

Features of modern Russian practice of employment of students and university graduates



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Features of modern Russian practice of employment of students and university graduates

The aim

- **to highlight some characteristics and trends in the employment of students and graduates**
- **to indicate some factors in higher education which are influenced on these characteristics and trends.**



The modern Russian youth and their parents: a different experience of the starting career

- **The transition to Market model of the Russian economy devalued the experience of the education and employment which had parents of today's students and young graduates.**
- **Parents of modern Russian youth obtained the education and began the working career under the conditions of the Soviet economy.**



The modern Russian youth and their parents: a different experience of the starting career

- Soviet economy was *one* of the models of the planned economy.
- Soviet version of the economic model is the *Mobilization model* of the planned economy
- Mobilization model had to be satisfied the *specific needs* of the rapid development of the country after the complicated historical events at the beginning and middle of the XX century (wars, revolutions and goals of political system).



The modern Russian youth and their parents: a different experience of the starting career

Vocational higher education and youth employment for the Mobilization's model of the economy were determined by the *following basic features*

- obtaining the higher education increased the self-esteem and changed the *social status* of the person
- was financed by *State budget* and the parents of modern Russian youth received the higher education on *free-paying* basis



The modern Russian youth and their parents: a different experience of the starting career

- **strictly controlled by State**

Ministry of Higher Education had defined the main characteristics as follows

- *number of Universities*
- *number of the students and scope of the Departments and Chairs for each University*
- *location in the regions of USSR and capitals (Moscow, Leningrad and Capital of the Soviet Republics)*
- *number of the professors and assistant of professors*
- *the level of the salary of personal and the level of the student scholarship in all regions*



The modern Russian youth and their parents: a different experience of the starting career

- education abroad was unavailable and State High School had *no any competitors* in the country
- after graduating from High School the graduates had been the subject of the process called “*planned distribution of the young specialists*”.



Major changes in the local education system and the reasons for the early employment of modern students

- Major changes in the vocational education system due to changing the patterns of social and economic movements
- On the first stage of the social transition (1992-Y2000) - model “*Movement without a State*” on the basis of the market freedom
- On the second stage of the social transition (Y2000 - now) - model “*Modernization and Optimization in education*”



Major changes in the local education system and the reasons for the early employment of modern students

Main changes in higher vocational education could be described as follows

- higher education became one of the type of the *Market service*
- Russian higher vocational education started to has *two sectors: State or Public and Private*
- the numbers of higher vocational *institutions* and numbers of the *students* are *increased* sharply



Major changes in the local education system and the reasons for the early employment of modern students

Next changes in higher vocational education are as follows

- ***new financial structure* of the higher education**
- ***new structure of the degrees* (Bachelor and Master)**
- ***State orders* on some types of the University's graduates**



Sectors of higher vocational education

In 2009/2010 academic year

■ **Public or State (and municipal) institutions includes**

- **662 units of High Schools (Universities, Academia, Institutes) – 59.43%**

- **6,136 thou. Students – 82.7 %**

- **342.7 thou. professors and teachers - 86.2%**

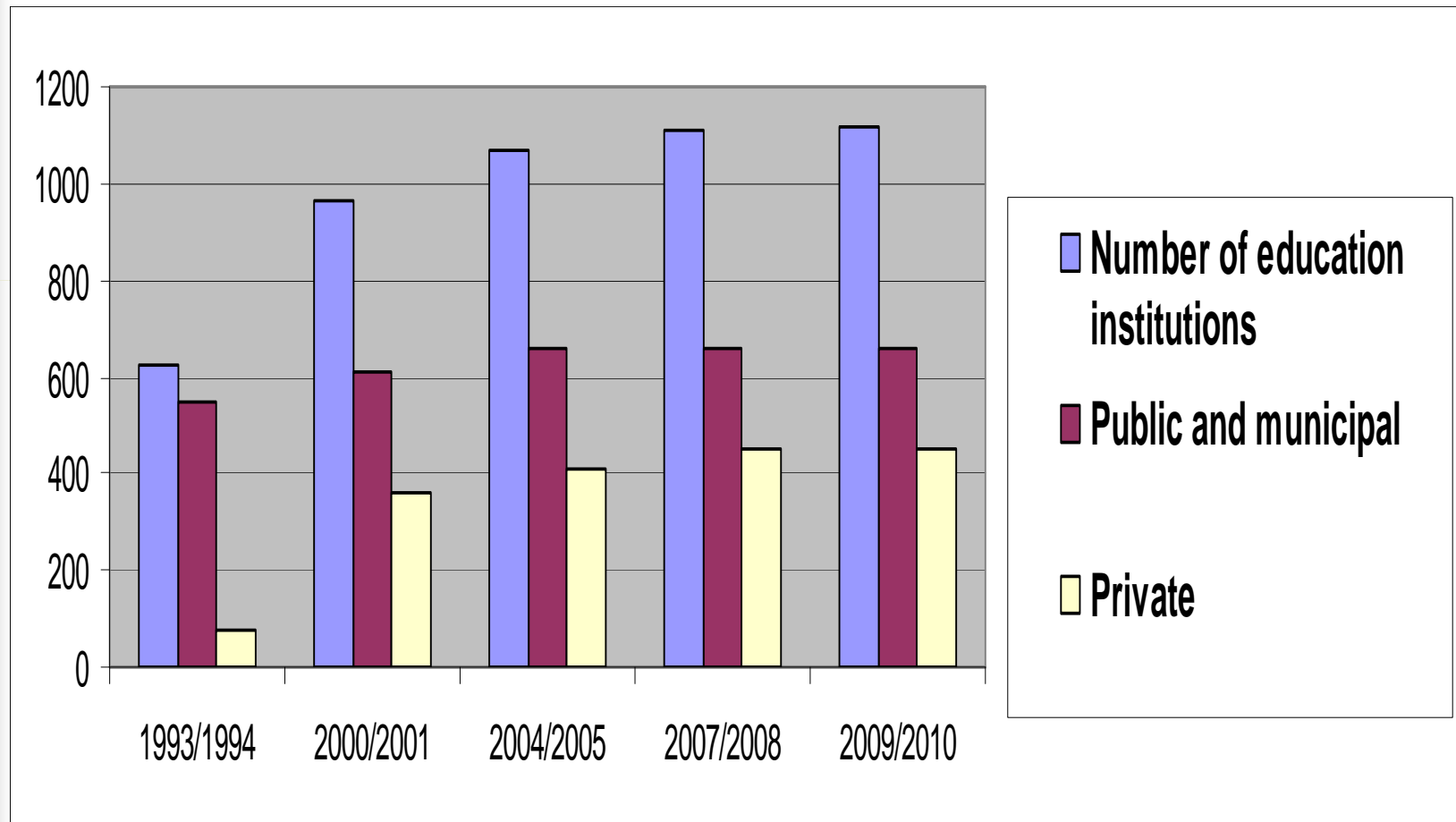
□ **Private institutions**

- **452 units of High Schools (Universities, Academia, Institutes) - 40.57 %**

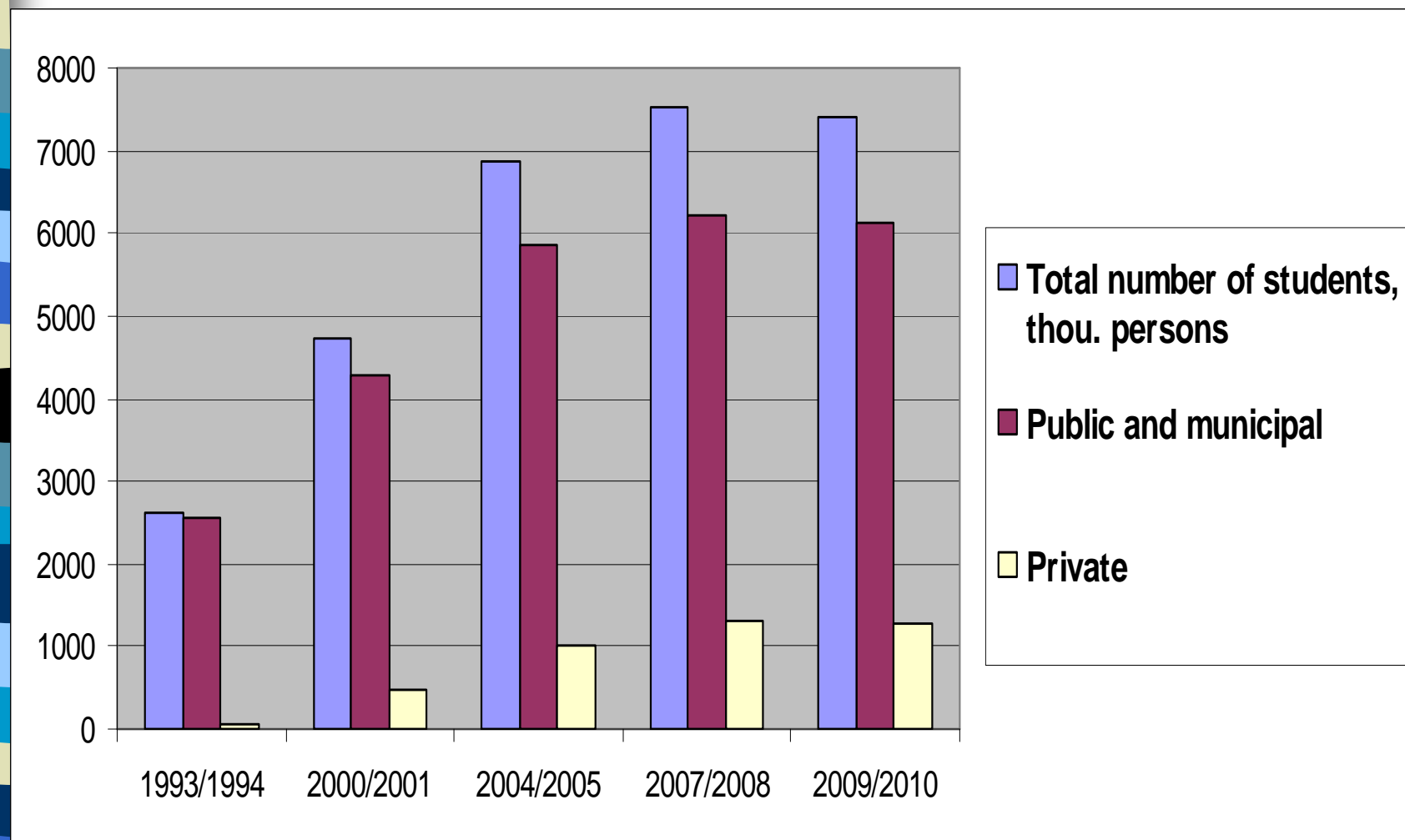
- **1283 thou. Students - 17.3%**

- **-54.8 thou. professors and teachers – 13.7%**

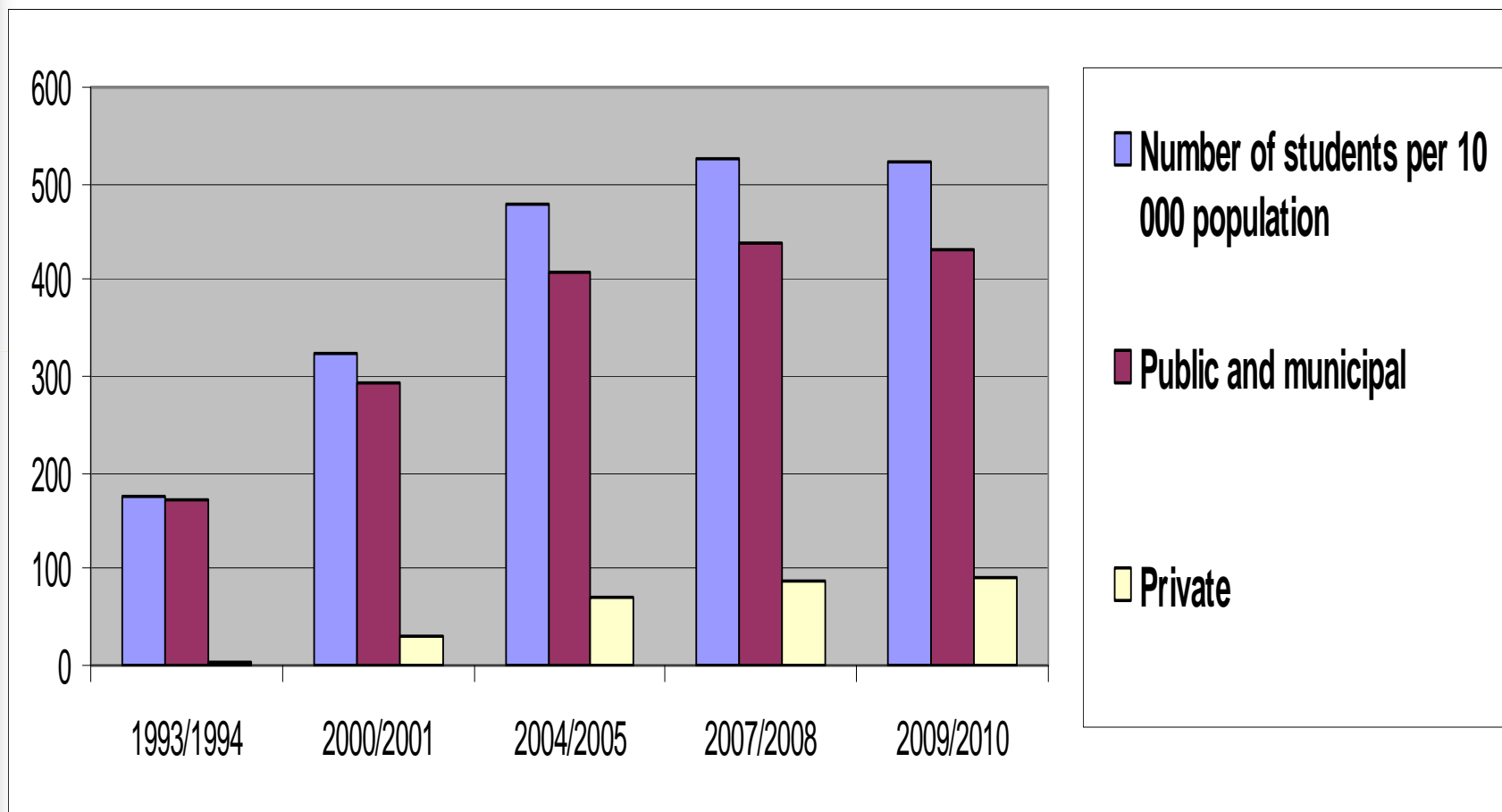
Dynamics of growth in number of higher vocational institutions (YY 1993-2010)



Dynamics of growth in number of students (YY 1993-2010)



Dynamics of growth in number of students per 10,000 population (YY 1993-2010)





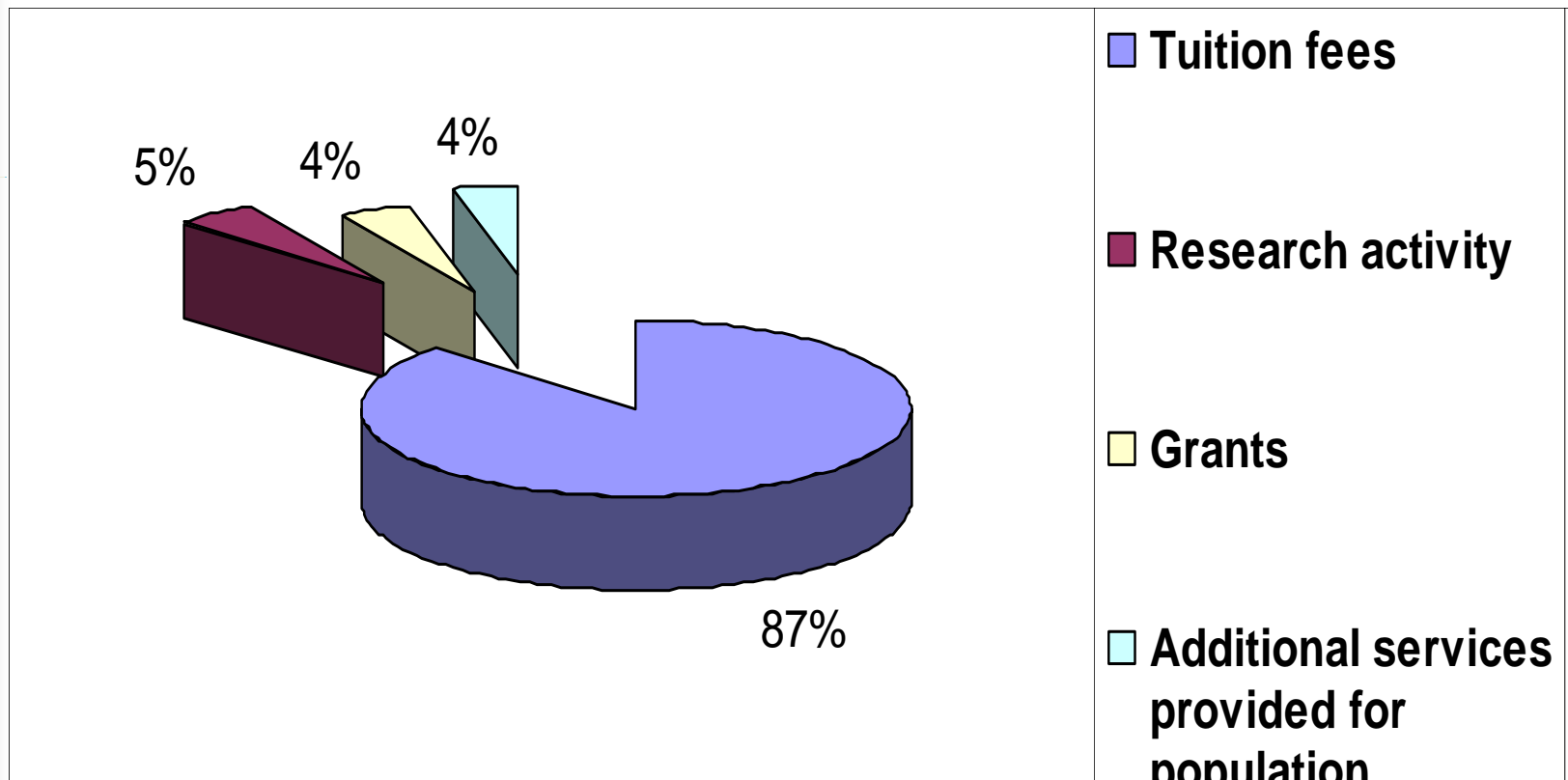
Major changes in the local education system and the reasons for the early employment of modern students

The growth of the number of the students has the *several reasons* as follows

- **pent-up demand on the educational service in previous time;**
- **secondary vocational system was destroyed and the number of the schools for the secondary special training dramatically reduced;**
- **men who admitted to universities get the right on the deferment from the military service;**
- **needs of market economy in specialists for the financial sector**
- **fast development of the flexible forms of education;**
- **Statistics of the number of the students present double-counting**

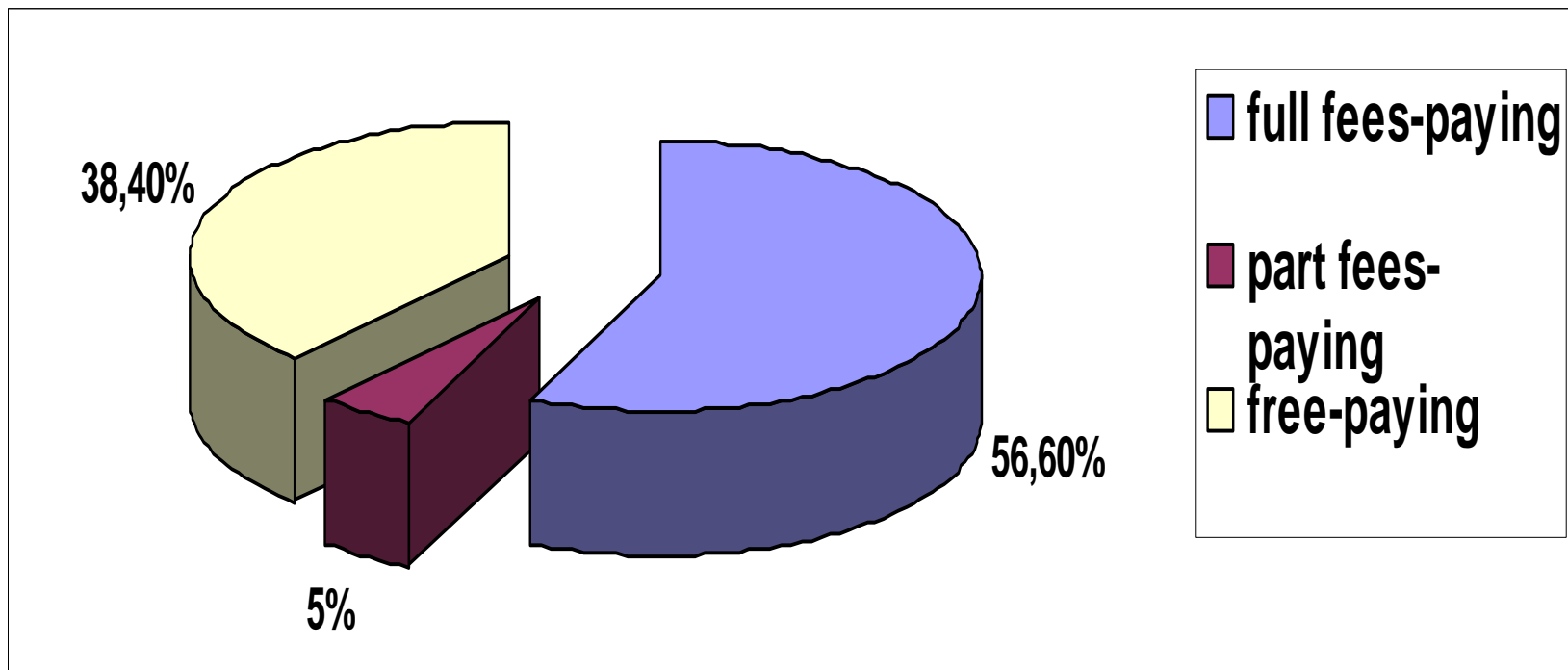
New financial structure of the higher education

■ Private sector - 98% fees-paying students



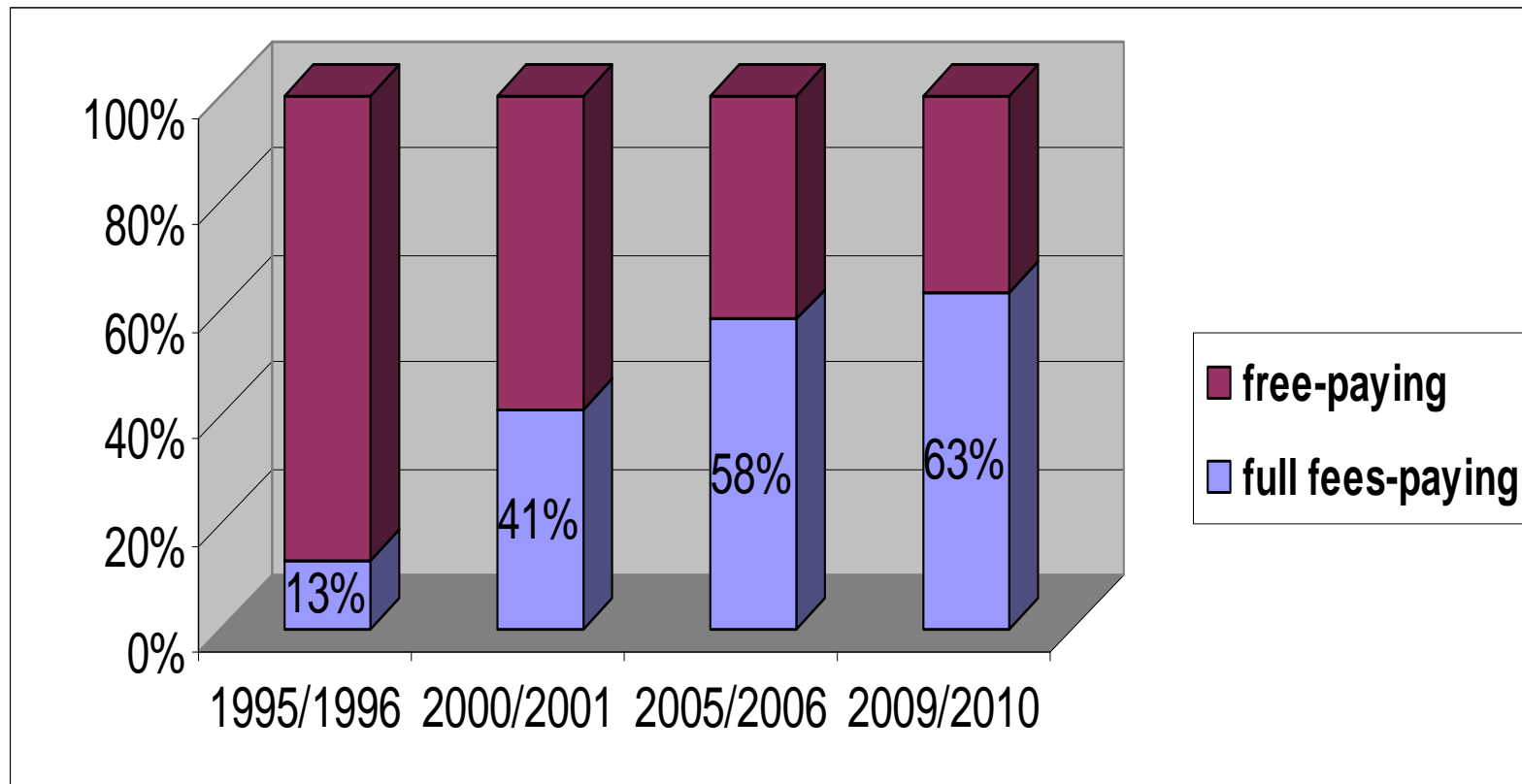
New financial structure of the higher education

■ State sector



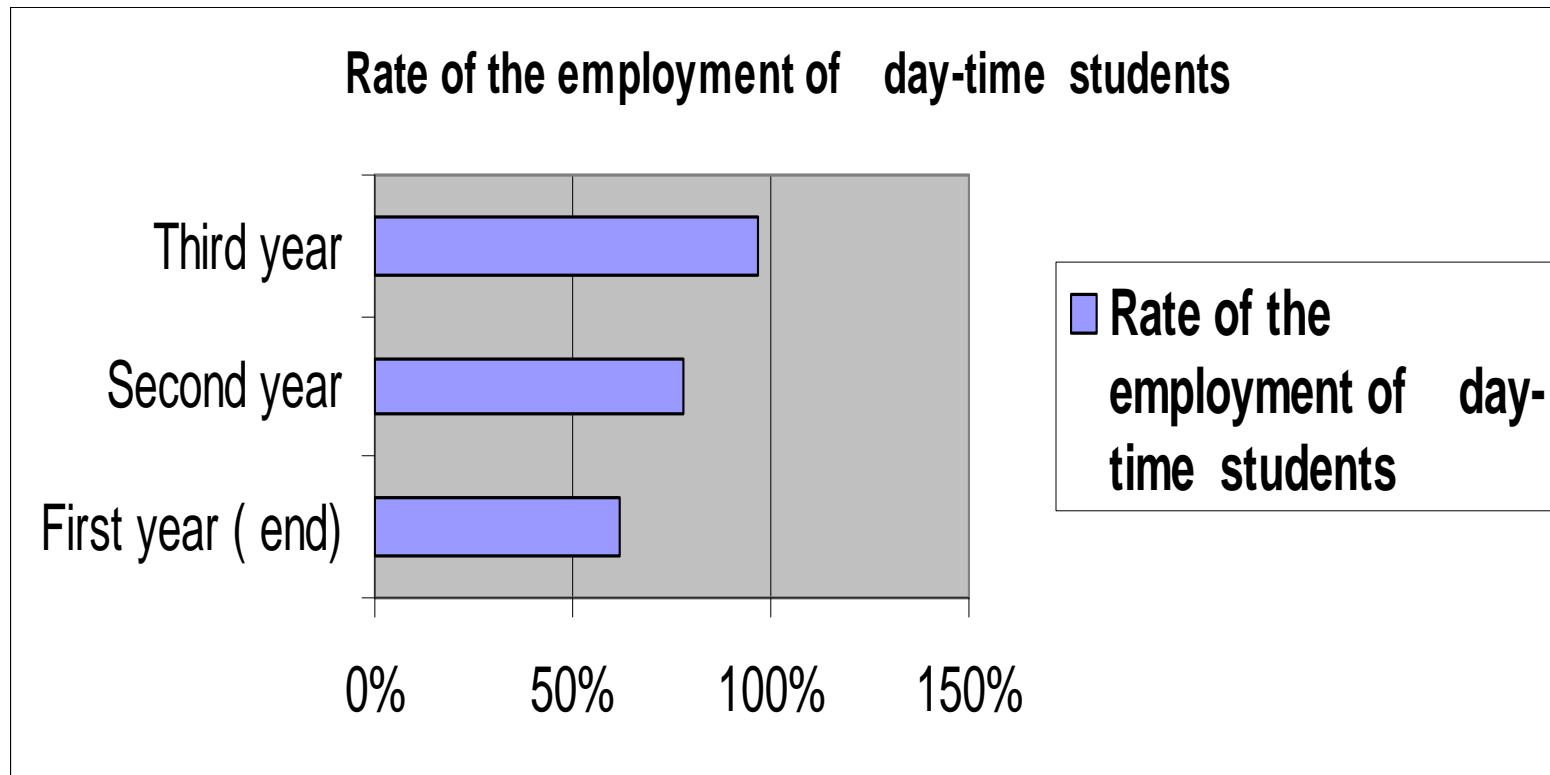
Growth of full fees-paying students (YY 1995-2010)

%% of total number of students



Some characteristics and trends in the employment of students

- In the minds of students a priority supports employment and early working career



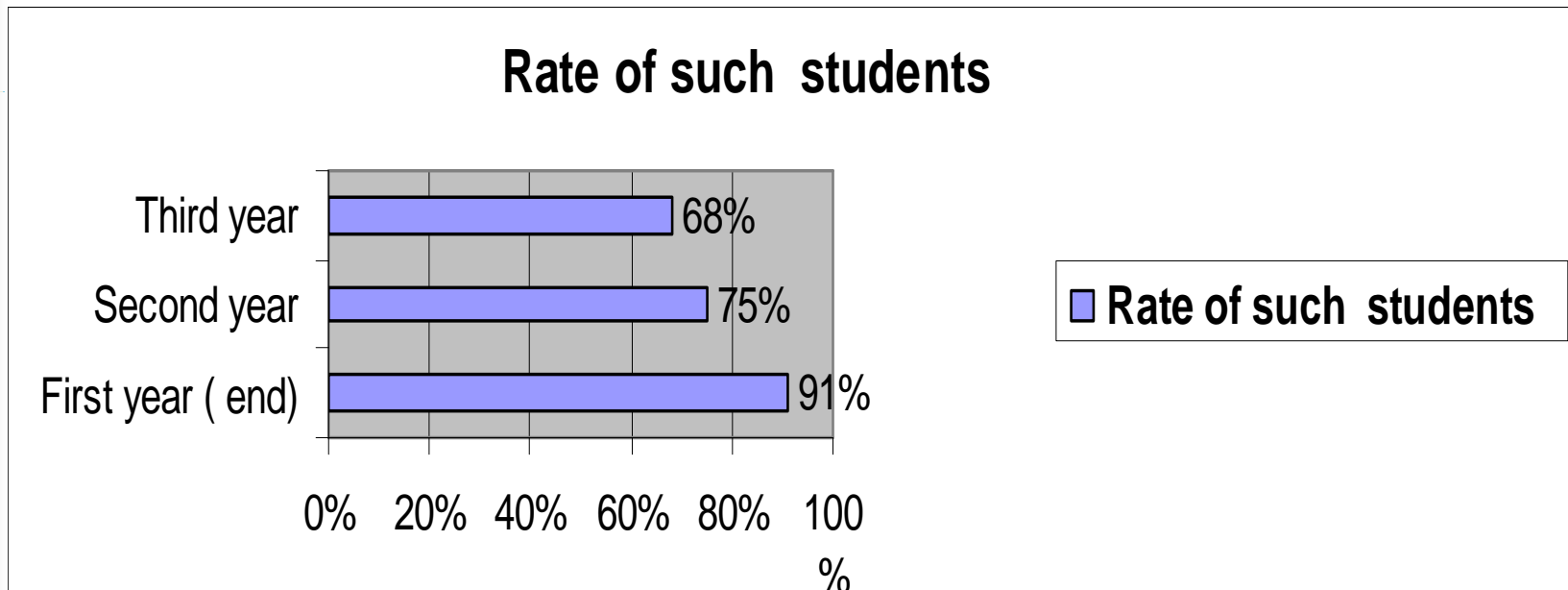


Some characteristics and trends in the employment of students

- **Increase the proportion of students who after the first and second year day-time teaching moving to the flexible training system as follows**
 - ✓ **evening classes(3 times per week)**
 - ✓ **classes on the weekend (Saturday and Sundays)**
 - ✓ **correspondence education (coming to exam and test 2 times per academic year)**
 - ✓ **distance education (E-learning)**
 - ✓ **externships**

Some characteristics and trends in the employment of students

- **Take the job which is not refer to the profession under diploma**





Some characteristics and trends in the employment of students

There is the paradoxical situation for students and University's teachers

- From one hand students need to work because of the payment for higher education
- From other hand students have no time to the attendance on the academic lectures and seminars and *the level of the quality of higher education is down*



Some characteristics and trends in the employment of graduates

Russian Labor market formed the following *basic institutions* for the promoting the employment of the graduates

- *Public employment office*
- *Employment Centre under University and Chairs and Departments*
- *Small research and innovative enterprises under High Schools*
- *Job fairs under municipality*

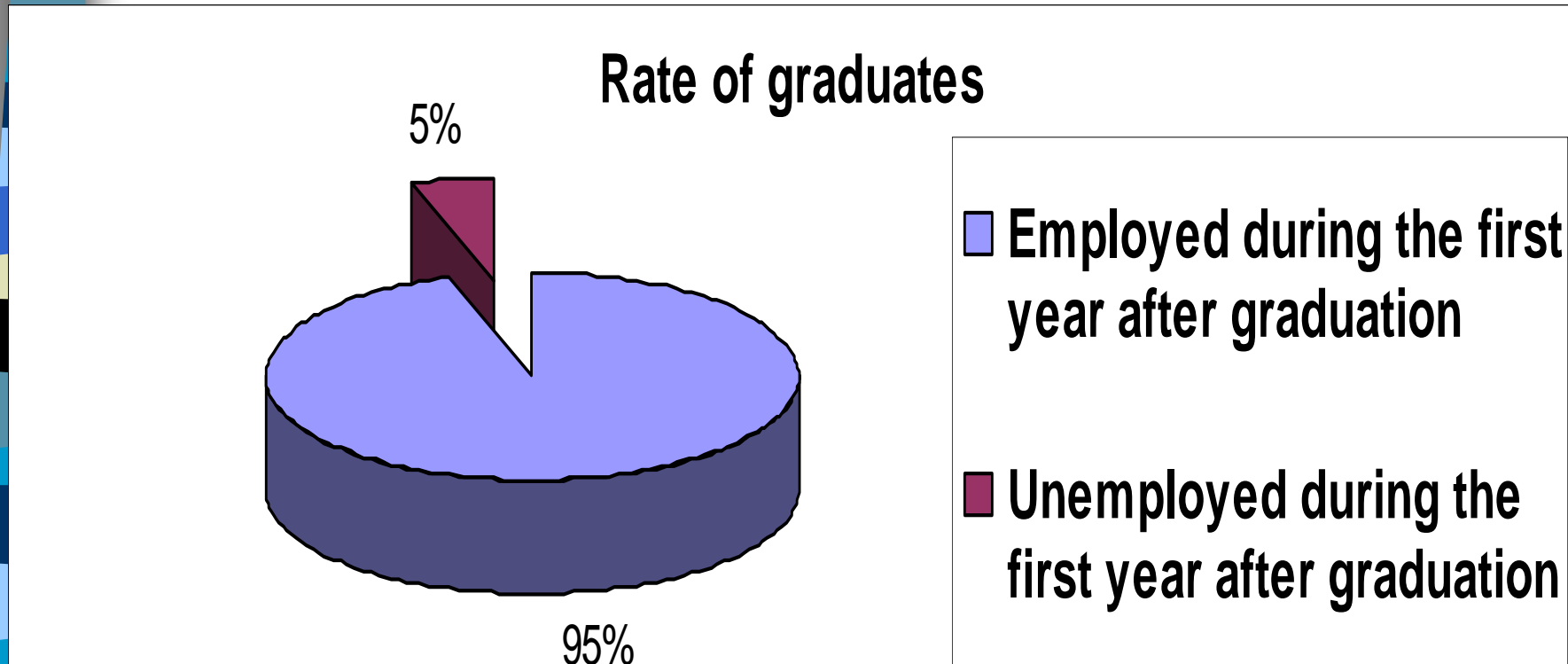


Some characteristics and trends in the employment of graduates

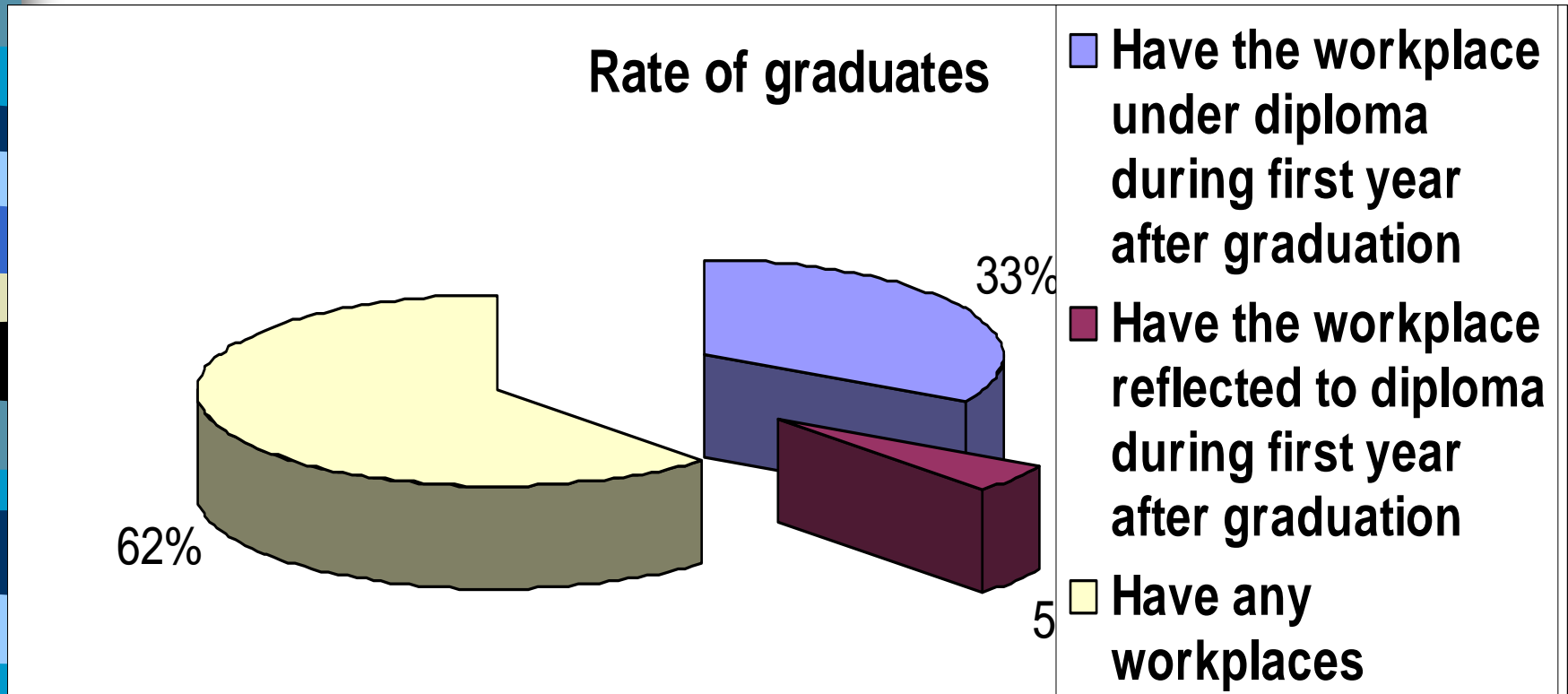
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- *Career days under the Union of Entrepreneurs*
- *Trade Union*
- *Private local and international recruitment offices*
- *Youth Centre under Charity Funds*
- *Internet office (Headhunter.ru, Rabota.ru, Job.ru and others)*
- *Internet social nets (Facebook, Odnoclasniki and others)*

Some characteristics and trends in the employment of graduates



Some characteristics and trends in the employment of graduates





Some characteristics and trends in the employment of graduates

- ❑ Significant difference between the level of the salary of the graduates in Capitals (Moscow, St. Petersburg) and regions – *2-3 times*
- ❑ Low starting salary of graduates *in the regional Labor market* is one of the reasons for moving to high-paying jobs that do not require high qualifications
- ❑ Difference between the average monthly remuneration of the University's graduate and the worker after the secondary vocational school is 10, 3 % (average)



Some characteristics and trends in the employment of graduates

- ❑ Obviously at the moment for the Russian labor market to invest in human capital *theoretically* has a high level of the return on investment.
- ❑ *In practice* the outdated structure of workplaces in the Russian economy plays a significant need for low-skilled but high-paid jobs
- ❑ Under current socio-economic conditions in Russia the investment in higher education is a *high-risk investment*