



EUROPEAN UNION

GOVERNMENT OF ROMANIA
MINISTRY OF LABOUR, FAMILY AND
SOCIAL PROTECTION
MASOPHRDEuropean Social Fund
SOP HRD 2007 - 2013Structural Funds
2009 - 2013NCTVETD
ISOPHRDNATIONAL AGENCY FOR
HIGHER EDUCATION RESEARCH
DEVELOPMENT AND INNOVATION

Analysis of the current situation regarding the study domains and occupational/employment areas at national level

General elements

The most important observation derived from the analysis of the national strategic documents¹ (NDP, SOPHRD, ISPHRD) is that the domains of study or occupational/employment areas of national interest were not explicitly set for a medium or long time horizon.

This major drawback is also reported in the documents mentioned above, this fact being justified by the lack of systematic studies, doubled by the reduced capacity of interpretation of the existing studies. In this respect, it may be noted that the study regarding the labor market insertion of the graduates targeted by this project has a cutting edge and fits in the national strategy on human resources development (ISPHRD).

Domains of study of national interest

In terms of domains of national interest, no specific national domains were identified and this fact is doubled by the lack of nomination of domains of study at European level for the relevant time targeted by the documents mentioned above.

However, given that the study refers to the graduates who finalised their studies before 2010, additional questions can be identified. Given the scarce existing statistical information, the questions can be directed to determine whether the career options of graduates were to remain in the country or to seek a job elsewhere in the EU, taking advantage of the shortage of skilled staff from these countries. However, some questions can be made to highlight the real conclusive statistical data mentioned in these documents or the relevance of the European objectives for the Romanian reality.

Insufficient statistical data is also present in the domains of study of interest from the candidates' point of view (and, more generally, of the population). The preferences of the candidates, manifested through the choices made at registration, are expressed in too general terms. Therefore, for the effective identification of domains of interest is required an additional statistical analysis of the primary data.

The only precise mentions regarding the domains of study of national concern are the doctoral studies and are based on the National Strategy on Research, Development and Innovation, although in this case the timing this strategy refers to (2013), reported at current time, is quite low. However, for the low segment of the cohort of graduates 2004-2005, which continued doctoral studies, further questions can be addressed to reveal whether the most accessed research areas and that generated the most important results were those considered strategic.

Occupational/employment areas of national interest

Although occupational/employment areas of national interest are not explicitly mentioned in the documents (NDP, SOPHRD, ISPHRD), three categories of occupations are the most targeted: personnel involved in research and development activities, personnel involved in educational activities and health care. The personnel involved in educational activities is the most targeted in the reform documents (NDP, SOPHRD).

Additional questions for teachers and other education personnel should cover several different aspects: factors such as motivation, professional training and specialization needs, interest for new professions in education. A similar approach is recommended for medical personnel whose problems are also mentioned often in the programming documents (NDP, SOPHRD). Given the specific training of doctors in dedicated educational institutions, for this category can be identified very specific questions addressing motivational factors, the level of interest and professional training needs for priority areas such as occupational medicine, preventive medicine, e.g. Other sectors mentioned in strategic documents and from which occupational/employment areas of national interest can be

¹ National Development Plan (NDP), National Strategic Reference Framework (NSRF), Sectoral Operational Programme Human Resources Development 2007-2013 (SOPHRD) and Integrated Strategy Project for Human Resources Development from the perspective of lifelong learning 2009-2020 (ISPHRD)



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derived are those related to advanced technology and engineering, ICT, environment and tourism (SOPHRD). Finally, a set of specific questions should be aimed at people who run their own businesses, aimed primarily to identify training needs at university level (SOPHRD).

Other elements of national interest

Additional to the categories of graduates of priority domains or to graduates who are employed in occupational areas of national interest, special attention should be given to those with disadvantaged backgrounds, by introducing additional questions that focus on career development within the community, additional professional training needs, integration difficulties e.g. (NSRF, ISPHRD, SOPHRD).

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