

COMPETENT TRAINING OF FUTURE SPECIALISTS ON THE BASIS OF ACMEOLOGICAL APPROACH

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ABSTRACT: The article argues that the application of the acmeological approach in vocational education affects the activation of creative potential of future professionals, develops their professional motivation and motivation to succeed in the process, ensures the quality of professional training, develops the ability to solve life and personal problems independently. The role of the use of acme technologies in the formation of knowledge, practical professional skills is described.

KEYWORDS: Acmeology, Acmeological approach, Acme person, Vocational education, Competence, Professional competence, Creative thinking, Innovation, Innovation-acmeological environment.

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I. INTRODUCTION

Development trends in the field of vocational education in the world show the urgency of building the professional competence, logical-independence, active-creative thinking and individual professional formation of students of professional colleges on the basis of acmeological approach. It is important for the world community to take a worthy place in the international community by training professionals who can compete in the labor market, who have professional creative abilities, who are professional and active. Scientific research is carried out in research institutions and higher education institutions on the basis of acmeological approach to personal development, development of technologies for training future professionals, improving the process of achieving professional maturity.

The development of science and technology at the international level, advanced production practices, rapidly changing society and changes in nature require the improvement of pedagogical and psychological mechanisms of training in vocational education. At the same time, it is important to carry out intensive vocational training, to ensure the integration of pedagogical-psychological-acmeological functions of education in teaching, to develop methods of acmeological vocational guidance in educational activities. Such an approach to improving the educational environment based on the acmeological approach allows the formation of an acme specialist, the development of professional training, the creation of scientific and methodological support, improving the quality of training.

Research on the use of theoretical and practical issues of acmeology in the professional training of future professionals Liverpool Hope University (UK), Maastricht University (Netherlands), University of Nebraska (USA), Mara Technology University (Malaysia), Belfield Redagogical University (Germany), Fatih University (Turkey) , University of Waterloo Ontario (Canada), Mangalayatan University (India) and the Russian State Vocational Pedagogical University, the Center for Acmeological Research of the International Academy of Acmeological Sciences of the Russian State Academy of Education (Russia), the Uzbek Research Institute of Pedagogical Sciences (Uzbekistan).

Research on the application of acmeology in personal development has resulted in the following results: the development of educational conditions for professional development and social change (Liverpool Hope

University); psychological and acmeological problems of personal development (Maastricht University); developed the problem of personality development on the basis of an acmeological approach (University of Nebraska); pedagogical, psychological and acmeological issues of strengthening communication competence in students are theoretically based (Mara Technology University); conducted acmeological research on professional development in early adolescence (Belfield pedagogical university); effective methods of personal development have been developed (Fatih University); the importance of acmeological training technologies in personal development is scientifically based (University of Waterloo Ontario); personality and social psychology learners' creativity, adolescent and adolescent education and the impact of family relationships, research-oriented education in the application of acmeology is theoretically and practically based (Mangalayatan University); studied the problems of formation of individual competence of specialists on the basis of acmeological approach education (Center for Acmeological Research); The development of skills in designing the educational process on the basis of an acmeological approach in future teachers has been scientifically researched (Uzbek Research Institute of Pedagogical Sciences).

A number of studies are being conducted in the world on the formation of the acmeological educational environment and its scientific and methodological support, improving the pedagogical and psychological mechanisms of competitive training, including: formation of individual competence of specialists based on acmeological education; acmeological research on professional development in early adolescence; research-oriented education in the application of acmeology; developing skills in designing the educational process based on an acmeological approach [1;28].

II. MATERIALS AND METHODS

One of the important factors is the development of theoretical and practical bases for improving the professional preparation of students of professional colleges, the improvement of optimal personal development during adolescence and adolescence on the basis of acmeological approach.

Acmeology is a new science that has emerged at the "junction" of the natural, social, theoretical and human sciences, which studies the mechanisms and laws of human development, especially the highest level of development.

Acmeology is the Greek word for "acme" - peak, perfection, the highest stage of something, the heyday. Wilm is a branch of science that studies the complex issues of man in the dynamics of his development, perfection and the manifestation of the strongest human abilities at different stages of life, that is, he studies the individual in the process of his development, within the objective and subjective factors of development and growth.

The main task of the science of acmeology is to provide the subject of conscious activity with knowledge, practical skills, abilities, technologies related to the full disclosure and practical demonstration of their creative potential in various activities, in particular, in their chosen profession, specialty. It is based on the fact that in educational institutions as a scientific basis for the formation of participants in this process, as mature individuals and active subjects of professional activity, and creates conditions for their gradual, continuous self-improvement as a subject and specialist.

Acmeological approach - the content of education, educational technologies and education and training of students, the transition from functionality in the management of the educational institution to the development, systematized learning motives in all subjects of education, education becomes an internal need, a significant increase in the quality of education.

In the process of acmeological-oriented education, acmetechnologies are effectively used in the formation of theoretical professional knowledge, practical professional skills, professional creativity and competence are formed and developed, the student develops a professional acme-oriented. As a result, the formation of a professional acme is achieved (Figure 1).

Although the concepts of perfection, height, and highness have been used in everyday life from the main categories of acmeology, G. Tillaeva admits that they have not been fully studied as a special scientific study from a socio-philosophical and ethical point of view [2].

E.F. Zeer divided the professional development of an individual into the following stages: professional training, professional adaptation, acquisition of a profession, and skill [3]. The development of each individual in accordance with the stages of development ensures the achievement of the productivity of his labor, strengthens the position of the individual in society. From the analysis of scientific works of I.Ch. Lerner [4] V.A. Slastenin [5] it is possible to draw the following conclusion: in preparation of students for professional activity, development

of professional thinking in them, taking into account features of intellectual processes promotes the use of forms and methods that allow for more effective development of the individual and is a necessary condition for his professional training.

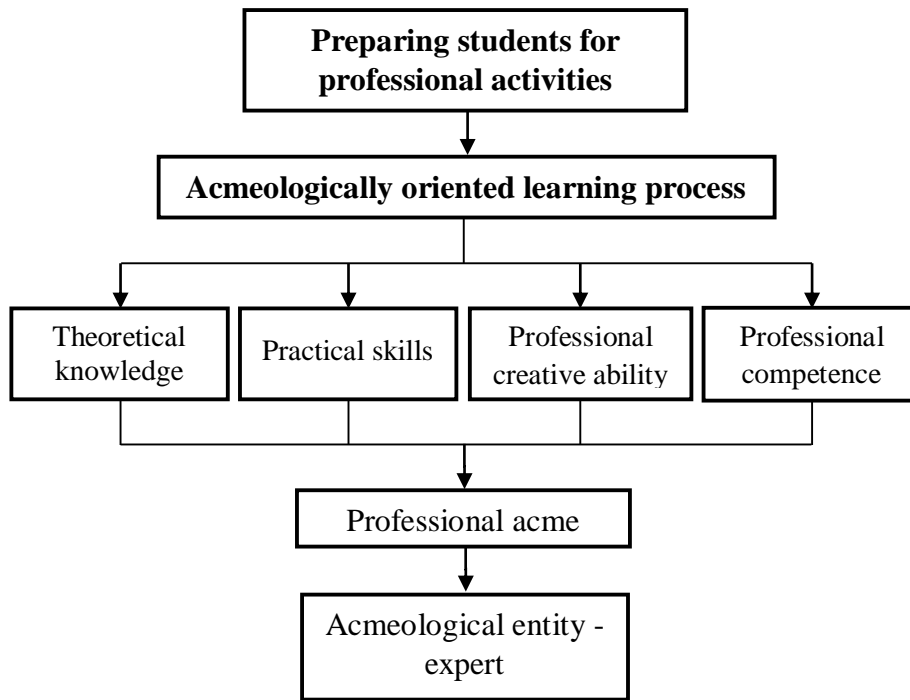


Figure 1: Preparation of Students for Professional Activity

Acmeology is an integrative science that studies the psychological and professional maturity of the individual, the laws of the highest level at each age in a person's life. He studies the laws of mental development (acme - from the Greek - the highest level, ie the physical, (intellectual) mental, moral level), as well as human development, the stages of maturity and its highest level, the subject of activity - the person learns as [2].

Acme is the main subject of acmeology, the essence of which is the deep mastery of each profession through science, its positive impact on the development of society, national development, welfare and economic, political, spiritual and legal aspects of social development. It is the study of the aspects of achieving perfection and perfection in order to devote one's creative activity to the fulfillment of one's creative activity, professional duties and responsibilities [6;29;32].

Research identifies approaches to the study of professional development in the training of personnel in five main areas:

1. Approaches to career choice. This approach is related to the education of students in schools and vocational education institutions, and includes the study of their interests in various professions, the development of these interests.
2. On the basis of an active approach the problem of formation of abilities of the student connected with conditions of the future professional activity is studied. It is on the basis of the choice of this profession that the degree of psychological changes that occur in the personality of the student in the formation of important professional aspects is determined.
3. The competent approach in vocational training is characterized by the fact that the main focus is on the development of the trained staff as a quality specialist, today the development of solutions to problems in this area is particularly relevant. The proposed acmeological approach to improving the content of vocational education serves to determine the professionally important qualities of a graduate of a professional college.
4. The problem of achieving high professional skills and results in the acmeological approach is studied. The essence of the acmeological approach in the process of vocational education is determined by strengthening professional motivation, stimulating creative potential, identifying personal opportunities for success in professional activities and striving for their effective use.

5. Integrated approach. The complex formation of the individual is studied - on the one hand, an active approach to career and knowledge acquisition activities, on the other hand, the need to take into account the interests and needs of students in the interest in the profession.

Training of highly qualified specialists in vocational training based on the acmeological approach is provided on the basis of:

- Continuity of teaching, efficiency of mastering disciplines increases;
- The acceleration of learning as a result of which much of the information, during individual and independent work, is assimilated through computer networks;
- Coordination of reading, the student will have the opportunity to learn according to their abilities;
- It will be possible to provide in-depth training, orientation and development of students according to their abilities, which is essential for the specialty.

In our opinion, it is expedient to implement a system of vocational training based on an acmeological approach to ensure that students achieve high results in preparing for professional activities.

III. RESULT AND DISCUSSION

The formation of professional knowledge requires a broader study of the problems of improving professional preparation, goals of professional preparation, improvement and development of student capabilities, a creative approach to the selection and creation of educational content [7,8]. This task can be accomplished by improving the preparation of students for professional activities based on an acmeological approach.

Acmeological approach:

- Strengthening and maintaining the health of students, achieving a successful career, the development of preparation for social and labor activities, the successful solution of issues of education and upbringing;
- Rethinking, creative thinking, the transformation of education into an internal need, the presence of structured cognitive motives of education in all subjects, allows me to improve the quality of education in the transition of professional college from functionality to development.
- Important positive factors in the formation of a person as a person, an individual, a subject of activity can be identified:
 - Physical health of the younger generation is ensured;
 - Through education, each person is given knowledge about the relationship between nature, society, man, the skills and abilities to apply this knowledge in practice throughout life are formed;
 - Education forms in young people their attitude to themselves, society, their country, labor, other people, national ideas and ideologies, feelings of pride, the quality of a perfect person.

The importance of the acmeological approach is that it contributes to the individual study of the individual, along with the description of human activity, to the achievement of high levels of interaction, its development [2; 9].

In the acmeological approach, the goal of improving and developing the capacity of the specialist requires a creative approach to the selection and design of learning content. It includes not only the acquisition of certain information and facts, memorization of rules, practical problems and problem-solving skills, but also the level of implementation of educational aspects of future professional activity, its laws, problems, interactions and prospects for development. The process by which the features are distinguished will prevail.

Implementation of intensive vocational training in the system of professionally oriented education on the basis of the acmeological approach, the issue of improving the preparation of students of professional colleges for professional activities is carried out in the integration of education and upbringing. The educational process, in its essence, is a period of acquisition of knowledge, skills and abilities necessary for the successful implementation of professional activity for the future specialist, as well as a period of professional and personal formation. At this stage of vocational education, the future specialist participates as an active subject in the stages of professional, intellectual, creative and innovative formation.

One of the pedagogical conditions for the introduction of an acmeological approach in vocational education is competence [10;11;33]. The word "competence" (its roots are Latin *competens* - meaning compatible, capable) has two different meanings in its semantics:

1. Possessing deep knowledge, thorough knowledge;
2. Competent, knowledge of news in a particular field.

In pedagogy, the word competent (Latin *competere* - to achieve, conform, match) is defined as the scope of knowledge, experience of the person, and is strengthened in job descriptions or other normative documents. In the pedagogical dictionary, "competence" is the level of knowledge of the individual, which is determined by the level of mastery of theoretical means of cognitive or practical activity [12; 13; 14]. In her research, M.A. Belyakova argues that the most serious factors influencing the employment of young professionals today are their independence, initiative, communication, aspiration to employment and other similar professional competencies and personal qualities [15].

N.A. Muslimov, a competent person is given in relation to the scope of certain objects and processes and is necessary for quality, productive activity in relation to them. Thought to include a set of interrelated qualities (knowledge, skills, competencies, ways of working) [16;17].

A.M. Novikov considers the concept of "Competence" as an alternative to the concept of "Professional Skills" [18].

L.A. Stepnova explains that autopsychological competence arises at the expense of violation of internal constraints using psychological mechanisms, partial or complete elimination of certain negative constraints and features.

Autopsychological competence is formed in skills that focus on:

- Self-diagnosis (complex skills of self-analysis, self-assessment, self-awareness, self-awareness, self-management);
- Elimination, correction, correction of self-shortcomings (getting rid of negative habits, overcoming stress, having the technique to solve personal problems);
- Self-development (mastering the technique of changing personal characteristics, self-programming);
- Self-motivation (acceptance and formation of images of achievements, setting goals, strengthening personal resources) In terms of autopsychological competence, creative abilities can be divided into the following groups:
 1. Auto cognitive abilities: the ability to form and develop new types of knowledge (automobiles) about themselves in the form of the concept of "I", reflection, identification, internalization, change their views, beliefs and attitudes.
 2. Deficiencies in the achievement of maturity in connection with the typological autopsychological characteristics of the person, associated with a high potential for self-development, self-improvement, limited self-development.
 3. The presence of a creative status in the self-expressing person, the presence of a creative attitude to himself, life, a high level of self-direction, confidence in himself and the environment around him, a full understanding of their desires and needs.

Thus, in the preparation of vocational college students for professional activity on the basis of an acmeological approach, it is possible to develop the formation of autopsychological and professional competence through individual study of their physiological, mental and psychological aspects [19;30;31].

The main task of the educational process is the discovery of new scientific truths, which occur through creative assimilation, through the acquisition of knowledge. U.Nishonaliev, "The educational process can be considered as three-sided. The first aspect is the process of transformation of knowledge, talents and skills into skills, the second aspect is the development of personal qualities and the third aspect is the development of formed qualities" [20, p. 93]. The commonality of these three tasks is achieved through the combination of different means, forms, methods of education.

Such an acmeological approach provides a wide range of opportunities for the individual development of each student, aimed at meeting the diverse educational needs of man and society.

Vocational training based on the acmeological approach, in turn, the process of formation of professional training of college students requires interactive cooperation and independent-creative relationship between teacher and student, modernization of innovative education based on the content of vocational education, harmonious personality development and its social aspects.

"Innovation" is derived from the Latin language and means "renewal, innovation or change" [21;26;27]. V.A. Slastenin, "Innovation in the pedagogical process is organized by the introduction of new goals, content, methods, forms and methods in education, in collaboration with teachers and students" [22]. Pedagogical innovation is a change in the content of education and teaching technology in order to innovate in pedagogical activities, increase the effectiveness of education [23;17].

Innovative education:

- Innovations introduced and being introduced in the field of education;
- Is a process based on updated, new technologies.

It is necessary to create an innovative environment for the introduction of innovative education in the educational institution, the emergence of pedagogical innovations, their rapid transformation and implementation in practice. The acmeological approach is one of the new innovative approaches in education, which consists of several structural directions (Figure 2).

The acmeological approach is currently the most promising for the educational institution. Its application leads to the transition of the educational institution from a functional to a developing mode, which increases the quality of education. organization of seminars, practical and laboratory classes on the basis of acmeological approach.

Acmeological technologies are aimed at developing a person's inner potential, increasing the level of professionalism and flexibility. They cover the acmeological basis, are part of the set of natural sciences and humanities. The peculiarity of acmeological technology is that its development and application is focused on the internal installation of the subject. The main task of acmeological technologies is to form and strengthen self-awareness, self-development and self-expression in a person through special methods and techniques of personal self-activation and opportunities for self-professionalization.

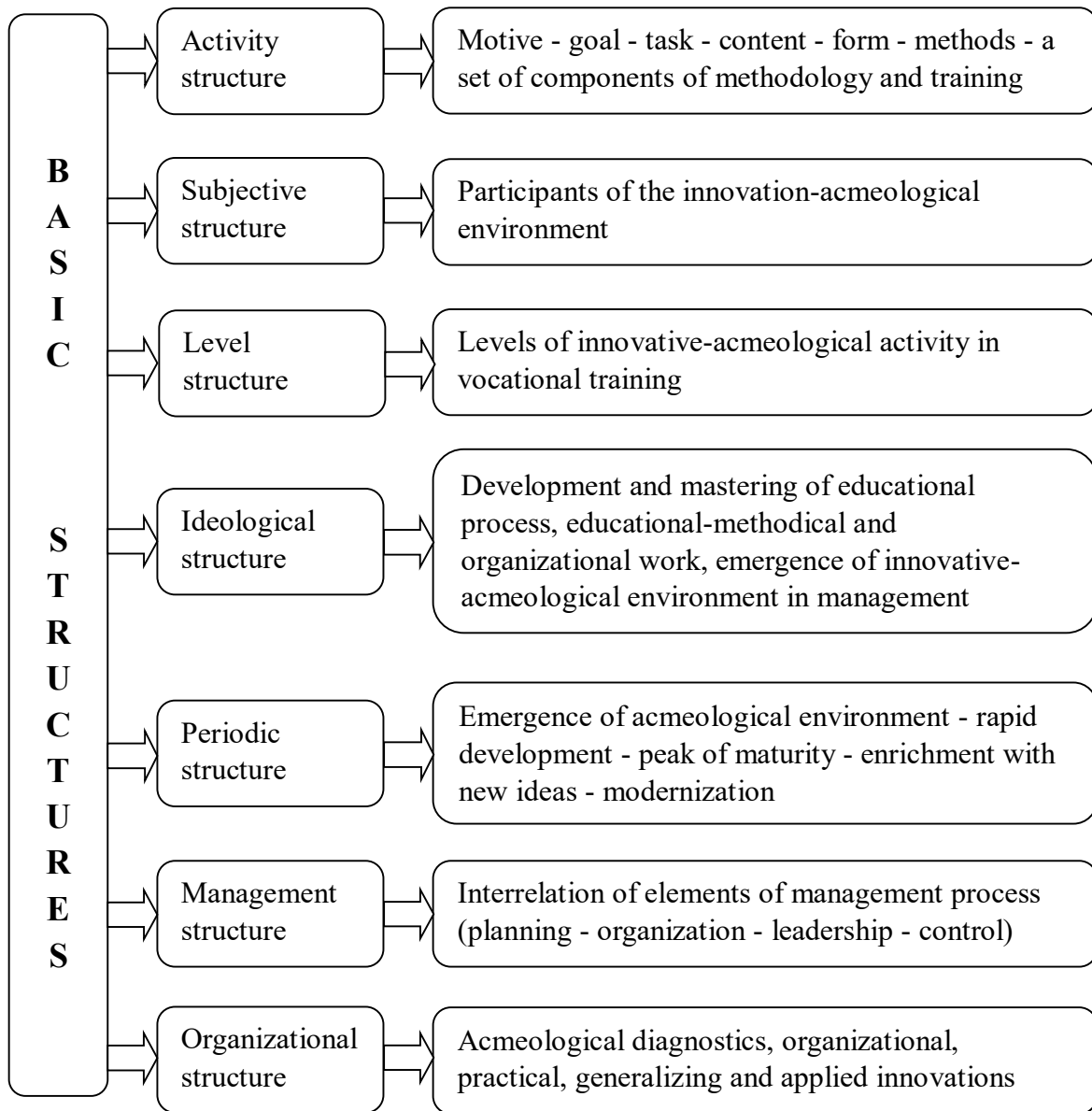


Figure 2: The Structure of the Innovative-Acmeological Environment in Vocational Training

The development of vocational education is directly related to changes in the worldview and thinking of teachers and students, who are the main participants in this process, their competence. As noted above, in order for each student to identify his or her personal acme, he or she must have a strong motivation for his or her chosen major, and a strong motivation to succeed in life or a need to succeed [24;25].

In applying the acmeological approach to education, it is important to create certain socio-pedagogical conditions in the educational institution to influence the activation of the creative potential of future professionals, to develop their professional motivation and motivation to succeed in the process, to ensure the quality of professional training. Acmeological approach to vocational education provides effective use of personal resources by strengthening the professional motivation of professionals, stimulating their creative potential, the formation of acmeological orientation to achieve success in professional activities. The acmeological approach leads to the achievement of social maturity by the conditions of interaction of college students in the processes of ontogeny and sociogenesis as integral quality indicators of holistic development in early adolescence.

IV. CONCLUSION

The acmeological approach is based on the fact that students in educational institutions as the scientific basis for the formation of professional creativity in future professionals are the participants of this process, mature individuals and active subjects of professional activity and create conditions for their gradual, continuous self-improvement. The application of the acmeological approach in vocational education provides the achievement of high professional skills and results, strengthening professional motivation, developing professional skills, forming professional competence, stimulating creative potential, professional acme-oriented, identifying and effectively using personal opportunities to succeed in activities [34;35]. Wide use of acmeological approach, development of professional competence, modernization of professional training, improvement of pedagogical-psychological mechanisms of training of competitive personnel in the conditions of vocational education are of great importance in the development of professional training of future specialists in the world. Thus, it is possible to radically improve the quality of training, innovative ideas in the educational process, the active use of technology, the organization of the pedagogical process on the basis of new pedagogical forms and methods, to contribute to solving problems related to the development of professional training of students in vocational colleges. The application of the acmeological approach in preparing students for professional activities is important and relevant.

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