Work of Group B3
Main theme of Group B3

Preparing students to enter the labor market

Group members:

Leaders:
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Objectives:

- Assessing the actual demand for highly educated labor force and a prognosis of demand for human resource
- Analysis of correlation of university curriculum with the demands of the labor market in the region
- Analysis of students’ expectations regarding their integration in the labor market
Research outputs

Workshop 1 presentation:
Csoba Judit: A gazdasági és társadalmi változások hatása a diplomás pályakezdők munkaerő-piaci elhelyezkedésére

Prepared papers for HERJ:
Csoba Judit: The shift of the work paradigm
Florica Ștefănescu: Social and Economic Change – Opportunity Windows for the Young Generation
Sorana Șăveanu: Education and Society. Theoretical Approaches of the Role of Educational Attainment

Paper in press:
Florica Ștefănescu & Sorana Șăveanu, The Employers’ Perceptions and the Bologna Process – Expectations and Results
Results
Presented in Florica Ştefănescu & Sorana Săveanu, The Employers’ Perceptions and the Bologna Process – Expectations and Results, in press

The paper is an enquiry regarding the effects on the socio-economic level of the implementation of the Bologna process within the Romanian higher education system and an investigation of the employers’ perception and that of the community regarding the benefits that Romanian universities’ reform has brought for those who offer educational services especially for the labor market.
Methodology & Data

We carried out a study among the employers from different fields of activity from Bihor County, Romania

the employers = the indirect beneficiaries of the Bologna’s process implementation therefore an assessment of their opinions regarding the effects of this process can contribute to the elaboration of some corrections for the course of the higher educational system

Interviews - a number of 32 employers from different domains among which 19 belonged to the public space and 13 to the private

carried out between November-December 2011

Structure - three issues:

the characterization of the local labor market,

the perceptions and expectations regarding the Bologna system,

the opinions regarding the employability and career of young higher educational system graduates.
Main findings

Regarding the employers’ views about the labor market, one can notice that they are inconsistent *(balance between the demand and the request for labor force)*.

The level of studies is an important factor of employability. The relationship between them and the educational services providers has not improved once the first Bologna system graduates have entered the labor market.

Even more, the old system receives *positive appreciations*. The new system is considered responsible especially for the *gaps in the youth’s practical training* and for the *lack of balance* between theoretical and practical training.

The previous professional experience represents one of the criteria for the job candidates selection.

Also, there are other skills and abilities appreciated at the work place *(cross-competences gathered along the years of study)*.
The main goal:
analysis of students’ expectations regarding their integration in the labor market

To develop the topic of the “Integration in the labor market” we analyzed about 30 data basis and articles.

The main tasks of the analysis were the experiences and expectations in relation to world of work.
Developing the research dimensions:

- job experience
- material status: working/not working; monthly income (informal transfers, wages, scholarships, other)
- occupational (educational) aspirations/expectations (including working and studying abroad)
- monthly expenses off which educational expenses
Developing the questionnaire

The main questions:

• Did you do any work during the high school and/or university studies?
• What was your reason for working?
• Have you ever work abroad?
• Do you plan to go abroad after graduation?
• Which kind of work did you work usually?
• Are you looking for a job for the post-graduation period?
• The methods of the job seeking?
Further approaches

Comparative analysis regarding employers perception of the Bologna process effects – HU+RO

The analysis of the curriculum modifications occurred after Bologna and the correlation between the curriculum and the labor market demands (focus-groups)

Analysis based on the HERD questionnaire items
Thank You
FOR YOUR ATTENTION

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