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## PROFESSIONAL GUIDANCE AS A SOCIAL-PEDAGOGICAL PROCESS

Rustam Irgashev

Boarding School Director Of 71 Schools In Sirdarya District Syrdarya District, Syrdarya Region  
Syrdarya, Uzbekistan

**ABSTRACT:** Vocational guidance is a system of evidence-based activities aimed at preparing young people to choose a profession, taking into account the characteristics of a person and the socio-economic situation in the labor market, helping young people to determine their professional self-determination and employment.

**KEYWORDS:** Inclusive education, legal framework, implementation, pedagogy, methodology, didactics.

### INTRODUCTION

Vocational guidance is closely related to the issues of providing students with the necessary professional information, and choosing a profession is closely related to a certain level of knowledge. It is important to educate the young generation to have a creative attitude to work. Creativity is a feature of human activity in general, there is an opportunity for all-round improvement of abilities, because children are interested in work from an early age: they imitate their parents and people around them in their games, and repeat their work actions. This kind of activity, imitating the work of adults serves as a favorable factor for instilling universal labor skills in children even before school age.

The most important thing in any profession is that it has the meaning of work. Therefore, education of hard work, good customs and transferring them to work enthusiasm is the main basis for preparing children to choose a profession. Raising a child in the spirit of hard work in the family usually starts from preschool age. It is from this moment that children should be prepared to choose their future profession. It is necessary to regularly study children's interests, inclinations, abilities and opportunities. In order not to make a mistake in choosing a profession, children should be helped first by school and family. Every person should develop in all aspects, for this there are all opportunities in schools.

Children can get good intellectual, physical, moral, work and aesthetic education and prepare themselves for professional activities on this basis. "Who am I?" the problem should be solved

together with the problem of "What kind of person should be". Career orientation of schoolchildren should be carried out consistently and consistently across educational paths.

The main components of the career guidance system include: supervision of professions, initial vocational diagnosis, advice on career choice, career selection, social-professional compatibility, vocational training.

Providing information about professions includes introducing students to different types of work, genealogy of professions, specific characteristics of professions, including the national economy, the needs of personnel in the region where they live, the description of the nearest vocational schools and the specialties trained in them. In order not to give irregular information about professions, it is necessary to put the knowledge that students will get into a certain system. It is necessary to provide information about professions taking into account the age and individual characteristics of students.

The purpose of vocational counseling is to help students to choose the type of education according to the directions of secondary special vocational education institutions.

The initial vocational counseling is carried out by the head of the class, teachers, psychologist-pedagogues, teachers of labor education. They get acquainted with the initial considerations of students regarding the choice of profession. They discuss how the intentions in this regard correspond to the personal abilities, abilities, and health of the students. The conclusion of the discussion will be communicated to the students during the one-on-one interview. The correctness of the intention is approved or advice is given about studying the results of the information about the professions. Vocational information counseling is provided based on the results of the initial consultation. This information includes the following directions: classification of professions, professional profiles of professions, psychograms, information about which professions the region needs. Based on this information, the student chooses a profession that interests him and is necessary for society. In the initial formative consultation regarding the profession, the level of formation of the student's knowledge of the previous stages, initial skills and qualifications related to labor and vocational education is determined and the necessary advice is given. Vocational coordination advice is provided based on the research conducted in previous stages, diagnosis results and individual psychophysiological characteristics, from the type of vocational education wrongly chosen by the student to vocational education suitable for his personal indicators, vocational suitability, and ability. Vocational formative advice will have the content of continuing the formation of knowledge, skills and qualifications that a person receives from the type of vocational education, choosing the direction of secondary special vocational education and acquiring a certain specialty.

In the vocational supervision consultation, it is checked whether the above-mentioned stages of counseling are carried out correctly, whether the skills and competences formed in the basic

consultation are continued in the educational system, that is, they are receiving education in this field. If voluntary-compulsory education in the field does not continue, the reasons are studied, analyzed and practical conclusions are drawn.

Studies have found that 50 percent of school students need individual career counseling. Such students are made up of the following:

- students who for one reason or another could not choose an independent profession;
- students who have conflicts with their parents;
- students who want to prove the correctness of their chosen career path;
- students whose growth and behavior have a complex descriptive character.

For this reason, it is required that the vocational guidance room of the school, together with the district vocational guidance and psychological-pedagogical diagnostic center, should pay special attention to vocational counseling. One of the constituent parts of career orientation is career selection, that is, selection of a person who can master a profession relatively well and successfully perform professional activities. Vocational fitness is the degree of compatibility of the physical qualities and psychophysiological characteristics of a person with the requirements of the profession. If these qualities and characteristics are not at the level of the necessary requirements, tension will be created, as a result, professional unfitness will arise, from which both the individual and society will suffer. It is difficult to qualify for a profession. Therefore, it is appropriate to conduct an interview with the applicants of higher and secondary special educational institutions based on the scientifically based description-recommendations of psychological-pedagogical centers, in addition to the pedagogical test.

Social and professional adjustment (acclimatization) is considered a stage that shows how well a person has chosen a profession, and at this stage, professional orientation work and shortcomings of professional preparation, new interests, needs, and the extent to which a person's life plan is correct or incorrect are determined. Therefore, adaptation serves as a unique criterion of the effectiveness of vocational guidance. Vocational adaptation is the adaptation and adaptation of a pupil or student to the chosen profession in a general education school, academic lyceum, vocational college, university, as well as to the professional working conditions of workers and employees. consists of a coordination process, as a result of which the provision of the national economy with specialist personnel is strengthened. This period is the beginning of preparation for work at school, choosing a profession, professional training, and work. A number of researchers divide professional adaptation into two stages:

to production (school, secondary special vocational education and higher educational institution) adaptation to the profession in production (direct work, production conditions). It should be taken into account that professional adaptation begins in childhood as a process of adaptation to work (the process of adaptation to the first profession begins to a certain extent when a child grows flowers at home, takes care of pets, helps with housework).

Professional direction includes:

Vocational education - introducing graduates to the types of modern work, socio-economic and psychophysiological characteristics of various professions, the need for qualified personnel, the requirements of professions, opportunities for professional and professional development. and self-improvement in the process of work. Vocational education forms motivational professional intentions in young people based on awareness of their socio-economic needs and psychophysiological capabilities.

Vocational counseling - to help students in professional self-determination and, based on the results of psychological, psychophysiological and medical diagnostics, to give recommendations to students on the possible directions of professional activity that are most suitable for their psychological, psychophysiological, physiological characteristics.

Psychological support - methods that help to reduce psychological tension, help to form a positive attitude and confidence in the future.

Vocational orientation is one of the important factors in choosing the right future profession. The purpose of vocational guidance is to form a conscious attitude to work, professional self-determination, taking into account one's opportunities, abilities and the labor market.

Tens of thousands of young people graduate from educational institutions with honors every year. At the same time, relatively few become highly qualified specialists and achieve success in career growth.

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