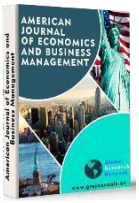

American Journal of Economics and Business Management

Vol. 9 Issue 4 | **pp.** 454-464 | **ISSN:** 2576-5973
Available online @ https://www.globalresearchnetwork.us/index.php/ajebm

Article

Recommendations for Improving The Training System for Qualified Personnel in The Regional Tourism Sector

Raxmatov Adxam Itolmasovich

1. Independent researcher, Bukhara state engineering-technological institute, Republic of Uzbekistan
* Correspondence: adxam.rahmatov@bkru, ORCID number: 0009-0000-5774-8894

Abstract: If we approach the training of qualified personnel for the tourism sector from a systemic perspective, for example, the process of updating and monitoring the tourism industry based on the requirements of an innovative or digital economy remains complex, showing the presence of problems that create barriers. Therefore, the need to improve the system of training qualified personnel for the tourism sector is becoming increasingly relevant. Based on the requirements of world tourism in the field of tourism, it is important to improve reliable and up-to-date system mechanisms for effective strategic decision-making in the field of training qualified personnel, the use of up-to-date methodological data, which will serve as the basis for the development of the industry's prospects.In this article, the author outlines recommendations for improving the system of training qualified personnel for the regional tourism sector.

Keywords: tourism, regional tourism, tourism industry, innovation, social, qualified personnel, platform, model, national, regional, state, professional, Smart tourism, creative thinking, risk, outsourcing.

Citation: Itolmasovich, R. A. Recommendations for Improving The Training System for Qualified Personnel in The Regional Tourism Sector. American Journal of Economics and Business Management 2026, 9(4), 454-464

Received: 10th Jan 2026
Revised: 21th Feb 2026
Accepted: 14th Mar 2026
Published: 09th Apr 2026

Copyright: © 2026 by the authors. Submitted for open access publication under the terms and conditions of the Creative Commons Attribution (CC BY) license (https://creativecommons.org/licenses/by/4.0/)

1. Introduction

The tourism sector is one of the most important sectors of the global economy, and its development not only stimulates economic growth but also plays an important role in ensuring employment, increasing public income, and ultimately improving the well-being of society. Tourism is of strategic importance in ensuring long-term benefits by harmonizing the social, economic, and environmental aspects of this sector. At the same time, special attention is paid to the system of training qualified personnel and social support for the population, which is one of the important factors for development [1]. When defining the direction of the concept for forming a personnel supply system in the tourism sector, it should be noted that the conditions for vocational training in the republic are being expanded. As President Shavkat Mirziyoyev noted: «We want to create conditions for tourists, but we must also properly lay the foundation for this.» For example, craftsmanship is one of the main directions that expresses our national identity. Therefore, our task is to create all the necessary conditions for the production of products by artisans. It is necessary to train qualified personnel. To this end, it is advisable to establish a university for artisans. We are meeting with entrepreneurs, and now we will also organize separate meetings with artisans [2].»

Analysis of literature on the topic.

In the modern industrialized society, innovation is a key aspect of the activities of organizations and industries, which is anti-crisis competitiveness, and it depends primarily on the training of qualified specialists with professional qualifications in the relevant fields. This process occurs only within the system of continuous education, which, as an important

factor in social and labor life, acquires the status of a separate mechanism for social and cultural development. Many scientists from around the world and Uzbekistan have conducted research on the importance of the personnel training system in the development of the tourism sector. In particular, M. Amonboev, in his article «Educational Model for Training the Future Specialist in the Tourism Industry,» presented his research on the system of personnel training for tourism, stating: «The main requirement of employers for graduates is the availability of work experience accumulated during educational and industrial internships while studying at a university [3].»

In her article titled «Problems of Training Tourism Specialists in Uzbekistan,» S. Safaeva notes that «Managers and marketers must possess skills and knowledge such as being able to orient themselves freely in the tourism sector, knowing the tourism market and the procedure for promoting tourism products, working with people, and being able to evaluate their own and others' actions.»

L. Bekmurodova, in her research work «Prospects for the Development of the Personnel Training System in the Tourism and Hospitality Industry,» cited the following: «Modern tourism firms and hotels require highly qualified specialists capable of applying modern technologies, taking into account the growing needs of tourists and innovative trends in the global travel industry, and being able to take on the complex tasks of managing industrial enterprises under conditions of increasing competition.»

S. Sunnatova, in her article «The Problem of Personnel Training in the Tourism Sector and Requirements for It,» notes: «The development of the tourism sector primarily depends on the effective establishment of cooperation in the tourism sector and the quality of personnel training.» The basis of personnel in the field of tourism is the person, that is, the «human factor,» and its development is related to the development of the education sector. »

A. Gorikovich, in his article «A Practical Approach to Personnel Training in the Tourism Sector: Problems and Prospects,» notes that «The situation in the dynamically developing domestic tourism market, especially in 2020, indicates the need to improve the system of training qualified personnel and make changes to curricula for secondary specialized vocational education and undergraduate students.» It is necessary to qualitatively improve and develop issues related to student internships, as well as a practical approach to teaching students and the gradual development of this direction [4].»

2. Materials and Methods

This study employs a comprehensive methodological framework aimed at developing scientifically grounded recommendations for improving the training system of qualified personnel in the regional tourism sector. The research is based on the integration of inductive and deductive reasoning methods, which ensure a balanced approach to data interpretation and theoretical validation. Inductive reasoning is used to identify general patterns and tendencies in the development of tourism personnel training systems based on empirical observations, while deductive reasoning allows the application of established theoretical concepts to specific regional conditions in order to assess their relevance and effectiveness.

In addition, comparative analysis constitutes one of the key methodological tools of this research. This method is applied to examine and evaluate differences and similarities between domestic and international practices in the preparation of qualified tourism personnel. Through this approach, the study identifies successful educational models, training standards, and institutional mechanisms that can be adapted to improve the regional tourism workforce development system in Uzbekistan. The comparative dimension also enables a critical assessment of existing gaps between current educational practices and labor market requirements in the tourism sector.

Furthermore, the research incorporates a secondary data analysis approach based on the systematic review of foreign and domestic scientific literature, policy documents, statistical reports, and previously conducted empirical studies. This allows for a comprehensive understanding of global trends in tourism education and human resource development, as well as the identification of region-specific challenges and opportunities.

The methodological framework is further strengthened through qualitative interpretation, which facilitates the analysis of socio-economic and institutional factors influencing the effectiveness of personnel training systems. This approach ensures that both quantitative indicators and qualitative insights are considered in the formulation of conclusions.

Overall, the combination of inductive, deductive, comparative, and qualitative methods provides a robust analytical foundation for the study. It enables the development of evidence-based and practically oriented recommendations aimed at enhancing the efficiency, quality, and sustainability of the training system for qualified personnel in the regional tourism sector.

3. Results and Discussion

Result

Based on the results of our study, it was established that in the training of qualified personnel for the tourism sector, the system of creative, innovative, and creative thinking is characterized by a lack of information and limits the possibility of its effective use and management [5]. For example, when assessing the needs and interests of tourists visiting the country as tour operators, travel agents, and guides, information on the potential of pilgrimage sites, the unique landscapes of rural tourism, and the load on natural areas and cultural monuments has not been collected or is almost non-existent. The lack of such information creates serious difficulties in determining effective measures for the development of tourism and the training of qualified personnel for the industry. The role of national tourism in the international tourism system, i.e., its social and economic functions, as well as creative methodological approaches such as the integration of sustainability standards, the use of collective creative management methods, and the assessment of the burden of tourism activities on the system, occupies a very shallow place in the research center [6].

At the same time, the development of tourism in New Uzbekistan has become a priority of state policy, and the lack of methodologically innovative approaches to solving practical tasks aimed at the sustainable use of natural resources, supporting local communities, and increasing the country's tourism attractiveness limits the ability to understand how existing regional tourism benefits local communities. For example, there is insufficient information on the level of employment of the regional local population through tourism, income growth, and the state of access to tourism infrastructure. This creates problems such as the lack of creative thinking in the process of involving local communities in tourism processes and protecting their interests.

The lack of data on the internal potential of regional tourism prevents an accurate assessment of the overall economic benefits of the industry, opportunities for attracting investment to the regions and the level of creation of additional jobs. The lack of data on the internal potential of regional tourism prevents an accurate assessment of the overall economic benefits of the industry, opportunities for attracting investment to the regions, and the level of additional job creation [7].

Thus, the lack of a modern methodological methodology for training qualified personnel for the regional tourism sector negatively affects the development of the tourism sector, especially regional tourism. Creating a systematic base for training qualified personnel for the regional tourism sector in this area is important not only for the effective use of tourism resources but also for protecting the interests of local communities and increasing economic and synergistic efficiency in the regional tourism sector.

In order to eliminate these problems related to the training of qualified personnel in regional tourism, we propose to create a platform model «Smart System for Working in a Tourism Team.» This platform serves as the primary tool for developing the sector by implementing advanced digital technologies for training qualified personnel in regional tourism, their competitiveness characteristics, quality indicators, staff turnover, professional development, studying the international tourism experience of developed countries, exchanging experience, and collecting, analyzing, and monitoring data in the

field of regional tourism (the platform's operational mechanism is shown in Figure 1). As the most optimal place for organizing the «Smart System for Working in a Tourism Team» platform model, it is necessary to implement it in the Central tourist region (Samarkand, Jizzakh, Bukhara, and Navoi), the Northeastern tourist region (Tashkent, Syrdarya, and Tashkent), the Eastern tourist region (Andijan, Fergana, and Namangan), the Southern tourist region (Kashkadarya and Surkhandarya), and the Northwestern tourist region (Karakalpakstan and Khorezm). The primary objects of the «Tourism Team Work Smart System» platform model should be universities operating in tourism regions.

For example, the selection of the «Silk Road» International University of Tourism and Cultural Heritage as the central tourist region, Tashkent State University of Economics as the North-Eastern tourist region, Fergana State University as the Eastern tourist region, Karshi State University as the Southern tourist region, and Karakalpak State University as the North-Western tourist region has a scientific basis. This is because the activities of the UN Tourism Academy, the UN Tourism Thematic Office, and the Cultural Heritage Research Institute at some of the universities have formed a research environment.

For example, the selection of the «Silk Road» International University of Tourism and Cultural Heritage as the central tourist region, Tashkent State University of Economics as the North-Eastern tourist region, Fergana State University as the Eastern tourist region, Karshi State University as the Southern tourist region, and Karakalpak State University as the North-Western tourist region has a scientific basis. This is due to the fact that the activities of the UN Tourism Academy, the UN Tourism Thematic Office, and the Cultural Heritage Research Institute at some universities have formed a research environment[8].

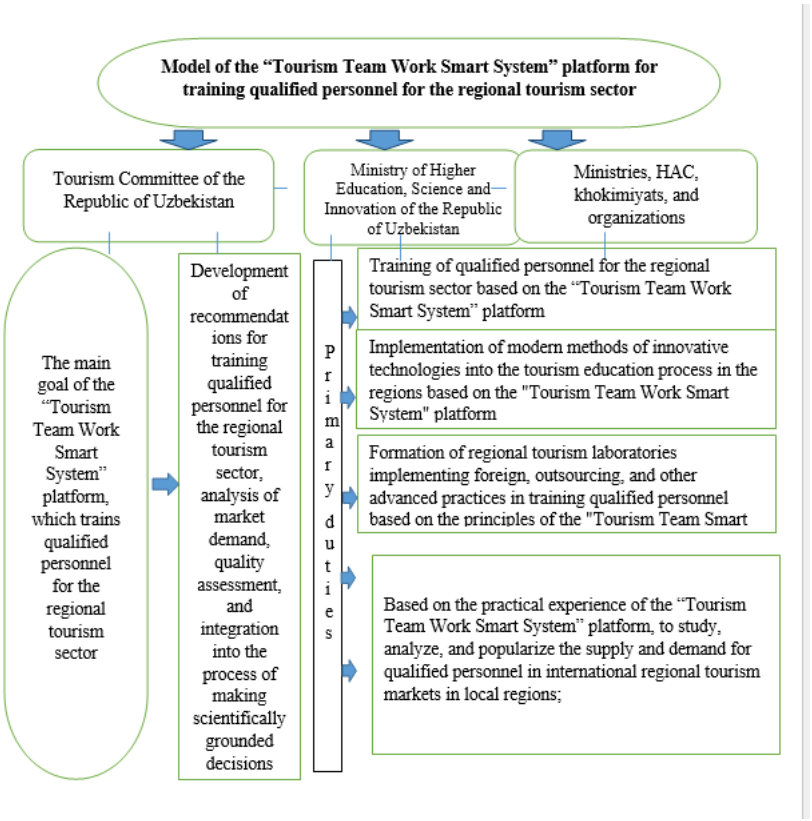

Figure 1. Model of the «Tourism Team Work Smart System» platform for training qualified personnel for the regional tourism sector

At the same time, the launch of the Center for Retraining and Advanced Training of Personnel in the Tourism Sector will give impetus to the scientific and practical development of the laboratory. The ability of regional universities to integrate modern educational processes, the base of qualified personnel, and the specialized environment for the tourism sector form a solid scientific base for tourism development based on

innovative technologies, the improvement of digital information systems based on a new methodological approach, and practical implementation according to the principles of creativity parameters [9].

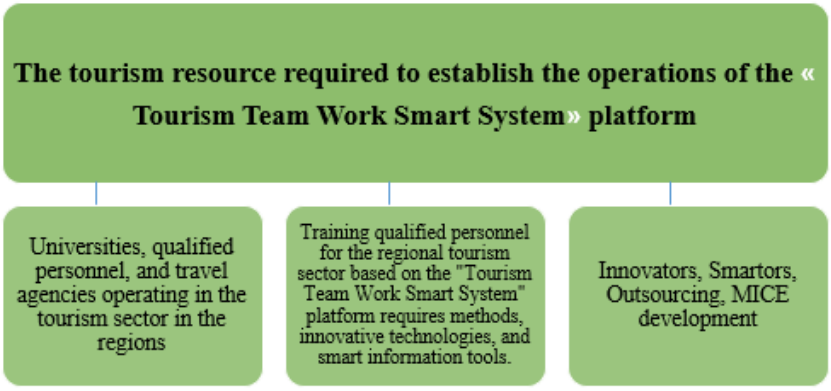

Figure 2. Tourism resources of the «Tourism Team Work Smart System»

Innovative development of the qualified personnel training system for the regional tourism sector is the process of introducing new ideas into the methods of the qualified personnel training system, improving products and services, or updating production processes. The development of innovations in the training of qualified personnel for the regional tourism sector is an important factor in increasing efficiency in every sector and ensuring the competitiveness of tourism products and services [10].

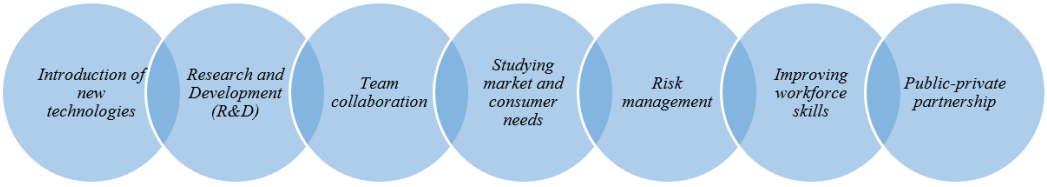

Figure 3. Innovative methods and principles for training qualified personnel for the regional tourism sector of the «Tourism Team Work Smart System» platform

Each element related to the innovative methods and principles of the «Tourism Team Work Smart System» platform for training qualified personnel for the regional tourism sector plays an important role in the process of training qualified personnel and requires a broader analysis. Below is detailed feedback for each item:

1. Introduction of new technologies into the methodology for training qualified personnel for the regional tourism sector: Technological innovations play an important role in the process of innovation development. By implementing new technologies, enterprises increase efficiency, reduce costs, and enhance competitiveness. Example: automation processes help save time and resources in the manufacturing sector.
2. Conducting research and development (R&D) to train qualified personnel for the regional tourism sector: Research and development (R&D) is essential for creating innovative products. Through this activity, new products or services are developed, and existing products are improved. Example: Technology companies, such as Apple or Google, implement a large portion of their innovations through R&D departments.
3. Teamwork in the system of training qualified personnel for the regional tourism industry: Innovations are often created through teamwork, rather than being the work of a single person. People with diverse knowledge and experience unite in

a team to put forward new ideas. Example: Startups can build innovative products in a short period of time by relying on teamwork.

4. Studying market and consumer needs: To successfully implement an innovative product or service, market needs and customer demands must be constantly studied. If customer needs are not analyzed, the innovative product may fail. Example: Amazon is constantly introducing new services based on the requirements and feedback of its customers.
5. Risk management: Any innovative project is associated with uncertainty and risk. Therefore, risk management is of great importance in innovation processes. Assessing and minimizing risks allows companies to achieve successful results. Example: When implementing new technologies, losses can be minimized by managing financial or technological risks.
6. Professional development of employees of institutions training qualified personnel for the regional tourism industry: To implement innovative technologies, it is necessary to train workers and update their skills. Effective application of new technologies and methods requires a skilled workforce. Example: Microsoft regularly trains its employees on new technologies.
7. Public-private partnership in training qualified personnel for the regional tourism sector Successful innovation development requires cooperation between the public and private sectors. The training of qualified personnel for the regional tourism sector, along with state financial support and legislative support, accelerates innovative development. Example: Many countries provide grants and subsidies to support R&D projects [11].

Improving the effectiveness of the methodology for training qualified personnel for the regional tourism sector is a set of processes aimed at further optimizing the activities of organizations or individuals and increasing efficiency. Improving efficiency largely depends on the organization's internal environment, the professional level of the team, and how resources are used. Improving the efficiency of tourism services is aimed at improving the organization's internal processes and optimizing resources. To increase the efficiency of tourism services, it is important to set clear goals, implement technologies, increase motivation, and motivate employees. Developed enterprises and organizations increase competitiveness and take a step toward sustainable development by increasing operational efficiency.

This table shows the main methods that will help increase the efficiency of training qualified personnel for the regional tourism sector. Taking a series of practical measures to increase the efficiency of each direction in training qualified personnel for the regional tourism industry contributes to the overall success of the organization.

Table 1

№	Effective methods of training qualified personnel for the regional tourism sector	Description	Methods of increasing the value of Goods
1.	Setting clear goals	Directing the tasks of qualified personnel and university staff towards clear and measurable goals.	Setting goals based on SMART principles.
2.	Division of duties	Allocate work based on the strengths of qualified personnel and university staff.	Assign appropriate tasks to each employee.
3.	Promoting tourism teamwork	Strengthening teamwork among team members.	Organizing team projects and tasks.

№	Effective methods of training qualified personnel for the regional tourism sector	Description	Methods of increasing the value of Goods
4.	Application of technologies	Automate tasks through modern technologies.	Use of automated systems .
5.	Increase motivation	Motivate employees to work .	Rewarding, creating opportunities for growth.
6.	Training and education	Staff training .	Continuous training and educational programs.
7.	Improving the work environment	Creating a comfortable and friendly working environment.	Ergonomic furniture, good communication .
8.	Time management	Precise planning of work processes .	“Pomodoro method”, “To-do” lists.
9.	Feedback system	Effective communication between managers and employees.	Constant exchange of ideas with employees.
10.	Resource optimization	Effective use of labor, time and financial resources.	Allocate and manage resources appropriately.

In the field of regional tourism, the methodology for rapidly solving collective problems is considered a vital skill and process for increasing efficiency. Timely and correct problem solving serves to improve the overall performance of the organization, save resources, and increase team motivation.

Resolving problems quickly increases efficiency, helps save resources, and allows for the resolution of problems without delay. To do this, it is important to identify the problem, make quick decisions, collaborate in a team, allocate resources correctly, and use technology [12]. The process of solving problems quickly serves to improve the overall performance of the organization.

Figure 4. Development of innovations in the methodology of the system for training qualified personnel for the regional tourism sector.

The stages of rapid problem solving shown in Figure 4 each have their own significance and work in close connection with each other. Let's take a closer look at each element within the diagram below:

1. Identification and analysis of the problem of training qualified personnel for the regional tourism industry: The first step to effectively solve the problem is to identify and analyze it. It is important to understand the nature of the problem, its causes, and where the problem arose. At this stage, specific analyses must be carried out. Example: To resolve errors in a university that trains qualified personnel for the tourism sector, it is first necessary to identify where the error occurred.
2. Preparing qualified personnel for the regional tourism sector - Rapid decision-making: To quickly resolve a problem, it is necessary to make a prompt decision based on all necessary information without delay. If each solution is not implemented in a timely manner, the problem may worsen. Example: if staff turnover occurs in a travel company, managers must make prompt decisions, stop the negative trend, and eliminate the problem.
3. Proper allocation of resources for the training of qualified personnel for the regional tourism sector: It is important that available resources (functional workers, technical equipment) are directed toward solving the problem. If resources are allocated wisely, the process will speed up and efficiency will increase. Example: When a major project or an emergency occurs in a travel company, the most qualified workers should be directed to solve the problem [13].
4. Finding quick alternative solutions for training qualified personnel for the regional tourism sector: Several alternative solutions must be considered when solving the problem. After analyzing each option, a solution is selected that yields the fastest and most effective results. Example: Using brainstorming to consider alternative solutions.
5. Training qualified personnel for the regional tourism industry: Teamwork and communication: Teamwork and interaction help quickly find effective solutions. The knowledge and experience of each team member play an important role. Example: In a travel company, communication and collaboration allow for the consideration of various perspectives in problem-solving.
6. Use of technology: Modern technologies help solve problems faster and more efficiently through automated systems. This is especially useful for rapid data analysis. Example: Use of technological programs to identify and eliminate errors, process automation.
7. Feedback and monitoring: After solving the problem, it is necessary to monitor and analyze its effectiveness. This will help prevent further problems and provide timely solutions. Example: Analyzing each solved problem and applying new approaches based on the conclusions drawn.
8. The steps shown in the diagram illustrate all the steps in the process of quickly solving problems. When these stages are managed effectively, problem-solving becomes easier and the overall efficiency of the organization increases.

Mutual knowledge exchange is the process of sharing knowledge, skills, and experiences between organizations, teams, or individuals. This process is essential for increasing labor productivity, creating innovations, and personal development. Knowledge exchange helps achieve success by fostering mutual cooperation within enterprises and communities.

Mutual exchange of knowledge is one of the key factors in increasing the efficiency of organizations and communities, developing innovations, and solving problems together. By organizing and promoting knowledge exchange, enterprises gain the opportunity to strengthen internal growth and teamwork.

Collaborative problem-solving in training qualified personnel for the regional tourism sector: Knowledge exchange within a team plays a major role in solving problems quickly and effectively. Different specialists share their experience and knowledge, testing

different approaches to the problem. This makes it possible to solve complex problems in a short time. In practice: For example, when solving technical problems, a quick and effective solution can be found by involving specialists from various departments.

1. Professional development of tourism personnel: In the process of knowledge exchange, experienced employees share their knowledge with new employees and help them improve their skills. This ensures the continuous professional development of employees at the enterprise. In practice: Through mentoring programs, experienced specialists can actively participate in the training and development of new employees.
2. Developing a tourism company culture: Through knowledge exchange, a culture of cooperation and trust develops within organizations. This strengthens mutual support and teamwork within the company. In practice: By organizing team events, trainings, and seminars, it is possible to strengthen trust among employees [14].
3. Increasing the efficiency of training qualified personnel for the regional tourism sector: Through knowledge exchange, personnel and employees can solve complex issues together more quickly, which leads to increased work efficiency. Sharing knowledge facilitates workflows and saves resources. In practice: By exchanging ideas, employees can quickly learn how to perform tasks effectively and help each other.
4. Development of innovations in the system of training qualified personnel for the regional tourism sector: The process of knowledge exchange helps to generate innovative solutions. New ideas emerge by combining different opinions and approaches. In practice: Innovations can be developed by conducting team brainstorming sessions and generating new ideas.The main goal of creating the «Tourism Team Work Smart System» platform for training qualified personnel for the regional tourism sector is to create opportunities for data collection, analysis, and systematic use through the implementation of modern digital technologies in the tourism sector. This platform serves as an important scientific and technological basis for launching the «Sustainable Tourism» statistical platform, which allows for the real-time delivery of statistical data on qualified personnel for regional tourism activities in the republic.

Discussion

The findings of this study demonstrate that rapid problem-solving in the context of training qualified personnel for the regional tourism sector is a multidimensional process that requires the integration of analytical thinking, organizational efficiency, and technological support. The staged model presented in Figure 4 highlights that effective problem resolution begins with accurate identification and analysis of existing challenges, particularly those related to gaps in tourism education, workforce readiness, and institutional coordination [15]. This initial stage is critical, as misdiagnosis of the problem can significantly reduce the effectiveness of subsequent interventions.

The study further reveals that rapid decision-making, combined with optimal resource allocation, plays a decisive role in improving the responsiveness of tourism training systems. In particular, the ability to mobilize qualified staff, technical infrastructure, and institutional support without delay contributes to minimizing the negative impact of workforce shortages and operational inefficiencies. Moreover, the consideration of alternative solutions through structured analytical techniques such as brainstorming enhances the adaptability of the system to dynamic labor market demands.

Another significant finding is the importance of collaborative problem-solving and knowledge exchange within tourism organizations. The results indicate that teamwork, interdisciplinary communication, and mentoring systems significantly accelerate the professional development of personnel. This not only improves individual competencies but also strengthens organizational culture by fostering trust, cooperation, and shared responsibility. In this regard, knowledge exchange functions as a key mechanism for ensuring continuous learning and innovation in the tourism sector.

Furthermore, the integration of digital technologies into the training system is identified as a crucial factor in enhancing efficiency and transparency. The proposed "Tourism Team Work Smart System" demonstrates how real-time data collection, analysis, and monitoring can support evidence-based decision-making in workforce development. Such platforms enable the transition from traditional management approaches to data-driven governance models, which are essential for sustainable tourism development.

Overall, the study confirms that the combination of structured problem-solving stages, collaborative learning environments, and digital transformation creates a strong foundation for improving the effectiveness of qualified personnel training systems in regional tourism.

4. Conclusion

In conclusion, we can say that the «Tourism Team Work Smart System» platform for training qualified personnel for the regional tourism sector, developed and proposed by us, is aimed at the comprehensive analysis of processes in the field of regional tourism and the development of effective management mechanisms. One of its main functions is to collect and analyze important information, such as the flow of visitors to tourist sites, the purpose of their visit, geographical origin, travel duration and costs. This process contributes to the development of accurate forecasts for the tourism market, ensuring a balance between tourism supply and demand, training qualified personnel, and effective planning of tourism infrastructure.

At the same time, the Platform collects and analyzes indicators such as waste volume, water and energy resource consumption in order to monitor loads in the regional tourism sector and contribute to the development of sustainable tourism. This process plays an important role in increasing the environmental sustainability of tourism and developing strategies for the rational use of natural resources.

This platform plays an important role in improving forecasting mechanisms through the use of modern methods, including artificial intelligence (AI) and machine learning technologies, in the process of processing and analyzing data related to the methodology of creative thinking in the training of qualified personnel in the field of regional tourism. The platform will also undertake tasks such as an in-depth analysis of the main factors affecting the regional tourism sector, studying seasonality characteristics, modeling tourist flow dynamics, and forecasting potential changes. Furthermore, identifying existing problems in the field of regional tourism and developing scientifically grounded recommendations for their elimination is one of the platform's priority areas.

Overall, the platform serves as an innovative hub for training qualified personnel in the field of regional tourism, enabling informed decision-making using innovative technologies and advanced analytical methods, aimed at more effective management and sustainable development of tourism from economic and social perspectives.

The effective fulfillment of these tasks requires the resolution of a number of important issues. As a suggestion, we can say:

First and foremost, the platform is important for identifying sources of advanced Smart technologies in the training of qualified personnel in the field of regional tourism. Such sources may include government agencies, travel agencies, hotels, tourism facilities, transport companies, local authorities, and other organizations.

Secondly, it is necessary to identify the groups that use tourism data. These groups include government agencies, entrepreneurs, tour operators, tourist sites, and local communities.

Thirdly, when training qualified personnel for the regional tourism sector, it is necessary to thoroughly study the educational requirements of universities. It is necessary to analyze the information needs of various participants in the regional tourism sector and their expectations. In this process, the type, format, updating time, and methods of data presentation are determined. The accuracy and relevance of this information play an important role in making effective management decisions when training qualified personnel in the tourism sector.

REFERENCES

[1] President of the Republic of Uzbekistan, "Review of tourism and service facilities in Hastimom mahalla," Jan. 23, 2026. [Online]. Available: https://president.uz/oz/lists/view/8875

[2] M. Amonboev, "Educational model for training future tourism industry specialists," Scientific Research Archive, vol. 1, no. 26, 2020.

[3] S. Safaeva, "Problems of training tourism specialists in Uzbekistan," Journal of Innovation in Economics, vol. 4, no. 7, 2021.

[4] S. Safaeva, "Improving the organizational, economic and institutional mechanisms of managing the sphere of tourism in Uzbekistan," Scientific Research Archive, no. 17, 2020.

[5] L. Bekmurodova, "Prospects for the development of the personnel training system in the tourism and hospitality industry," Oriental Renaissance, vol. 2, no. 8, pp. 266–273, 2022.

[6] S. Sunnatova, "The problem of personnel training in the field of tourism and the requirements for them," Scientific Progress, pp. 751–755, 2021.

[7] A. A. Gorikovich, "Practical approach to training personnel in the sphere of tourism: Problems and prospects," Scientific Progress, pp. 452–457, 2021.

[8] UNWTO, Tourism Education and Training Guidelines. Madrid, Spain, 2022.

[9] UNESCO, Education and Skills Development in Tourism. Paris, France, 2021.

[10] Asian Development Bank, Tourism Workforce Development in Central Asia. Manila, Philippines, 2023.

[11] World Bank, Skills Development and Labor Market Reforms in Uzbekistan. Washington, DC, USA, 2022.

[12] OECD, Tourism Policy and Human Capital Development. Paris, France, 2021.

[13] N. Karimova, "Human capital and tourism development in Uzbekistan," Economic Development Review, vol. 5, no. 2, pp. 33–41, 2023.

[14] F. Mirzaev, "Digital transformation in tourism education systems," Journal of Modern Tourism Studies, vol. 6, no. 1, pp. 12–20, 2024.

[15] G. Yuldasheva, "Challenges in tourism personnel training," Central Asian Economic Review, vol. 3, no. 4, pp. 55–63, 2022.