



Tempus



Leading and Managing Change
in Higher Education



Mismatch of skills of graduates to labor market needs: problems and methods of overcoming them

Lutsk National Technical University, Ukraine

In order to overcome inconsistencies skills of Lutsk NTU graduates to labor market needs, a series of measures were taken:

- Education department promoted employment of graduates of Lutsk National Technical University;
- Informing graduate students of Lutsk National Technical University of vacant positions at enterprises, institutions and organizations that meet their professional training, collaboration with the HR departments of enterprises, institutions and organizations;
- Providing logistical and technical assistance to students in preparing resumes, conducting trainings on self-counseling on compliance with corporate culture of enterprise, institution, organization, clarity labor and professional interests;
- Discussion with employers various disciplines and sequence of their inclusion in the programs of Bachelor and Master;
- Formation of training programs for students learning in the enterprise, institution or organization;
- Information about applications and time frame of training of students to heads of enterprises, institutions and organizations in order to select students who meet their professional training;
- Practical training courses, training in specially equipped training and workplace, training in enterprises, institutions and organizations;
- Introduction course on the formation of the students' practical skills at employment in a market economy.

Information on the implementation of these measures is presented in Table 1.

Stages of management change in Lutsk NTU to overcome inconsistencies of graduate skills to labor market needs

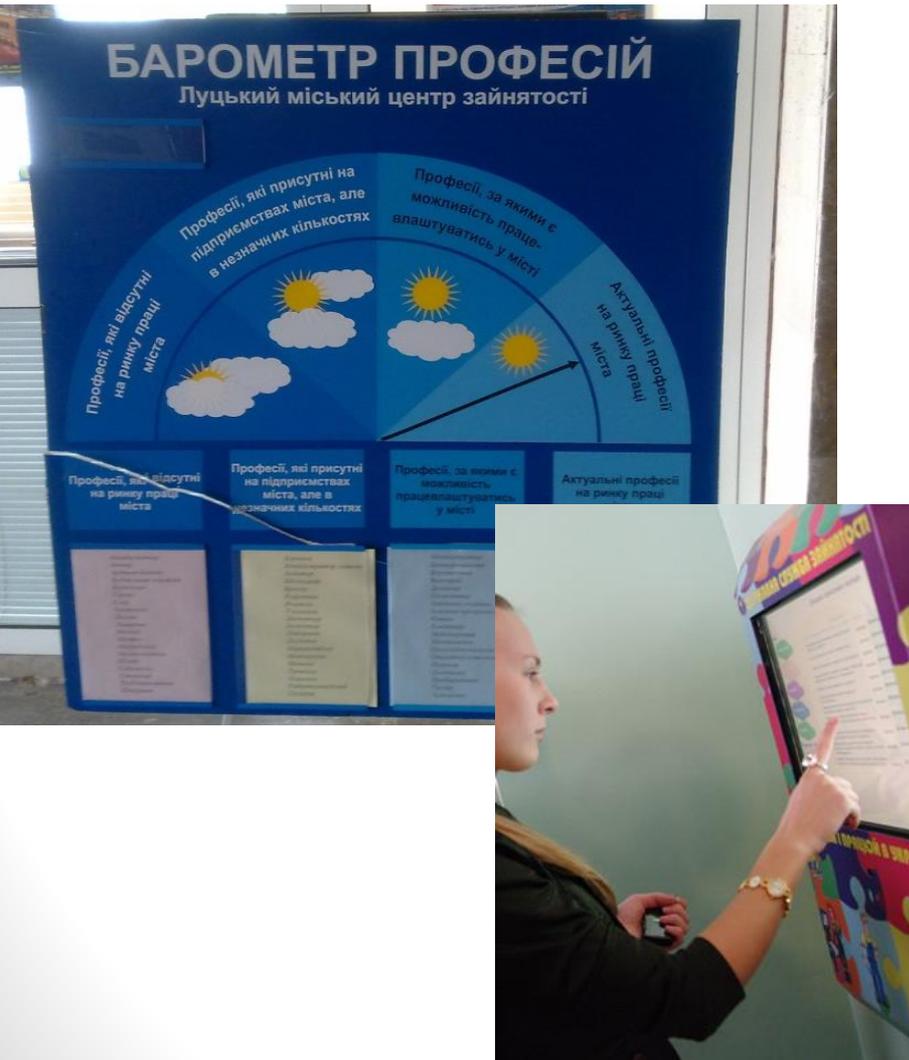
Title	Stages of implementation	Responsible persons from the university	The responsible persons of enterprises, institutions and organizations	Result
1. Launch of the Business student centre	February 2011	Training Branch	Employers, Human Resources of enterprises, institutions, organizations, employment centers	Promoting employment of students, vocational guidance, motivation terminal, forming the base summary
2. Informing students and alumni of Lutsk National Technical University of job vacancies	September 2012, constantly	Center for Business student graduating department heads, managers of training	personnel departments of enterprises, institutions and organizations	Formation of resume database and job growth employment of students
3. Organizational and methodological assistance to students in preparing resumes, training	September 2012,	Center for Business student graduating department heads, psycho-diagnostic lab	Employment Center, Human Resources	Promoting employment of students, career guidance, high self-presentation of student
4. Content of the training according to the needs of the labor market	January-July 2013	Rector, academic department, heads of graduating departments	Managers of enterprises, institutions and organizations	Forming the list of courses variant to specialist training programs, priority and order of their inclusion
5. Formation of through an internship program for student learning in the enterprise, institution, organization	December 2012	Heads of departments, heads of practices, training department	Senior Staff from enterprises, institutions and organizations, Human Resources	The selection and placement of students that meet their professional training
6. Conducting practical training courses on specially designed job in enterprises, institutions and organizations	During the academic year, according to schedule	Lecturers, teachers workshops, managers graduating department, training department	Heads of departments, companies, institutions and organizations	Professional adaptation of young professionals in the workplace, the assessment of their knowledge and skills required by the employer, employment promotion of specialists
7. The introduction course "Determinants of successful employment in the specialty"	Since 2013	Heads of departments, deans of faculties	HR departments of companies, institutions and organizations	Forming students practical skills of employment in a market economy

1. In 2011 in Lutsk National Technical University Center for Business students was created This is a body of institutional level



2. Informative Booth "Barometer of professions" Occupational Guidance

Terminals are located near the business center for students



3. Computer diagnostics of professional orientation of employees in Business Centre for students



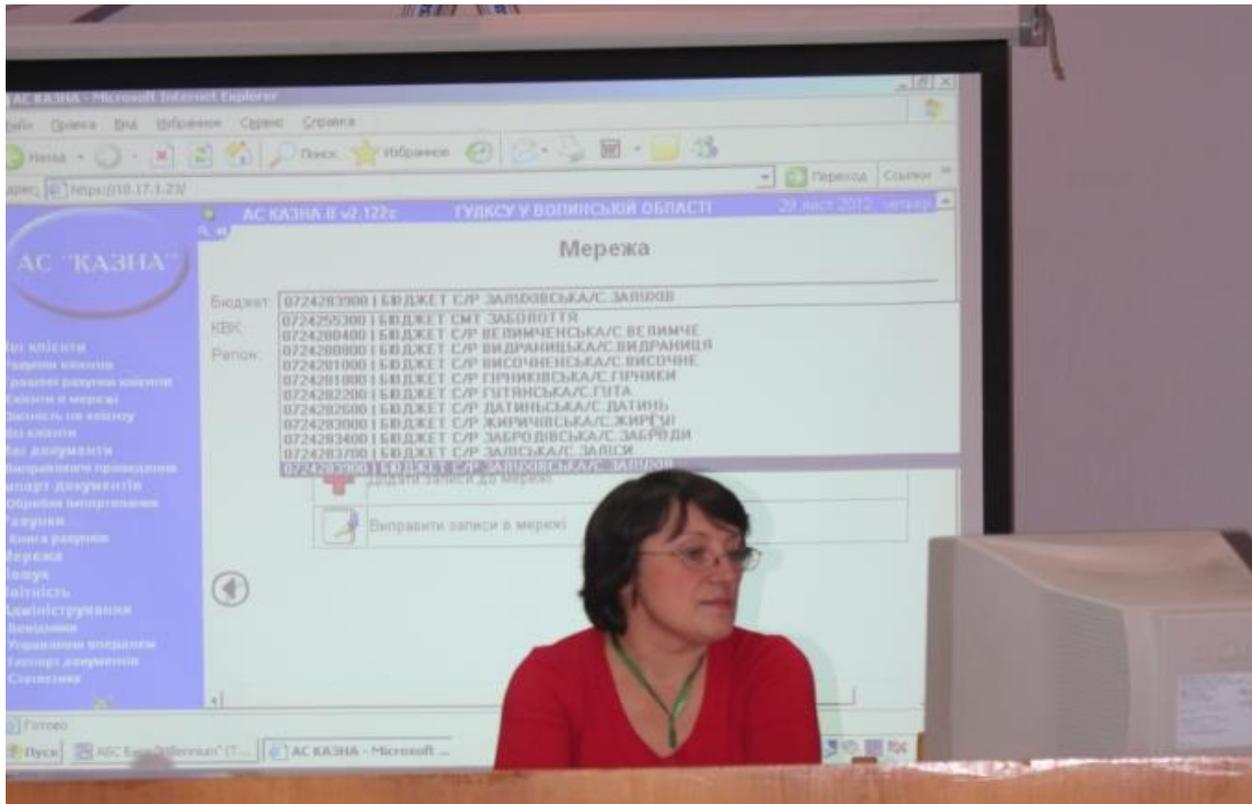
3. There was a seminar on engineering job search in Lutsk NTU, September, 2012



**4. Sitting of deans and heads of departments was conducted in February, 2013.
(discussion about the content of the variable part of professional training programs)**

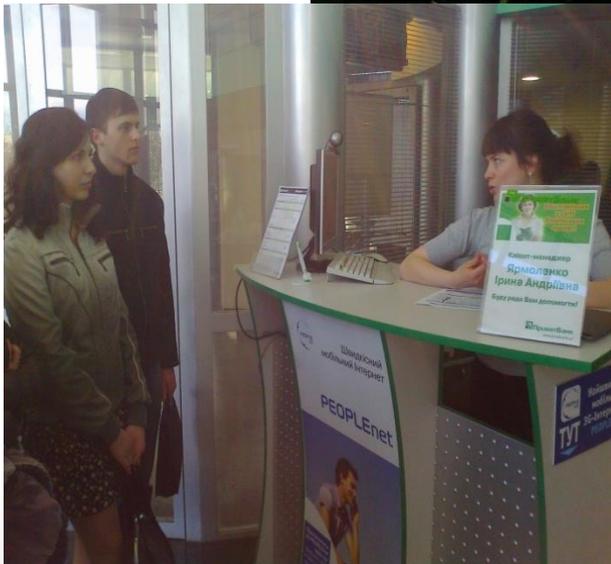


**E.g. a practical lessons within the subject "Treasury"
was included to the variable part of curricular**



A visit to the Department of the Treasury of the Volyn region

Also, students were invited for paid practices at "PrivatBank", "Lutsk stock company" and others, after which they were employed



Training course "Determinants of successful employment in the specialty" was implemented to the educational process 2013 to shape students' practical skills in employment



Staff of Employment Centre and Centre for business student Lutsk NTU conduct training, testing to identify individual student's abilities in some area and provide advice and practical help in finding the first work place.

- Thus, to eliminate the existing disparity between knowledge and skills of alumni of universities and to minimize the stress impact on them in entering the labor market must be involved two equal sides - the labor market and the academic community, which should manifest itself in developing appropriate forms and methods of interaction and cooperation between participants in the education market and also the labor market. In the nearest future the work of the university to promote the social, psychological and professional adaptation of graduates and employment support should be targeted, focused on helping graduates to select professional activities which are the most appropriate to their interests and abilities in the specialty and to engage in work with minimal start-up costs for their own needs and the needs of the national economy.