

The employability of the “Babeş-Bolyai” University graduates

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What is “employability”?

USEM Model (Stephenson, 1998, Bennett, 2000, Knoght, Yorke, 2002):

U – understanding

S – skills

E – efficacy beliefs

M – meta-cognitions

Actions within BBU regarding graduates' employability

(A) Criteria to measure employability

**(B) The insertion of the BBU graduates on
the labour market**

**(C) The employers' opinion regarding the
training of the BBU graduates**

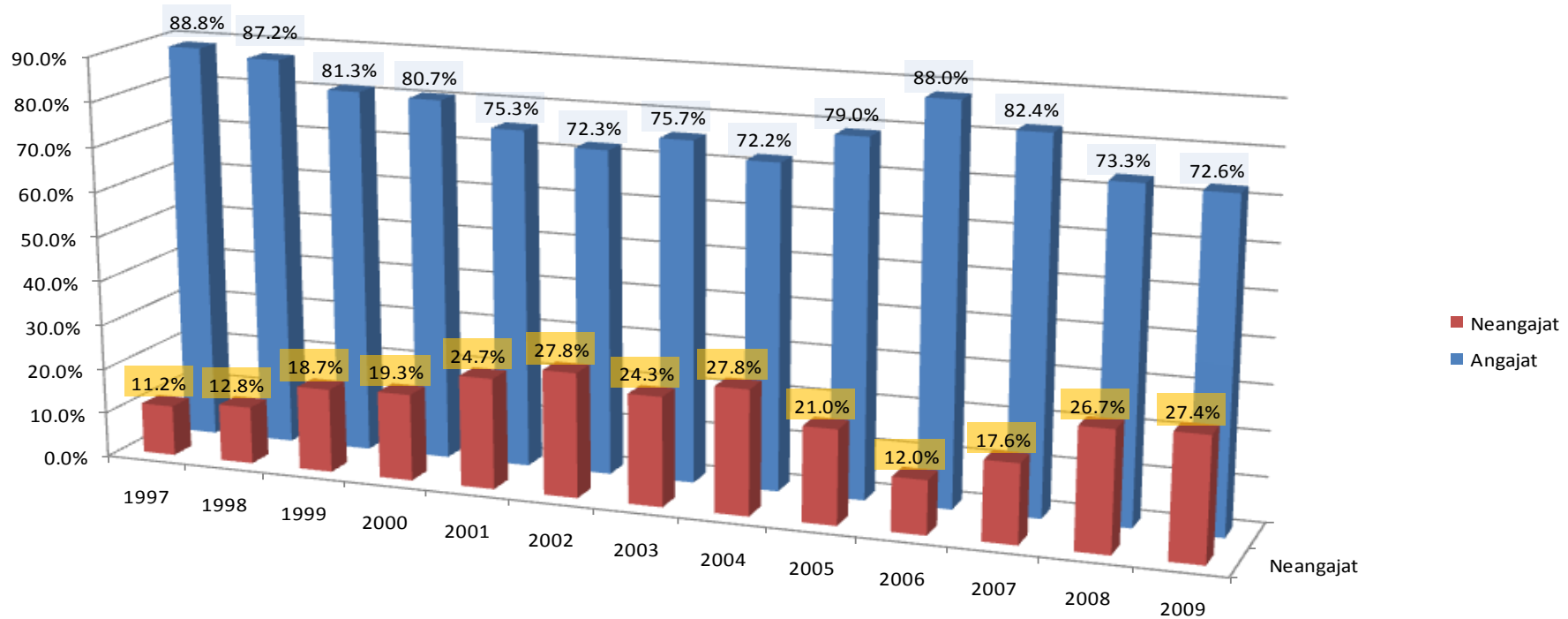
Criteria for employability

- **percentage of employed graduates**
(level accepted - 70%)
- **time interval** between graduation and
employment (max. 18 months)
- **percentage of graduates continuing studies**
(level accepted - 15%)

Studies

- The insertion of the BBU graduates on the labour market
- The employers' opinion regarding the training of the BBU graduates

Criteria for employability (% of employed graduates)



The status of BBU graduates

Criteria for employability

(time interval)

Time interval between graduation and employment

6 months – cca. 65% - 70%

Criteria for employability

(% of graduates continuing studies)

Continuation of studies

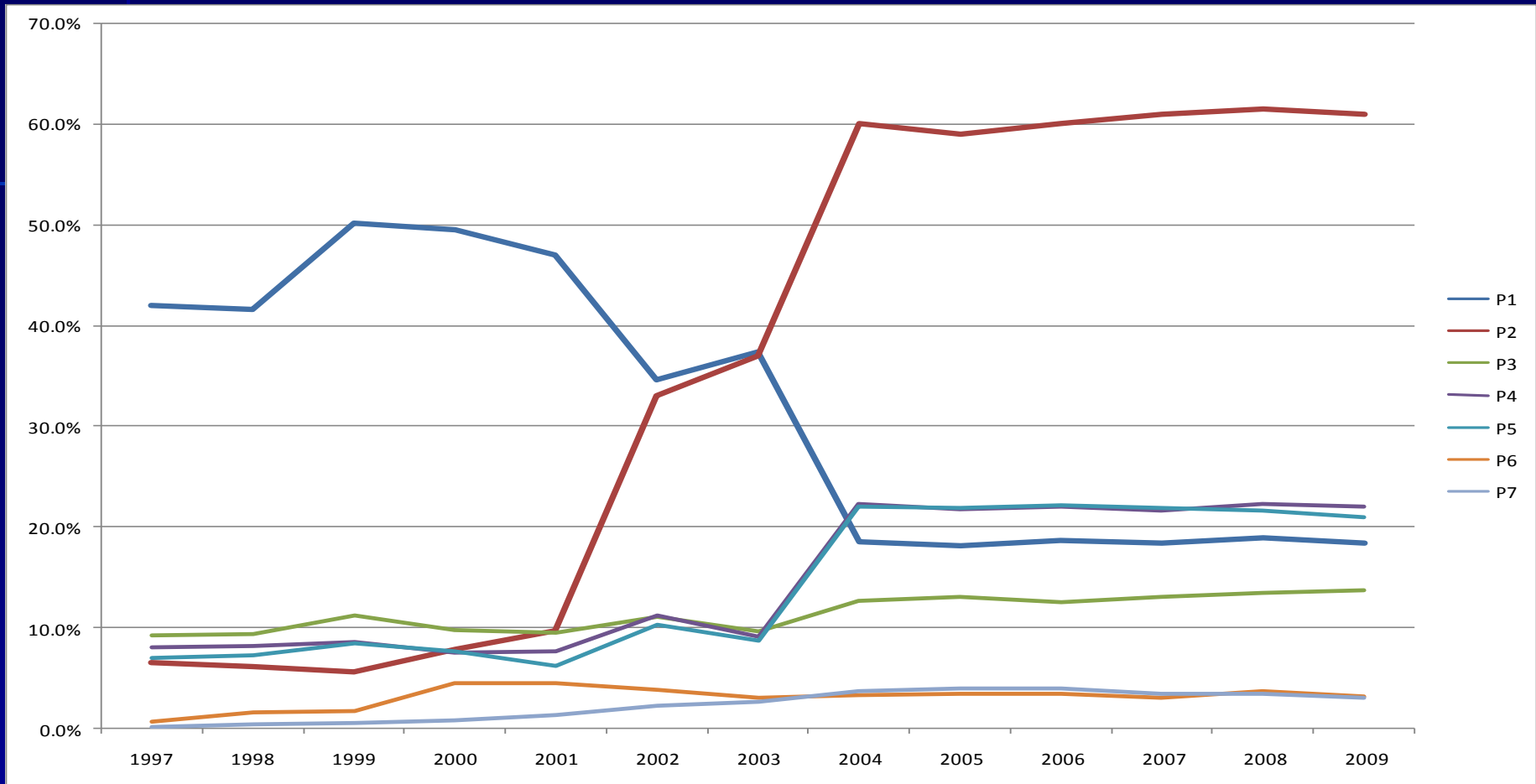
cca. 20% - 30%

Criteria for employability

-% of graduates that have a job in their specialty decreased from 92% in 1997 to 50% in 2009

- an important increase of the number of graduates employed in private institutions (from 29.1% in 1997 to 63% in 2009)

Curricula development (1)



Insufficiently studied disciplines (in the opinion of graduates)

P1 – theoretical specialised knowledge

P2 – practical skills

P3 – pedagogical skills

P4 – foreign languages

P5 – computer skills

P6 – socio-humanistic disciplines

Curricula development

Knowledge lacking from the training of BBU graduates
(in the opinion of the employers)

	Percentage
Theoretical knowledge	10.2%
Practical knowledge	84.3%
Socio-humanistic disciplines	20.6%
Computer skills	5.5%

Conclusions from studies

- **percentage of employed graduates – 80%**
- **time interval** between graduation and employment
- 6 months
- **percentage of graduates continuing studies**
– 20%
- **knowledge lacking:** practical, foreign languages, IT disciplines and socio-humanistics disciplines

Measures taken by BBU

To increase the employability of the graduates BBU developed actions on two levels:

1. Institutional construction
2. Adequacy and development of curricula and Master and doctoral programmes in cooperation

Measures taken by BBU

(1 – institutional construction)

- Service for Job Placement, Expertise and Consultancy (1997)
- Centre for Strategic Development and Management (set up in 1999) now Centre for University Development (since 2004)
- Centre for Professional Counselling (set up in 2001)
- Centre "Expert" (set up in 2002)
- Career Centre (set up in 2005)

Measures taken by BBU

(2 – adequacy and development of curricula)

- reorganisation of practical training at each faculty
- the increase of foreign languages weight in curricula
- the increase of IT disciplines weight in curricula
- courses offered in English, German and other foreign languages

Measures taken in the BBU

(2 – adequacy and development of curricula)

- diversification of the courses offered in mother tongue

- in the curricula were introduced disciplines that contribute to the formation of general competencies

- management

- systems theory

- communication

**Faculty of Chemistry
and Chemical Engineering**

- career management – **Faculty of European Studies**

Measures taken in the BBU

(2 – programmes in cooperation, Joint Degrees)

In 2009 in the BBU there were:

- 65 master programmes in cooperation with universities from Germany, Austria, France, Italy, Spain, Canada, England, Hungary, and others;

Questions?

**Thank you very much
for your attention !**

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