

***STRATEGIES FOR IMPLEMENTING THE PROFESSIONAL TRAINING
POLICIES FOR THE YOUNG ALUMNI***

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Abstract: The lack of integration in the social environment and the blocking steps regarding the absorption on the labor market of young graduates of higher education who fail to get a job in accordance to their qualifications are elements that create mental and emotional imbalances that are very powerful, thus the subjects being in a situation to readjust to the new requirements of the labor market.

The development of the training system needs to respond to the requirements of the labor market, and the economy based on knowledge and needs relevant information concerning the changes in the job market, namely the job offers and demands.

A coherent harmonization between the theoretical knowledge of alumni, the universities' curricula and the training programs is necessary in order for the young academic graduates to be absorbed by the job market.

Keywords: strategy, professional training, competition, skills, integration, development.

JEL Classification: A, A2, A21, A22, A23.

The development of the continuing vocational training system should meet both the needs of the labor market and the economy based on knowledge as it requires a set of relevant information regarding actual and relevant information about the evolution of trades and professions, the evolutionary trends of the labor market, different skills, the degree of harmonization between the supply and demand of labor existing in the labor market, the identification of the negative elements, the necessary educational programs, vocational training and their suitability to the needs of those who require them.

Our country's economy has generated a number of significant changes in the occupational structure, prompting new occupations, and traditional professions have also changed. Thus, we identify three types of occupations at the moment:

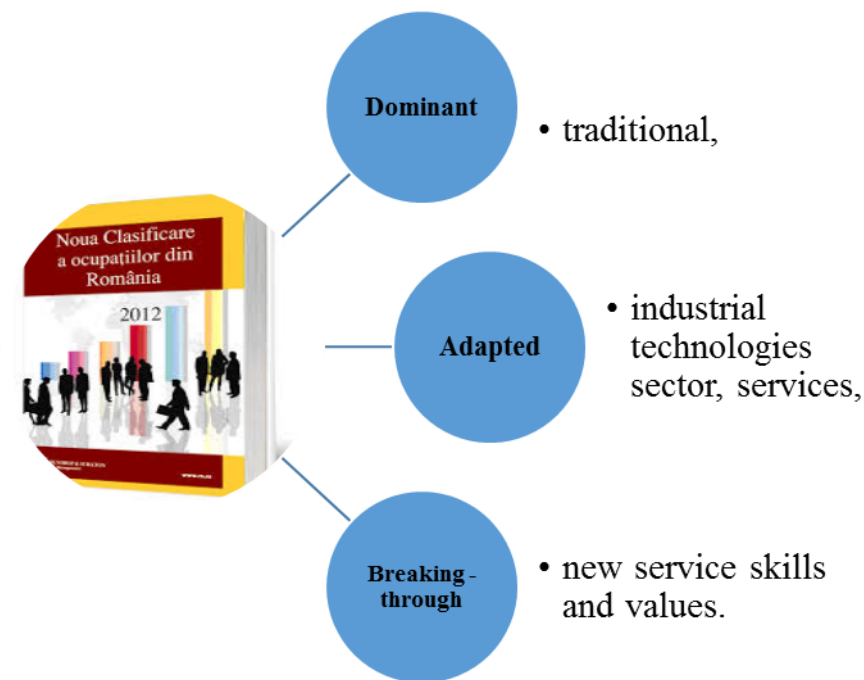


Fig.1. The Occupational Classification.

The Source: The Author

1. The dominant occupations: are crystallized, have a tradition that formed in the area of the occupational Romanian economy;

2. Occupations with a modified content: these are found in the industrial sectors affected by technological or organizational changes, and these services are geared towards customer satisfaction;

3. Breakthrough occupations: these are new services, adapted to the new requirements and which have a high added value and an increased potential for evolution in the period ahead. The element that can have a negative value for this category represents the lack of a large number of qualified personnel to support these occupations. Selected staff must have, besides a theoretical knowledge, a practical competence and a high level of adaptability. It goes without saying that the factors that have led to these changes in the content of the activities are: the adaptation to new needs, the raising competitiveness and the process of retooling.

New labor has been forced to adapt and to gain new skills such as the use of information technologies, communication and resource management. The tendency of evolution is a flexible employment-oriented, value-based quality and on skills, so that:

- the breakthrough occupations develop towards new fields of activity, right on market niches, to meet the high level and quality required;
- these are put in practice with a partially working program;
- the higher the increase in the economic activity, the higher the possibility of employees' motivation.

This suggests the need of the implementation of training programs in order to attract as many people willing to integrate in the labor market. Also, the risk of exclusion may occur,

from the labor market for the persons who are unable to adapt to the new needs having no financial possibilities and no required skills.

Continual professional development of the young generation must be transposed in practice through the promotion of partnerships between public authorities, social partners and other partners at central and local levels, with a view to making, to the development and implementation of policies and strategies of continuous vocational training, the involvement of a growing number of employers in facilitating the access to continuing training by providing the necessary training resources and the involvement of the social partners, especially of employers and professional associations in the validation of qualifications of occupational standards and the framework programs of continuing vocational training.

According to the National Strategy from September 2nd 2004 regarding employment, in the period between 2004 and 2010, the costs of the training programs should be regarded as investments and not as costs. Thus, to increase the investment in lifelong learning there are important the following strands: a legislative framework ensuring that stimulate funding for continuing vocational education and training, involving the social partners in this funding, attracting external funding and expansion of providers of vocational training programs.

The access to continuing training through creating opportunities as close to the beneficiaries, improving access to training in rural areas, increasing the number of people looking for a job, which will be included in training programs, expanding the network of vocational training of adults, upgrading and equipping of the existing centers, boosting its staff training in order to diversify the skills of professional growth and monitoring progress access to continuing vocational training, are all extremely important steps in designing a proper system for the young alumni to enter in the job market.

Conclusions

Following the analysis of theoretical issues pertaining to the functioning of the modern economy based on knowledge, linking higher education system with new requirements for establishing and deepening of new skills relevant to the labor market is the need to implement clear measures aimed at the problems faced by young people in direct interaction with the labor market or with the legislation in force such as:

- attracting investors;
- the development of initiatives for the promotion of young people;
- promote job fairs;
- fighting corruption;
- offering scholarships for young people;
- supporting small entrepreneurs;
- adapting local legislation to the requirements of the labor market or the investors ' proposals;
- investors ' tax-exemption, construction of housing for young people;
- exemption of youth that engage immediately after graduation;
- facilitating the creation of new jobs, the use and exploitation of local resources;
- the granting of facilities for the companies;
- harmonization of legislation in relation to the needs of young people;

- supporting business environment, providing facilities for young people in terms of access to credit, or advice on accessing EU funds;
- eliminating the bureaucracy in offering employers' facilities;
- a linking education system with offers for employment (partnerships between public institutions and the universities);
- reduction of fees and taxes;
- the creation of specific programs for young people in vulnerable situations (unemployment, investment institutions, etc.);
- the establishment of vocational counseling centers for young people;
- increased transparency of public institutions regarding the removal of work places;
- development and qualification programs in the workplace;
- provision of information regarding services and opportunities on the labor market.

Thus, the lack of integration into the social environment and the blocking steps occurring in higher education graduates who fail to secure a job in accordance with their qualifications are elements that create mental and emotional imbalances which are very strong.

The subjects are in these situations being forced to rebuild the new coming demands of the labor market about which had no knowledge at the time when they had to choose a particular field of study.

The labor market is in a process of an increasingly evolution and change and that is why the stability of a job has almost disappeared from the common vocabulary and the degree of adaptability of those competing for a position must be increasingly higher.

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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