

ROMANIAN HIGHER EDUCATION – BASE IN THE TRAINING OF THE YOUNG GENERATION FOR THE LABOUR MARKET

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Abstract: *Professional integration of young people has become in recent times, in both Romania and in the European Union, a difficult process that requires an increasingly period of time from the moment of completion of the last forms of education and training until they find a job. The professional insertion requires a harmonious tripartite integration, namely: the University, as main trainer, then, the graduates and employers, as direct beneficiaries, and trainers specialized in specific domains that will provide practical knowledge through secondary training programs for improving the graduates' skills.*

Keywords: *professional insertion, labour market, labour force, economic development, educational system, competitive economic system.*

The idea for an analysis regarding the aspects of the readiness and employability on the labor market of the young generation, came after observing the obvious financial and economic crises that prevailed, and being unsurpassed, in recent years, in Romania, generating a major impact on the labor market, affecting, directly, the graduates of higher education.

Along with Romania's integration in the European Union, the whole social, economic, financial system was forced to relate, almost automatically to the new requirements. The transit was not easy, especially considering the fact that, at least in the field of human resources, after 1989, Romania was confronted with a major disorder, thinking that, traditionally, graduates of secondary education and above were absorbed by the job market immediately after graduation. According to the new capitalist mentality human capital is categorized based on skills and the level of adaptability in the work areas required at present.

There is, thus, a gap that appeared as a result of both the demand and supply of the labour market. The educational system in which young people are formed is not perfectly adapted to the changes that happened in the recent years with regard to the necessary qualifications of the young graduates of higher education. These differences have an impact not only at the economic and the social level, but also have a great psychological influence among the young people.

Their integration in the labour market becomes a real challenge, as shown in a Manpower Group report – the worldwide leading company for the optimum solutions of the workforce.

In the introduction of this report is stated that "as a series of demographic and economic changes that widens deeply, giving rise to what Manpower Group has identified as "human resources" for certain groups of people the opportunities on the global market are restricted regarding the number of employment. Young people are the most affected group and have been characterized as "the lost generation" in the labour market."

A truly remarkable and equally daunting observation, given the fact that young people would represent a strategic force in the labour market, if we consider the long-term social and economic development of the society.

In the official documents of the European Economic Community since 1998, the European Council introduced the term "human capital" and stated that: "the hope of Europe lies in its intellectual potential and of its population, especially in the young generation. Investments in human capital in general, and in research, education and training, in particular, must be a priority for all member states".

When we talk about the higher education as a basic solution for preparing the younger generation for the labour market, we believe that the influence exerted by the educational system over the supply of work requires not only a quantitative aspect, and one of the most important factors in shaping the workforce supply in terms of quality and structure but also shows that the younger generation have certain options for different particular kinds of activities.

The degree of employability of young people has become in recent times, in both Romania and the European Union, a difficult process that requires a period of time to pass from the moment of completion of the last forms of school and training until they find a job.

Regarding the unemployment rate among the young people in Romania, in January 2007 the percentage was of 23.4% (Greece is the only country which recorded a higher percentage than Romania -24.7%), being three times higher than the unemployment rate of the population as a whole, according to the National Statistics Institute. At the end of November 2012, the registered unemployment rate, nationally, was 5.40%, greater than it was in October 2012 with 0.25 percents and 0.34 percents to that in November of 2011. The share of unemployed persons in the total number of the unemployed (%) decreases at 63.27 in the last month with 1.38 %. This situation can be explained, on the one hand, by an unbalanced match between the level of training in schools (theoretically training) and the requirements of the labour market, and, on the other hand, by the desire of firms to hire qualified personnel.

CONCLUSIONS

In connection with the process of employability, we consider a few essential aspects, such as: the temporary boundaries that should be explored, starting from the moment of obtaining the diploma, certifying the proficiency in a certain field of activity until the moment of starting the search for a suitable job according to the graduate's qualification.

The professional insertion phase involves a tripartite engagement, i.e. *the University*: as the main trainer for the future licensed, graduates, *the employers*, as direct beneficiaries and, possibly, as *trainers* through secondary training programs for the future employees.

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