

Employment of Graduates is a Key Indicator of the Attractiveness and Quality of Ongoing Educational Programs at M. Kh. Dulaty Taraz State University

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Abstract: *This paper shows what is the key indicator of Educational programs at Taraz State University, considering some data generated by the Director of Center of Career and Professional Development. It was shown that for some kind of Speciality the employment rate is quite high (100%) and for others it can reach an employment by 62 %.*

Keywords: University, Employment, Key Indicator

1. Introduction

Today, the employment of graduates is not only their problem, but also the problem of the university itself. As it is known, each university is a subject of two markets: the market of educational services and the labor market of specialists, whose work is closely interconnected. Therefore, increasing the guarantee of employment after graduation and getting an education is an important competitive advantage of the university in the educational services market, attracting more applicants.

2. Review

In his Address to the people of Kazakhstan, "The Growth of Welfare of Kazakhstan: Raising Incomes and the Quality of Life" Nazarbayev noted that "Employment of students after graduation, their employment in a highly paid job is the main criterion for the success of the University" (October 5, 2018) [1]. This is especially important recently, when the number of commercial educational institutions has significantly decreased and their competitiveness has significantly increased.

Today, there is still a high demand for technical specialists, but the opportunities and quality of domestic education are not enough. Only half of the country's higher educational institutions provide 60% of the graduate employment rate [2].

Therefore, the university team is faced with the task of promoting the effective employment of university graduates, as well as planning admission to the first year, taking into account the relevance and results of employment of university graduates in the labor market [6].

3. Methodology

The employment rate of graduates is reflected in the ranking of educational programs and ultimately gives the university

a competitive advantage in the educational market. In this regard, the CC & R (Center of Career and Professional Development), together with the deans of the faculties and the heads of the graduating departments, focused their activities on establishing long-term partnerships with the aim of forming and sharing relevant values with each interested target group (stakeholders) [6].

At the university, special attention is paid to the issue of employment of graduate students. Employment statistics for university graduates over the past three years are as follows:

- Of the 1,510 graduates of 2017, 1,190 are employed, which is 78.80%;
- Of the 1,426 graduates of 2018, 1,211 were employed, which is 84.9%;
- Of the 1,270 graduates of 2019, 1,055 are employed, which is 83% [8].

The figure 1 shows the results.

However, it should be noted that many students are not employed in a specialty and this is today one of the big problems that the university team must work on and find ways to solve them.

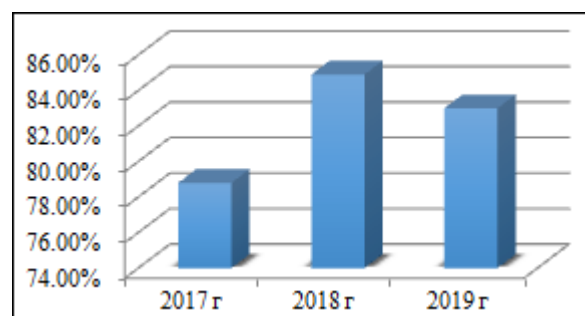


Figure 1: Employment percentage per year

In the light of the implementation of the Address of the President of the Republic of Kazakhstan, Kassym-Zhomart Tokayev to the people of Kazakhstan, "Constructive public dialogue is the basis of stability and prosperity of

Kazakhstan (03/09/2019), the university holds a number of events promoting the successful and efficient employment of graduates: monitoring the professional employment and employment of university graduates, creating an electronic database of graduates over the past three years in the departments; together with the regional Office for the Coordination of Employment and Social Programs This is the work of maintaining feedback with graduates and creating a unified database of graduates in order to track their arrival at the places of distribution, employment and career growth; to conclude and establish long-term partnerships for sharing relevant values with each interested target group (stakeholders) and on this Based on the formation of an electronic database of organizations, enterprises and institutions of various types and types that define a single educational space thy city of Taraz and the region; analyzing the labor market from the perspective of its development trends, preserving the history of employer vacancies and tracking changes in requirements for candidates, constantly informing graduate students about the availability of vacancies using a diverse range of methods and technologies. This will make it possible to identify the permanent requirements of employers and to orient training towards the satisfaction of these requirements first of all [6,9].

The analysis, study of personnel trends and the demand for specialists in the university profile based on the data of the Atameken Scientific-Production Enterprise on the employment of graduates in 2018 showed that a rather high percentage of demand on the labor market in the following specialties of the university, as shown in the Table 1 [5].

But despite the relevance of university graduates, there are problems of employment in certain specialties that do not satisfy the expected result - competitiveness and employment of graduates, which should be based on research and forecasting the demand for specialists in the labor market, and then be laid in the first-year admission plan for popular specialties results.

4. Results

In order to coordinate and facilitate the effective employment of university graduates, as well as planning

Measures are being taken to abandon obsolete, ineffective methods and improve the mechanism for employing graduates: changing the format and technology of holding a job fair during the academic year at faculties, which will provide information on the availability of vacancies in popular specialties and the requirements of employers for future specialists that will be laid down in politics student training; questionnaires on the subject of available vacancies in the employment of university graduates during meetings with employers and internships; conclusion of new agreements with organizations that facilitate the establishment of contacts between graduates and employers; expanding the range of branches of departments for practical training and dual training, the end result of which should be successful employment of graduates [3,7].

admission to the first year, taking into account the relevance and results of employment of graduates, the University Career and Professional Development Center, together with deans of faculties and heads of graduating departments, entered into long-term agreements with the 301st organizations on the bases which operate 37 branches of the departments. The practice of attracting highly qualified production specialists to conduct practical exercises, guide and review course and diploma projects carried out on the basis of the organization and participation of employers in the final certification of graduate students has intensified [4].

On the basis of agreements with employers, according to the approved schedule, various career guidance events are held at the faculties: round tables, interviews with the participation of employers, training weeks, and the Young Specialist -2019 job fair at the faculties throughout the academic year, aimed at strengthening ties with employers and successful job placement for graduate students. It can be seen the table 1 the percent of employed person at TarSU.

Table 1: Percentage of employed person in the areas of TarSU

№	Specialty Name	Employed (%)
1	Power supply of agriculture	100
2	Technology of processing industries	100
3	Computer technology and software	86
4	Production of building materials, products and structures	88
5	Transport construction	80
6	Agronomy	67
7	Ecology	61
8	Law	66
9	Automation and control	70
10	Agricultural machinery and technologies	67
11	Finance	63
12	Transport, transport equipment and technologies	67
13	Civil Engineering	70
14	Mechanical Engineering	67
15	Electric power industry	64
16	Economy	62
17	Chemical technology of inorganic substances	67
18	Foreign language: two foreign languages [English & German]	64
19	Organization of transportation, traffic and operation of transport	71

We intensified the work of registering students' resumes on job search sites. To this end, we hold meetings of faculty responsible for employment with representatives of the Center for Coordination of Employment and Social Programs (Center), as a result of which university graduates who are not employed by this time submit applications to the Center for Employers for the purpose of employment under the Youth Practice program, the purpose of which is to create temporary jobs for graduates to obtain initial work experience in the acquired profession [10].

The Career and Professional Development Center works closely with the Atameken Publishing House, which provides its services for conducting a week of training on the Basics of Entrepreneurship; with Kazphosphate JSC, which annually provides vacancies in university specialties and holds round tables, meetings with graduates on available vacancies, requirements for future specialists and

employment; annually organize meetings with representatives of Samruk-Kazyna JSC to explain the internship program "Zhas-Orken" of the project "Sttigadam" and the Center for the Coordination of Population and Social Programs of the city of Taraz and others. We organize various competitions with the participation of employers. In particular, in the month of October of the current training ode organized competition "Best intern" with the invitation to employers, giving graduates an additional opportunity to demonstrate their abilities to employers and to be invited to work.

5. Conclusions

Despite the intensification of work in all areas, one of the problems today is that the employer is more interested in specialists with a certain work experience and production experience. We see the solution to this problem in concluding agreements with organizations for practical training with the subsequent employment of a university graduate.

This is possible if we rationally and professionally approach the issue of organizing dual training at the factory and conduct quality practical training at the bases of the departments of the departments with the involvement of highly qualified specialists from the factory.

After all, the results of employment of graduates depend on the organization and quality of practical training and dual training.

So far, according to the results of production practices, no more than 20% of university graduates are employed on the bases of organizations. This is also due to the fact that the heads of graduating departments do not fully use the advantages of dual training and do not yet show the necessary activity and interest in introducing dual training; for instances, to invite, as part-time workers, to the department of experienced highly qualified specialists from production and to conduct most of the practical training at the bases of organizations that have, equipped with modern equipment, material and technical basis.

Students during dual training acquire not only theoretical knowledge, but also practical experience. During the dual training in production, students have the opportunity to gain experience in many departments of the organization.

Thanks to this, by the end of their studies at the university, they already know for sure which department they are most interested in working in and where exactly they want to work after graduation. This is a huge advantage of dual training, which helps students determine their future specialization and find a job at the place of practical training.

Despite the wide range of ongoing career guidance activities with employers and graduate students, the results of employment do not yet provide a proper indicator. Therefore, it is necessary to constantly improve the format of career guidance measures and the mechanism for employing university graduates, taking into account the requirements, needs of employers and demand on the labor

market. In particular, we plan to conduct an ongoing survey of employers on the basis of their requirements and requests, joint career guidance activities at faculties aimed at strengthening ties with employers and the subsequent successful employment of graduate students.

The final stage of career guidance was planned in the form of a job fair "Young Specialist 2020" at the university level, where employers will announce the list of graduates with whom they will conclude employment contracts based on the results of practical training, dual training and interviews.

Thus, targeted planning for admission to the first year in popular specialties on the basis of studying personnel trends, analyzing the movement of graduates in the labor market, monitoring information about the prospective needs for graduates of city and region organizations, forecasting the needs of employers will give the necessary result - competitiveness and effective employment of university graduates meeting the needs and demands of employers.

6. Future Scope

Since the issue of employment of graduates is a key indicator of the success of the university, in the future, the conclusion of long-term agreements with organizations for professional practice followed by compulsory employment and adherence to the requirements of the Rules of dual training in the process of transforming the educational process (practical training) at the bases of branches of departments in production will be give more chances and advantages to graduates to decide on their future specialization.

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Author Profile



R.M. Amandosova, Doctor of Pedagogical Sciences, professor. In 1980 she graduated from S.M. KirovaKazakh State University, specialty "Mathematics". After graduating from the university for about 39 years, she worked in the field of education as dean of the faculty, scientific secretary of the university council, Vice-Rector for academic affairs. Currently she works at M.Kh. DulatyTaraz State University, after as Director of the Center for Career and Professional Development. He has about 90 scientific and methodological publications. In 1986 she defended her thesis for the degree of candidate of Economic Sciences, In Uzbekistan, specialty - Mathematical Methods and the Use of Computer Engineering in Economic Research, Planning and Management of the National Economy. In 2009, she defended her doctoral dissertation on the topic: "Theory and practice of forming an economic culture of the personality of schoolchildren in modern conditions", General pedagogy, pedagogy and history of education, ethnopedagogy.



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