



## **Transitions of youth from education to the labour market in Lithuania: theoretical implications and empirical evidence**

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- Project leader Senior Researcher dr. Ruta Braziene.
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## The stages of the research project

- *The research project is aimed at developing of youth transition from education to the labour market indicators.*
- There are the following stages of this project:
  - experts interview;
  - content analysis of labour announcements;
  - analysis of educational, youth and employment policies;
  - analysis of trends;
  - development of monitoring indicators;
  - testing of monitoring indicators.

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## The research problem

*What are the main issues for youth transition from education to the labour market in Lithuania?*

*Which perspective for youth employment in Lithuania?*

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## Theoretical background of the paper

- **Youth education/labour market transitions processes** (Gracey, Kelly, 2010; Keep, James, 2010; Raffe, 2008; Müller, Gangl, 2003); Hodkinson, Sparkes et al. 1996; Shavit, Müller 1998 and etc.
- **Employer dissatisfaction with the education system's products** (a lack of employability and work readiness among the young) (Livingstone, 2010; Gleeson, Keep, 2004); and etc.;
- **Job quantity and quality** (part time, temporary jobs, unsatisfied, unpleasant and boring jobs and etc. Green, 2009; Howarth, Kenway, 2004) and etc.;
- **Integration into labour market of youth** (Pocius, 2012; Okunevičiūtė-Neveauskienė, Moskvina 2008; Okunevičiūtė-Neveauskienė, Šlekienė, 2008; Beresnevičiūtė, Poviliūnas, 2007, and etc.
- **General youth employment levels** (UKCES 2011) and etc.

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## Purpose of this paper

- *is to disclose main opportunities and essential challenges for youth transiting from education to the labour market in Lithuania.*

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## Research methodology

- *Semi-structured* interviews with national level experts working in the areas of employment, education, economy.

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## Semi-structured interviews

- Aimed at identifying and evaluation of youth situation in labour market, educational system, labour market, evaluation of dialogue/coherence between educational system and labour market etc.

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## Sampling of the experts

- (1) represented domain (labour market, educational system, policy making, policy implementation);
- (2) a professional in a certain field related to educational system and/or to the labour market.

Categories	Subcategories
<i>Youth – age of advantages and drawbacks</i>	Young age as a privilege
	Difficulties in youth's entrepreneurship
	Inadequate self-esteem
	Indecisiveness in transition process
	Voluntary activity
<i>Social network vs. individual self-determination</i>	Prestigious profession
	Peculiarities of profession
	Professions' trend
	Young person's social network
<i>Supply of professions mismatch the demands of the labour market</i>	Complicated situation of labour market for youth
	Problems of the labour market
<i>The role of professional qualifications and personal characteristics</i>	Professional suitability
	Practical experience
	Personal qualities
	Motivations for activities
	Young people without qualifications
	Gender issues

## Results

- **Young person's choice of profession is conditioned by trends, popularity and prestige of specialities**
- *"we still have this old view that after graduation from secondary school it is important to proceed further with the studies, no matter which, what matters is that it is as prestigious speciality as possible"*
- *"I think the main argument is the trend – where everyone else applies, <...> that the profession is prestigious, that you do not feel ashamed saying you have a diploma in that field <...>*
- *"most of them really have no idea who they want to be and choose their study path by looking at what's trendy. Today they find management, law trendy"*

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## Results [2]

- **Statistics shows that law and management remain the fields where young people have fewer chances to find a job matching their speciality**
- *"Statistics showed that as at 1 June 2012 the largest number of people registered with the Lithuanian Labour Exchange were those who graduated with higher education diplomas in business management, law, social work, economics, social education, public administration"*

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## ***Supply of professions mismatches the demands of the labour market***

- *Non-compliance between youth's specialities, qualifications and labour market demands"*
- *"but a student lacks practical skills, experience related to certain work"; "education not always means that the person has the skills; a person graduates from a school of higher education, college, but does not really have the knowledge or competencies;*
- *"<...> the main problem with it is that they don't have practice"*
- *"I believe the person with high education certificate in engineering will have more chances to find a job than a person with a certificate in management, because there is countless number of managers"*

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## **Practical skills attainment**

- *"companies themselves are not ready to accept trainees, as basically, as I remember from previous times, companies give them tasks not related to their traineeships: handle papers, do simple works. Maybe the business does not know how to treat trainees"*
- *"it is not the certificate proving knowledge, but the acquired experience what has become the essential factor"*

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## *The role of professional qualifications and personal characteristics*

- *“good prospects could be promised to the young people who are inclined towards activity – they participate and are active contributors in various organisations, projects”*
- *“there have been cases when young women face discrimination as there is higher chance they are going to have a maternity leave”.*

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## **Conclusions**

- There is a lack of empirical research or studies in Lithuania targeted towards comprehensive analysis of youth transition pathways from education to the labour market.
- Carried out semi-structured interviews with the experts representing different domains (labour market, education, policy making, policy implementation) allows concluding the following:

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## Conclusions [2]

- Experts consider young people to be inadequate in evaluating themselves, focusing on higher pay, not realizing they lack experience required by a certain profession or workplace. Probation period for a young person should be the period when he/she discovers his/her potential for employment, abilities of learning and acquiring new skills necessary for professional activity.

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## Conclusions [3]

- Experts interviews have revealed that the choice of a future profession depends on how prestigious, trendy the profession is, whether the studies are easy or not, as well as on friends and parents' influence. Most of the experts stated that a young person's choice of profession is conditioned by trends, popularity and prestige of specialities.

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## Conclusions [3]

- According to the experts, labour market is oversaturated with representatives of social sciences; there is the lack of people coming from exact, engineering sciences; therefore, young people who have acquired currently untrendy professions have the best prospects for successful integration into labour market.

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## Conclusions [4]

- The interviewed experts named several risk groups such as young women and young mothers, recent secondary school male graduates and youth living in rural or remote areas. However, there are different limitations for each risk factor in job seeking or career development.
- Experts also stressed that Lithuania misses more profound labour market forecasts that could help a young person find the right path in choosing the profession of his/her life.

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