

## **Problems that face graduate students, compared with the labor market**

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### **Introduction**

Teaching is considered one of the most important investment communities and the advanced folk who always seek to promote its human abilities. And that helps it accomplish its authority, independency and development. Where the education invests one of the community's resources, which is his member's mental capacities and energies to achieve the largest revenue of the comprehensive development in every field. And when the universities were the initial educational institutes which work to prepare the professional and Technical personnel arising in every field. The importance of studying the problems that encounter those members appears to improve their preparation to get into the market and its requirement. And from the other side, the problems of the unemployment and the weakness of the work value and the reduction of production level present a big challenge for the most of community institutes. Especially the universities, it has to coordinate between the energies and the

needs of its sons from one side and the changeable needs of the labor market from another side. These problems show another obstacle prevent the development of the society-this society save the most of its investments-whether on the individual or the community level- in order to prepare and educate the youth for the labor market.

There is a big change in the business and its requirement with the rapid increase in the knowledge also there is a change in the composition and the distribution of the workforce. And from these changes diminishing the need for non-skilled labor, the change of the business technology, and an increase in the professions and service information also the change in the role of the women in business, then the continuous increase in unemployment between youth who doesn't have the market labor requirements. These changes give rise to the need to plane the professional preparation to cope with these changes. When the university prepare the student to the professions it doesn't prepare them for ever last professions. The most important is to its curriculum and teaching programs to cope with the continuing changes in businesses and the market labor.

**The problem:**

The problem is defined in this study as undesirable case by the community or a large proportion of them because it prevents satisfying the needs of the individuals and the community or cause damage to both of them, currently or in the future. This case comes as a result of dysfunction deconstruction or other

problems. This case is described relative case because its reason differs from one community to another and from time to time also it is described as a subjective case because there are more than one person agreed to evaluate the existence of a problem and its treatment. Another character to this case is the interference because it connects with other problems.

It is knowledgeable that the labor market develops very quickly with the development of the learning system.

There is a relationship between the total economics and policies with the work of the projects as education and health care in the developing countries. Because the high education depends on the income level in the society which is determined by the circumstances in the labor work and the economical environment.

The success of the social projects, for example the higher education project. Depends on the stability of the economical changes and when there is damage in the governmental budget there is a problem in the education.

And there is a direct exchangeable relationship between the rate of the economical growth and the reduction of the rate of unemployment and the growth of the educational level.

As there is an influence for the inflation, unemployment, the labor movement in the public and private sectors on the application of the higher education, but the

support variables for the graduates, in appears in the salaries and the incomes which are paid to the graduates according to their different specializations, and the universities' fees also the governmental pays for the education and health as the other sectors which absorb the graduates. Then the support from the graduates depends on the size of the investments in the private sector. When there is a growth in these investments there is more demand for the graduates so the development of the human forces depends on the demand forces from the graduates and the demand for the higher education.

In conditions of globalization and liberalization of international trade and what happened as a result of information and telecommunication revolutions the human capital play the horizontal role in the transformation from the local criterion to the international so there is what is called a revolution in the pattern of demand from the labor which has a crucial role in the extend of the production revenue which depends on the knowledge and skill. The experience of the advanced countries and the developing countries indicates that there is a close relationship between the support forces from the labor and the demand on it as we see that the growth of the revenue of the practiced and professional labor has an important role in the motivation of the development and the investment which is specialized in developing the human resources and the Systems of education and vocational training.

**The main features of the education system in Palestine and its relationship to the labor market:**

- Quantitative indicators of students enrolled in universities, institutes and the middle colleges.
- The enrollment according to specialization.
- Weak structure of the professional training system.

**Clarify the basic features of the education system and its relationship to the labor market:**

Quantitative indicators of students enrolled in universities, institutes and the middle colleges: the percentage of the students enrolled in institutions of the higher education in Palestine to more than about 115 thousand students for this year. And more than half of them enrolled in the institutions of the government education whereas the proportion of them enrolled in the private educational centers doesn't exceed 2, 5%. But the proportion of those who enrolled in the middle institutes and colleges doesn't exceed 5% from the total enrollment.

**The enrollment according to specialization:**

Faculties of art, Sharia, education and the social development represent the first place in terms of the number of the enrollment and comparison with the total enrollments. Where the second place comes for the scientific colleges as

science, professions, agriculture, engineering and the technology information then the third place comes for the faculty of economics and management and the fourth place comes for the students of College of Sharia and theology, the last place is for the students of the faculty of law.

Significant expansion in the demand for education is not compatible with adequate controls to maintain the quality of higher education including constraints relating to the quality of the reasoning faculty and the number of books and laboratory which leads to reduce the chances of the applied researches and the graduates studies focuses on the disciplines don't require any human, financial resources.

### **Weak structure of the professional training system:**

And that means the weakness of the impact of one of the basic inputs which contributes to improvement of the chances of getting job in the local labor market. A field study on vocational training and the social type was supervised by the planning department and the development of the woman's role in the ministry of planning and International Corporation in 1997. The centers of the vocational training are concentrated in the cities at the expense of the camps and the towns whereas the existence of UNRWA's vocational training centers is in the camps . According to the geographical distribution it has been noticed that

the governmental and civil vocational training centers concentrated in Ramallah and Albeereh, Hebron, Nablus and Gaza cities. Also it is distributed without suitable planning takes into account the nature and the needs of the cities and make the rural population and the refugees to take advantage from its services. For example the less percentage of the vocational training centers is found in Bethlehem city although it is one of the most tourist cities and the most prominent of the traditional craft industry.

The purposes of the training in the civil centers are concentrated to face poverty, then the rise of the professional skills and rehabilitation of new careers, whereas the purposes of the governmental centers are limited.

The result of the mentioned study showed a concentration of the governmental and vocational training centers on the training fields which are connected with the construction activities in the first place but the private sector concentrates on the training in the field of the activities which is connected with building in addition to many other fields in the services and industrial sectors and the technical skills.

### **How to meet the challenges between graduates students and the labor market:**

Despite the close association between the vocational training and the labor market in the developed countries but there is a big disruption in this

relationship in the Palestinian territories while the training institutions develop its training programs according to the study of the essential needs of the labor market, most of the training centers in Palestine lacks to the planning of its training centers according to the needs of the local labor market and suffers from big problems regarding to the adequacy of their training programs with the needs of this market and the poor planning and management also the lack to the proper building and the modern equipments.

Its indicated in this context that the development of national strategy in corporation between the ministries of the higher business and the work and the ministry of education aims to create training, educational and technical systems in Palestine which are fixable, efficient and active also they are connected with the local labor market needs.

In order to apply this strategy there must be a real connect between the needs of the market and the outputs of the education.

In the light of all this, the face of these challenges need to:

- 1. Mechanisms to ensure a reasonable and growing transformation in the students' choice of the specialization from personal process to a planned activity and context by providing the following elements:**



- Coordinated activities in the field of guidance especially which is connected with the specializations in terms of their economic feasibility and the job vacancies and the expected demand.
- To get a coordinated mechanisms aimed at reducing the waiting period for the graduates which is required special courses and skills.
- The reduction of the non economic factors as party affiliation or tribal which distort the community and its powers and reduce the value of the work.
- The work to raise the level of the professional private sector itself in order to be able to contribute in the scientific and correct feedback in the area of job choice from one side and in the field of contribution in the systems training and education development in terms of its special needs.
- Reduce the gap between the choice which depends social factors when the students enter to the university and the employment which depends on the economic factors.

**2. Mechanisms ensure the development of the training and education system through providing the following possibilities:**

- Attention efficiently faculties in the universities and the institutes.
- Increase the number of associate professors and full-time in universities and give them enough opportunities.

- Develop the mechanisms to monitor the labor work and facilitate the join to the labor market.
- Encourage the investment in the education and training.
- Increase the governmental support for the higher education institutes.
- The attention of the social factor for the higher education and the provide of the employment opportunities.

**The recommendations:**

- Participate in the curriculum development and the courses related to the labor market.
- The participation of the officials in the private sector and putting the applied contexts.
- Provide the financial and technical support for the universities and the institutes of the higher education to teach the students during their education process and make it easy to get into the labor market.

Here are the responsibilities of the ministry of labor as follow:

- Transformation of the ministry of labor to the source data base for the institutions of higher education.
- Provide a computerized database and integrated to the absorptive capacity of economic sectors and provide accurate information on the problems of supply and demand for labor.

- The development of all kinds of special training courses for graduates, as well as courses that will rehabilitate work and have already entered the unemployment.
- Interest in work experience training.