

PREDICTION OF THE NEEDS OF THE LABOUR MARKET IN THE SOUTH REGION 2015-2020

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Abstract:

The analysis forecasts the needs of the labour market in the South Region 2015 - 2020 examines the current situation on the regional labour market in the South Region. The main objective of the analysis is to draw the conclusions and recommendations of measures, including a gradual reduction of the difference between supply and demand on the labour market. The analysis is based on a questionnaire survey among employers in the South Region, which implemented a South Bohemian Chamber in cooperation with the South Bohemian Society for Human Resources Development. Investigation was focused on the findings of the current and medium-term needs of human resources in those professions. The analysis is based on available statistical data, which express the prediction on the supply side of the labour market with respect to the amount and structure of graduates of educational institutions in the South Region. The secondary objective of the analysis was to define a graduate profile that matches the best idea interviewed employers, including property, practical skills and theoretical knowledge which should satisfy graduate. The analysis focuses on the possibility of starting or intensifying cooperation between business and educational sphere in the sense of improving the quality of vocational training.

Introduction

Analysis of the needs assessment of the labour market in the South Region 2015 - 2020 examines the current situation on the regional labour market. The main objective of the analysis is the creation of conclusions and recommendations, including draft measures to reduce the difference between supply and demand in the labour market. Among the primary objectives of the analysis include mapping the needs of employers in the labour market in the South Region for the purpose of identification of professions work of the regional market, which is expected to strong demand in the short and medium term 2 to 5 years and verification, for which professions is demand for workers is saturated, i.e. employers do not foresee in the near future a large increase in vacancies. The analysis is based on survey among employers in the South Region, which implemented a South Bohemian Chamber in cooperation with the South Bohemian Society for Human Resources Development. Investigation was focused on the findings of the current and medium-term human resources needs of individual professions. The analysis is based on available statistical data, which express the prediction on the supply side of the labour market with respect to the amount and structure of graduates of educational institutions in the South Region. The secondary objective of the analysis was to define a graduate profile that matches to the best idea interviewed employers, including theoretical knowledge and practical skills for graduate should possess. The analysis focuses on the

possibility of starting or intensifying cooperation between the corporate and educational clients in terms of improving the quality of vocational training. The obtained data are the basis for negotiations with regional partners to flexible response to development in the labour market within individual professions with the support of co-operation of strategic, territorial partnerships the labour office of the Czech Republic, the regional self-government, trade unions, representatives of employers (e.g. the economic and agrarian chambers, social partners representing employers) and regional organizations (e.g. educational institutions, businesses, statutory cities, development agencies and non-state not-profit-making organizations).

1. Rationale of necessity

Unemployment is one of the key phenomena of the market economy, currently represents one of the most serious problems of contemporary society. Unemployment is due to disproportion between labour demand and supply on the labour market (Němec, 2002). Krebs (2007), Malinová (2011) and Buchtová (2002) in their work describe unemployment as a complex phenomenon that cannot be assessed globally. Unemployment is becoming a global problem; it has an impact on the man himself, but also for the state and the state of its economy. The main factors that affect the status of current and past unemployment are regional differentiation, high proportion of long-term unemployed, the unemployment of young people (Staněk et al., 2002). Échaudemaison (1995) describes unemployment as a condition where a person or an entire household do not work, but do activities for getting a job. Graduates fall into the category of the risk groups on the labour market in particular because their application is complicated.

Graduates entering on the labour market have the disadvantage that they have not been involved in the proper work and their knowledge and abilities are rather theoretical than practical. Often they have fallacious ideas about their future professions, job description, but also financial rewards for their work. The second fundamental segment of the labour market is employers that in a greater extent request quality workforce (requiring after applicants and candidates for employment minimum experience of at least 1 year). When the unemployment rate increased the state become getting into cyclical problems, paid to unemployed individuals for unemployment benefits, which can vary according to the number of unemployed persons in range of billions of the Czech crowns and it is simultaneously deprived of revenues that would have cashed in income from health and social insurance and tax income, which pays the employee and the employer is legally compulsory. Another equally positive effect is the loss of purchasing power of unemployed persons in the sense of inclement weather the state money with minimal financial reserve (Řehoř, 2010). Since this situation is in long term, economically unsustainable, used state incentives within the active employment policy to promote the reintegration of job seekers into the workforce. As a result of the economic progress the company is not able to reconstruct the state of full employment (Mareš, 1994).

The analysis of forecast the needs of the labour market points to a state of almost zero existence of a central prediction system of forecast of labour market needs, which highlights the current and future needs of employers in terms of human resource planning. Intention of analysis is the need for human resources in companies operating in the territory of the South Bohemian region in order to propose measures in sense of the approach of the graduate real profile of education system of the Czech Republic according to the optimal needs of employers in terms of sectoral structure and the number of graduates by industry of regional market and graduates expertise competencies.

The unemployment in the South Region in comparison with other regions of the Czech Republic is in long-term low (5.07%), in the last 7 years, is one of the lowest, and in 2015 was the second lowest in the country. After the global financial crisis in 2008, the labour market situation gradually improves; the current situation is very satisfactory (Beran & Kratochvílová, 2016). According to surveys labour reached in 2014 the share of population with tertiary education in the total population fifteen years and older 14.7 % and the proportion of people with secondary education including higher of 34.2%. The largest number of unemployed people in the service sector, industry and agriculture. In the South Region occupies two public universities, the University of South Bohemia in the České Budějovice, which has more than 11,000 students in 200 fields of bachelor's, master's and doctoral programs and the Institute of Technology and Business in České Budějovice, which offers bachelor's and master's courses specializing in engineering, construction, transport and logistics, economy. Furthermore, there are two private universities, University of European and Regional Studies in the České Budějovice and the Film Academy of M. Ondříček in Písek. The program offers a number of other universities within the framework of established institutions, e.g. Faculty of Management, University of Economics in Prague with representation in Jindřichův Hradec and CEVRO Institute, obs. Prague in the Český Krumlov.

One of the factors that affect the low unemployment rate in the South Region, with a view to focus on the industrial sector of the region, is a strategic location with Austria and Germany, which enables investors to focus some production from the neighbouring countries to the region. It is also essential for the region diversified sectoral structure of the economy, which offers an extensive selection of labour opportunities. In the region there are numerous natural and architectural monuments, including monuments registered on the UNESCO list. Development of leisure activities promotes tourism and development services in the field of tourism. South Bohemia is typical for agriculture and fish farming, which offers a large number of jobs.

2. Methodology

In terms of creating an analysis predicting labour market needs in the South Region in the period 2015-2020 has been the primary source of data for survey made in selected companies of the South Bohemian region, in cooperation with the South Bohemian Chamber of Commerce. Were interviewed 1,200 businesses, an investigation was attended by 266 companies, i.e. almost one quarter specializing in mechanical engineering and manufacturing 19.8%, trade 12.5%, construction 8.3%, electrical engineering, telecommunication and IT 7.8%, textile and clothing manufacturing 6.8%. Firms were divided according to type of core business according to the National Qualifications Framework. In the survey they could provide more categories of business, which serves as a support tool for objectivity distribution of business by individual sectors, e.g. small enterprises (10-99 employees, 49%), micro enterprises (1-9 employees, 22%); small medium-sized enterprises (100-249 employees, 18%) and larger medium-sized companies (250-499 employees, 11%). Furthermore, the enterprises have been divided according to headquarter of the individual districts of South Bohemian region (České Budějovice (32%), Písek (17%), Tábor (14%), Český Krumlov (13%), Strakonice (11%), Jindřichův Hradec (10%) and Prachatice (3%). Into the questionnaire did not include businesses from the agriculture, food and forestry, whose support is the responsibility of the agrarian chamber.

3. Prediction of labour market needs in South Region

The labour market situation in 2015 reflects the current unemployment statistics in the South Region, which is one of the lowest in the country. This situation is favourable from the point of assessing job seekers, but in terms of assessing the employer with respect to the current need for skilled workers (64% of companies, i.e. 171 of 266 surveyed companies is currently looking for new employees), this condition is unfavourable due to the necessity of labour in horizon of 2 to 5 years, when companies are looking manpower to positions that have long been in short supply (Petráňová & Mejstřík, 2016). The remaining 95 companies stated that so far they do not have actual need to recruit new employees or the information (data) cannot evaluate.

The highest share of demand for employees has a field in mechanical engineering and metalwork, which is in South Bohemia developed. Another representation of the field is in electrical engineering, trade, textile manufacturing, construction and transport (Kratochvílová, 2015). Companies that participated in the questionnaire survey, expected in 2 years an increase in the number of new employees more than 2,270 jobs, of which more than half will be an engineering focus (1,240 new jobs), of which the most sought-after professions according to the number are the operator in production (227), the operation, programmer and setter CNC machines (124), metal tooler, turner (113), engineer, technician (100), a test engineer and technologist (61), process and development engineer (60). In the field of electrotechnology the companies expect in the period 2015 to 2017 to fill approximately 140 jobs by professions, e.g. electrotechnician (38), electrical fitter (20), a labourer in electrotechnology and electronic engineering (32), electrician (15). In the textile industry is due to the restructuring in recent years to increase production of goods and services and to the generation change among employees. Around towns Písek and Strakonice is currently employed in total 477 workers, of which 262 seamstresses and dressmakers when within 2 years, businesses will need an additional more than 53 dressmakers and seamstresses, representing a 20 percent increase in those working professions. Large increases in investment and demand for new employees also saw construction industry, which is affected largely by releasing funds from the EU structural funds to support the construction and infrastructure. In the structure of demanded the positions dominated by blue-collar workers, the construction foremen, surveyors and budget expert. Businesses are aware of this fact, that it cannot currently satisfy the demand of human resources needs, when it is increasingly difficult to get pupils of specialized classes and schools, so they initiative engaged in negotiations with representatives of secondary schools and education authorities and in cooperation with the South Bohemian Chamber of Commerce for order the reopening of the industry with specializing in textile production. Interesting is also the fact that in the five surveyed companies from the food industry in the next 2 years plans to fill 192 vacancies by blue-collar professions and operation of production facilities.

Estimating the needs of the labour market in the South Region in the next 3 to 5 years until 2020 seems to be quite readable, but ignores the possible risks and deviations caused by optimistic view of the companies themselves. In the industry with a high probability gets to extinction of certain occupations / sectors, and contrary to the creation of new jobs, e.g. in database administration, web design, working with large volumes of data, in cloud services, data protection and other areas of digital technology, when the changes the appearance of digitization, automation and optimization of production processes, internet business, social network, i.e. occupations critical for the industry are system architects, who combine traditional technical education with software excellence and creativity.

For small and medium businesses is no simple solution, but rather builds on the knowledge and skills of personnel department team. These managers must understand the basic economic principles and precepts, such as scaling efficiency, substitution effects, opportunity cost, basic financial management, business management and financial accounting, as well as to be familiar with everyday corporate practices (standards of project, process management and the principles of strategic management), information technology (from control office packages, accounting software to re-engineering and modelling of business processes and creating outputs in the module "Business Intelligence" in the enterprise information system) and last but not least, be in touch with the latest developments in the field of interdisciplinary approach to human resources management and management administration of personnel department (Straková a kol., 2016).

Other equally important professions are specialists in the field of robotics with an emphasis on mutually cooperating robots with people about the safety systems and the potential risks and its prevention. With the advent of so-called the fourth industrial revolution and the advent of the concept of Industry 4.0, it can assume a greater share of smart devices in the industry that encourages increased demands on the profession of qualified workers. The consequence of disproportion between supply and demand in the labour market come the state of lower unemployment, because companies will be forced to take even workers without professional qualifications, which will be teach or retrain according to their operational needs.

4. Graduates in the labour market

Definition of graduate is not consistent with the definition of job seekers. Group of graduates belong to categories for which must be raised various measures that help to their employment (Czech, 2004). According to the Labour Code (Czech, 2006) is a graduate defined as a person who with the assistance of achieved qualification, abilities and skills enter the labour market in the role of a new employee. Graduates however won't understand every individual who meets this criterion, but only one for which the total period of employment after successful completion of training duration does not exceed 2 years.

While in 2013 for fresh graduates without experience were very difficult to find job, currently in terms of lack of labour resources companies for graduates struggle and orient their recruitment activities towards them. Enterprise is much more focused on working with schools vocational, secondary and higher nature in the sense of defining the requirements for the ideal graduate profile that would fit the needs of the regional market. 175 polled companies in the survey responded that 66 % of employed graduates working at different levels. 34 % companies does or does not plan to graduates employ (currently not looking for any new employees, but cooperation with graduates in the future does not obstruct). Another important factor in the decision to accept or not to accept the job on a fresh graduate is high time demands on training and unreasonable financial demands of graduate without experience (Hitka, Hajduková & Balázová, 2014). Companies are realizing social responsibility in a broader context; enter into the process of education from the primary stage of education in primary schools. The most common reasons for not employing graduates are insufficient practical experience or vocational training or a low interest or unwillingness to adapt to the current job offer (Petráňová and Mejstřík, 2015). Highly valued are key competencies the type of team cooperation, the development of self-responsibility, willingness to learn, learn the basic work habits (Duchon & Šafránková, 2008).

To the question: „How satisfied are you with the newly employed graduates” answered 92 % of questioned companies positively (satisfied) and expressed their satisfaction with the comments. Only 8 % of respondents say they are dissatisfied with graduates.

Within realized questionnaire survey evaluated employers input competencies of received graduates from one to five, the best mark (1) and worst (5). The greatest extent been mentioned ability to assume responsibility, communication skills, ability to solve problems individually and make decisions, or the art of dealing with people, but also a willingness to continue learning. For less important employers consider knowledge of foreign languages, professional knowledge, practical training and general knowledge. One of the most frequently mentioned shortcomings of the graduates was a willingness to work manually, bear responsibility for the results and patience in career growth.

Systems for the training of new employees every company performs differently. In most cases, it is a basic introduction to running of the company, application seminars to improve professional knowledge through internal and external courses, training in the workplace or participation in conferences or seminars. Question whether companies have created a special system of training, responded positively 34% of respondents. 58% would embrace assistance in the administration or financially demanding activities. In specification the forms of assistance the companies most commonly reported help during choosing a suitable candidate itself through the assessment centre. Furthermore, companies would welcome the organization of exchanges of job opportunities, meeting employers with potential employees and job applicants or mediation of contact with that person, or contact an educational institution, which would have been agreed conditions of cooperation or offers professional practices. Also they would appreciate support from the state or subsidies from EU funds. Financial support in the recruitment / training of new employees would prefer especially smaller businesses due to lack of resources to create new jobs.

In comparison with job seekers with work experience employers for graduates appreciate the willingness to learn, accept corporate culture, greater flexibility, and low workload of working habits from previous jobs or lower wages ranking (Šikýř, 2014).

During hiring workers, increasingly ignores at graduates insufficient or no practice, poor quality or structure of knowledge and skills, that does not match the demands associated with the performance of the required job positions, an unrealistic working content or inadequate wage assessment. Educational establishments and educational institutions are criticized that teaching quality does not match the standard of education levels according to various degrees, students are cut off from practice, and they have a low practical knowledge and experience (Šafránková, 2014). They have no interest in the studied subject, in which do not continuing training, do not investing in human capital into lifelong learning, do not follow new trends in the field.

As part of the active employment policy employment office can provide an employer contribution to the incorporation of graduate or young person in taking the job seeker. It is appropriate that this post was intentionally explained in accordance with its provision, not exploited for re-employment and dismissal of workers without long-term prospects for cooperation.

A government contributory organization of ministry of work and social stuff (MWSS) the Czech Republic, Fund continuing education, launched in 2012 in the month of September project placements in companies and internships for young people - education by practice,

which was funded from the operational program Education for Competitiveness (OPEC) under the auspices of the Ministry of education, youth and sports (MWSS, 2013-2014). Projects allow jobseekers (graduates or students and pupils) to get the required practice, to train potential employees by expertise knowledge in order to gain professional skills corresponding to the requirements of the employer (ESF, 2016). Internships in companies were intended for graduates without work experience, long-term unemployed, people returning to the labour market, but also for employed workers who wish to deepen skills. Internships for young people have been designed for pupils of secondary schools and students of higher technical schools and universities of the last two semesters, including students' annual language schools, post-secondary studies. Tools for support from the state were businesses very positively evaluated; almost all companies in the survey would use these options again. The projects were completed in 2015 under the programming period of drawing funds from the EU Structural Funds 2007-2013 (Freibergová, 2009).

Marianne Thyssen in his article dated on the 22nd of January, 2016 (www.euraktiv.com) states that the employment situation in the labour markets across the European Union (EU) has improved and the unemployment rate has been steadily decreasing. It notes that in 2014 was in the EU employed 218 million people. In comparison with 2013 there was an increase of employees by more than 3 million, at young people aged 15-24 years there turn over the better. The employment rate for people in this category increased in 2014 by 0.4%. Thyssen assessed that see in young people and graduates progress in the re-functioning, when they began to pay more attention to education and training for future careers.

5. Forms analysis of practical training in South Region

In 2015, a survey was conducted of the current provision of practical training in schools and the implementation of training and professional practice of students in secondary schools. The result of the survey was the fact that the issue of ineffective practical training at the secondary school level is a long-term problem faced by most regions in the country. Inadequate are assessed even competencies of graduates of universities without work experience or very low practice. The professional practice and training for students normally provides school in collaboration with the organizations or pupils seek professional practice independently. Some schools also provide opportunities to gain practical skills through leadership fictitious company within the simulation work environment in the company or in school workshops. The part of the survey was identifying the scope of cooperation in South Bohemia businesses with schools in the region in which it operates. Of the 266 responses to the question: "Do you collaborate with high schools in the provision of professional practice / training" responded positively 45 % of respondents. A positive result is especially in comparison with the planned increase in capacity of pupils placed on the practice / vocational training in the company, which was an annual increase of almost 10% compared to the real state in 2015. A third of companies cooperate in different ways with the schools, mostly in the form of professional experience (23%) or training (14%). Very often the answer was to allow tours and workshops at workplaces of firm (16%). There were also including presentations at school (12%), school financial aid (7%) or the implementation of projects (6%). An interesting activity currently is competition for pupils. In some cases, companies can be involved in supporting talented students in the form of sponsoring or providing scholarships while studying. To a lesser extent, the practitioners are involved e.g. in evaluation of seminar theses or cooperation on the professional projects. Very few are used internships that enhance the experience of students and broaden their skills in favour of the international environment and culture.

Almost half of the companies that participated in the questionnaire does not provide professional practice / training and does not intend to offer it. The most common barrier, with which it faces almost all companies, is organizational and time-consuming (answered by 115 respondents of 244). Another equally important issue is the personal and material ensuring of instructor for training. Lack of interest from students (100 respondents), or profile specialization of schools with the required field (108 respondents), represents a significant barrier to cooperation with schools, where employers perceive this problem as the third strongest. As an example of partnership between schools and businesses can be state cooperation between companies in South Bohemia and South Bohemia University, opening the field of mechatronics, which ensures the University of South Bohemia in cooperation with the Faculty of Mechanical Engineering, Czech Technical University and Robert Bosch Company in České Budějovice. The purpose of the collaboration is to increase the proportion of theoretical and practical training in the operation of the production plant.

6. Proposals and measures

The fundamental lack of graduates of vocational schools, secondary schools and universities is the training and professional experience acquired during their studies. Most suggestions for improving the current situation, employers report a higher proportion of practice in the firm during the study (159 of 231 respondents), the cooperation of the company on the content of school educational programs (101 respondents) and ensure skilled workers through co-finance of technical training (89 respondents).

Companies have a clear idea of what is required and will require for new employees, so they should work closely with schools. Schools and educational institutions should appeal to a higher employability of its graduates, profile oriented, edit the contents of individual subjects according to partial specialization. It would be appropriate to incorporate fresh graduates into work processes so that they are thoroughly prepared during the study period.

One possible suggestion involvement of small businesses in providing experience and training is a longer period of time spent in a corporate environment of business practice (Jaroňová, 2008). In this context, the South Bohemian economic chamber offers help and support in the administration to provide practice and training of pupils and students in small companies in order to support small company in relation to the requirements of the regional market.

The analysis of forecasts the needs of the labour market in the South Region 2015-2020 highlighted from the perspective of human resources management in the South Region on the following measures. Setting up a systematic prediction of the labour market, in the coming years, at the regional level, in term of estimate the needs of the labour market in the South Region and implement the necessary measures resulting from the prediction. It is advisable to measure to human resources management discussed regional platform, e.g. the Tripartite, the employment Pact , which, in the framework of the strategic partnership of the labour office, the regional self-government , trade unions, employers' representatives (i.e. Economic and agrarian chambers, social partners representing employer), as well as regional organizations (e.g. educational institutions, businesses, statutory cities, development agencies, NGOs) assess the coordination of system setup of forecast of labour market needs and subsequent application in practice. Findings and data tailored to the needs of the labour market in terms of changes of the content of the training module according to the needs of employers.

Adapt to current instruments and forms of support, e.g. a system of career counselling, cooperation between schools and employers, expanding the scholarship program, support polytechnic teaching, popularization of perspective and studying programmes (even the emergence of new subsidies) to reduce the gap between supply and demand in the labour market in relation to structure and quality of graduates of education curriculum, low motivation to remain in the region, qualified advice when choosing a future profession, to raise awareness about the offer of the labour market and the interest in technical fields.

Conclusion

The current situation on the regional labour market in the South Region can be considered positively; however, with regard to the prediction of needs in the short and medium term 2 to 5 years, it is the adverse developments with respect to the need for skilled labour. Up to 64 % of the surveyed companies feel a shortage of skilled workers in of selected jobs, which are scarce in the long term.

The priority of functional partnership between the company and the school is a communication barrier. The survey showed that businesses would welcome assistance in search of selected schools in order to establish cooperation in the form of determination the graduate's profile, providing work experience and vocational training, participation in professional theoretical education, professional leadership and opposing of theses.

I think that the best way to solution is the employability of graduates in Southern Bohemia Region, is establish timely cooperation between schools and employers. I would recommend regular training seminars in the labour market. It is appropriate that the students acquainted with the labour market already during, the most preferably, between 12 to 15 years of age. Timely submitted information on the labour market, needs of employers and staff requirements may limit the subsequent completion of further education due to those elementary school pupils inappropriately chosen field of study and failing to continue it. I would recommend implementing workshops in primary and secondary schools in the region with the intention to familiarize pupils and students with problems in the labour market. Within these workshops, I would recommend the presence of representatives (most recruiters) of major employers in the region who would inform pupils and students, school leaders or even parents of students on the structure of the labour market in the region, wage demands in the region and the requirements of employers. According to the practical experience of the contribution author I mention that graduates do not have this information. They have unrealistic ideas about salary in various professions; do not know the workload in a single job, unable to understand the problems of the labour market. Because in Southern Bohemia are especially concentrated businesses of engineering focus and field of construction industry, it would be appropriate for employers to be able to determine what will be the trend with regard to the future. These workshops could be implemented under the auspices of the South Bohemian Chamber of Commerce in cooperation with the labour office, the contact centres of the South Bohemian Region.

Furthermore, I recommended performing professional practice under the supervision of an experienced mentor who would instruct a student at the time of selecting a suitable institution where is the practice occurred.

Contributions to socially useful jobs in the active employment policy are certainly appropriate item in the context of reducing the unemployment rate (Šuplerová & Frýdková, 2014). To prevent inefficient gain of subscription for 6 months, I would recommend to contributions

approve only once and checking the progress of the previous applications for gain the contributions at the employer. It would be appropriate to enact the condition that the employer had a duty of employees upon depletion of allowance employ for a specified period with the participation of its own funds. This would prevent abuse of the system, while graduates gained at least one year experience that the majority of employers are required.

Internships are not yet in the Czech Republic so widespread like in Great Britain and other European Union member states, but it is another option that graduates can use to gain sufficient experience in the field and learn the necessary skills for their future profession.

Current offer of retraining courses is not copying needs of employers in the labour market. I do not think that recent graduates need retraining courses for their own labour market, but it would be appropriate to include the possibility of language courses, about which are job seekers (not only graduates) interested. Graduates would be through courses expanded expertise in foreign-language versions. Language courses could be classified according to the level of acquired knowledge for the application, e.g. in the technical field (intensive language course focused on technical terms and expressions).

In Great Britain, volunteering has become a national heritage, which has deep traditions. In the Czech Republic could be one of solution to increase the employability of graduates in the labour market through the involvement of pupils in primary schools and students of secondary schools, high technical schools or universities. As part of volunteering they would adopt the working habits, they would learn cooperates, negotiate and respect the authority. By completing vocational training, internships and volunteering help graduates build a good reputation in the labour market, gain contacts with potential employers and after graduation may have a real chance to getting a job in the field.

With regard to the future, the state strategy should be directed to effective measures that should be divided according to the needs of vulnerable groups in the labour market. Making measures should be adjusted across the board, but should be designed based on the individual needs of each region. For graduates I see the greatest deficiency in the lack of practice, without which it is for them the entry to the labour market difficult and further in financial promotion of the family, which has a negative effect on the activity of graduates in finding employment. Include graduate into employment as soon as possible after graduation, should be a priority. It should be noted that today's graduates are the future of the state and they are the main link that will affect the further development of the economic situation in the Czech Republic.

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