

THE IMPACT OF INNOVATIVE APPROACHES TO INCREASING YOUTH EMPLOYMENT ON THE COUNTRY'S ECONOMIC DEVELOPMENT

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Tugalov Izzatjon Elmurod ugli

Student of Tashkent State University of Economics

Annotation

This article is about the fact that ensuring youth employment through the use of innovative ideas is the most optimal choice of today, and as one of them, The “Life Development Program” is the most effective way to employ young people, taking into account the socio - economic structure and high birth rate of Uzbekistan, and the introduction of a “digital capacity passport” .

Keywords

Life Development Program, Digital Capacity Passport, innovative ideas, investment

Introduction

In today's globalization and digital transformation, one of the important factors of economic development of countries is the effective use of youth potential. Especially against the background of new demands emerging in the labor market, the issue of youth employment is gaining urgent importance. Since traditional employment approaches cannot meet the rapid changes of the current era, new employment mechanisms formed on the basis of innovative approaches play an important role. In this regard, the Resolution of the President of the Republic of Uzbekistan (No. PQ-4996 dated 17.02.2021) “On measures to create conditions for the accelerated introduction of artificial intelligence technologies” and in accordance with the “Digital Uzbekistan - 2030” Strategy, it is aimed to rapidly introduce artificial intelligence technologies and their widespread use in our country, ensure access to digital information and its high quality, and create favorable conditions for training qualified personnel in this field¹.

¹Resolution of the President of the Republic of Uzbekistan, No. PQ-4996 dated 17.02.2021

Innovative approaches, in particular digital platforms, support for startups, expanding remote work opportunities, and introducing modern formats of vocational education will not only increase the employment of young people, but

also strengthen their economic activity, create new market entities, and thereby contribute to the sustainable growth of the country's economy.

Method

Although ensuring youth employment is a difficult task for the state, dealing with it is as important as water and air. It is no exaggeration to say that this is even more important due to the high population growth rate in Uzbekistan.

Demographic status of the Republic of Uzbekistan

(2024 -year 37543200 population)

Key indicators	Total number (person)	In coefficient calculus
Born	926422	24.9
Deceased	174413	4.7
Natural growth	752009	20.2

Figure 1. Natural growth rates in the Republic of Uzbekistan for January-December 2024² (based on data from Stat.uz)²

In Figure 1 above, we can see the main indicators of the demographic situation of the Republic of Uzbekistan for 2024. Based on these indicators, according to approximate calculations, the population of Uzbekistan as of January 2026 may be as follows: (forecast)

Number of population= $37543200 \times (1 + 20.2/1000) = 38301572$ person

This growth rate means that the state must take the necessary measures to ensure the employment of the growing youth. The solution to this is the active implementation of innovative ideas into practical processes, which is the need of the hour.

²<https://stat.uz/uz/rasmiy-statistika/demography-2>

Results

As an innovative idea to increase the employment of the youth of Uzbekistan, I propose a comprehensive approach known as the **“Lifelong Development Program” (HRD)**. This system is aimed at developing the potential of young people at each stage of their lives, taking into account the economic and social characteristics of our country. The **“Lifelong Development Program” (HRD)** is an innovative approach that gradually covers the life cycle of young people, preparing them for future employment at each stage in cooperation with the state, private sector and local communities. In terms of initiative, the **“Lifelong Development Program” (HRD)** is a comprehensive state strategy or initiative aimed at ensuring

the quality of life, social protection, economic activity and personal development of citizens living in the country. This program may include the following areas:

Key areas at the country level:

Direction	Description
Improving the education system	Introducing quality, modern approaches in the process from primary to higher education.
Youth and employment policy	Creating opportunities for the rising young generation in professions, entrepreneurship, IT, and other fields.
Support local initiatives	Finding local solutions to social and economic problems in each region.
Social protection and equality	To pursue supportive policies for persons with disabilities, families in need, and women.
Environmental sustainability	Environmental protection, development of green technologies.
Introduction of information technologies	Expanding digital infrastructure and bringing e-government services closer to the population.

Figure 2. Country-level key areas of the Human Development Program (HDP)

This figure presents the country-level key strategic areas envisaged within the framework of the Human Development Program.

Discussion

Through these areas, the state will form a systematic approach aimed at ensuring the quality of life of the population, education, employment, digital opportunities and ecological balance.

The system combines artificial intelligence (AI), blockchain and local economic resources.

Artificial intelligence (AI) is the ability of computing systems to perform tasks typically associated with human intelligence, such as learning, reasoning, problem-solving, perception, and decision-making³.

Blockchain is a digital technology that allows for secure, immutable, and distributed storage of data. It records data in the form of blocks, which are connected to each other in the form of a chain⁴.

Human (labor) resources are a set of physical labor potential and mental abilities of people used in economic activity and are considered a key factor in production and service provision⁵.

³https://en.wikipedia.org/wiki/Artificial_intelligence

⁴<https://www.ibm.com/think/topics/blockchain>

⁵ Sh.Sh. Shodmonov, Theory of Economics, Tashkent 2020, 20-21-pages

So, in the first stage, a “Digital Potential Passport” will be created for each individual in order to identify and develop their mental and physical potential. A “Digital Potential Passport” is an electronic identification document that reflects an individual’s digital capabilities, skills, and resources in economic, social, and technological life.

This passport uses AI to analyze an individual’s genetic and social factors and predict their potential future career path.

Genetic factors (biological or hereditary factors) - physical and psychological characteristics that a person inherits from his or her parents at birth

Social factors (environmental factors) are factors that influence the formation of a person in the external social environment and are acquired throughout a person’s life.

With this, we will have chosen one of the most optimal paths for our future, relying on a modern innovative idea. Then we need to create an infrastructure and legislative framework, and in cooperation with the Ministry of Innovative Development, the Ministry of Health and the Youth Affairs Agency, develop an improved version of the HRD “Human resource development” system. The second stage is to test the AI platform for the “Digital Potential Passport”.

Imagination Try it out - isn't it a great result to know what kind of results young people with a "Digital Potential Passport" are studying, in which field they are capable and in return for their potential in this field, they can achieve advanced results? This means that by directing young people to the right field, we will achieve our goal faster. Another good thing is that young people will contact employers based on their "Digital Potential Passport". For example, if someone's passport indicates the potential of an "IT specialist", they will automatically be recommended to IT companies, or if their potential is high in accounting, that is, in calculations, they will receive a recommendation for various companies and firms. This means that it will be easy to find qualified personnel through the "Digital Potential Passport", because this is achieved through the automatic

recommendation procedure when attracting specialists. The good news is that this means direct employment. The third and final stage is very important. The reason is that the state must make targeted investments in the future of its children. Of course, as I mentioned at the beginning, for this innovative idea to work, it would be appropriate to cooperate with the ministries mentioned above.

Conclusion

This system is a system of continuous and strategic development aimed at not just keeping people busy, but also at shaping them as active, qualified, competitive, socially stable individuals in society. It also embodies the ideas that have been interpreted for our country to create not only workers, but also employers. Therefore, to implement these, our state must invest in our children. Therefore, an investment in a child is the best investment! And we, the youth, will certainly show our state the fruits of this. Perhaps I could not fully explain my thoughts through this short article. But I must say that my ideas in this regard are vague.

SOURCES USED:

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