adaptability of able-bodied citizens who found themselves outside the labor market and unable to find employment on their own, more confident behavior when looking for work and overcoming the psychology of a loser. In this regard, the dissertation study examined the short-term (current) and long-term (prospective) effectiveness of vocational training. Current efficiency is determined by the fact of subsequent employment, including in the acquired specialty. Prospective efficiency is an increase in the competitiveness of the employee in the labor market, expressed in the growth



of the quality and price of labor and increased labor mobility. It seems that the most productive is not just the current solution to the unemployment situation, but such a change in the labor force that can ensure long-term employment and its long-term payment. In addition, a situation of improving professional skills and educational level will be considered prospectively effective not by simplifying them, but by maintaining and increasing their previous volume, increasing employment opportunities.

During the assessment, the statistical macroeconomic level of the effectiveness of vocational training was studied. For this purpose, official data from state statistical reporting in form 2-t (employment) "Information on the composition of citizens who applied to the employment service", reports on the activities of regional departments of the employment service, statistical bulletins of the Ministry of Labor of the Republic of Uzbekistan and the State Service for Labor and Employment of the Republic of Uzbekistan for 2019-2023, characterizing the activities of the state employment service as a whole in the country were used. The following indicators were identified to assess the social effectiveness of vocational training:

1. Intensity of use of vocational training. It is calculated as the ratio of the number of unemployed referred for training to the total number of unemployed registered with the employment service during the period. The total number of unemployed registered with the employment service is made up of the number of unemployed at the beginning of the period and the number of those registered during the period.
2. Macroeconomic effectiveness of vocational training. Calculated as the ratio of the number of people employed after completing training to the number of unemployed people who completed (received) training during the period. The number of unemployed people who completed (received) training is taken minus those undergoing training at the end of the period, since they have not yet had the opportunity to offer their services on the labor market.
3. Relative efficiency of vocational training. Calculated as the ratio of the number of people employed after completing training to the number of unemployed people removed from the register during the period.
4. Relative value of possible increase in the unemployment rate in the absence of vocational training programs and removal from the register. Calculated as the ratio of the number of unemployed people removed from the register after completing training to the total number of unemployed people at the end of the period.
5. Relative value of possible increase in the unemployment rate in the absence of vocational training programs and removal from the register, adjusted for the sociological factor. It is calculated as the ratio of the number of unemployed persons who have completed training and are satisfied with the fact of their removal from the register (they were not recognized as unemployed again, found a job) to the total number of unemployed persons at the end of the period.

To assess the economic efficiency of vocational training, two main indicators were used:

1. Specific (per unit of social efficiency of vocational training) expenditures of funds allocated to the state employment service for vocational training (sum/unit). It is defined as the ratio of the state employment service budget expenditures on vocational training to the social efficiency



of vocational training for the period. The social efficiency of vocational training corresponds to the indicator of the relative value of the possible increase in the level of unemployment in the absence of vocational training programs and removal from the register, adjusted for the sociological factor.

2. Annual expenditures on vocational training per unemployed person removed from the register after completing the training. It is defined as the ratio of the state employment service budget expenditures on vocational training to the number of unemployed persons removed from the register after completing the training for the period. During the expert assessment of the effectiveness of vocational training, the main problems faced by the state employment service in the process of organizing and conducting vocational training were identified and specified, and its effectiveness at the individual level was also studied.

The assessment was based on information collected during a survey of employment centers in five regions: Tashkent; Samarkand; Fergana; Syrdarya and Bukhara, which was carried out within the framework of the project "Vocational Training and Retraining in the Context of Structural Reorganization of Our Economy: the Role of the State Employment Service". To conduct the survey of employment centers, industrially developed regions were selected in which, at the time of the survey, there was a revival of production and a decrease in tension in the local labor markets, but at the same time, the professional imbalance of supply and demand was deepening, expressed in the fact that vacancies offered by the employment service did not meet the requirements of citizens looking for work; and the level of professional training of workers did not meet the needs of employers. The survey was conducted using a qualitative method of collecting information - a semi-structured interview. Interviews were conducted with two groups of respondents: experts and participants in vocational training programs who were employed, completed it and subsequently. The following were identified and participated as experts at the regional level: the head (deputies) of the department of state employment service; the head of the vocational training department; a member of the coordinating council for employment promotion. At the city level, the following acted as experts: the head (deputy) of the employment center; the head of the vocational training department; representatives (head, teachers) of the training center; representatives of public organizations (trade unions, employers' unions, societies for the disabled, women's organizations, etc.); employers cooperating with the employment service bodies or who have hired people who have undergone vocational training; representatives of local authorities supervising employment policy and labor market issues. The purpose of the interviews with the experts was to collect qualitative (descriptive and evaluative) information. Not only information about the current situation and practice of the employment service, but also the opinions and judgments of the experts on the prospects and priorities of work on organizing vocational training for the unemployed and non-employed citizens, and assessing the accumulated experience. A total of 70 interviews with experts were conducted. Interviews with consumers of employment service services who have undergone training were conducted among groups typical for many regions: laid-off workers (over 35 years old), young people under 20, military personnel, highly skilled and low-skilled unemployed, and women. A total of 100 interviews were conducted with those who have



undergone training. Statistical analysis of the performance indicators of vocational training revealed the following: 1. Positive trends in the development of vocational training in the public employment service system, which emerged in 2019, which was characterized by generally positive dynamics of all analyzed indicators, were observed for a relatively short time. Since 2022, a change in the situation and a decrease in the main indicators of both social and economic efficiency of vocational training have been recorded (against the background of a constant increase in the macroeconomic efficiency indicator).

Thus, the dynamics of the indicator of the intensity of vocational training use showed a significant increase from 2019 to 2022, when its maximum value was recorded (10.58%). The current situation is characterized by a new decline in the intensity of vocational training, which began in 2022 (from 8.19% in 2023 to 7.52% in 2024). However, the situation varies depending on the region. Despite the general downward trend in the indicator, the intensity of vocational training in the Tashkent and Bukhara regions turned out to be 2-3% higher than the national average, and in the Republic of Karakalpakstan and the Fergana region in 2023 there was even a slight increase (by 0.5%) in the indicator compared to 2022. A similar trend is observed in the dynamics of other social efficiency indicators: the relative efficiency of vocational training (from 15.50% in 2021 to 11.89% in 2024), the relative value of the possible increase in the unemployment rate (from 0.30 in 2021 to 0.19 in 2024), as well as the adjusted relative value of the possible increase in the unemployment rate (from 0.30 in 2021 to 0.18 in 2024). 2. The decrease in these indicators is primarily due to the consequences of the transition in 2021 to new principles of financing active employment promotion programs, as well as the organization of the work of state employment service bodies. Lack of coordination in financing matters between the regional and local budgets due to the lack of a clear co-financing mechanism leads to a reduction in funds allocated by employment service bodies for the organization and conduct of vocational training. The share of funds allocated for these purposes from local budgets is decreasing. Thus, according to the reports on the activities of 12 regional departments of the employment service for 2024, the share of additionally attracted funds (local budgets, employers, etc.) in the total amount of expenses for organizing and conducting vocational training amounted to: in the Tashkent region - 0.4%; the Republic of Karakalpakstan - 6%; Fergana region - 1.2%; Samarkand region - 2%; Bukhara region - 0.1%. In this regard, regional differentiation in the amount of funds spent on vocational training is becoming quite significant. The apparently favorable situation in the region can be explained by the fact that the increase in the number of unemployed people sent for training that is not provided with sufficient financial resources leads to the fact that employment service agencies most often choose cheap short-term advanced training programs, and the quality of training in this case decreases. 3. The almost absolute value of the general state statistical indicator of the macroeconomic efficiency of vocational training, when 100% of those who complete training are employed, raises serious doubts (from 89.8% in 2019 to 98.3% in 2024). The growth of this indicator is due to the insufficient accuracy of statistical recording of those who found employment after completing vocational training. The State Employment Service keeps records only of persons who have completed training, as well as those who are re-recognized as unemployed from among those



who have completed training (the number of which, according to official statistics, is extremely small).

In 2021, the main statistical reporting form 2-t (employment) was changed, from which the line "Number of those who found work (gainful occupation) after completing vocational training" was excluded, and the line "Of those who completed training, recognized as unemployed" appeared. Thus, accounting of those actually employed after completing vocational training programs is not kept in official statistics. In the studied regions, as a whole, there is also a tendency for the macroeconomic efficiency indicator to grow, but its value varies depending on the region. Thus, in the Fergana, Samarkand regions and the Republic of Karakalpakstan, this indicator is below the national average (80-97%). The indicators for the Tashkent region "stand out" from the general series, which have not fallen below 99% since 2001 (i.e., they are almost equal to the absolute value of the indicator). 4. Comparison of the obtained results of the analysis of the indicators of social and economic efficiency of vocational training allows us to confirm the fact that measures of active employment policy and vocational training of the unemployed and unemployed citizens in particular are extremely costly for the state employment policy. An effective policy of vocational training implies high costs (i.e. a decrease in the level of economic efficiency) on the part of the state, and thus costs it very dearly. As can be seen, an increase in economic efficiency (a decrease in state expenditures on vocational training) leads to a drop in the indicators of social efficiency of training (the intensity of use and the relative efficiency of vocational training of the unemployed), as well as a decrease in the quality of the education received. As a result, the implementation of an important feature of the social efficiency of vocational training - an increase in the adaptability of the workforce in the labor market, manifested both in the very fact of employment and in an increase in labor mobility - is called into question.

The solution to the problem of co-financing vocational training programs at the regional and local levels can ensure an increase in the social efficiency of vocational training in the public employment service system, as well as a reduction in the financial burden of the state budget, i.e. increase the economic efficiency of vocational training for the state. 5. In the process of analyzing the indicators of the efficiency of vocational training, despite the general trends in the time dynamics of the indicators, significant regional differentiation is observed (even in the conditions of a small sample of five regions). Thus, the efficiency of vocational training in the public employment service system is influenced by regional specifics. Among the factors describing the situation in the regional labor markets, the level of general (and registered) unemployment turns out to be significant. The worse the situation in the labor market, i.e. the higher the unemployment rate, the lower the efficiency of vocational training. The problem is not that in conditions of high unemployment, unemployed and unemployed citizens do not seek to return to active work. In this case, two effects are at play. On the one hand, the shortage of jobs does not allow the unemployed to find a job after completing vocational training. On the other hand, the tension in the labor market forces employment agencies to use vocational training more actively, while the number of vacancies does not increase. Another significant factor is a complex indicator that directly characterizes the standard of living of the region's



population - the ratio of per capita income to the subsistence minimum. The higher the standard of living in the region, the lower the efficiency of vocational training. In other words, a low (not high) real standard of living of the population increases the role of employment agencies in providing unemployed and unemployed citizens with vocational training, which, in turn, can be determined by the specifics of supply (the contingent of the unemployed and unemployed) and demand (the profile of vacancies). At the same time, it is likely that low incomes force those who have completed training to take up unattractive jobs. The next conclusion is that despite the fact that the situation in regions with a relatively high standard of living of the population would seem to be more favorable, these regions nevertheless require special attention. Here there is a need to implement more expensive vocational training programs that take into account the structure, quality of jobs in the region and the needs of the unemployed. Taking this circumstance into account, it can be assumed that in regions with a low standard of living, cheap short-term vocational training programs will be more effective, and in more developed regions - more fundamental programs implemented through the system of secondary and higher vocational education, or programs to promote self-employment. The expert analysis of the effectiveness of vocational training as a result of a survey of employment centers in five domestic regions allowed us to obtain the following expert assessments of the heads and specialists of state employment service bodies, characterizing the situation and the main problems in the regional labor markets that negatively affect the effectiveness of vocational training for unemployed and unemployed citizens: 1. According to experts, the situation on the labor market is a driving factor in determining who to retrain and for what professions (specialties), but the understanding of the "market" is quite specific. The market is not so much a balance between supply and demand in the sphere of employment, but rather a representation of various types of agents of the labor market (employers, intermediaries, labor force) about the needs for personnel (vacancies) and unoccupied niches, employment opportunities, and the demand for a particular specialty that arise at a certain point in time.

2. Along with the noticeable revival of production, there have also appeared signs of a deepening structural imbalance in local labor markets, which is an indirect indicator of the insufficient effectiveness of the vocational training system. Unemployment persists even though the number of vacancies exceeds the number of unemployed. To eliminate this imbalance, it is necessary to change the guidelines of employment service agencies. 3. The transition to the conditions of regional budget financing and the structural reorganization of employment service agencies have led to a number of negative results that affect the work of employment centers as a whole and affect the vocational training of the unemployed and non-employed citizens: a reduction in funds for the maintenance of employment centers and a change in the status of their employees; complication of the procedure for allocating funds; item-by-item redistribution of allocated funds; limitation of budget financing. 4. About 50% of the total number of those who have completed training, as a rule, are socially vulnerable categories of citizens. Experts - employees of employment service agencies believe that such an approach to vocational training is not entirely justified, explaining their opinion by the fact that socially vulnerable categories of the unemployed (excluding military personnel), as a rule,



are not active in the issue of vocational training and employment. 5. Situations of limited access to training were identified: offering training in those specialties that are not suitable for the unemployed, but which are either in demand on the labor market, or groups are constantly formed in these specialties; providing free training only with a guarantee of employment from the employer, as a result of which the unemployed person studies at his own expense; providing the unemployed with the opportunity to study only at his own expense if the period of unemployment is less than 6 months. 6. Defining employment as one of the mandatory conditions for access to vocational training distorts the statistics of employment centers, making it demonstrative: even if they do not find a job, those who have completed the training do not return to the employment service. 7. There are a number of serious contradictions in the interaction between employment service agencies, employers and local authorities: a significant portion of vacancies are hidden by employers; lack of effective levers of influence on employers; lack of methodological assistance from employment service agencies for working with the shadow job market; orientation of the employment service activities towards solving current problems, and its exclusion from the "big" employment policy; insufficient use of internal opportunities to inform the population about the services of the employment service, as well as the media.

8. The existing methodology for assessing the effectiveness of vocational training cannot be considered optimal, since its only indicator - the share of people employed after completing vocational training, does not reflect the real state of affairs. This indicator is defined as the share of people who did not re-apply for registration as unemployed at the employment service, and the fact of the absence of re-registration does not at all mean the fact of real employment. 9. The demonstrative effect occurs due to the misalignment of employment policy with processes in the labor market, focus on current rather than future needs, the action of formal criteria for assessing the implementation of programs and informal practices for selecting candidates for vocational training programs. The interview results confirmed concerns about the crystallization of current (short-term) effectiveness, which often turns into demonstrative, when behind the seemingly favorable indicators of vocational training there are processes not related to training (stabilization of the regional economy, restoration of industrial enterprises, and, in connection with this, an increase in the number of vacancies). An important point in the process of analyzing the effectiveness of vocational training is also the assessment of the effectiveness of training of clients of the employment service at the individual level and the determination of the main factors contributing to their employment after training, through the prism of subjective assessments of satisfaction with the received job and the organization of the training process, as well as the possibilities of psychological adaptation. The results of the analysis confirmed that the employment service successfully performs a social function, providing assistance in overcoming stress conditions associated with the loss of the previous status, place of work, being a channel of socialization for unemployed and unemployed citizens. As interviews with those who have undergone training show, satisfaction with the quality of teaching and the organization of training is quite high. Difficulties arise after completing the training, when trying to find a job and when implementing the acquired knowledge and skills



in practical work. Therefore, the success of individual vocational training practices should be considered, first of all, from the point of view of increasing their adaptive capabilities in the labor market. When assessing the success of vocational training in terms of providing the employment service with the labor market with sought-after qualified personnel, the following key points were taken into account: - individual short-term effectiveness means exiting the state of unemployment with the help of training, therefore its indicator is not only the fact of employment after training, but also the presence of a fixed connection between training and subsequent employment. It is expressed in the compliance of the workplace with the acquired profession (specialty), the use of the acquired knowledge and skills during employment, the significance of the obtained document during employment; - individual long-term effectiveness implies an increase in the competitiveness of the workforce during vocational training. This means not only an increase/maintenance of professional skills and educational level, but also the satisfaction of the former unemployed person with the quality of the received job: earnings, job content, the opportunity to use the acquired knowledge and skills in work, an assessment of career prospects and opportunities in the labor market. Taking these two points into account, not all employment practices and subsequent work of those who have completed training look successful. In almost half of the cases, those who completed the training either failed to find employment in their acquired profession (specialty), or did not associate their employment with their training, or were dissatisfied with the quality of their workplace. An analysis of the interview materials made it possible to identify two main groups of factors that facilitate employment after vocational training: - subjective (the presence of social connections; psychological readiness to change profession (specialty) and reduced requirements for the workplace; the availability of material resources); - objective (a well-reasoned approach to forming a list of professions (specialties) for vocational training; organizing the practical part of training (internship); reducing the time frame for sending for training; additional assistance in finding employment after training).

In addition, it was revealed that vocational training can be used by the unemployed for various purposes, based on which a typology of successful individual employment practices was proposed, including the use of vocational training: as a free additional resource, within the framework of an existing job, existing profession (advanced training); as a backup or additional employment option (self-employment); as an opportunity to start a new job. Based on the results obtained in the course of a comprehensive assessment of the effectiveness of vocational training, proposals were developed to improve the effectiveness of vocational training in the state employment service system, including the most promising ways to solve the problems identified in the course of the study. Including: establishing closer interaction between employment service bodies and employers (advanced personnel training, training for specific jobs, participation of enterprise representatives in determining the policy of vocational education institutions); closer interaction with vocational education institutions (training of personnel for specific jobs); cooperation with regional government bodies (conclusion of tripartite agreements, co-financing of vocational training programs); focus on advanced training programs (solving the problem of eliminating the skills imbalance in the labor market);



development of a youth practice system (programs for adapting young people to labor market conditions; involvement in community service; creation of conditions for involvement in entrepreneurial activity); work in job seekers' clubs; expansion of the practice of training in related (integrated) professions; inclusion of a psychological module in vocational training programs (training in effective job search technology, acquiring self-presentation skills); widespread use of modern educational technologies (distance learning, knowledge rating control, interactive teaching methods); regular monitoring of the employment of those who have completed vocational training by employment service agencies through sociological or continuous surveys).

Conclusions

Thus, the existing procedure for assessing the effectiveness of vocational training in the state employment service, according to which a person who has not applied to the employment service again and has not registered within the first three weeks after completing the training is considered conditionally employed, explains the high level of employment after completing the training according to the statistics of the state employment service (in some 30 cases it is estimated at 95-99%), which in most cases does not correspond to reality. Comparison of the results of the analysis of the indicators of social and economic effectiveness of vocational training confirms the fact that measures of active employment policy and vocational training in particular are extremely expensive for the state employment policy; an effective vocational training policy implies high costs (i.e. a decrease in the level of economic effectiveness) on the part of the state, and thus costs it very dearly. An increase in economic effectiveness (a decrease in state expenditure on vocational training) leads to a drop in the indicators of the social effectiveness of training (the intensity of use and the relative effectiveness of vocational training of the unemployed), as well as a decrease in the quality of the education received. The solution to the problem of co-financing vocational training programs at the regional and local levels can ensure an increase in the social efficiency of training, as well as a reduction in the financial burden of the state budget, i.e. increase the economic efficiency of vocational training for the state. The efficiency of vocational training in the state employment service system is significantly affected by regional specifics; among the factors characterizing the situation in regional labor markets, the most significant are the level of general (and registered) unemployment and a complex indicator that directly characterizes the standard of living of the region's population - the ratio of per capita income and the subsistence minimum. The efficiency of vocational training at the individual level (assistance in finding employment after training) is greatly influenced by subjective and objective factors, among which the most important are the presence of social connections, psychological readiness to change profession (specialty) and reduced requirements for the workplace, organization of the practical part of training (internship) and additional assistance in finding employment after training.



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