

# SUMMARY

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## HIGHER EDUCATION AND EMPLOYABILITY

Ildikó Hrubos: *The question of employability in the European Higher Education Area*. Supporting increases in the economic competitiveness of Europe by putting a highly qualified workforce into the labour market has been one of the emphasised goals of European higher education reform (since 1999). Nevertheless, connecting up with the labour market has been one of the least successful elements of this reform. The reasons for the lack of success are very complex: an unclear definition of the goal itself, not defining properly the functions of different types of training programs and handling them inflexibly, misunderstanding the roles of labour market actors, and ignoring wider social interconnections. Many are searching for different ways out of this problem: a developing of qualification frameworks, the Tuning program, a system for career tracking and alumni, and providing current students with career planning services.

András Derényi: *Interpreting relations of higher education with employability*. In his article András Derényi outlines representation and the implementation of employability within higher education. Interpretations of the old idea of educational systems' having a function of better meeting labour market needs have more complexity and are more confusing in connection with higher education. Not only have concepts of employability been changing – societal functions of higher education have additionally undergone major changes, this going along with a rapid restructuring of the labour market. Research results show that individuals' successes given transition from the world of learning to the world of labour greatly depend on factors that are outside the higher education domain. Reactions in higher education to employability issues are therefore diverse; and there is no single good solution to the 'development' of employability. The main teaching characteristics of higher education require specific approaches whose common features would seem to be involvement with and cooperation among institutions and stakeholders, where cases and relevant experiences show good results for all participants.

Júlia Varga: *Tertiary-level attainment of the population and the labour market value of higher education in the 2000s in Hungary*. The paper investigates the effects of the expansion of higher education: how the proportion of the population with a tertiary-level education has changed in the last decade and how the labour market prospects of young graduates have altered as the supply of college and university graduates has increased. Results show us that despite the sharp increases

in enrolment rates, the proportion of the younger population with tertiary education is well under the EU19 average; while the amount of older citizens with tertiary-level education is also below the OECD average, albeit to a lesser extent. The analysis suggests that despite the large rises in HE participation there has been very little reduction in wage premiums or employment opportunities for graduates in general, though labour market prospects for graduates from college-level higher education have indeed worsened in recent years.

István Polónyi: *Employability, over-education, Bologna – or Is it good if an analyst economist drives tram number 6?* The author analyses the effects of the emergence of mass higher education in relation to the phenomena of employment and employability. The analysis relies on national and international data. First, the study defines the concept of employability; then it presents the relationship between employability and economic theory. The analysis looks at the reasons for the emergence of mass higher education and its effects on the labour market. After this, the study will examine the relationship between over-education and the quality of gained qualifications. The writing also deals with two-level training – giving a solution to problems of mass higher education and labour relations. Finally, the study provides us with the conclusion that the state's funding role is open to question when it comes to mass higher education and academic and economic relations as well, so that the employability of graduates should be re-evaluated.

Peter Tibor Nagy: *The inconsistency between a job and graduation.* It is assumed that an average, recently-graduating university student will be satisfied if she/he obtains a carrier position that is *usually* obtained by university graduates; conversely, the attractiveness of positions occupied *en masse* by non-graduates will remain low in the eyes of new graduates. In our research, each job position looked at had a value of between 0 and 1 according to the proportion of such positions obtained by graduates. Thus the concept of job position – an originally *non-linear* category – has been developed into a linear one. This new method can therefore make an average occupation – one linked with the prestige of any social-demographic group – quantifiable. We can as a result see that the average occupation prestige of graduates aged around 25 is lower than the average occupation prestige of persons of around 35 years; though the average occupation prestige of graduates aged around 25 is higher than with 45 or 55 year-old graduates. Therefore, although the commonplace that the “inconsistency between job and the level of education has grown” with the new generation is valid, it is only valid in comparison with previous cohorts – not in comparison with the whole “society of elders”. In contrast, in 1970 the average occupation prestige of graduates of around 25 was higher than the average occupation prestige of the graduates of *any* older generation. Taking on board these two phenomena one could say that the present situation of young graduates is worse than for older ones, or at least is worse than for older ones when they were young; and this “handicap” is more characteristic of young college graduates (BA) than for young university graduates (MA).

János István Tóth – Zoltán Várhalmi: *Young Graduates in the Business Sector*. The Institute for Economic and Enterprise Research began the research project 'Young Graduates in the Business Sector' in 2005. On a yearly basis, the research project surveys recent graduates' actual situation – those who have no more than two years experience in the employment market – in the business sector. In this paper, our intention is to recapitulate on the research findings from the latest 3 years, highlighting the most important three, closely-related fields. Our aim is not only to elaborate on the manifold nature of demand for recent graduates; we also show how the economic recession has affected this demand; and, thirdly, we give a deep look at the characteristics of income distribution and their inequalities. Finally, we will also examine at the main difficulties enterprises might face when hiring recent graduates.

János Dávid: *Employability and higher education: critical points in their realization*. The article looks at the results of research carried out in 11 different departments of 6 higher education institutions (3 of them in Budapest and 3 in the countryside) and additionally among employers working in the neighbourhood of these institutions. The basic question the article tackles is the adaptation of higher education institutions to the Bologna objectives: it aims to clarify which organizational and structural characteristics enhance - and which ones hinder - the bringing to fruition of experience-orientated education at the Bachelor level. The author concludes that the most important condition of successful adaptation to the new situation is the strategic coordination of conflicting interests and related resources within individual higher education organizations.

Éva Berde: *Don't expect too much from 'After Diploma Surveys'*. This article shows that 'After Diploma Surveys' results (surveys aimed at ex-students) regarding their alma mater must be accepted with caution. Answers could be biased, for two reasons: firstly about 60-80% of people choose *not* to return questionnaires while some of them probably do so because of their bad opinion of their alma mater. Secondly, the bias may be caused by the large time lag between the university studies of respondents and data collection. Also, Hungarian Higher Education regulations have changed so frequently in the last twenty years that answers appearing in the survey will most likely be referring to a situation that is different from the now-existing one. General results from such surveys reveal that the labour market offers benefits to persons with a university degree. Present types of 'Post Graduation Survey' give a new perspective: they are delivered by individual universities but with a common central block of questions along with other university-related questions; in addition, answers to the central block of these questionnaires are collected not only in local institutional databases but also in a central data bank.

Zsuzsa Veroszta: *Student expectations related to graduate employment opportunities*. In an analysis of expectations related to graduate employment opportunities, the study examines, for the period before persons' enter the labour market, student expectations related to such entry and successes instead of objective indi-

cators of employment possibilities. The study analyses the individual background variables playing a determining role in study expectations via a multi-dimensional approach to labour market success, focusing on subjective elements. In addition to examining expectations in detail regarding the most important professional field background variable, the analysis – embedded within the framework of relevant technical literature – also focuses on expectation-related differences appearing between genders or social groups; it also looks at how previous professional work experience modifies people's expectations. The analysis is based on data from a questionnaire survey obtained in relation to approximately 8000 people studying on undergraduate programs.

