
**THE IMPORTANCE OF DEVELOPING HIGH-SCHOOL STUDENTS'
EMPLOYABILITY SKILLS TO PREPARE FOR PROFESSION**

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Abstract

This article reveals the ways of developing employability skills of high-school students to prepare for their future career in English classes as well as, it also delves effective techniques to enhance students employability skills in real life context, mainly, they are encouraged to work independently on tasks and assignments to understand basic concepts, and engaged deeper discussions and group activities, or collaborative learning, problem-solving activities and hands-on projects in the classroom. It guides students via their thought processes and provides self readiness.

Keywords: employability skills, communication skills, independent learning, skill-based competitions, problem-solving skill, critical thinking, analytical thinking, professional skill.

In these days and ages, the acceleration of globalization, the shortening of technological iteration cycles, the normalization of economic fluctuations, and the trend toward labor market flexibility, combined with the volatility, uncertainty, complexity, and ambiguity of the times, it is demanded career development. Career trajectories are increasingly unpredictable, and the boundaries of the professional world are becoming more blurred. This presents a significant challenge to the career decision-making abilities and career adaptability of young people, especially, high-school students. Against this backdrop, the middle school stage (ages 12–15) serves as a critical transitional period in career development, where the effectiveness of educational interventions directly impacts the quality of an individual's lifelong career development. According to Super [1] career development stage theory, the school stage represents a principal point in the transition from the growth stage to the exploration stage. The developmental tasks during this stage focus on the orientation of interest areas and the initial construction of career competencies. Through systematic educational interventions, it is vital to effectively develop the formation of career self-efficacy [2]. It is apparent that the career cognitive framework formed during middle school not only influences academic persistence during high school [3], but is also significantly positively correlated with career satisfaction in adulthood [4]. The Association for Career and Technical Education has further identified middle school as a core period for career awareness initiation, career knowledge

accumulation, and the preliminary establishment of career goals [5]. However, there is a significant gap in both educational practices and research: On one hand, studies show that most middle school students have unclear career perceptions, misjudge skill demands, and experience a disconnect between education and career. On the other hand, existing career intervention programs mainly focus on high school and higher education stages, with insufficient systematic intervention coverage at the middle school level. This structural contradiction leads to two serious consequences: first, high-school students face career selection pressure too early without adequate decision-making support systems [6]. Second, regional disparities in the allocation of educational resources result in fragmented career education, with insufficient long-term effectiveness. For this, preparing high school students for the workforce involves developing **employability skills**-also known as **soft skills**, **career readiness skills**, or **21st-century skills**. These are essential not only for securing a job but also for succeeding in any career path. Here it is important to clarify what the employability skills are and how they are taught in English classes.

Employability skills are transferable skills and personal attributes that make someone a strong candidate in the job market. They complement academic knowledge and technical skills, as well as, as critical to getting a job as anything students could learn in the classroom. Teaching these skills in the classroom and providing authentic work experiences where they can implement what they learned is very important to their development.

Preparing high-school students to succeed in the workplace after graduation, take a look at some of the foundational employability skills that are essential to an effective education curriculum. There are some key Employability skills for high-school students to teach in the classroom at school [8]. They are:

1. Communication skills;
2. Teamwork and Collaboration;
3. Critical Thinking-Problem Solving;
4. Time Management and Organization;
5. Adaptability and Flexibility;
6. Technology Literacy;
7. Leadership and Initiative;
8. Emotional Intelligence (EI);
9. Work Ethic and Professionalism;

The mentioned Employability skills should be taught in the context of English classroom at school to prepare high-school students to profession in the future. Every skill can be developed in various circumstances with different ways. As students develop their employability skills, it's helpful to provide them with opportunities to apply their knowledge in real-world settings.

Whether it's guest speakers, internship and co-op programs, or mock phone calls to local professionals, the following techniques can help students understand the importance of an employability skillset.

1. Communication skills- being a good communicator means more than speaking clearly-it is about listening actively, writing effectively and knowing how to use your message for various situations. Employers value those who can express ideas clearly and confidently [7]. For this high-school students should do the following activities:

- speak up in class;
- take part in presentations;
- role-playing;
- start a podcast or blog;
- join a debate team.

Besides, encourage students to participate in local or nationwide competitions that focus on career exposure and preparation. When students test their skills in real-world, high-pressure environments, they become passionate about getting better and develop an appreciation for hard work.

2. Teamwork and Collaboration- it is obvious that almost every job requires to work with others. Employers want people who can contribute to a team, resolve conflicts and work toward shaped goals. It is developed via get involved to group assignment, sports, student organizations or volunteering. They are great environments to practice compromise, active listening and shared responsibility.

3. Critical Thinking-Problem Solving- it is import for candidate to be developed critical and problem-solving skills, because employers are eager to land a job for candidate who do not just spot problems-they have to fix them. They pay attention candidate's initiative, creativity and problem-solving skills. In the classroom case study competitions, even plan a student event from scratch. Make attempt to find out solutions instead of waiting instructions. These ways assist to enhance critical and problem-solving skills effectively.

4. Time Management and Organization- it is vital to know how time management is crucial in workplace because deadlines do not wait, and neither does the boss. The ability to manage the time effectively shows employee is organized, dependable and in control of responsibilities. For students int classroom are shown how to use digital planners or time-tracking apps. Break long tasks into smaller chunks and set daily goals. In addition, students should learn to say no to distractions in real life situations in the classroom.

5. Adaptability and Flexibility- nowadays it is very crucial to enhance the ability to stay flexible and roll with the punches is a major asset. In the classroom, try to conduct a new topic outside students' comfort zone. Teach to say yes to new roles and learn to view feedback as a tool, not a threat. Encourage students to adapt various context.

6. Technology Literacy- 21st century is the era of technology, so high-school students are taught the lessons with the help of ICT technologies to develop technology literate skill as well. Commonly in the classroom jeopardy, quizzlet, wordwall, padlet technologies are used to explain topics successfully and effectively. Therefore, students acquire how to use technology step by step.

7. Leadership and Initiative- it is import to mention that leadership implies stepping up, motivating others, and taking ownership when it counts. Mostly in the classroom this skill is developed through a class project, establish a club position or volunteer to organize a team effort, even it is small leadership moments it is also crucial to enhance the skill gradually.

8. Emotional Intelligence (EI)- it is about understanding emotions of both employers and employees. It helps to build strong relationships, navigate stress and become a thoughtful leader. In the classroom, authentic contexts are given to check students' reactions and attempts to them. Practice empathy, learn to give and receive feedback gracefully, and be the calm voice in heated moments to prepare for future job.

9. Work Ethic and Professionalism- students are taught to be responsible and get things done without needing micromanaged. Students learn to fulfill activities on time and take initiative in coursework or internships and follow through on promises and act roles like real jobs. In conclusion, it is essential to be equal to the pace of life in the 21st century workforce, students need more than technical skills. They need to know how to be empathetic leaders, savvy communicators, and effective collaborators. These employability skills span every classroom and every career field, making them an essential component of an effective. Schools are primary place for students to acquire employability skills.

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