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TRANSFORMATION OF THE PERSONNEL TRAINING SYSTEM IN THE CONTEXT OF ARTIFICIAL INTELLIGENCE: CHALLENGES AND OPPORTUNITIES

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Abstract. This article explores the transformation of the personnel training system under the influence of artificial intelligence technologies. It highlights both the challenges and opportunities brought by AI integration into education. The paper analyzes the formation of new competencies and reviews Uzbekistan's practical experience in adapting to the demands of the digital economy.

Keywords. artificial intelligence, digital economy, personnel training, transformation, innovative education, modern professions, technological threats, opportunities

Introduction. In recent years, the rapid development of artificial intelligence (AI) technologies has had a profound impact on all levels of education systems globally. In particular, the integration of AI tools into the educational process offers the potential to enhance personalization, efficiency, and inclusiveness in learning. However, this technological advancement also presents new challenges to traditional education models and personnel training systems.

Uzbekistan is actively responding to these global trends by prioritizing the modernization of its education system within the framework of digital transformation. Specifically, under the "Digital Uzbekistan – 2030" strategy, initiatives are being implemented to digitalize educational institutions, improve teachers' digital competencies, and introduce AI-based learning platforms. Furthermore, new academic programs in artificial intelligence, cybersecurity, and digital technologies have been launched at the Tashkent University of Information Technologies, alongside the establishment of modern laboratories.

At the same time, the integration of AI into the education system brings a number of critical issues. These include difficulties educators face in adapting to new technologies, concerns regarding academic integrity, the security of personal data, and the overdependence on AI tools.

This article analyzes the transformation of the personnel training system under the influence of artificial intelligence, with a particular focus on emerging threats and new opportunities. It also discusses Uzbekistan's experience in integrating AI technologies into education, identifying key challenges and exploring potential solutions.

Literature Review. The rapid development and application of artificial intelligence (AI) technologies in the field of education have been widely addressed in recent academic literature. Scholars and institutions have analyzed the multifaceted impact of AI on teaching practices, curriculum development, and workforce training.

Tozhiboev (2024) highlights the strategic role of AI in higher education management, emphasizing its capacity to increase institutional efficiency and promote data-driven decision-making. His comparative analysis draws attention to how AI fosters personalized learning environments and supports administrative functions within universities.

UNESCO (2024) outlines practical efforts in Uzbekistan to empower teachers through digital education initiatives. The report particularly notes the need for teacher upskilling in digital competencies to keep pace with technological innovations. This aligns with the core premise that digital transformation must be accompanied by targeted human resource development.

The International Science Council (2025) underscores the importance of infrastructure in supporting AI development, with a focus on national initiatives in Uzbekistan. The paper positions Uzbekistan as an emerging leader in integrating AI into public and educational systems.

Oxford Insights (2024) explores the economic and educational shifts prompted by AI development in Uzbekistan. The report identifies government support, public-private partnerships, and international collaboration as critical enablers of successful AI integration in education and beyond.

From a practical implementation perspective, Beeline Uzbekistan (2024) reports on corporate-led initiatives to train 100 teachers in AI and cyber hygiene, demonstrating the growing involvement of private sector actors in education reform.

Muslim Network TV (2025) and EduRank (2025) emphasize the establishment of specialized institutions such as Al-Khwarizmi University and the rise of AI-centered

programs at national universities. These efforts reflect a systemic shift towards preparing future professionals equipped with AI competencies.

Furthermore, Strategy.uz (2024) presents AI as a strategic tool for improving the quality of education, reinforcing the argument that digital technologies can enhance inclusiveness, efficiency, and adaptability within learning environments.

Lastly, the U.S. Department of Education (2023) provides a global framework on the role of AI in the future of teaching and learning. The report stresses ethical considerations, data privacy, and the need for critical thinking development alongside technological advancement.

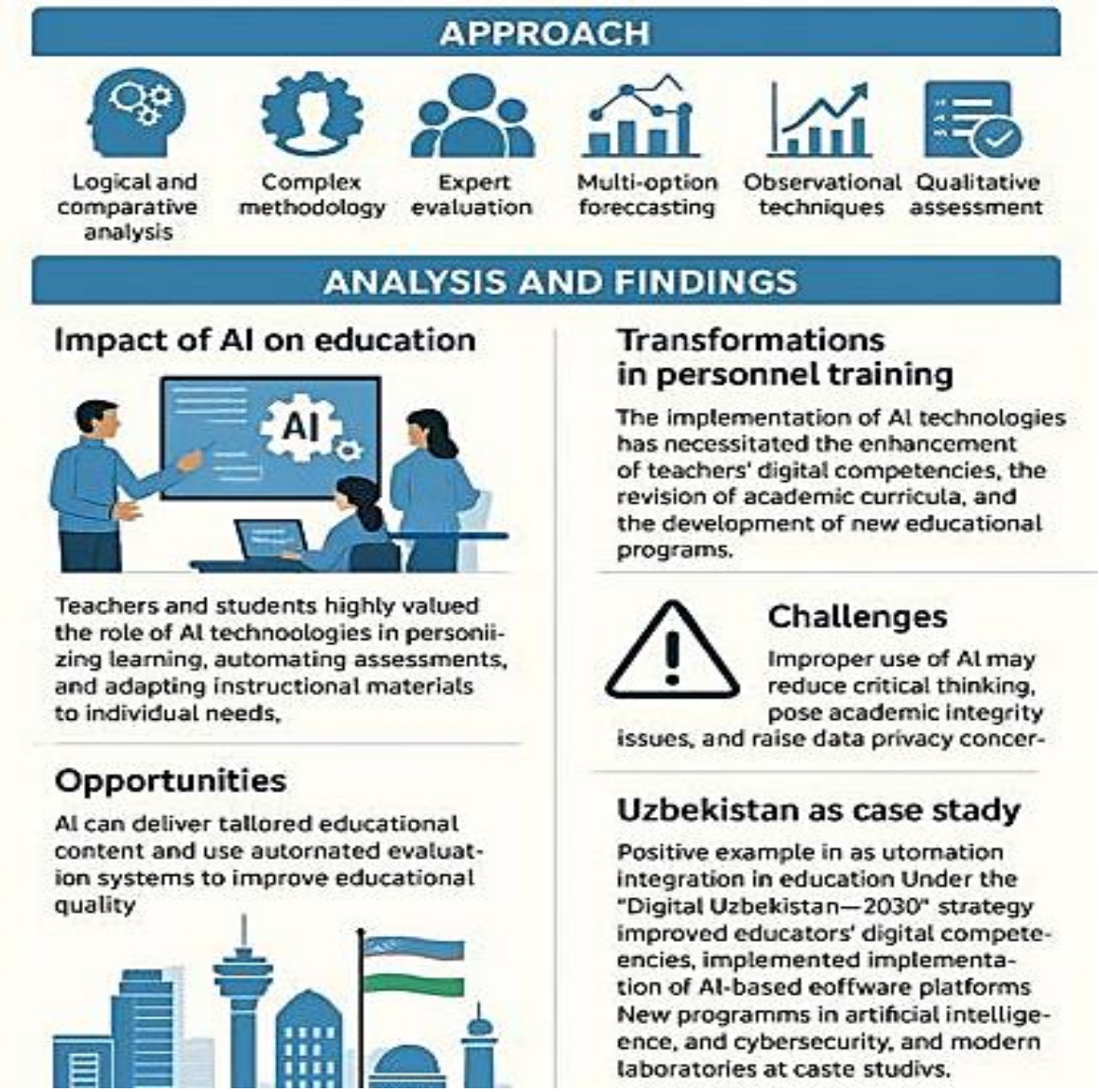
Taken together, these sources present a comprehensive view of how AI is reshaping the education sector, particularly in Uzbekistan. They reveal both the potential and the complexities of this transformation, and serve as a foundation for analyzing current trends in workforce preparation and educational innovation.

Research Methods and Methodology. In the course of exploring the topic addressed in this article, a systematic approach was employed, incorporating various research methods such as logical and comparative analysis, a complex (holistic) methodology, expert evaluation, multi-option forecasting, observational techniques, statistical analysis, and qualitative assessment. These diverse methods provided a comprehensive basis for evaluating the integration of artificial intelligence into the education and personnel training system.

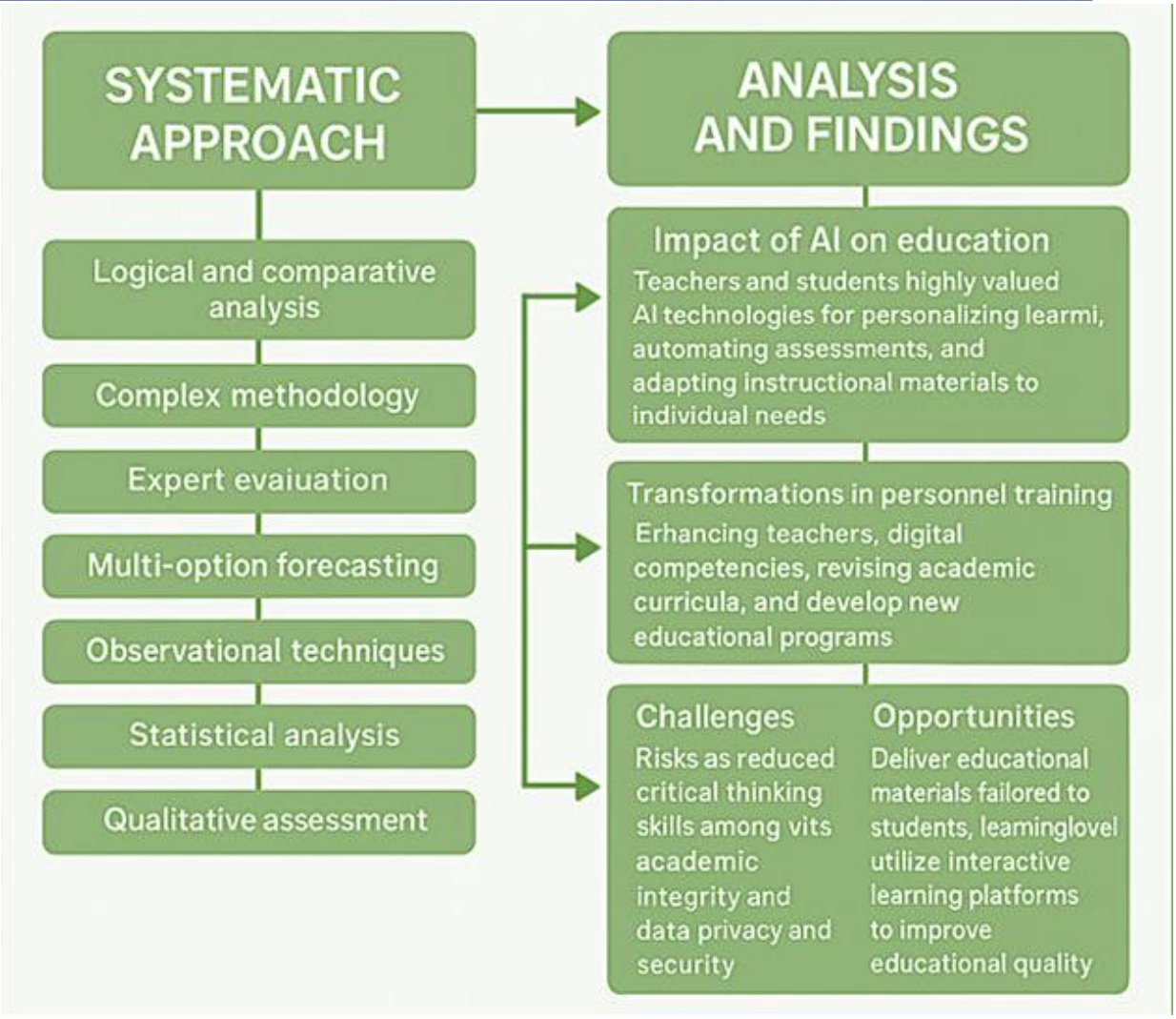
Analysis and Findings. This study examined the integration of artificial intelligence (AI) technologies into the education system, the resulting transformations in personnel training, as well as the associated challenges and emerging opportunities. The findings of the research are summarized as follows:

- **Impact of AI on education:** Teachers and students highly valued the role of AI technologies in personalizing learning, automating assessments, and adapting instructional materials to individual needs.
- **Transformations in personnel training:** The implementation of AI technologies has necessitated the enhancement of teachers' digital competencies, the revision of academic curricula, and the development of new educational programs.
- **Challenges:** The improper or excessive use of AI technologies may pose risks such as reduced critical thinking skills among students, issues related to academic integrity, and concerns over data privacy and security.
- **Opportunities:** Through AI, it is possible to deliver educational materials tailored to students' learning levels, implement automated evaluation systems, and utilize interactive learning platforms to improve overall educational quality.

The findings indicate that integrating AI technologies into the education system creates significant opportunities for enhancing personnel training. However, this process is also accompanied by several pressing issues. There is a need to improve teachers' digital literacy, update educational content, and prevent the misuse of AI tools in educational settings. Uzbekistan serves as a positive example of AI integration in education. Under the framework of the "Digital Uzbekistan – 2030" strategy, efforts have been made to digitalize educational institutions, improve the digital competencies of educators, and implement AI-based educational platforms. Furthermore, new academic programs in artificial intelligence, cybersecurity, and digital technologies have been launched at the Tashkent University of Information Technologies, and modern laboratories have been established.



The relevance and problem solving focus of the study



The relevance and problem solving focus of the study

Conclusion and Recommendations. The integration of artificial intelligence (AI) technologies into the education system is creating new opportunities in the field of personnel training. However, this process also brings with it a number of challenges. It is essential to enhance teachers' digital competencies, update educational curricula, and prevent the misuse of AI technologies in educational environments.

Recommended Measures:

- **Teacher retraining.** Develop and implement specialized programs aimed at improving educators' digital competencies to ensure they are equipped to work effectively with AI tools.

- **Curriculum renewal.** Design and introduce educational programs that are aligned with the capabilities and demands of AI technologies.

- **Preventing AI misuse.** Promote critical thinking among students and uphold academic integrity by introducing strategies to mitigate overreliance and ethical misuse of AI in education.

- **Digital transformation of educational institutions.** Equip schools and universities with modern technologies and integrate digital learning platforms to foster a more innovative and adaptive educational environment.

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