

MECHANISMS OF STATE SUPPORT FOR TRAINING PERSONNEL IN THE AGRICULTURAL SECTOR

Boltaev Nurali Shiramatovich

Tashkent State Agrarian University Associate Professor of the Department of Agribusiness Management and Logistics, Doctor of Philosophy in Economics (PhD)

E-mail: nurali.boltayev1991@gmail.com ORCID: 0009-0007-9142-6080

Abstract. This article analyzes the mechanisms of state support for personnel training in the agricultural sector. It examines issues related to the development of agricultural education within the framework of state policy, strengthening the material and technical base, allocation of grants and subsidies, as well as the stimulation of research activities. In addition, the article substantiates the importance of ensuring and regulating the integration of education, science, and production in the process of training highly qualified specialists.

Keywords: agricultural sector, personnel training, state support, educational policy, grants, subsidies, innovation, integration, qualified specialists.

Annotatsiya. Mazkur maqolada agrar sohada kadrlar tayyorlashni davlat tomonidan qo‘llab-quvvatlash mexanizmlari tahlil qilinadi. Unda davlat siyosati doirasida agrar ta’limni rivojlantirish, moddiy-texnik bazani mustahkamlash, grantlar va subsidiyalar ajratish, hamda ilmiy-tadqiqot faoliyatini rag‘batlantirish masalalari yoritilgan. Shuningdek, malakali mutaxassislar tayyorlashda ta’lim, fan va ishlab chiqarish integratsiyasini ta’minlash hamda tartibga solish jarayonining ahamiyati asoslab berilgan.

Kalit so‘zlar: agrar soha, kadrlar tayyorlash, davlat qo‘llab-quvvatlashi, ta’lim siyosati, grantlar, subsidiyalar, innovatsiya, integratsiya, malakali mutaxassislar.

Аннотация. В данной статье анализируются механизмы государственной поддержки подготовки кадров в аграрном секторе. Рассматриваются вопросы

развития аграрного образования в рамках государственной политики, укрепления материально-технической базы, выделения грантов и субсидий, а также стимулирования научно-исследовательской деятельности. Кроме того, в статье обосновывается важность обеспечения и регулирования интеграции образования, науки и производства в процессе подготовки высококвалифицированных специалистов.

Ключевые слова: аграрный сектор, подготовка кадров, государственная поддержка, образовательная политика, гранты, субсидии, инновации, интеграция, квалифицированные специалисты.

Ensuring sustainability across sectors of the national economy requires the training and development of highly qualified personnel capable of creative thinking in accordance with international standards. In this regard, the development of human capital based on labor market demands has become a priority task. Therefore, the “Uzbekistan–2030” Strategy identifies such objectives as expanding access to higher education, improving the quality of training for highly educated specialists, enhancing the organizational and managerial activities of higher education institutions, strengthening their material and technical resources, intensifying applied research in the fastest-growing sectors of the economy, and introducing the “enterprise–university–research organization” cluster system[1].

In the Address of the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, to the Oliy Majlis and the people of Uzbekistan, it was emphasized that by widely introducing advanced foreign experience in education and healthcare, implementing new technologies, and training personnel for modern professions based on science and innovation, the country has every opportunity to increase the size of its economy to more than 240 billion US dollars over the next five years [2]. This, in turn, necessitates the development of new mechanisms for personnel training in higher education institutions

and the formulation of measures aimed at enhancing human resource capacity. It also requires the formation of students' self-directed learning skills and the development of core competencies essential for scientific and academic activities. Furthermore, improving soft skills and the culture of professional conduct, which are crucial for professional success, contributes to increasing labor productivity within organizations.

The development of the new century is directly linked to the advancement of science, while scientific progress and the growing demand for qualified personnel demonstrate the need for young, talented, and highly professional specialists in every field. Eliminating personnel-related problems and ensuring the training of specialists across various sectors remain among the most pressing issues of today. In the education system, the issue of human resources requires identifying the interconnection between the labor market and producers, as well as establishing continuous integration among them. In this regard, on February 9, 2026, the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, reviewed proposals concerning the development of new agricultural lands and the advancement of science in the agricultural sector to a new stage. During the meeting, proposals were put forward to admit the children of farmers and their employees to universities on the basis of reduced tuition contracts if their test scores did not meet the established admission quotas, as well as to reduce the duration of study from four years to three years in seven educational fields. It was also emphasized that students would be trained in obtaining tractor operator licenses and in the use of agro-drones[3]. Such opportunities create the task for higher education institutions training personnel for the agricultural sector to educate highly competent specialists in their respective fields. This, in turn, makes it possible to elevate the quality of training highly qualified and competitive personnel for the agricultural sector to a new level through the introduction of innovative approaches in the educational process,

the study of foreign experience, the strengthening of the material and technical base, and the continuous professional development of faculty members.

According to Resolution No. PR-216 of the President of the Republic of Uzbekistan, adopted on July 7, 2023, “On Additional Measures to Improve Quality and Efficiency through the Integration of Science, Education, and Production in the Agricultural Sector,” the task was set to introduce science-based, practice-oriented agrotechnical, zooveterinary, and other services in higher educational institutions of the agricultural sector through the involvement of the private sector, based on the internationally recognized “Spin-off” and “Soil-Doctor” methodologies[4]. As a result of implementing this methodology, cooperation between private sector enterprises, clusters, cooperatives, and other agricultural enterprises with higher education institutions has significantly intensified. The development of spin-off enterprises enables students to support and implement new startups within these structures, thereby contributing to enhancing the reputation and prestige of higher education institutions. Today, granting financial and academic autonomy to higher education institutions not only increases management efficiency, but also transforms them into important drivers of innovative development. Such an approach is widely applied in the practice of leading universities around the world and ensures close integration between science, education, and production. As a result, spin-off companies established by students and young researchers not only create new jobs, but also make a significant contribution to the sustainable development of the university economy.

Through spin-off enterprises:

- students and young researchers gain opportunities to transform scientific ideas into practical products and services;
- innovative startups are established, contributing to the development of an entrepreneurial environment;

- scientific developments, patents, and technologies are commercialized;
- additional and sustainable sources of income are created for universities;
- the impact of research outcomes on the real economy is strengthened.

From this perspective, higher education institutions should function not merely as providers of knowledge, but also as modern scientific and innovation centers that create innovations, implement them in practice, and transform them into economic value. This serves as an important factor in increasing the country's competitiveness, strengthening scientific potential, and ensuring sustainable economic growth.

The management system for personnel training in the agricultural sector also includes ensuring cooperation among educational institutions, research institutes, production enterprises, and public administration bodies. Such an integrated approach strengthens the alignment of agricultural education with practical activities, facilitates the development of professional competencies among students and young specialists, and enables the training of personnel that meet labor market demands. In this regard, the analysis of the organizational and legal foundations of personnel training management in the agricultural sector is of significant scientific and practical importance for improving the effectiveness of this system, enhancing the educational process, and further developing mechanisms for training competitive specialists for the agricultural sector.

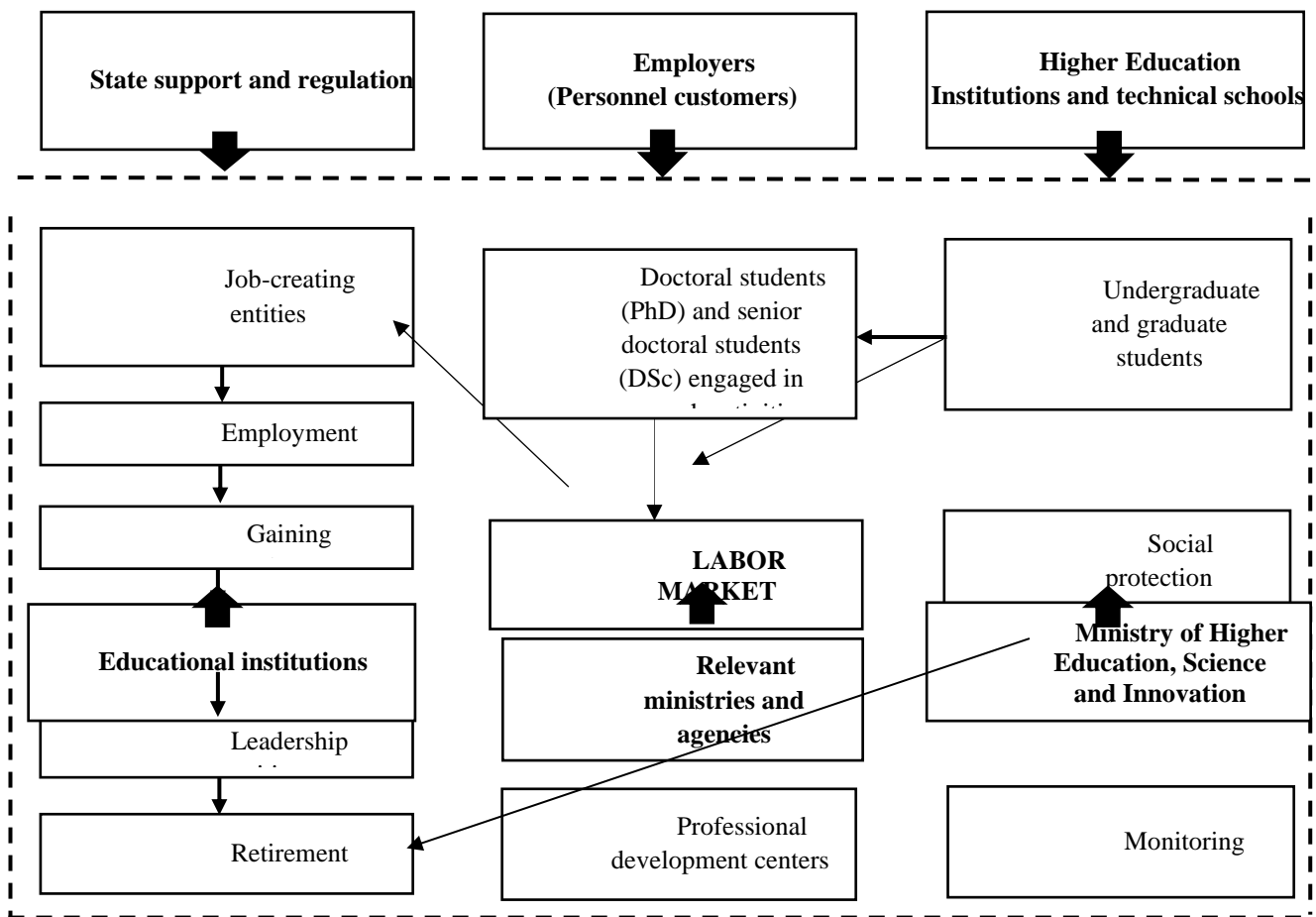


Figure 1.5. The Process of Regulating Personnel Training in the Agricultural Sector¹

In order to effectively develop the personnel training system in the agricultural sector, it is important to introduce appropriate amendments and additions to the existing regulatory and legal framework, as well as to study advanced international experience and implement it in practice. This process requires higher education institutions within the system of the Ministry of Agriculture to identify priority areas for training specialists for the agricultural sector and to organize the educational process in accordance with the demands of the modern labor market, taking into account regional socio-economic development programs, existing resource potential, and climatic factors. In

¹ Source: Developed by the author.

implementing integration within the educational process, it is essential to ensure close cooperation between personnel and production organizations, full fulfillment of the responsibilities of both parties within the relevant sectors, and the availability of jobs and qualified personnel in accordance with established procedures. In this context, the process of personnel training in the agricultural sector is regulated by employers, higher education institutions, and relevant ministries and agencies (Figure 1).

In this process, after employment, personnel are provided with opportunities to improve their qualifications, undergo retraining, acquire new knowledge for the development of the sector, enhance production efficiency, and integrate into the labor market. Ensuring cooperation in personnel training, introducing the main mechanisms for supplying the labor market with highly qualified specialists, and covering the key stages of education create opportunities for employers to select the most suitable candidates and satisfy the labor market's demand for skilled personnel.

Ensuring strong integration between science, education, and production is of particular importance for the sustainable development of the agricultural sector. This can be achieved through establishing effective cooperation among educational institutions, research institutes, and production enterprises, implementing joint projects, and introducing innovative developments into practice. As a result, the agricultural sector is supplied with competitive specialists possessing modern knowledge and skills, capable of making independent decisions, thereby contributing to the sustainable and consistent development of the industry.

REFERENCES

1. Decree of the President of the Republic of Uzbekistan No. DP-158 dated September 11, 2023, "On the 'Uzbekistan-2030' Strategy."
2. Address of the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, to the Oliy Majlis and the People of Uzbekistan. December 26, 2025.
<https://president.uz/uz/lists/view/8834>
3. Presentation held on February 9, 2026, by the President of the Republic of Uzbekistan on “Proposals for the Development of New Agricultural Lands and Advancing Science in the Agricultural Sector to a New Level”. “Yangi Uzbekistan” socio-political newspaper, No. 27 (1626), February 10, 2026.
4. Resolution of the President of the Republic of Uzbekistan No. RP-216 dated July 7, 2023, "On additional measures to increase quality and efficiency through the integration of science, education, and production in the agricultural sector."