

41. The Issue of Youth Employment in Modern Society

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Introduction. The relevance of this topic is based on the fact that the younger generation is considered to be a socially vulnerable group of society. From year to year, it becomes more difficult for young people to find a well-paid job and to fulfill themselves as competent specialists. Today's labor market is overcrowded with qualified personnel. Because of the crisis in the country, the reduction of workforce is an ongoing process at the enterprises. The main aim of this study is to consider the most evident issues in youth employment and their possible solutions.

Methods and materials. To achieve this goal we used such research methods: system-based analytical method, statistical and economical method, analysis and synthesis methods, abstract and logical method.

Results. At present, it is expedient to highlight the following key issues regarding the problem of youth employment: absence of state job guarantee for young specialists; non-fulfillment of the legal requirements after setting up the written employment contract with an underage person; ignorance of migration tendencies of young specialists; not enough support of the state in establishment of "youth labor centers" and ensuring them with the necessary resources for their productive functioning.

The Ukrainian legislation does not provide an effective mechanism to attract young people to work activity. It reduces the level of social security of young people, leads to non-use of its performance and creative potential. The low level of awareness of schoolchildren, university entrants, students and graduates about the current state and dynamics of the labor market and the demand for a particular specialty also became one of the factors of unemployment among young people. Another reason for youth unemployment is the fact that a young person does not have work experience, but only theoretical knowledge, while employers prefer to hire workers with work experience. One more obstacle is that graduates should search for employment by themselves. In modern world, universities do not provide students with places for internship that subsequently employ trainees. The state has almost completely abolished responsibilities for youth employment.

The following measures should be taken to reduce youth unemployment: to create the youth labor exchange; to include the obligatory internship in the curriculum of students; to conduct training in job hunting techniques, resume writing and self-presentation; to create optional classes in business management; to distribute materials on employment issues; to coordinate international activity, exchange of students for internships, volunteering.

Conclusion. Summarizing all the above mentioned it is possible to come to the following conclusion: at present, there is no integral conceptual model of employment of graduates in Ukraine in conditions of market relations. Creation of an effective system of employment of young specialists will enable the professional training of skilled workers of the future, who eventually will build an industry of the country in accordance with the principles of innovation, transparency and will ensure their continued development.

References

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