

The problems of professional training of practice-oriented specialists for small enterprises of footwear and leather production industries in Uzbekistan

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Abstract. At the present, the State authorities of the Republic of Uzbekistan pay special attention to the development of small and medium businesses and, in particular, to the enterprises oriented on manufacturing products with high added value. The leather and footwear industry of Uzbekistan is one of the dynamically developing sectors of economy. However, the study of the situation demonstrates that the increase in number of small and medium footwear and leather enterprises that have taken place in recent years, is not accompanied by a formation of corresponding professional training system for the enterprises, especially for associate specialists. The analysis of the legal base disclosed that the professional training level in footwear industry enterprises does not meet the up-to-date manufacturing requirements. The study is devoted to the issues of professional training of practice-oriented staff – the specialists for small enterprises of footwear and leather industry. The main task is the development of new vocational courses and programs for the training and professional development of personnel at all levels. The basic stages of complete staff training cycle for footwear sector have been determined based on the practical experience of staff training for small footwear enterprises in Greece. The 3-6 months duration short-term courses recommended for associate and medium level specialists have been developed and evaluated.

1. Introduction

At the moment small enterprises already comprise the significant sector of the economy of Uzbekistan. Small enterprises quickly respond to market needs, endow economy with elasticity and adaptivity, form required competitive environment, and promote monopolism overcoming.

The social importance of the small business is determined by the generality of small owners' strata – by owners of small enterprises and employees the total number of which is the most significant qualitative characteristic of developed market economy of any country.

Footwear and leather branch of Uzbekistan is one of the dynamically developing sectors of economy. In the presidential executive order IIII 2592 of September 15th 2016 "On the measures program for further development of footwear and leather industry for the period of 2016-2020" the specific measures on further modernization and diversification of footwear and leather industry, increase of production volume and differentiation of products with high added cost based on advanced processing of raw materials have been determined. All this indicates the specific conditions for business development in footwear and leather industry.



That means, the basic education in raw materials processing and labor recourses are just the base for a successful development footwear industries in the republic of Uzbekistan.

The main attention in economics is paid to develop industries for local needs and for readymade goods.

However, the investigating results demonstrate the increase of the number of footwear and leather small and medium enterprises that have taken place in recent years is not accompanied by formation of corresponding professional training system for the enterprises especially for assistants and medium level specialists. New leather and footwear factories, equipped with CAD-CAM systems need working and management staff of a new generation, educated to use in practice CAD systems as a working tool. This demands education in new techniques, to learn about new materials and fabrics, new design techniques and computer aimed design (CAD).

There is an urgent needs to review the specialization of many colleges especially those focused on training of professionals for such emerging sectors as footwear, leather processing.

2. The professional training data base for footwear and leather sector analysis

The analysis of the basic professional training in footwear industry enterprises disclosed that the most of them does not meet the up-to-date manufacturing requirements which are based on innovative and high-production technologies. Therefore, the basic requirement is that the staff will have knowledge both in technic, technology and material science fields.

The content of the training program depends on the level of a trainee. Currently the following professional education programs are implemented in Uzbekistan:

- specialized secondary education programs, that include qualified workers and employees education courses;
- higher education programs – e.g. Bachelor's, Master's programs, academic staff training programs, Doctor's programs;

Basic professional education programs are realized too:

- workers, employees professional training;
- workers, employees retraining;
- workers, employees advanced training;

There are some of higher educational institutions in Uzbekistan for textile and leather and footwear industry

Tashkent Institute for Textile and Light Industry (TITLI) is only provides higher education program - Bachelor's, Master's, Doctoral's (PhD, PS) programs as well as Academic staff training programs. The number of entrance to TITLI increase from year to year Total number of Bachelor's and Master's students at Tashkent institute of textile and light industry (TITLI) in 2012- 2016 years are shown in Table 1

The following materials have been included in education programs: curriculum, work programs of education courses, subjects and disciplines (modules) and other materials that ensure the quality of education. It is essential the availability of educational and methodological materials to ensure the succession of basic professional education programs with regard to studying subjects on specialty chosen.

However, at the present time the institutions of the professional education system offer training specialists in accordance with the training directions, topics and professions of the specialized secondary on education and professional education classifier. As an example of the educational standards analysis concerning footwear technology (including orthopedic footwear) it has been determined that the professional education module regarding the purpose, design and technology of orthopedic footwear has been included in the elementary specialized training program only.

Table 1. Total number admitted of Bachelor's and Master's students at TITLI 2012– 2016

Higher education programs	2012 y.	2013 y.	2014 y.	2015 y.	2016 y/
Bachelor's	865	890	875	790	765
Entrants	6760	6517	7840	8732	8849
Master's programs	120	130	144	146	85
Entrants	158	165	179	178	202
Students in footwear and leather goods technology course	35/10	35/12	35/15	60/16	60/15

The structure of the classifier's professions and specialties lists and the requirements to the content of the training that have been represented in the education standards do not develop the background for extensive deployment of professional training of practice-oriented staff for small and medium footwear business. For example in the "Education specialties classifier" the specialties oriented to small and medium leather and footwear business are represented by the following groups: "Service" (by service types) 3810300, "Footwear craft" 3810302, "Light industry's products technology – footwear, leather and small wares manufacturing" 3540602, "Footwear, leather and fur, leather and small wares equipment maintenance" 3540609, "Leather industry" 3540610 in amount of 16 names.

The specialties of such a high demand as a last maker, a footwear materials fitter, and a shoe-upper seamstress are absent. This is by no means a complete list of the specialties which are required to leather and footwear sector. In the training structure of medium level specialists the general prosthetic and orthopedic assistance delivery issues have been introduced and the requirements for the knowledge in orthopedic footwear field have been denoted but in the professional module that discipline is absent. There is not at all the discipline concerning orthopedic footwear in the higher professional education standard and education programs for footwear and leather accessories designers.

Despite the fact that the name of the specialty of itself seems to be existed by the kinds of the branch but actually such personnel is not graduated. It is necessary to emphasize that a strong necessity is observed especially in this direction of personnel training. Medium and high level specialists should carry out engineering and manufacturing, organizing and administrating, research and development and professional design activity.

It is possible to conclude that the specialties list is not sufficient to ensure the complete cycle of manufacturing process.

Therefore it is natural that the existing normative and data base, educational and program documentation, methodological support and organization of training process do not allow responding adequately to labor market demands that are associated with the tendency designated above. In this connection the objective is to enrich theory, methods and practice of professional education by means of developing the system that ensures professional training of practice-oriented personnel at colleges and universities for small business sector. It is a logical stage of important tasks for further development of leather and footwear industry and adequate policy making. According to the experience of Greece the first step in this direction is to organize 3-6 months duration short-term courses and interest groups for training the above mentioned assistant specialists on the base of corresponding specialized colleges or universities.

The 3-6 months duration methodical recommendations on short-term courses on the most demanding professions and specialties such as a designer and an upper maker for associate and medium level specialists have been developed and evaluated. Further cooperation and working in this direction will allow improvement of the normative education which is also material base of specialists training for leather and footwear industry of the Uzbekistan.

3. Conclusion

To make relevant qualifications requires closer communication between higher education and training structure and the world of work. It is necessary to promote VET and strengthen its work-based component, identify and explicit the evolution of training needs, prepare appropriate training actions, promote positive relationships between producers and the training system.

One of the most important thing is development of the training system for professional development of non-university teachers in all levels. Non-university especially vocational educational teachers need corpus of knowledge starting from specific knowledge (especially in the field with rapid technological changes ICT, CAD, new techniques and technologies etc.) as well as pedagogical, psychological and methodological skills.

Though, taking into consideration the direction of the development in local economics, it is absolute need to improve the system of preparing Vocational Training Teachers - providing international standards of education in these fields.

An international education based upon new pedagogical initiatives and new technologies. For us it is absolutely necessary to improve our standards of education following the leading standards of the world, following the technologies of European standards. For international communication it is necessary to establish also a full course of studies in English language.

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