

IMPROVING HIGHER EDUCATION CURRICULA BASED ON EMPLOYER REQUIREMENTS*Hasanova Shalola Farxodovna**Oriental universiteti magistranti***Abstract**

This scientific article provides a comprehensive analysis of the issues related to improving curricula in higher education institutions based on employer requirements. The changing demands of the modern labor market, the competency-based approach to education, the integration of education and industry, as well as factors contributing to enhancing graduates' competitiveness are examined from theoretical and practical perspectives. In addition, effective ways to modernize curricula through the development of cooperation mechanisms with employers are proposed.

Keywords

higher education, curriculum, labor market, employers, competency, integration, competitiveness.

Introduction

In today's globalization and digital transformation, the labor market is changing radically. The emergence of new professions, the updating of the content of existing professions and the requirements for them require the higher education system to constantly adapt and update. One of the main tasks facing higher education institutions (HEIs) is to train competitive and qualified specialists who meet the needs of the economy and society.

Practical experience shows that many graduates face problems in finding a job in their specialty. One of the main reasons for this is that the curricula are not fully aligned with the requirements of the labor market. Therefore, the issue of improving higher education curricula based on the requirements of employers is of urgent scientific and practical importance.

1. Labor market requirements and higher education curricula

The labor market is continuously developing under the influence of economic, technological and social factors. Digital technologies, artificial intelligence, automation processes require new knowledge and skills in many areas. As a result, employers expect not only professional knowledge from specialists, but also universal competencies such as critical thinking, problem solving, teamwork and quick adaptation.

If higher education curricula are not formed taking into account these requirements, the employability and professional success of graduates will not be ensured. Therefore, labor market monitoring, employer opinions and analytical data should be the main sources when developing curricula.

2. Competency-based education approach

In the modern education system, there is a transition from a knowledge-based approach to a competency-based approach. The concept of competency includes a set of knowledge, skills and qualifications and expresses the ability to apply them in practical activities.

Employers require the following key competencies from graduates:

- professional competencies;
- communicative and social competencies;
- information and digital literacy;
- independent decision-making in problem situations.

In this regard, it is important to increase the share of practical training, project-based learning, and assignments based on real production situations in the curriculum, along with theoretical subjects.

3. Mechanisms for cooperation with employers

Effective cooperation with employers is important in improving higher education curricula. Such cooperation can be implemented in the following forms:

- involving employers in the development of curricula;
- joint development of subject programs and qualification requirements;
- organizing internships and internships for students;
- inviting specialists to the teaching process;
- completing graduation qualification works based on real production problems.

These mechanisms serve to adapt the content of education to the needs of the real labor market.

4. International experience and opportunities for its implementation

The experience of developed countries shows that the integration of education and production yields high results. For example, the dual education system is widely used in Germany and South Korea, significantly increasing the employment rate of graduates.

The efficiency of higher education can be increased by adapting these experiences to the national education system. In this case, the characteristics of the national labor market and the level of economic development should be taken into account.

5. Problems in improving curricula

A number of problems arise in the process of updating higher education curricula based on the requirements of employers. In particular:

- weak communication between employers and HEIs;
- insufficient awareness of teachers about modern production processes;

insufficient development of the material and technical base;

bureaucratic complexity of updating curricula.

Solving these problems is an important condition for improving the quality of education.

Conclusion

In conclusion, improving higher education curricula based on the requirements of employers is one of the important strategic tasks today. Competency-based and practice-oriented education that meets the needs of the labor market increases the competitiveness of graduates and ensures their successful employment.

Strong cooperation between education and production, the active involvement of employers in the educational process, and the introduction of international experience contribute to the further development of the higher education system.

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