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IMPROVING CAREER GUIDANCE PROCESSES FOR SCHOOL STUDENTS

Abstract: This article examines the issues of improving career guidance processes for school students. The paper analyzes the current state, challenges, and development prospects of the career guidance system. Based on literature analysis, recommendations for improving career guidance processes have been developed.

Keywords: career guidance, school students, vocational education, professional development, career choice

Annotatsiya: Ushbu maqola maktab o'quvchilarini kasb-hunarga yo'naltirish jarayonlarini takomillashtirish masalalarini o'rganishga bag'ishlangan. Maqolada kasbga yo'naltirish tizimining zamonaviy holati, muammolari va rivojlantirish istiqbollari tahlil qilingan. Adabiyotlar tahlili asosida kasb-hunarga yo'naltirish jarayonlarini takomillashtirish bo'yicha tavsiyalar ishlab chiqilgan.

Kalit so'zlar: kasb-hunarga yo'naltirish, maktab o'quvchilari, kasbiy ta'lim, kasbiy rivojlanish, kasb tanlash

Аннотация: В данной статье рассматриваются вопросы совершенствования процессов профориентации школьников. В статье анализируется текущее состояние, проблемы и перспективы развития системы профориентации. На основе анализа литературы разработаны рекомендации по совершенствованию процессов профориентации.

Ключевые слова: профориентация, школьники, профессиональное образование, повышение квалификации, выбор профессии

INTRODUCTION

Career guidance for school students has emerged as one of the most critical challenges facing modern education systems worldwide. In today's rapidly evolving global landscape, the traditional approaches to career guidance are being fundamentally challenged by unprecedented technological advancement, economic shifts, and changing workforce demands. The emergence of new professions and the gradual obsolescence of others have created a complex environment where effective career guidance has become not just beneficial, but essential for students' future success [1].

Recent research by Uzbek scholars has highlighted that the impact of proper career guidance extends far beyond individual career satisfaction, playing a crucial role in national economic development and social progress [2]. The contemporary labor market's volatility, characterized by the rapid emergence of new industries and the transformation of existing ones, demands a more sophisticated and adaptable approach to career guidance. This is particularly relevant in developing economies where the alignment between education systems and labor market needs often requires careful calibration.

The significance of this topic is further amplified by the increasing recognition that early career guidance can substantially influence not only an individual's professional trajectory but also their personal fulfillment and contribution to society. In an era where career changes are becoming more

frequent and skill requirements are constantly evolving, the foundation laid through school-based career guidance becomes increasingly crucial.

METHODOLOGY AND LITERATURE REVIEW

This study employs a comprehensive analysis of academic literature and policy documents related to career guidance in schools. The research methodology is based on systematic review of international, Russian, and Uzbek research papers, educational policies, and theoretical frameworks in career guidance.

The literature review reveals several key theoretical approaches to career guidance. While Holland's theory of vocational personalities remains influential globally [3], Uzbek researchers like Abdullaeva [4] have developed culturally specific approaches to career guidance that consider local social and economic conditions. Russian scholars Klimov and Pryazhnikov [5] have contributed significant work on professional self-determination methodology.

RESULTS AND DISCUSSION

The comprehensive analysis of literature reveals several interconnected areas that are crucial for improving career guidance processes in schools. The findings indicate that effective career guidance requires a multifaceted approach that addresses both systemic and methodological aspects of career development support.

Modern approaches to career guidance demonstrate a clear shift from traditional, static methods toward more dynamic and personalized solutions. Research by Ishmukhamedov [6] highlights that the integration of digital technologies in career guidance not only enhances its effectiveness but also helps preserve and transmit cultural values in the process. This digital transformation has enabled more personalized approaches to career guidance, allowing for better matching of students' abilities and interests with potential career paths. However, the implementation of these technologies must be balanced with human interaction and cultural sensitivity.

The relationship between educational institutions and industry partners has emerged as a critical factor in successful career guidance programs. Wilson's [7] international research, supported by local studies from Muslimov [8], demonstrates that strong school-industry partnerships create more authentic and effective career guidance experiences. These partnerships facilitate real-world exposure to various professions, helping students develop more accurate perceptions of different career paths. The research shows that when students have opportunities to interact with industry professionals and observe workplace environments, they make more informed career decisions. This connection between education and industry also helps bridge the gap between theoretical knowledge and practical workplace requirements.

Professional development of career counselors represents another crucial area for improvement. Vasileva's [9] research in the context of CIS countries emphasizes that career counselors must continuously update their knowledge and skills to remain effective in their roles. This includes staying informed about emerging professions, understanding changing labor market dynamics, and developing competencies in using new guidance tools and technologies. The research indicates that well-trained counselors can better help students navigate the complexities of modern career choices and better understand the implications of technological advancement on future job markets.

One significant finding from the literature is the importance of cultural context in career guidance. While international best practices provide valuable frameworks, their implementation must be adapted to local cultural and economic conditions. This is particularly evident in research by Uzbek scholars who emphasize the need to balance global career guidance approaches with local values and economic realities. The studies show that successful career guidance programs take into account not only individual student aspirations but also familial and societal expectations, economic conditions, and cultural norms.

The analysis also reveals the growing importance of developing soft skills alongside career-specific competencies. Modern career guidance must help students develop adaptability, critical thinking, and lifelong learning capabilities. These skills are increasingly recognized as crucial for long-term career success in a rapidly changing job market. The research suggests that career guidance programs should incorporate elements that help students develop these transferable skills while exploring specific career paths.

Furthermore, the literature emphasizes the need for systematic evaluation and continuous improvement of career guidance programs. Regular assessment of program effectiveness, student outcomes, and changing market needs is essential for maintaining relevant and impactful career guidance services. This includes gathering feedback from various stakeholders - students, parents, teachers, and industry partners - to ensure that guidance programs remain aligned with both individual needs and market demands.

CONCLUSION

The analysis of career guidance processes for school students reveals that success in this domain requires a carefully orchestrated balance between innovation and tradition, global best practices and local contexts, and theoretical frameworks and practical applications. The research clearly demonstrates that effective career guidance cannot be achieved through isolated interventions but requires a comprehensive, systemic approach that engages all stakeholders - educators, industry partners, parents, and the students themselves.

The findings of this study emphasize the critical importance of modernizing career guidance methods while maintaining sensitivity to cultural and social contexts. Digital transformation, while essential, must be implemented thoughtfully to complement rather than replace human interaction in the guidance process. The role of career counselors remains central, but their effectiveness increasingly depends on continuous professional development and adaptation to emerging workplace realities.

Looking forward, the success of career guidance programs will largely depend on their ability to anticipate and adapt to future workforce needs while providing students with the tools to navigate an increasingly complex professional landscape. This requires not only updating guidance methodologies but also fostering stronger connections between educational institutions and industries, developing more sophisticated assessment tools, and creating more flexible guidance frameworks that can accommodate rapid changes in the job market.

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