

***To cite this paper:***

Budnik E.V., Bavykina E.N. (2018) The quality assessment of the young specialists' labor market. *Human Progress*. 4 (4): 1. URL: [http://progress-human.com/images/2018/Tom4\\_4/Budnik.pdf](http://progress-human.com/images/2018/Tom4_4/Budnik.pdf).

## **THE QUALITY ASSESSMENT OF THE YOUNG SPECIALISTS' LABOR MARKET**

**Evgeniya Budnik**

Student of Biysk Technological Institute (branch of Polzunov Altai State Technical University)  
Biysk, Russia

**Elena Bavykina**

Candidate of economic sciences, assistant professor in Biysk Technological Institute  
(branch of Polzunov Altai State Technical University)  
Biysk, Russia

**Abstract.** The young professionals' employment on the labor market is studied in this paper. Based on the regulatory framework and theoretical sources analysis, it is revealed that the category "young specialist" does not have an unambiguous interpretation. The practical experience analysis of supporting young specialists in organizations allowed the authors to identify the main signs of classifying an employee as a young specialist. Further, the authors analyzed the labor market state in the Altai Territory, including its youth segment, and identified the young professionals finding problems. During the study, such problems were identified as the discrepancy between the professions demanded by the youth and the employers' side, the discrepancy between the young professionals' competences and the employers' expectations. To specify the second problem, the authors conducted an employers' sociological survey to identify their expectations regarding personal and basic professional competencies, as well as an anonymous survey of young people in the labor market about their required competencies development. The survey revealed significant discrepancies. The obtained results should help young professionals look at themselves from outside and try to meet the employers' requirements. The conclusion lists the measures that, in the authors' opinion, should contribute to solving the young professionals finding problems.

**Keywords:** labor market; young specialist; young people employment; the workforce quality; young specialists' competence.

**JEL codes:** J 21; J 68.

## References

1. Vecherin, A.V. Dynamics of ideas about the labor market in the early stages of professional development. Abstract of Thesis .... Cand. psychol. science. Moscow, 2007
2. Maslov, A.V. Socio-psychological problems of the process of becoming a young specialist - a graduate of the trade school. Thesis ... Cand. psychol.nauk. Yaroslavl, 1998.
3. Volkova, N.V. Personnel policy for securing young specialists at the enterprise: on the example of economic specialties graduates of higher educational institutions. Thesis ... Cand. econ.nauk. Biysk, 2005. 169 p.
4. Zhukova, A. Young professionals - a special category? // Kadrovik. Human Resource Management, 2011, N 6. URL: <http://hr-portal.ru/article/molodye-specialisty-osobaya-kategoriya>
5. Bavykina, E.N.; Gushchina, S.S.; Dzyuina, G.M.; Melnikova, O.V.; Pozdnyakova T.V. Interaction of the labor market and the educational services market in the Altai Territory // World of Science, Culture, Education. - 2015. - No. 1 [50] - P. 217-220.
6. Cheetham, G.; Chivers, G. The Reflective (and Competent) Practitioner: A Model of Professional Competence which seeks Harmonize the Reflective Practitioner and Competence-Based Approaches // Journal of European Industrial Training. 1996. Vol. 22, No. 7. P. 267-276.
7. Beglova, E.I. Unemployment of youth: the primary problem of the modern labor market // Economic sciences. - 2010. - No. 11. - P. 172.
8. Sergi, V.; Cefalo, R.; Kazepov, Yu. Young people's disadvantages on the labor market in Italy: reframing the NEET category // Journal of Modern Italian Studies. 2018. Volume: 23, Issue: 1, Special Issue: SI. P.: 41-60.
9. Kobylinska, U.; Rollnik-Sadowska, E.; Samul, J. Young people on the labor market in Poland - the point of view of the employer // Oeconomia Copernicana. 2017. Volume: 8, Issue: 4. P.: 563-578.
10. Abrahamova, E.M.; Verpahovskaya, Yu.B. Employers and graduates of higher educational institutions on the labor market: mutual expectations // Sociological research - 2011. - № 4. - P.37-46.
11. McTier, A.; McGregor, A. Influence of Work-Welfare Cycling and Labor Market Segmentation on Employment Histories of Young Long-Term Unemployed // Work Employment and Society. 2018. Volume: 32, Issue: 1. P.: 20-37.
12. Osipova, L.B.; Kolesnik, E.A.; Goreva, O.M. The Infrastructure Support for the Development of the Youth Sector in the Regional Labor Market // Economic and Social Changes - Facts Trends Forecast. 2018. Volume: 11, Issue: 2. P.: 175-191.

13. Waring, P.; Vas, Ch.; Bali, A.S. The challenges of state intervention in Singapore's youth labor market // Equality Diversity and Inclusion. 2018. Volume: 37, Issue: 2, Special Issue: SI. P.: 138-150.

### **Contact**

Evgeniya Budnik

Biysk Technological Institute (branch of Polzunov Altai State Technical University)  
27, Geroya Sovetskogo Soyuzo Trofimova str., Biysk, Altayskiy kray, 659305, Russia  
[ep@bti.secna.ru](mailto:ep@bti.secna.ru)

Elena Bavykina

Biysk Technological Institute (branch of Polzunov Altai State Technical University)  
27, Geroya Sovetskogo Soyuzo Trofimova str., Biysk, Altayskiy kray, 659305, Russia  
[Bawikina.82@mail.ru](mailto:Bawikina.82@mail.ru)