

Professional Conversion: a solution or a compromise?

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Abstract

In the present article I will focus on the opinion of young people graduating from higher education institutes that, in order to work and to ensure and secure their safety and physical fulfilment and stability need a decent job, meal vouchers, telephone, car service, overtime payment, etc., without endangering their individual values (respect for the person and his/her work, recognition, appreciation, promotion, fairness, fellowship, etc.). Also, I want to trace the idea that young people consider that their expectations and projections that they had were not achieved, and more than that, they had to re-evaluate their anticipations taking into account the labour market reality (which, in most cases, forces the graduates towards other qualifications that are needed on the job market at a certain moment).

Key-words: professional conversion, labour market, skill, experience, integration.

JEL Classification: A, A2.

Introduction

Due to the economic downturn in recent years has produced a reversal of situations in some areas much restricting its activities, and in other areas grew more productive private sector services.

Permanent concern to the County Agency is to improve the performance, taking into account the desire to provide quality services to persons with whom they are in contact with regard to the institutionalization of social dialogue in the field of employment and vocational training, applying strategies in the field of employment and social protection measures to persons not covered by the work.

Changes, both in the legislative field and on the labour market, demand a new approach and assume a continuous adaptation of the County Agency for employment to the new conditions, by stepping up training in the trades required in the labour market.

CHAPTER 1. South-Muntenia region from the perspective of economic development

Vocational training programmes for persons looking for a job should ensure diversification of professional competencies in order to achieve mobility and their reintegration on the labour market.

The analysis shows that, in general, the work force in each area of the County was especially qualified for the jobs corresponding to existing large companies.

In South-Muntenia region to begin a meaningful analysis of the current situation on the labour market inclusion possibilities of qualified personnel, it is necessary, the development of a SWOT analysis to identify the strengths, weaknesses, threats and opportunities that can be created for this area, establishing at the same time and area-specific issues analysed.

In table 1 are highlighted aspects of human resources, i.e. higher education alumni, through SWOT analysis:

Table 1. SWOT analysis on human resources, i.e. higher education Alumni

Strengths	Weaknesses
<ul style="list-style-type: none">• Young labour Predominates• The existence of programmes for training and retraining• The existence of higher education institutions and the Academic Centre of Bucharest• Existence of programmes of continuing education and distance learning	<ul style="list-style-type: none">• Low weight to the occupied population with higher education• Lack of employment opportunities, especially in rural areas• Lack of motivation of the unemployed• Insufficient harmonization of the education system with the requirements of the labour market and the future development of society• Insufficient Conditions for the integration of disadvantaged groups and uneven structure capacity and inadequate social services and facilities

	<ul style="list-style-type: none"> • Absence of regional centers of guidance, training and retraining
Opportunities	Threats
<ul style="list-style-type: none"> • Improving the educational system <ul style="list-style-type: none"> • Orientation towards specialization programs in the areas demanded by the labour market • Business Development • Social inclusion programs evenly over the labour market, women and men • Co-operation with other countries in the field of education and vocational training 	<ul style="list-style-type: none"> • Underestimating the problems of the educational system • Deepening labour market imbalance between supply and demand • Deepening and the emergence of new social phenomena • Rising unemployment among graduates of secondary and higher educational institutions • Migration of highly qualified employment

From the perspective of existing resources and strengths South-Muntenia region are highlighted as follows:

- a) a high potential of natural resources with economic development opportunities;
- b) placement of geographically ideal for implementing various development strategies;
- c) high tourism potential in the counties of Northern region;
- d) the existence of representative enterprises at regional and national level, as well as the Dacia Renault, Petrobrazi, Sph, Coca Cola, Arctic, etc.;
- f) large percentage of small and medium enterprises;
- g) high volume of investments;
- h) the existence of programmes for training and retraining;
- i) presence of universities that prepare annually for higher education graduates in various fields of activity;
- j) implementation of active measures for fighting unemployment, in way differed depending on the needs of the labour market.

Weaknesses of South-Muntenia region are as follows:

1. trends of decrease in the population;
2. a majority rural population;

3. during the financial crisis worsened, micro-enterprises were most affected;
4. the extent of insertion in the job market is shrinking compared to previous years;
5. uneven allocation of investments in the region;
6. low enough interest on the part of the working population to embark on educational programmes for lifelong learning, but also of employers for employing staff;
7. lack of employment opportunities (in rural areas there is an upward trend of underemployment levels);
8. the high level of poverty in rural areas (agricultural);
9. insufficient harmonization of the educational system and vocational training with labour market needs;
10. marginalisation of older people on the labour market integration;
11. professional mobility and low staff turnover;
12. low degree of involvement of the different social partners in development programmes and promote human resources;

The opportunities South-Muntenia region can generate would be the following:

1. the development of agriculture mentality type bio;
2. consultation for the development of specific services South-Muntenia;
3. the location of Bucharest in which creates possibilities for development of the neighbouring localities;
4. assessing the quality of higher education by ARACIS (Romanian Agency for quality assurance in higher education);
5. creating viable partnerships for accessing structural funds.

Threats or risks in South-Muntenia region, are as follows:

- ☉ insufficiently developed infrastructure, which inevitably contributes to the attractiveness of the business environment for new investors in the area;
- ☉ regression of some economic sectors, such as mining, chemical, metallurgical, machine-building and;
- ☉ low attractiveness to job in rural areas (financial considerations and displacement);
- ☉ phenomenon accentuated by the ageing of the population;
- ☉ reducing the number of employees in budgetary sector through restructuring and the restriction of activities;

- the possibility of migration of highly skilled labour (elsewhere in the country or outside the country);
- economic recession;
- increase the unemployment rate among graduates and post-graduate studies;
- low adaptability to people looking for a job under the current demands of the labour market.

The situation changes when there is the experience that employees have had at various jobs until that time. Regular attendance at courses to young employees could provide opportunities for development and, therefore, it is necessary for companies to be encouraged to invest in such shares. On the other hand, development in the workplace, i.e., the acquisition of new skills, can be undertaken and staffed by young and produced individually. Unfortunately, employers are not willing to cover the costs, especially now in the time of crisis, or to the employee for the duration of the preparation of production (continue). The solution applied by the employing companies seeking qualified individuals with experience, ("the right man in the right place") accepting the harder the professional development of employees in the workplace. The conclusion of contracts between firms and local firms with the School Inspectorate could facilitate students interested in conducting training courses in their final years.

Also, the organization of seminars and meetings to raise awareness of employers with a view to acceptance of young people, even if they have no experience. It is necessary a greater involvement on the part of employers who might provide for a trial period for the employee, the latter to familiarize themselves with the requirements of the post.

At the same time it is necessary and that the company has a number of special posts earmarked for the legal practice. Here, however, there is the issue of costs to support those jobs, which are supported from the State budget to provide periods of practice for youth requires resources and time on the part of employers. Lack of resources from the State budget makes it also difficult to sustain support for the practice of the institutions, thus giving true challenges related to integration in the labour market of young qualified staff.

Conclusions

Thus, it is possible that in the phase of expansion or boom of the business cycle, amid general prosperity growth, to enhance attractiveness of the exercise of an activity remunerated, so

some of those in the legal age for employment, but withdrawn for one reason or another of the labour market, to want to re-enter the working population, increasing the offer of employment in a higher rate of increase in the number of jobs. Equally possible is that new entrants or those who re-enter on the job market are no longer suitable according to the new requirements.

Acknowledgment

This paper has been financially supported within the project entitled “Horizon 2020 - Doctoral and Postdoctoral Studies: Promoting the National Interest through Excellence, Competitiveness and Responsibility in the Field of Romanian Fundamental and Applied Scientific Research”, contract number POSDRU/159/1.5/S/140106. This project is co-financed by European Social Fund through Sectoral Operational Programme for Human Resources Development 2007-2013. Investing in people!

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