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Case study for Romania: the skills required for employment. The analyze of these issues which are reflected in the unemployment rate in the EU countries

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Abstract:

To explain the level of unemployment in EU we started at the macroeconomic level (EU level, then in EU countries) reaching regional (Arad, Romania).

Data on the unemployment rate at EU level - we analyzed this. Then we analyzed the results on the skills required for employment by companies (data collected after applying an questionnaire representatives of companies that have vacancies jobs). The final result was to analyze problems and find possible solutions. One of the conclusions is that there are discrepancies between requests and offers from employers, and these things are reflected in the unemployment rate.

Keywords: skills, employers, unemployment rate.

Introduction

The labor market is influenced by socio-economic system and political aspects. The complexity of today's world, economic life in particular, make the equilibrium in the labor market one of the most fragile equilibrium of the economy. It appears lately that supply and demand in the labor market often have different trends.

The demand for labor is becoming increasingly sophisticated, young people must be highly qualified, be very flexible and efficient, but also loyal and stable.

The offer of labor is influenced by factors such as education, the training, the social environment in which labor builds and develops and even family environment and it is becoming more sophisticated, sometimes outpacing market requirements.

Integrating young people into the labor market is in focus across Europe, and therefore in Romania, amplifying their unemployment has negative effects on the individual, his family and the community to which they belongs.

1. Theoretical aspects about skills of young people

For many people today, a career for life is no longer an option. Most people will hold jobs with a variety of employers and move across different employment sectors through their working life.

We all need to be flexible in our working patterns and be prepared to change jobs and/or sectors if we believe there are better opportunities elsewhere. In order to be flexible we need a set of 'transferable skills' – skills that are not specific to one particular career path but are generic across all employment sectors.

(Source: <https://www.skillsyouneed.com/general/employability-skills.html>)

The most important skills to develop in employees to drive company growth in the future are (according to the Flux Report by Right Management):

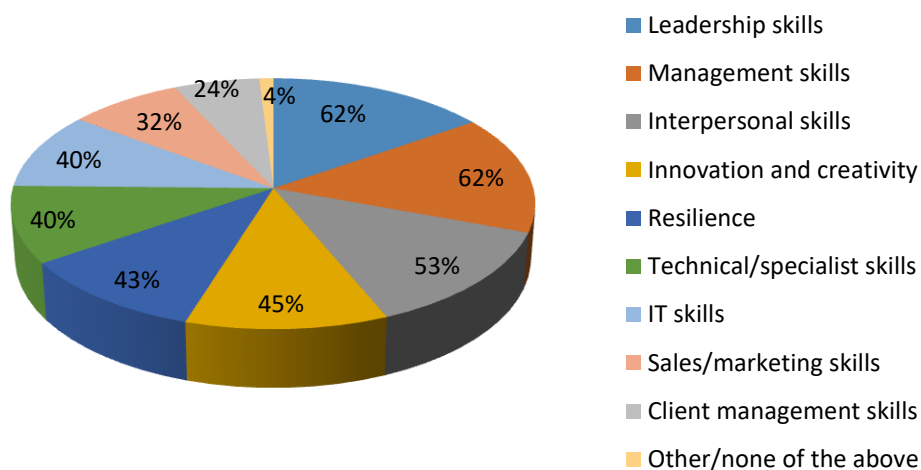


Fig. 1.1 The most important skills

Source: <https://www.kent.ac.uk/careers/sk/top-ten-skills.htm>

What Skills Do You Need for a job after you finish an university...

- **Good communication**

How clearly you convey your ideas, plus your ability to listen to others, are of keen interest to employers. As well as building rapport, they'll also be looking at how well you persuade and negotiate with people too. Use your CV to outline specific written and verbal examples of when you've put these skills into practice. Show how you tailored your message to the target audience.

- **Effective leadership and management**

Even if you're not intending to work in a management position, you'll still need to demonstrate to employers that you've the potential to motivate and direct others in order to achieve common objectives.

For your CV, detail situations where you've had the opportunity to plan and coordinate tasks. The ability to solve problems and conflicts is always highly valued by recruiters.

- **Planning and research skills**

To accomplish certain work tasks, you may need to come up with a suitable strategy and plan of action. This could involve seeking out relevant information from various sources. How you analyse, interpret and report these findings is what's important here. Highlight the relevant skills that you've developed through your degree course.

- **Teamwork and interpersonal skills**

Most graduates will have had the chance to work in teams during their time at university. Employers will be looking at your individual contribution towards achieving common goals.

- **Self-management**

The specific activities of your job will always be viewed in the context of the business's goals and what it is trying to achieve. By successfully directing your work towards these objectives - prioritising your duties, working well under pressure and managing your time effectively - you can demonstrate that you're flexible, resilient and can be trusted. Give examples of times when you've had to balance your university work in order to meet multiple deadlines.

- **Relevant work experience**

This is becoming increasingly important in today's competitive work environment. However, students are having to be incredibly resourceful in gaining the type of experience that employers are after. In some sectors, such as media and the arts, it's necessary to network and make speculative job applications. Paid work is often restricted to large organisations.

For advice on how to make the most of the opportunities available to students and graduates see work experience and internships.

If you've limited or no relevant experience in the field that you're looking to work in, you might want to consider a CV that allows you to concentrate on the skills that you've acquired.

(Source: <https://www.prospects.ac.uk/careers-advice/applying-for-jobs/what-skills-do-employers-want>)

Another study shows The 10 Job Skills Employers Want:

With competition for new jobs at an all-time high, employees must have the skills employers are targeting. From the ability to communicate effectively to the willingness to wear multiple hats around the office, employers today seek workers with a variety of the skills. Here are 10 skills employers look for most in today's fast-paced, technologically advanced workplace:

- 1. Commercial awareness (or business acumen):** This is about knowing how a business or industry works and what makes a company tick. Showing that you have an understanding of what the organisation wants to achieve through its products and services, and how it competes in its marketplace.
- 2. Communication:** This covers verbal and written communication, and listening. It's about being clear, concise and focused; being able to tailor your message for the audience and listening to the views of others.
- 3. Teamwork:** You'll need to prove that you're a team player but also have the ability to manage and delegate to others and take on responsibility. It's about building positive working relationships that help everyone to achieve goals and business objectives.
- 4. Negotiation and persuasion:** This is about being able to put forward your way, but also being able to understand where the other person is coming from so that you can both get what you want or need and feel positive about it.
- 5. Problem solving:** You need to display an ability to take a logical and analytical approach to solving problems and resolving issues. It's also good to show that you can approach problems from different angles.
- 6. Leadership:** You may not be a manager straight away, but graduates need to show potential to motivate teams and other colleagues that may work for them. It's about assigning and delegating tasks well, setting deadlines and leading by good example.
- 7. Organisation:** This is about showing that you can prioritise, work efficiently and productively, and manage your time well. It's also good to be able to show employers how

you decide what is important to focus on and get done, and how you go about meeting deadlines.

8. Perseverance and motivation: Employers want people to have a bit of get-up-and-go. Working life presents many challenges and you need to show employers that you're the kind of person who will find a way through, even when the going gets tough... and stay cheerful-ish.

9. Ability to work under pressure: This is about keeping calm in a crisis and not becoming too overwhelmed or stressed.

10. Confidence: In the workplace you need to strike the balance of being confident in yourself but not arrogant, but also have confidence in your colleagues and the company you work for.

(Source: <https://targetjobs.co.uk/careers-advice/career-planning/273051-the-top-10-skills-thatll-get-you-a-job-when-you-graduate>)

The economy is in a continuous process of restructuring to adjust production to demand changes, so there will always be a mismatch between labor force characteristics and characteristics of jobs available.

2. Methodology

The main objective in this study was the discovery of skills that are asked for young people when they want to enter in a company.

In our study we analysis the unemployment level of Europe, by using data collected from the Eurostat website. We also used the sociological survey, the main tool being questionnaire applied face to face. The questionnaire included 24 questions, most of them semi-open and closed questions. The types of questions used in the questionnaire are questions of identification, filter, opinion and knowledge.

We studied the websites which are specialized in the field of available work places in Romania, especially in areas which are a lot of vacant jobs.

3. Analysis of unemployment among young people in Europe

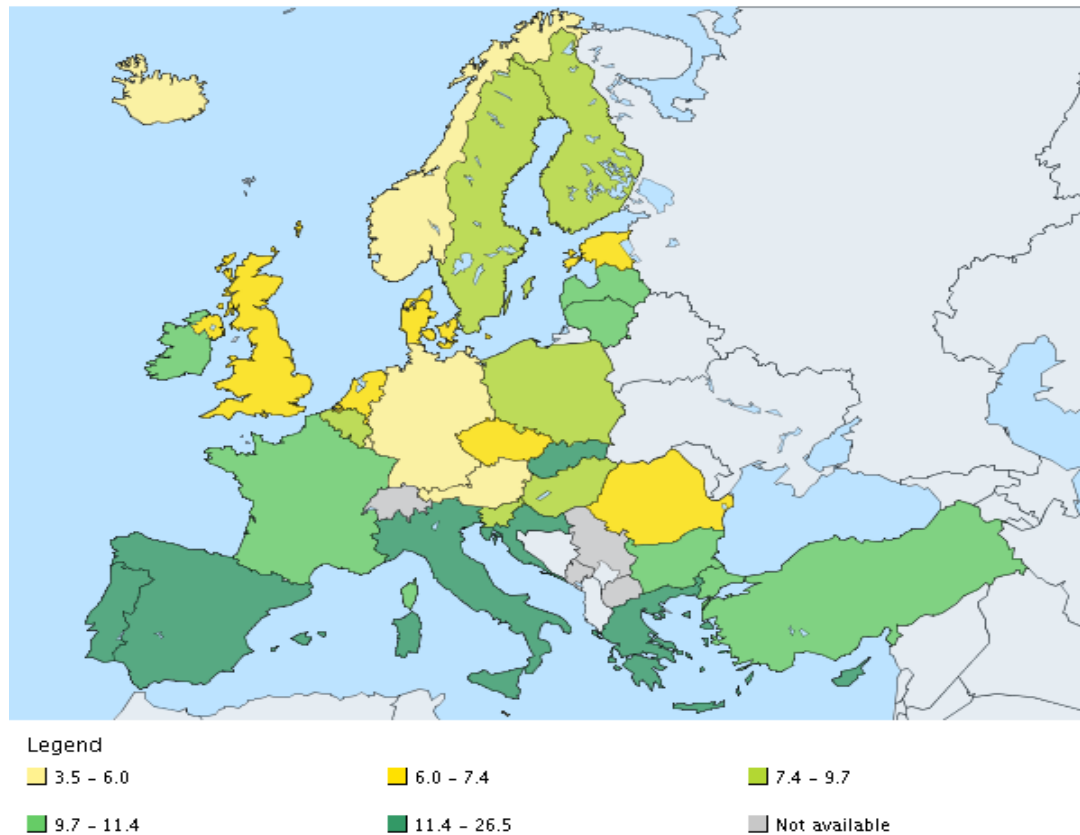


Fig. 3.1 Map representation of unemployment in 2016 in the European Union

Source: Eurostat

From this figure we can see that Romania has a very high unemployment value among young people because, they encounter different barriers. Slovakia has a low unemployment rate than Romania.

Countries neighboring Romania have a low value of unemployment among young people, for all is a descending trend, so actions aimed at removing barriers begin to show results.

The large number of unemployed young people with secondary education can be explained through the lack of specific skills required by employers.

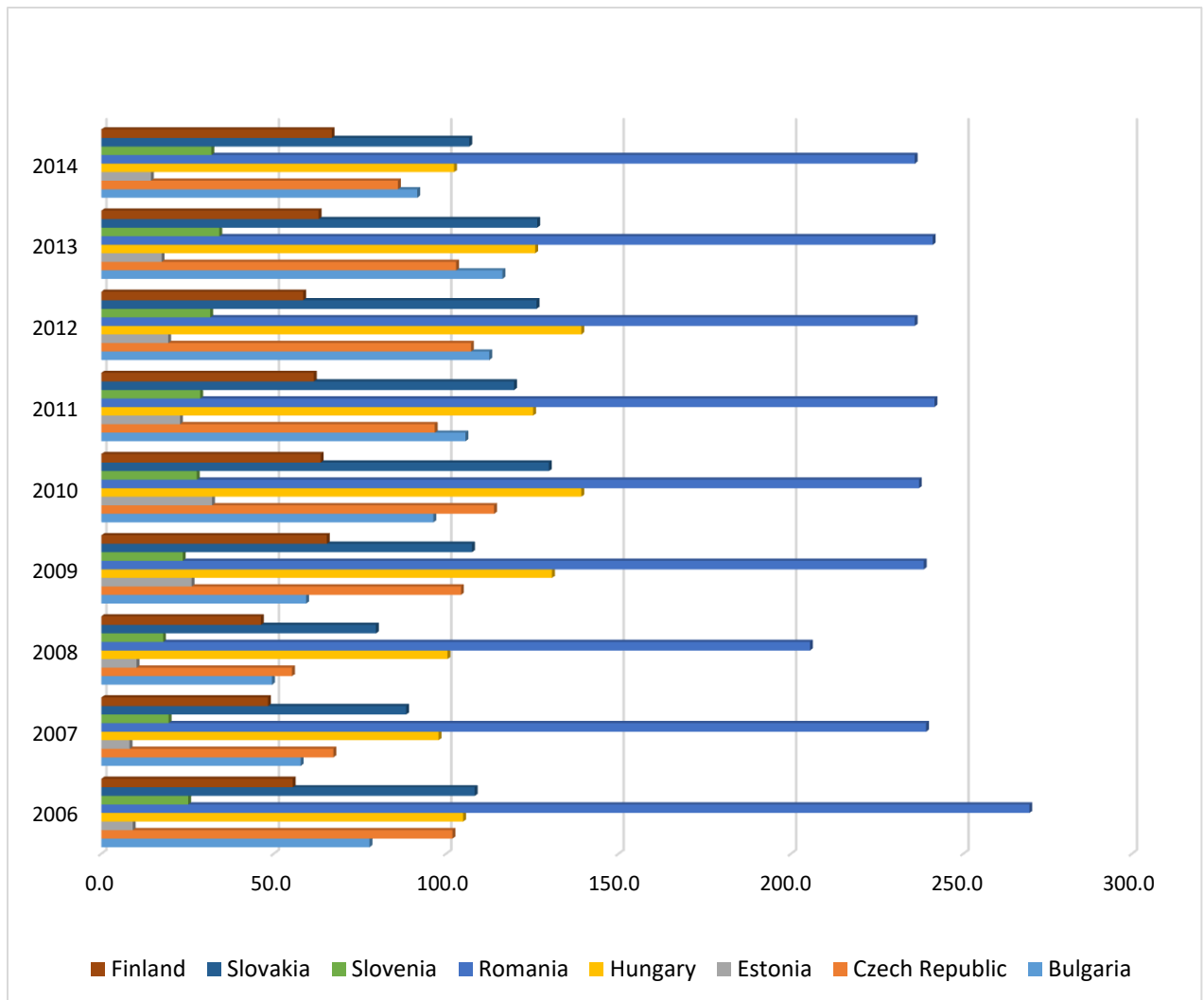


Figure no. 3.2 Youth unemployment (Thousand) –15-24 years

Source: Eurostat

4. Skills required by employers and jobs available - case study Arad

In Romania, in the Western Region of the country, employers requires the following skills:

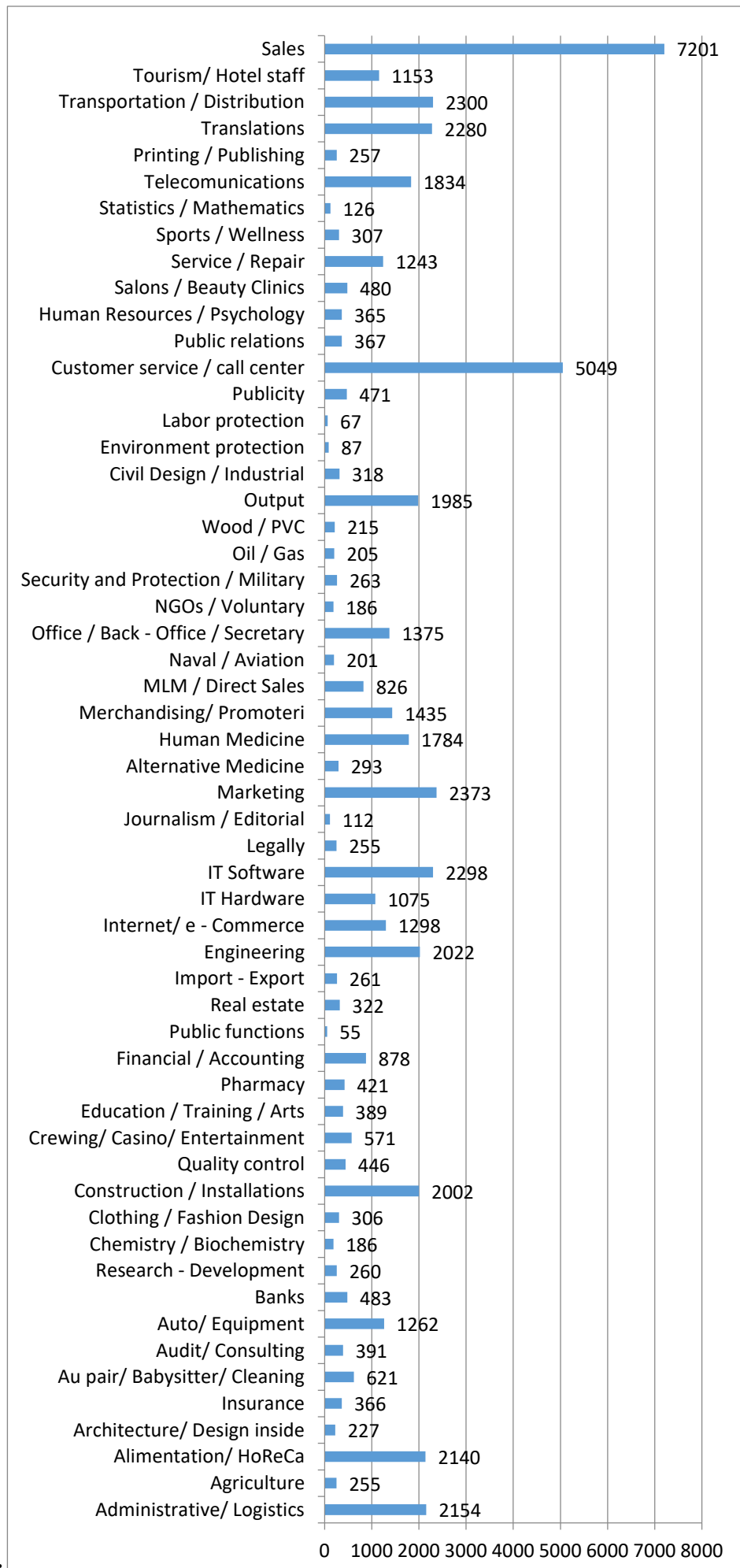
Teamwork

Communication

Problem solving

Organisation

Ability to work under pressure.



Communication:

Fig. 4.1. Jobs in fields in Romania

Source: www.EJobs.ro

In the chart above are present, according to EJobs website, activities of the companies in Romania, which provide jobs. In recent years in our country it was greatly expanded the sales, so that we can see from the fact that this area offers most are jobs available (7201). On the second place is occupied by the Customer Support/ Call Center with 5049 jobs. Further identify 18 areas ranging between 1,000 and 2,300 job offers, and the lowest areas are those with values between 50 and 800. The lowest areas can include the following: public functions (55 seats), environmental protection (87 seats), Journalism/ Editorial (112 seats), Naval/ Euronautica (201 seats) and Chemistry/ Biochemistry (186 seats). In conclusion, most job offers are available for people with average education level and those available are less than those with higher education level.

The chart from lower shows that in Arad prevails jobs in the Engineering / Technology (16 seats). At one point away is Sales 15 job offers. Also identify two fields with an equal number of seats (6), namely the Customer Service and the Banking / Finance. The lowest number of jobs available is 1 and is offered several categories, among which we can mention the following: Telecommunications, Security and Protection / Military Marketing / Market Research, IT Hardware.

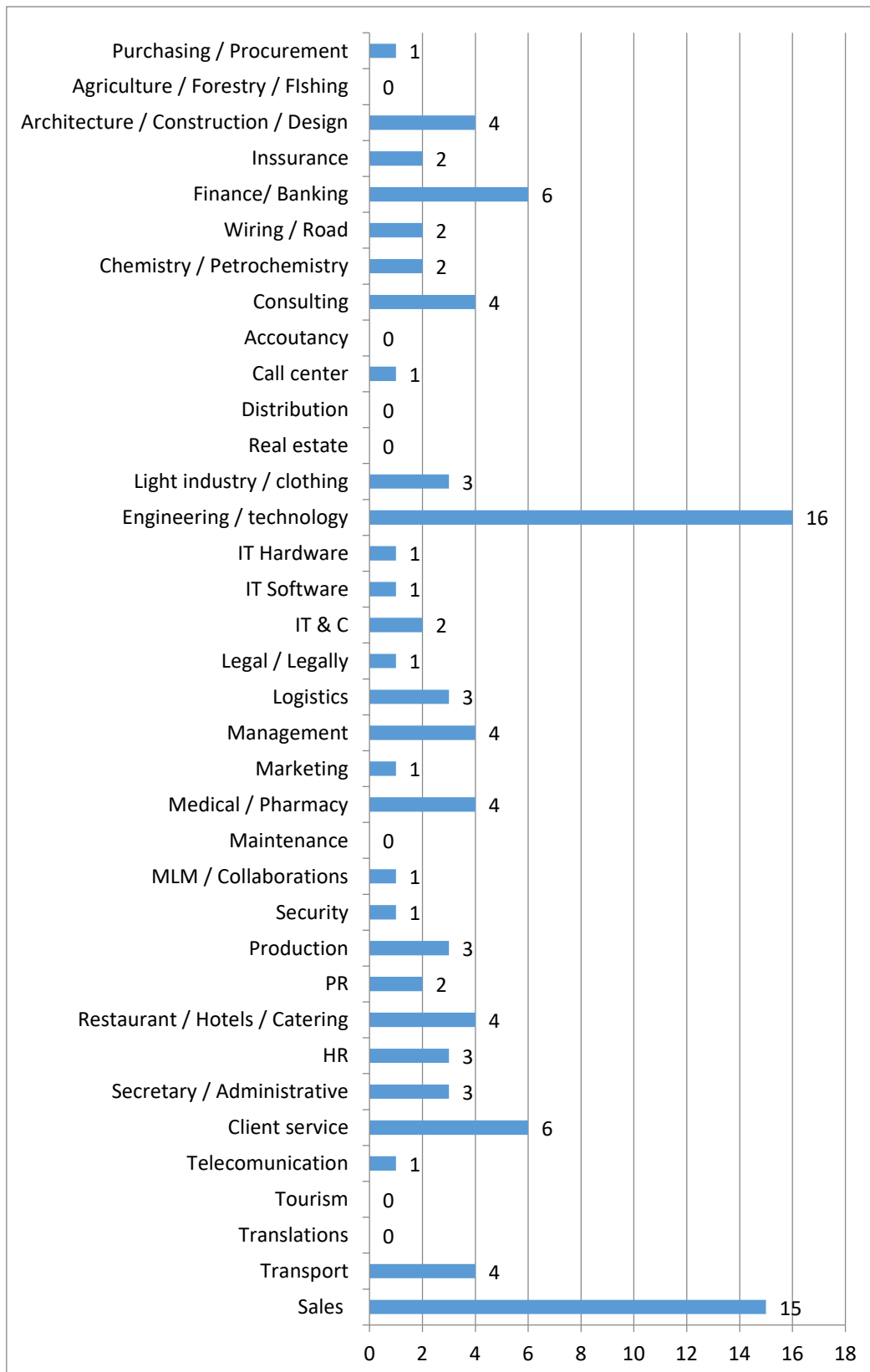


Fig. 4.2 Fields in Arad

Source: www.EJobs.ro

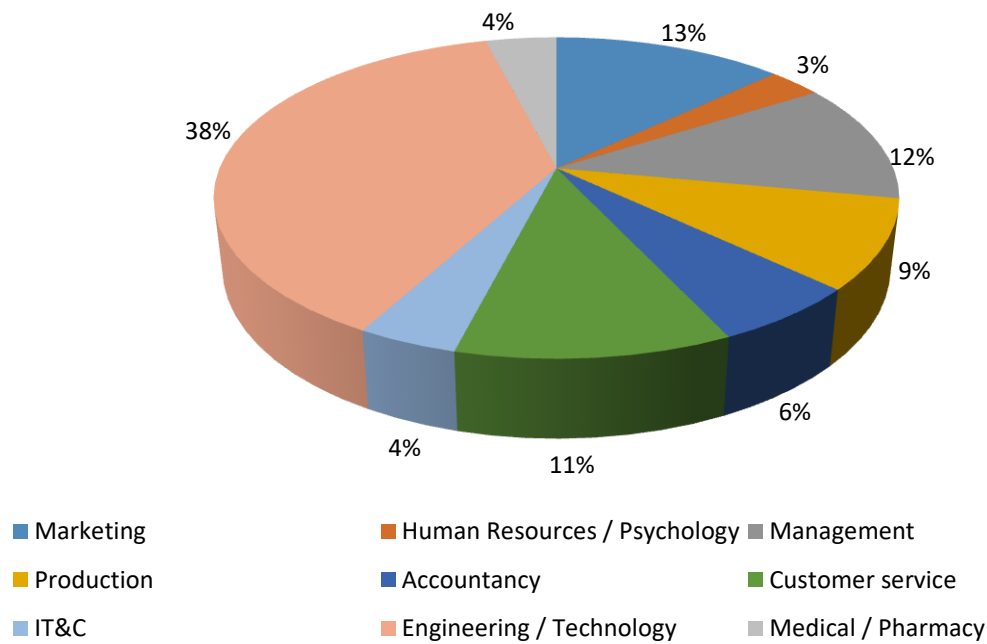


Fig. 4.3 CVs submitted by domain - Western Region

Source: www.myjob.ro

Analyzing results and taking into account that the Western region of the country is the most developed area, the Engineering / Technology is the most developed and occupies most of the market activity resumes submitted for this area occupying 38% of all applications for employment. In second place, a significant difference is the Marketing percentage of 13%, very close to the percentage of management (12%) and the range errand (11%). The weakest area is searched Human Resources / Psychology which has a rate of 3%.

Conclusion

This study emphasizes some important conclusions that emerged from the analysis of data regarding youth unemployment and skills needed to entering to labour market. Thus, finding a job can be challenging in the current society, particularly among young graduates, most of them interesting to activate in the labor market.

Searching for a job on the Internet has become normality, the most visited places by young people looking for a job being online media or specialized sites. Among young people, specialized firms for placement of workers is the least affordable options.

A reason why young people are rejected when applying for a job is lack of experience, which continues to be one of the important barriers they encountered. Then, in Romania, and

also in Europe, employers requires the following skills: **teamwork, communication, problem solving, organisation and ability to work under pressure.**

In conclusion, according to our study, most job offers are available for people with average education level and those available are less than those with higher education level.

Youth unemployment in EU is high comparing with other regions in the world because employers do not hire young people due to lack of right skills. There is mismatch between the education providers opinion that their graduates are ready for work and the opinion of youth employers who have quite a different opinion. A reason for this is the lack of communication between education system and the business community.

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