

MODERN PROBLEMS OF EMPLOYMENT OF UNIVERSITY GRADUATES

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Современные проблемы трудоустройства выпускников вузов

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Abstract. In today 's world, the problem of employment of university graduates is particularly relevant. The difficulty of employment of graduates in a specialty is explained by such reasons as the recruitment of specialties and professions taught in higher education institutions, which do not meet the needs of the labour market and the fact that most employers who seek specialists are ready to hire, have practical experience, and applicants without them are not considered.

Аннотация. В современном мире проблема трудоустройства выпускников вузов особенно актуальна. Сложность трудоустройства выпускников на работу по специальности объясняется такими причинами как набор преподаваемых в вузах специальностей и профессий, которые не соответствуют запросам рынка труда и то, что большинство работодателей, которые ищут специалистов, готовы принять на работу, имеющих практический опыт, а соискатели без такового ими не рассматриваются.

Keywords: employment problems, employer, work activities.

Ключевые слова: проблемы трудоустройства, работодатель, рабочая деятельность.

In modern times, the problem of employment of university graduates is particularly relevant. Starting from 3-4 courses, each of the graduates of the university begins to think about what he will do, where he will work. Especially these issues start to worry after obtaining a diploma, when the

topic of employment becomes the most pressing for the certified specialist.

This problem can be considered in the context of job search both in general and in a separate specialty, the article will consider exactly the aspect of employment in the specialty. The difficulty of employing graduates to work in a specialty is due to the following reasons:

1) A set of specialties and professions taught in higher education institutions that do not meet the needs of the labour market, as the labour market is overcrowded by these specialists. For example, today there is an increased demand in the labor market for sales specialists, as in the context of the crisis, maintaining sales at the pre-crisis level is a chance for many Russian companies to successfully survive the crisis, continue to develop and strengthen their position in the labor market. The high level of sales and development of the enterprise can be achieved only by actively promoting the market of its goods and services. But universities of specialists in the field of sales hardly prepare. There is also an excess of other professions, such as economists, lawyers, PR managers.

2) Most employers who are looking for specialists are ready to hire certified specialists with practical experience, and applicants without them are not considered. Depending on the specialty received, it will be easier or more difficult for a graduate without work experience to get a job in the specialty. It can be said that the more any profession requires special knowledge and less practical skills, the easier it will be to get a job as a specialist in this profession. Many students in the last courses of their studies start working. But such work often does not fit into the schedule of the educational process and distracts from the student's studies, to which university teachers naturally treat negatively. In addition, often their work is not directly related to the specialty received. The low level of remuneration offered by potential employers is also an important problem for university graduates. Solving this problem can only become a matter of time, if the graduate gets a job in a specialty, then having acquired experience of work, he will be able to count on good wages and further growth of career.

To date, a system of professional standards has been established, which is a link between management and labour quality. Moreover, the problem impeding the employment of graduates is their personal lack of readiness for work.

Over the past few years, statistics on the employment of graduates in the specialty show that 60% of them go to retraining or advanced training courses, but this problem is also solved in new ways, and the specialist again remains without employment.

Head of the Employment Center of Krasnodar told about the successful program of internship of students - graduates in enterprises:

Many companies and enterprises are increasingly taking graduates and students of recent university courses for internships. A student or graduate of a university simultaneously receives experience and wages. And if he shows himself to be an interpreted and responsible specialist, he can stay in the interning company for a permanent job.

Today in the database of the Krasnodar Employment Center about 400 vacancies from employers ready to take students for internship with future career prospects. Only in the direction of economy and jurisprudence they are about 40. Almost every university of the region organized production units, the student labor movement is gaining strength. This is another chance to acquire professional experience. In Kubani, student labor units work on 12 profiles. These are pedagogical units, and service units, the application can be found by electricians, lawyers and even economic security specialists.

Thus, the problem of employment of young specialists in Russia is quite acute. It is very important to form a policy that gives young specialists the opportunity to effectively solve problems arising from their employment, create conditions for their effective self-realization, as well as create conditions and a set of measures that would help universities to maintain constant communication with potential employers.

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