

THE SINERGETIC EDUCATION – TRAINING-EMPLOYMENT TRIAD: VALORIZATION OF RISING GENERATION'S POTENTIAL

Csiminga D, Moraru R.I., Cioca L.I.*

Abstract: The growing importance of the knowledge based economy, globalization, ageing population, urbanization and the evolution of social structures all these are accelerating the pace of change in the labor market and in the field of required skills. To fully exploit the potential for economic recovery, strategies for education, training and employment are playing an important role which should focus on increasing and adapting skills and improve training opportunities at all levels, to promote highly skilled workforce and caring to economy's needs and facilitate youth access to the labor market. This paper highlights the role that the younger generation has to play to ensure sustainable development of the economy of tomorrow and the importance of education in ensuring a successful career.

Keywords: education, competence, labor market inclusion, rising generation

Introduction

Education and training was both within the central objectives of the Lisbon agenda for growth and jobs, and the newer 2020 Strategy - Agenda for new skills and jobs. As a matter of fact one of the key initiatives in the European Union - "New Skills for New Jobs: Anticipating and matching labor market and skills required" aims [2]:

- to promote better anticipation of demand for skills;
- to obtain a better match of skills with labor market needs;
- to closer link the educational with the professional environment.

Over time, many scientists have studied and developed theoretical models suggesting that educational level is, potentially, a determinant key of economic growth and social development [1].

The classical theory of human capital has had and exerts continuously a great influence in determining educational policies and their correlation with the demands of the labor market, showing that in any economy, labor market performance depends largely on the correlation of education and initial occupational training with the labor market needs [3].

The convergent evolution of the labor force preparation for a competitive labor market is distorted at times by a certain inadequacy of Romanian education system's offer, found himself on the one hand, in a natural metamorphosis caused by seclusion in which he was maintained for so many years, and on the other hand, in a process of adaptation to European standards. [9]

* **Lecturer Ph.D. Diana Csiminga, Assoc.Prof.Ph.D. Roland Iosif Moraru**, University of Petroșani, Romania; **Professor Ph.D. Lucian-Ionel Cioca**, „Lucian Blaga” University of Sibiu, Romania

✉ corresponding author: roland_moraru@yahoo.com

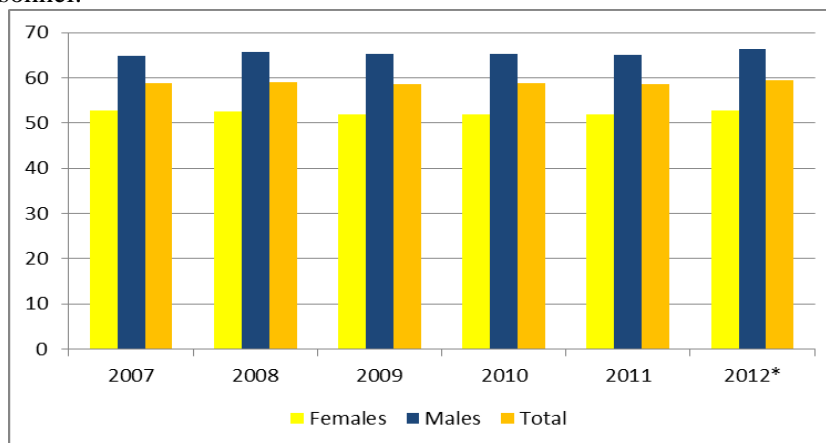
The rising generation – pillar of sustainable development

It is already proven that the success or failure of a country to fully utilize the economic potential generated by the younger generation can make the difference when it comes to long-term sustainable development. Since Adam Smith already it was recognized that national wealth is given by employment degree of the population, its level of qualification and training. Franklin Roosevelt has said, is true in another century, "We can not always build the future of our youth, but we can build our youth for the future". Therefore, the society must prepare and train today those who will be able to lead tomorrow, constantly renewing and forming human capital. This is one of the major responsibilities faced by Romania today and the great challenge in terms of integrating young people into work [8].

Financial and economic crisis has left its mark on the significant reduction in the rate of employment in all EU countries, Romania making no exception from this trend [6].

If the objective of the Lisbon Strategy, to increase the employment rate in the EU to 70% by 2010 was not achieved, largely due to the global economic decline, we can ask ourselves seriously the question how will be achievable the goal imposed at the New Europe 2020 Strategy, which assumes a provision of employment for 75% from the workforce in 2020, given that we can not speak of a relaxation of the general economic situation?

For Romania the national target proposed assumed that 70% of the population aged between 20 and 64 to have a job in the timeframe 2020, while present situation is highlighted in Figure 1. How else can this be done if not by assuming as a real national priority the investment in rising generation. While older workers with experience withdraw from the labor market, the volume of young people willing to replace them is not enough so that it can be sustained the need for qualified personnel.



Data available for the first three quarters of year 2012

Figure 1. Gender gap in employment rates, persons aged 20 to 64 years, Romania (%)

Source: Eurostat (lfsi_emp_a)

Demographic and economic changes that have increased profoundly in recent years have produced serious repercussions especially among the younger generation, while the rate of participation of rising generation in the global economy is declining in relation to the adult and youth jobless rate is constantly from 2 to 4 times higher than rates recorded among adults. [7]

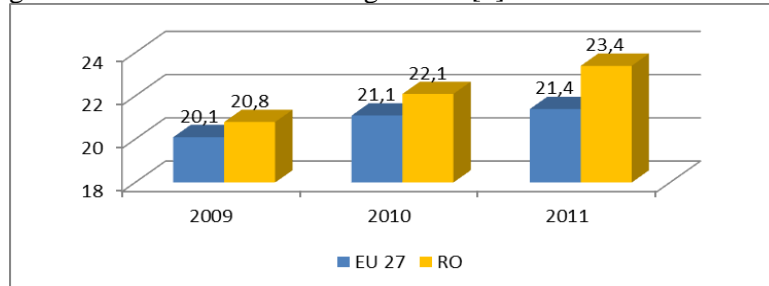


Figure 2. Youth unemployment rate (%) in Romania and EU 27

Source: Eurostat [14]

Ironically, this category represents the future workforce and the strategic resource that will have to sustain the long-term competitiveness of organizations. For this reason, especially during the economic downturn caused by the global economic crisis, the labor market integration of young people must become a policy priority in all countries to give them a fair chance in the labor market and to prevent the risk of having "lost generations".

Education - means of success in the life of a young man from Romania?

Following inquiries and investigations carried out at both national and European level it can be seen that young people with higher level education have better job opportunities, the employment rate of people with tertiary and secondary education are lower than those with lower than secondary education level, reflecting a high level of appropriate use of the human capital (see Figure no. 3)

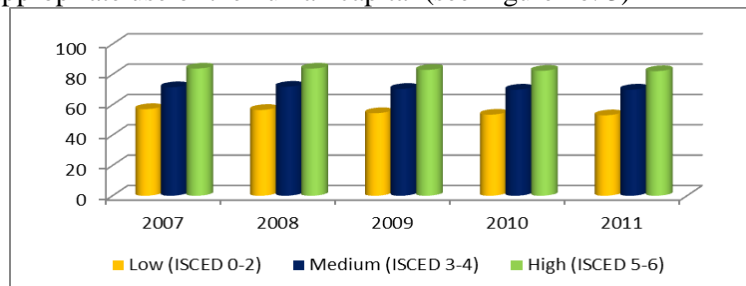


Figure 3. Employment rate, by highest level of education attained % of age group 20-64 years

Source: Eurostat [16]

We can thus consider education as a prerequisite for employment and also as representing the most valuable asset of the human being. Although it does not offer

an infallible guarantee against a possible future unemployment, it generally improves the chance of finding a job (see Figure no 4)

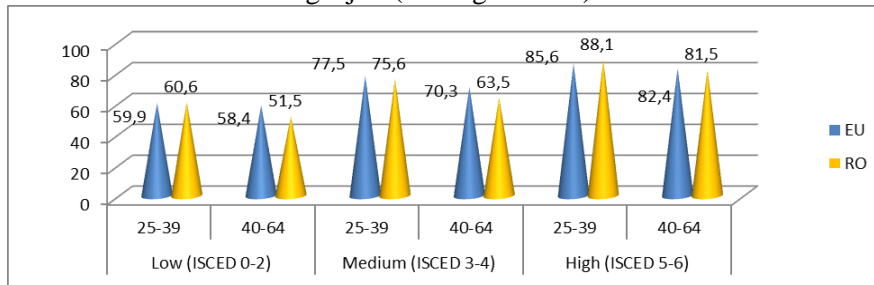


Figure 4. Proportion of people in employment by age group (25-39, 40-64) and highest level of education attained, 2010

Source: Eurostat, Labor Force Survey [17]

Investment in education and training does not produce the same benefits at all levels. Comparing estimated rates of benefit in various stages of the education system, it comes that that secondary education is the basic level of education for the knowledge society [10]. The analysis of statistical data at European level show that graduates of university with graduate diploma are able to find a job two times faster than those who have completed only high school level. From this we can conclude that the highest educational qualification has a clear impact on the transition from school to active work life [11,12].

According to data included in Figure 5, people with higher education levels succeed to find their first job more quickly than those who had not completed only secondary education.

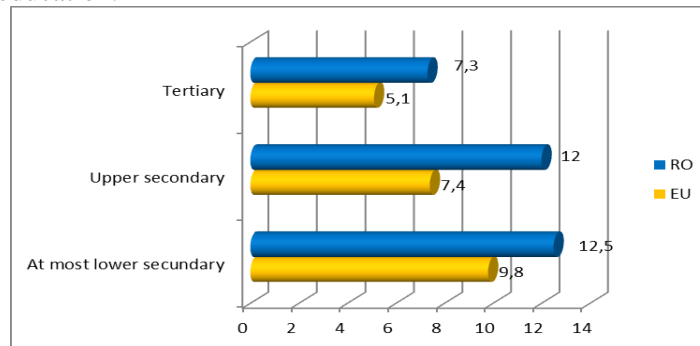


Figure 5. Average length of transition from education to work by educational attainment level, 2009, in months

Source: Key Data on Education in Europe 2012, [15]

The education - training - employment triad

The conclusion emerged from a study performed by the National Trade Union Bloc within the project entitled "Office for observing labor market and job quality" highlights an issue which is more or less recognized and accepted, namely the

discrepancy between the competences and skills provided by the education system and the requirements of labor market performance [10]. This lack of correlation does not seem to be reduced through participation in continuing training. The participation rate in continuing training programs at national level (1.5% in 2009) remains at a very low level compared with the average of other European countries (9.3%) [5].

Moreover, it can be seen in Figure no. 6 that a simple training program is not enough to qualify a young man for the labor market.

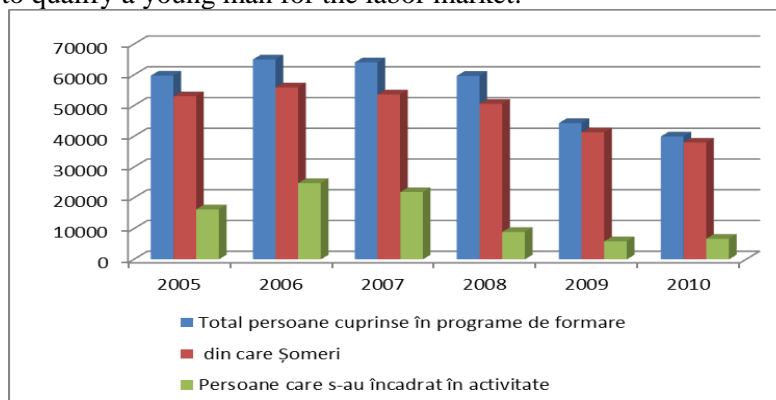


Figure 6. Evolution of participation in training programs in 2005-2010

Source. National Institute of Statistics, Romania in figures 2012, [4]

Unfortunately, the existing official information demonstrates that the analysis of education and training needs and demands is not carried out systematically, and there is no permanent and coherence in conducting aggregate studies on the employment situation in areas where students have prepared or prospective recurrent studies on labor market developments [13].

However, there are recent studies indicating that about 50% of young Romanian university graduates fail to be employed in the activity area for which they have specialized during university studies [5]. These data and their trend of worsening over time is a possible indicator of the existence of deficiencies in communication between business and public providers of training, both initial and ongoing.

Summary

Reforms initiated in our country since 1990 aimed essentially creating a competitive, reliable and sustainable market economy, in which labor plays a crucial role. Labor market conditions in Romania are particularly difficult, although the unemployment rate is not necessarily high compared to the EU average, but unemployment is asymmetric, affecting especially young people.

Number of young people who are facing difficulties when trying to access the labor market and to develop a sustainable career is increasing in almost all Romanian regions. In general they lack professional skills, information and connections to help them finding a job or to support them in developing a long-term career. This

raises questions about the capacity of the education system in Romania, as well as regarding the lack of firmness of education and ongoing training to create a competitive workforce.

Therefore increasing relevance of education and professional training towards labor market needs to be a major objective pursued in educational policy development and the activities of education providers. Finally, employers may take the initiative in terms of stimulating young people's potential on the labor market, investing in improving the capacity and skills of young people so that they will build a career success on the employment market. These investments can materialize in various forms, from volunteering within different institutions, to conduct training programs for young people.

It is the role of students and active people to take a proactive approach in their professional development, but we see that the educational experiences and the work can facilitate or – on the contrary - inhibit learning, critical and reflective attitude.

Therefore it is required an extensive dialogue and coordination of actions in a dynamic process that facilitates education of workforce in the positive spirit of development and lifelong learning

References

- [1]. Ciuhureanu A., *Skills and competencies for labor market integration (in Romanian)*, Universitatea Româno-Germană Sibiu, 2011
- [2]. Commission Europeene, *New Skills for new jobs: anticipating and matching labor market and skills needs*, EU Commission, Brussels, 2008.
- [3]. Dragolea L., Diaconescu D.A., *Educational Quality Management*, Polish Association of Information Society, Gliwice, Poland, 2012
- [4]. Institutul Național de Statistică, *Romania in figure 2012 (in Romanian)*, http://www.insse.ro/cms/files/publicatii/Romania%20in%20cifre_%202012.pdf
- [5]. Isăilă Ș., Miron A., Andrei D., *The relationship between education and lifelong learning and labor market (in Romanian)*, Permanent Technical Secretariat Northwest Regional Pact for Employment and Social Inclusion, Cluj Napoca, 2011, http://stp-nv.ro/docs/studiu_regional_ocupare.pdf, Access on 17.03.2013
- [6]. Manpower, *Manpower Employment Outlook Service Romania (in Romanian)*, Q3 2012
- [7]. Manpower, *Younger generation - Success of tomorrow's economy*, (in Romanian), <https://candidate.manpower.com/wps/wcm/connect/64568f804b8143159fb4bf1abeefe959/Generatia+tanara++succesul+economiei+de+maine.pdf?MOD=AJPERES>, Avves on 15.03.2013
- [8]. Mascherini M., *Young people and NEETs in Europe: First findings*, Eurofound, Dublin, 2012
- [9]. Mihai C.V., *Human capital development in Romania in the accession process to the European Union. A comparative-historical perspective (in Romanian)*, Ph.D. Thesys, University of Bucharest, 2010
- [10]. Multi Consulting Group S.R.L., *Prospective study on skilled labor force demand*, (in Romanian), <http://www.via-consiliere.ro/uploads/File/pdf/Studiu%20de%20persp>

- ectiva%20privind%20necesarul%20de%20forta%20de%20munca%20calificata.pdf, Acces on 26.03.2013
- [11]. Pop A., Tănase I. s.a. *Young people and labor market inclusion, needs, expectations, solutions, obstacles*, (in Romanian), Bucharest, 2010
- [12]. Suciu M.C., *Intangible assets and intellectual capital - factors of convergence*, (in Romanian), National Institute of Economic Research, Series Working Papers nr. 7, București, 2008
- [13]. European Foundation for the improvement of Living and Working Condition, *Best days of their lives -Youth in Europa*, Foundation Focus, Issue 11, June 2012
- [14]. Eurofound (2011), *Youth and work*, Foundation Findings, Publications Office of the European Union, Luxembourg.
- [15]. http://eacea.ec.europa.eu/education/Eurydice/documents/key_data_series/134EN.pdf, Access on 11.03.2013
- [16]. http://epp.eurostat.ec.europa.eu/portal/page/portal/publications/recently_published, Access on 21.03.2013
- [17]. http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Employment_statistics, Access on 27.03.2013.

TRIADA SYNERGI EDUKACYJNEJ-TRENINGU-ZATRUDNIENIA: WALORYZACJA POTENCJAŁU POKOLENIA DOJRZEWAJĄCEGO

Streszczenie: Rosnące znaczenie gospodarki opartej na wiedzy, globalizacja, starzenie się społeczeństwa, urbanizacja i ewolucja struktur społecznych, to wszystko przyspiesza tempo zmian na rynku pracy i w zakresie wymaganych umiejętności. Aby w pełni wykorzystać możliwości ożywienia gospodarczego, strategie kształcenia, szkolenia i zatrudnienia powinny odgrywać ważną rolę, która powinna koncentrować się na zwiększaniu i dostosowaniu umiejętności i poprawy szkoleń na wszystkich poziomach, aby promować wysoko wykwalifikowaną siłę roboczą, dbanie o potrzeby gospodarki i ułatwienie młodzieży dostępu do rynku pracy. Artykuł ten podkreśla rolę jaką młodsze pokolenie ma do odegrania, w celu zapewnienia zrównoważonego rozwoju gospodarki jutra i znaczenia edukacji w zapewnieniu kariery.

Słowa kluczowe: edukacja, kompetencje, włączenie do rynku pracy, dojrzejące pokolenie

本 SINERGETIC 教育 - 培訓 - 就業 TRIAD : 物價穩定措施年輕一代的潛力

摘要: 知識經濟, 全球化, 人口老齡化, 城市化和社會結構這些都是加快勞動力市場和所需的技能領域變革的步伐演變的重要性日益增加。要充分利用經濟復甦的潛力, 教育, 培訓和就業戰略正在發揮其應著眼於提高和適應能力, 提高各級培訓機會, 促進高技能的勞動力和關懷, 以經濟的需要, 促進青年的重要作用進入勞動力市場。本文重點介紹了年輕一代可以發揮, 以確保明天和教育在確保事業成功的重要的經濟可持續發展中的作用。

關鍵詞: 教育, 能力, 勞動力市場的包容性, 崛起的一代。