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ADAPTATION OF EDUCATORS TO THE LABOR MARKET THROUGH SELF- DEVELOPMENT

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Abstract

This article analyzes the issues of teachers' adaptation to the modern labor market through self-development. The study highlights the importance of developing professional competencies, mastering digital technologies, applying innovative approaches, and continuous education processes. In addition, the factors for increasing teachers' competitiveness and the prospects for professional growth are discussed in detail.

Keywords: Teacher, labor market, self-development, professional competence, innovative technologies, digital education, continuous education, pedagogical skills, competitiveness, modern education.

Introduction

In today's era of globalization and digitalization, the education system, like all other sectors of society, is undergoing fundamental transformations. The modern labor market demands not only educators with profound knowledge, but also those who continuously work on self-improvement, master new technologies, and apply innovative approaches. Therefore, the issue of educators' self-development has become one of the most pressing concerns of our time.

A teacher's professional success is not limited to possessing a higher education degree alone. Throughout their professional career, educators must acquire new

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knowledge, improve their qualifications, apply modern pedagogical methods, and effectively utilize information technologies. This is because the rapid changes occurring within the education system require teachers to constantly update themselves. The increasing competition in the labor market has elevated professional development to a necessity for educators. Today, employers pay attention not only to diplomas, but also to practical skills, creativity, communication abilities, critical thinking, and adaptability. Consequently, self-development serves as an important factor not only for teachers' personal growth but also for securing a *достойное* position in the labor market.

Today's educators are expected to use interactive teaching methods, apply digital platforms, organize distance learning, possess foreign language proficiency, and implement innovative ideas into practice. Such requirements necessitate continuous self-improvement and the ongoing enhancement of professional knowledge and skills. The process of self-development enriches educators' knowledge, increases their professional potential, develops their creativity, and ensures their competitiveness in the labor market. At the same time, this process strengthens psychological preparedness, enhances stress resistance, and contributes to achieving efficiency in professional activities.

The Role and Importance of Educators in the Labor Market

The education system is considered one of the key factors in societal development. Therefore, the role and significance of educators in society are extremely important. The level of development of any country is closely connected with the quality of education, while the quality of education, in turn, depends on the professional competence of teachers. The modern labor market requires highly qualified educators who think innovatively and possess strong digital technology skills.

Today, merely delivering lessons is no longer sufficient in educational institutions. Teachers must be able to develop students' independent thinking,

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guide them toward modern professions, and organize the educational process based on innovative methods.

The success of educators in the labor market depends on several factors:

- professional knowledge and qualifications;
- communicative competence;
- information technology skills;
- foreign language proficiency;
- application of innovative methods;
- creativity;
- adaptability;
- readiness for lifelong learning.

Nowadays, many educational institutions strive to employ experienced and self-developing educators, as modern teachers are considered the primary force ensuring educational quality and effectiveness. To achieve success in the labor market, educators must continuously update their knowledge and skills. This can be accomplished through the process of self-development.

The Concept and Essence of Self-Development

Self-development is the process of continuously improving oneself both personally and professionally. During this process, individuals acquire new knowledge, develop their skills, enrich their experience, and enhance their personal potential.

For educators, self-development includes the following areas:

- updating professional knowledge;
- improving pedagogical mastery;
- studying innovative technologies;
- developing psychological preparedness;
- fostering creative thinking;
- engaging in scientific research activities.

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Self-development is carried out based on the individual needs and goals of the educator. The primary objective of this process is to improve teachers' professional competence and adapt them to the requirements of the modern labor market. Working on oneself also develops personal qualities such as responsibility, discipline, initiative, creativity, and leadership.

Effective forms of self-development include:

- independent learning;
- professional development courses;
- seminars and trainings;
- scientific conferences;
- online courses;
- studying foreign experiences;
- reading books;
- writing scientific articles.

An educator's aspiration toward self-development is an important factor ensuring professional success.

Requirements of the Modern Labor Market

The modern labor market differs fundamentally from previous years. The development of the digital economy, the widespread implementation of artificial intelligence technologies, and the popularity of distance learning require educators to acquire new skills.

Today, the labor market highly values educators who possess the following competencies:

- digital literacy;
- media culture;
- critical thinking;
- creative approach;
- teamwork skills;

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- communicative competence;
- leadership;
- problem-solving skills.

Educational institutions require teachers to apply interactive teaching methods, work with modern software, and provide education while considering students' individual characteristics. The development of digital technologies has also created new opportunities for educators. For example, opportunities to teach remotely through online platforms, participate in international courses, and use electronic resources are expanding.

Another important demand of the labor market is foreign language proficiency. In particular, educators who know English have the opportunity to actively participate in international educational projects. Today, teachers are expected not only to impart knowledge but also to act as mentors, motivators, and innovators.

Development of Educators' Professional Competencies

Professional competence is a combination of knowledge, skills, and abilities necessary for educators to effectively organize their professional activities. The competency-based approach is considered one of the main directions of the modern education system.

The main competencies of educators include:

1. Pedagogical competence
2. Psychological competence
3. Information and communication competence
4. Methodological competence
5. Communicative competence
6. Social competence
7. Creative competence

Pedagogical competence enables teachers to effectively organize the educational process, use modern methods, and improve the quality of education.

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Psychological competence is important for considering students' age and individual characteristics, communicating effectively with them, and solving psychological issues. Information and communication competence reflects educators' ability to work with modern technologies. Today, the ability to use electronic journals, online platforms, virtual laboratories, and multimedia tools has become an essential requirement for teachers.

To develop professional competencies, educators should:

- regularly improve their qualifications;
- engage in scientific activities;
- study foreign experiences;
- apply modern methods;
- master digital technologies.

The development of competencies increases educators' competitiveness in the labor market.

Educators' Creativity and Innovative Activity

A modern educator must be creative and innovative, as traditional teaching methods can no longer fully satisfy the needs of today's students.

A creative educator:

- develops new teaching methods;
- organizes interactive lessons;
- teaches students to think independently;
- implements innovative ideas into practice.

Innovative activity positively influences the professional development of educators because the aspiration to create new ideas enhances their creative potential.

The innovative activity of educators includes:

- applying new pedagogical technologies;
- organizing project-based learning;
- using STEAM technologies;

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- applying elements of media education;
- utilizing gamification methods.

An innovative approach not only improves the quality of education but also strengthens the educator's position in the labor market.

Lifelong Learning and Professional Development

Lifelong learning is an essential component of the modern education system. Throughout their careers, educators must continuously improve their qualifications. The main objective of professional development is to update teachers' professional knowledge and teach modern methodologies.

Effective forms of professional development include:

- short-term courses;
- seminars;
- training sessions;
- master classes;
- online courses;
- international programs.

Lifelong learning ensures sustainable professional growth in educators' careers.

Development of Educators Based on International Experience

In developed countries around the world, great attention is paid to educators' self-development. In particular, the education systems of Finland, South Korea, Singapore, and Japan consider teachers' professional development a priority task. In Finland, educators are actively encouraged to conduct independent research, create new teaching methods, and improve educational quality. In South Korea, teachers are required to master modern technologies and regularly improve their qualifications. In the experience of Singapore, individual professional development plans are created for educators, and their career growth is continuously monitored. Studying international experiences is also of great importance for the education system of Uzbekistan.

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Problems in Educators' Adaptation to the Labor Market

There are several challenges related to educators' adaptation to the labor market. These include:

- insufficient digital skills;
- difficulties in using innovative methods;
- low proficiency in foreign languages;
- lack of motivation;
- shortage of technical equipment.

It is also important to strengthen the material and moral encouragement of educators. Competitive educators make a significant contribution to the development of society.

Leadership and Initiative in Pedagogical Activity

Today's educator should not only be a source of knowledge but also a leader capable of managing a team. Leadership reflects an educator's initiative, responsibility, and managerial abilities.

CONCLUSION

In conclusion, educators' self-development is one of the most important factors for adapting to the demands of the modern labor market. In today's era of globalization and digitalization, teachers are required not only to possess profound knowledge but also innovative thinking, creative approaches, communicative competence, and digital literacy. Self-development enhances educators' professional skills, develops their creative potential, and ensures their competitiveness in the labor market. Furthermore, this process positively influences teachers' personal growth, psychological preparedness, and the formation of leadership abilities. Modern educators must be prepared for lifelong learning, acquire new knowledge, apply innovative technologies, and study international experiences. In particular, knowledge of digital technologies, foreign language proficiency, and engagement in scientific activities significantly

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increase educators' success in the labor market. The adaptation of educators to the labor market is important not only for their personal success but also for the development of society. High-quality education increases the intellectual potential of society and contributes to national development. Therefore, supporting educators' self-development, providing them with modern knowledge and technologies, and creating favorable conditions for professional growth are among the most urgent tasks of today.

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