

How will universities face employment challenges

Introduction to panel discussion

By

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The issue

- Transition from school to work
- Employment/Employability of graduates, etc.
- Have been permanently on the agenda since learning and work have been separated and framed with two distinct institutions in the process of the division of labour: schools and work organisations!
- The more the two institutions have been specialised and autonomous the more pressing the issue of how to bridge the gap between them.

Some bridging instruments

EDUCATION:

- Shaping E&T systems (e.g., dual, fach hoch schule...)
- Curricula development (e.g., focused on practical training, experiential learning, competence development...)
- Career guidance & monitoring from candidates to alumni

WORK:

- Staff planning
- Recruitment and selection
- Staff development (training, career planning, promotion...)
- Knowledge management (its generation, aquisition, dissemination and utilisation)

BOTH:

- Labour market forecasting and planning (e.g., CEDEFOP)
- Education system reforms (e.g., Bologna)
- Integration of work & learning (e.g., ETF)
 - NQS, ARCNIL
 - EQF

New challenges

- The accelerated speed of technological change: will universities be able to respond properly and promptly?
- Increasing share of tertiary educated in the labour force: the issues of matching on the labour market, of corrections possibilities, of proper investment, etc.
- Widening/globalisation of the education and labour markets: the issue of mobility of students and labour.

Points for discussion

- Which additional challenges to employment and employability of graduates could be expected in the coming years?
- Which instruments of bridging the gap between education and work should be given priority? Could we expect some new ones?
- What specific attitudes should universities take towards employment & employability of graduates? Is this their increasing responsibility? Which specific bridging instruments should be developed and applied by the universities?