

Cause of Unemployment and Some Methods to Increase Job Opportunities for Currently new Graduates now in Viet Nam

Huynh Van Son¹, Nguyen Thi Diem My² and Nguyen Vinh Khuong³

¹ HCM University of Education, Ho Chi Minh city, Viet Nam.

² HCM University of Education, Ho Chi Minh city, Viet Nam.
Email: diemmytgd {at} gmail.com

³ HCM University of Education, Ho Chi Minh city, Viet Nam.

ABSTRACT— *This article refers to the causes of unemployment of new graduates today in Viet Nam. These causes come from lots of sides such as the characteristics of the market economy, organizational structure of training-education for students at the Universities, Colleges and the students themselves, etc. On this basis, the article also refers to solutions to enhance career opportunities for new graduates at present such as develop and expand business sectors, some methods For Education-Training and for students themselves.*

Keywords— cause of unemployment, method, increase job opportunities, method to increase job opportunities.

1. INTRODUCTION

The economy of Viet Nam are increasing, from subsidy economy switched to market economy, market mechanism with lots of components on the basis of doing business and developing freely, investment by developers. Therefore, Viet Nam has changed dramatically. Besides these advantages to promote economic development of the market economy, there are difficulties, negative aspects arising in the economy. We are easy to see another fact that once a country grows increasingly, the demands of modern technology to serve business production is much more important also. Besides, one of key factors decides the development of a country is labor force. In current market economy, the majority of workforce has high – qualities are the students who are trained in universities and colleges. They are young highly motivated and capable of work (Nguyen, 1999)

However, it can be seen, one of the difficulties that Viet Nam is facing currently, arising from the market mechanism which is besides the development, expansion and integration offer job opportunities for the dynamic, flexible students, these graduates do not meet the demands of the job, leading to increasingly popular unemployment. A study of the Institute of Economic Development shows that over 200 universities and colleges, there is a great amount of students graduated annually. This number is proportional to the number of unemployed students. According to the latest figures of the Institute of Economic Development, the number of unemployed graduates whose majors are Economics is 80 % or they often do the job related to theirs. This is an issue that almost did not happen in the subsidy period. This condition has influences much on the economic and social development of the country,. Therefore there should be a comprehensive, overall look at above reality, especially the causes of unemployment of graduates to propose measures to enhance career opportunities for students at present. (Nguyen, 1999)

2. CONTENT

2.1. Some reasons causing the unemployment of new graduates.

2.1.1. From Social – Economic status

Years ago, when Viet Nam still implemented the subsidy regime, the unemployment rate of students after graduation was hardly ever. Meanwhile, the amount of students who went to colleges and universities was very limited, graduates were assigned to work. The State policy had little change to encourage the development of employee's capabilities. In recent years, the state has had the policy to open the economy, from international economy switched to market economy that everyone does business and competes freely and the government will not subsidy as before. Therefore, the employment problem becomes more and more urgent. Vietnam is in a need of advanced knowledge resource of to determine a new economic form that is higher, more complete and more efficient. It is knowledge economy. Currently, the organization - mechanism is much more compact in the governmental agencies, businesses and private enterprises compared with those before. It requires an employee to do the tasks of 2-3 people. Therefore, the workers are employed in very thorough consideration and care, depending on the volume and nature of the work required

and the capability of job applicants. In fact, currently, the majority of students have to find the job themselves except for some sectors such as the army, police, marine army; the students are assigned to work (Tran, 1999).

Due to the increasing demand for high-standard living, psychologically, students do not want to suffer the misery at the countryside or provinces, so the graduates always want to stay in the big cities to work. To work in the cities, they can do everything and any industry as long as they have income, including the jobs concerning their majors. Therefore, in some places such as remote areas, islands, ethnic minority, there is a lack of workforce while in the city; the unemployment is increasing. Every problem also has two sides. It is the same to market economy. We can see very clearly two sides of this issue: On the one hand, it creates conditions for all economic sectors to thrive, create competition, and boost the motivation for economic development. That is why we must try our best, do our best to equip ourselves with the richer knowledge, more fully to meet a tougher economy. On the other hand, the market economy also has a major impact on society that cause a lack of workforce redundancy, losing balance in the workforce and the issues that arise in other jobs (Tran, 1999)

2.1.2. From the organization and structure of education- training for students at Universities – Colleges

It can be seen that the universities, colleges, vocational training centers, etc. Mostly were built decades ago . As a result of this fact, the infrastructure is quite old, outdated, lacking greatly. Thus this reality affects their educational processes. On the other hand, currently, when the country is developing strongly, exchanging, integrating , the training programs of the national universities is assessed that they are far too outdated , impractical with too much theory but little practice . This reality leads to the fact that graduates are good at theory but bad at practice without flexibility influencing the development of the economy. Especially, in 2007 (27/11/2007) Viet Nam joined in WTO, opened economy, so the amount of students study economics too much. As a result, 90 % of students in the economic sector are unemployed (according to study of the Institute of Economic Development). (Nguyen, 1999). While Viet Nam desperately needs the team of technical and technological, basic constructing engineers, the supplies from training do not meet all demands, leading to imbalance of the organizational structure. Partly, responsibility is due to the trainers do not grasp the real needs of human resources, do not have sufficient information for learners to learn about the majors that suit themselves. Moreover, today a lot of students choose career based on their feelings. They learn what they like, without considering the purpose of learning for the future and the ability to apply for a job after graduation.

Vietnam currently need a knowledge resource with high-level to determine a new economic form, which is higher, more complete and more effective. It is knowledge economy. With this request, if graduate's knowledge is not enough to meet the need of the employers, it is one of reasons for unemployment. Therefore, the quality of education-training at Universities, Colleges is a concern of many people. At universities and colleges in Vietnam today, the quality of training and the actual needs of the job requirements are very different. The knowledge that university, college train students and what students learn, absorb still can not meet the needs of the increasing volume of work in the market economy. It is partly due to the facilities and equipment in service for teaching and learning is too poor compared to the practical situation leads to learning cannot go along with practice. Therefore, at present, through the development of the country and the national competitions , the exchanges of politics – economics- culture, other countries in the world evaluate that Vietnamese students are very good at of theory but not good at practice. That is why they cannot develop fully their creative thinking and abilities (Huynh, 2012)

A fairly common fact occurs in almost universities and colleges, especially in the auditorium is that the lecturers teach themselves, and students do whatever, sleep in classes, talk to each other, listen to music ,etc. Even many teachers do not care whether their students are learning or have gained anything or not. As a result, students cannot learn anything, their professionals is not good to do the job. And another sad reality is still going on at the universities, colleges is that lecturers are not strict in supervising exams, offer easy examinations, give high points to their students . Therefore, the results on the scoreboard after of current students do not reflect accurately and honestly the ability, practical ability of students as well as do not encourage their creative thinking and creativity. It is one of the basic causes inside the universities, colleges.

On the other hand, due to the social development with high speed, so production methods must also change to suit the development. When production methods change with the speed as social development, it also requires a change of the production forces, particularly, the qualified labor force, but this workforce does not keep pace with the development of production methods. The structure - organization -quality of education-training does not keep pace with this change, it lags behind, so there is an imbalance, synchronization between the training process and actual job requirements. As a result, graduates cannot meet the demands of employers .In some countries with very modern, developed education such as The USA, France, England, etc, the students after finish third year program, they can go to work at the agencies, businesses in accordance with majors that they are trained, so that they can develop all creative ability, to apply proficiently what they learn at schools and they also learn more about foreign language courses , information technology resources to enrich their knowledge. Today, in our country, there is lots of foreign language and information technology centers with foreign teachers. There are also some very well-known centers but most students after graduation; their knowledge is not much improved. Since scientific - technical development is increasingly higher, the work also requires

a qualified and capable workforce. This requires Ministry of Education and Training to provide new training methods and solutions to improve the quality of education in universities and colleges. (Nguyen, 1999)

2.1.3. From students themselves

Even students themselves are also a very important cause leading to unemployment today. Knowledge that students acquire at universities or colleges is usually very little and academic programs in the universities are rarely applied to practical working environment when they graduate. Therefore, they just study to pass the exams, so they always forget the previous knowledge from the last exams, in order to have a degree. This fact is pretty common trend in universities at present. Therefore, new graduates whose do not have lots of ability and knowledge, cannot meet the increasing demands of work. That is the reason why the status that graduates cannot find the right job suitable with their trained professionals is quite common leading to the students accept to work in different specialty just to make living to stay in the city. (Diane Tillman, 2009)

Another thought of the students from provinces, rural is that they were suffered from the misery; want to use education to escape from the fate. Thus when they graduate from university or college, they do not think about coming back their hometown to work, they just wants to look for job in big cities like Hanoi, Ho Chi Minh City, etc. to escape of rural hometown.

Therefore, the cities are facing with overcrowding population and pressure on employment. The students themselves is a problem, but their families are also thinking like that, always want their children to study at the renowned universities and work in the cities. They do not need to know what their children do or whether their children do right profession or not. This situation has occurred which adversely affects the economic –social development policy of the state in mountainous, rural and remote areas. (Diane Tillman, 2009)

In addition, the students themselves are not well equipped with the necessary skills from CV writing from interview and other necessary skills to adapt to a business environment. Therefore, students are still unfamiliar and often underestimated by businesses. (Diane Tillman, 2009)

2.2. Some measures to enhance career opportunities for students to prepare international integration

2.2.1. Develop and expand business sectors

With a population of 90 million people and certainly with the current situation, this number will rise in the coming years. On the other hand, there is a growing number of universities, colleges, schools, vocational training schools, so number of graduates will increase more and more. Thus employment is a hot social issue that the state is looking for ways to overcome. And one of the most effective ways to overcome this problem is to develop and expand the industry - manufacturing business. Currently, there are lots of different types of businesses, private firms, joint stocks companies such as limited company with one member, two members, the garages, etc. Viet Nam is on track to integration. Therefore, employment opportunities will be higher when domestic companies are established and foreign companies enter the market. However, to develop well those sectors, then the state should have reasonable, more proper policies to promote, encourage economic sectors to invest in the production, develop and expand as well as create favorable conditions and environment for them to operate more conveniently. For examples, tax incentives, interests on investment loans, favorable policies for manufacturing enterprises, etc.

Besides, the state must be proactive leading pioneer, advocates for the implementation of the national scientific and technical programs as well as applying them into practice in order to improve production quality, increase labor productivity, improve living conditions for workers. Conversely, if the policy is put into production, the workers themselves will have to try harder to improve qualifications for their job and the employer units will also facilitate more to attract more workers are trained with higher quality.

2.2.2. For Education-Training

2.2.2.1. For General Education-Training

Education and training is the foundation, the basis of the formation of skilled and professional workforce. Thus education- training also needs to renew each year to improve teaching quality, enhance the ability of students since they are at universities, colleges so that after graduation, they have sufficient capability to meet the increasing demands of the job.

Vietnam has been, is and will train a large volume of students. Therefore, education and training is an extremely important factor - the seeds for the development of the national economy. Besides the State and the Ministry of Education-Training also need to coordinate closely together to promote and create conditions for mutual development, to calculate reasonable balance between the rate of fields of training, give reasonable advice for families and students themselves about career choices to meet actual needs, avoid the status of shortages or surplus of labor. To have graduates with good skills and knowledge, specialized high performance, when they are at schools, they should enjoy better conditions such as infrastructure - facilities of the schools need to be renovated and equipped enough for students to practice and learn at the same time. Training programs should also be linked to the labor market in order to stay updated information on job demand trends, appropriate training for both quality and quantity. (Diane Tillman, 2009)

2.2.2.2. For training of soft skills

In addition, universities and colleges need to appreciate the role of soft skills in the application- working process of students, creating opportunities for international integration issues. From here, the soft skills need to be formed for students while still sitting on the seats at universities, colleges. To show the necessary soft skills for citizens, we carry out a survey to 200 guests can be students, staff working in the offices, units and enterprises. They are citizens in the flat world nowadays

Look at the table below shows that nine soft skills we offer are evaluated with higher rates, ranging from 36.0% to 95.0% (Huynh, 2012)

No	Skill	(%)
1	Teamwork skills	95.0
2	Leadership	78.4
3	Logical thinking skills	67.8
4	Using usefully effectively and safely information technology, internet	67.2
5	Problem solving skills	65.0
6	Self-study skills	43.7
7	Communication skills	42.5
8	Time management skills	39.8
9	Change yourself skills	36.0

Figure 1: *The necessary skills of citizen*

First may be mentioned that teamwork skills. Teamwork skills are the ability to apply the knowledge and experience gained on teamwork to accomplish common tasks of the group. This skill is assessed above all with 95.0%.

During the group work, otherwise in teamwork skills, with the participation of many different skills. If considered separately, these skills can be "equal" to each other, but when considering the scope of the teamwork skills they act as part of the skills of teamwork skills. These include some parts of the skills of teamwork skills such as listening skills, expression skills, discussion skills, collaboration skills - sharing skills ... and many other components.

To assess teamwork skills should be based on the level of awareness of students about teamwork skills associated with performance level each part of skills during group work. This will easily be discovered based on a combination of survey information about the perception as well as collecting evidence related to actual skills.

As the world is flat, the distance between each nation and every individual on the territory are closer together. This is an opportunity for us to be able to cooperate and develop. Over the years, as well as possibilities of effective cooperation of group cooperation and international cooperation in Vietnam has not been appreciated in comparison with other countries. Therefore, the speed of our development is somewhat slower. It's time we should be aware of the need for cooperation and forging you team work skill is an essential.

Next, the flat world citizen must have leadership with 78.4%. Leadership is one of the most important concepts in science about human recourses organization. It is a process that influence socially while leaders seek voluntary participation of subordinates in order to achieve organizational goals. Leadership is a process affects and guides the individual behavior and group behavior towards the organizational goals. On the other hand, leadership is not only the leading people of the organization, team, group,... but also manages yourself

Leadership is an activity that has appeared since the formation of human society and is one of the factors that play a decisive role in the development of human society, organizations. So it has always been paid special attention. In particular, in the context of globalization, with the knowledge explosion , economics environment , culture , society changes very rapidly now become a leading topic of special interest . In terms of a turbulent society, leadership is facing to tremendous opportunities as well as enormous challenges for the existence and development of the community and the organizations. To exploit these opportunities and adequately deal with the challenges for the development of the community, the organizations require in citizen the flat world must have strong leadership skills persuasively.

Third, even though how modern life is, how flat the world is, the key to optimize the personal development ability and work organizing planning ability effectively, it is logical thinking skills (67.8%). Logic or Boolean, from ancient Greek λόγος (logos), originally means word, or what was said.

In everyday life, all human activities are through their thinking. Along with the development of practical and perception, people have more and more full, deeper, more accurate understanding about self-awareness of thinking. This understanding process is the basis to create the development of logical thinking. The laws of logical thinking are common to all humanity. Of course, the product of thinking is different from the other's, about the same judge who are

right and other are wrong, so it depends on other conditions. A citizen of the flat world necessarily needs to equip himself with scientific logic.

Today, under the impact of the scientific revolution - modern technology, logical thinking gives people the sharp tools to help their minds delve deeper into perception of the objective world's secret.

Therefore, we can say that with no logical thinking skills we are hard to survive in the modern world today. Logical thinking skills equips for humanity the logical means to realize the objective " dialectic" more deeply, more fully with precision tools.

To equip him with logical thinking from now on we take specific actions, such as reading, studying, participating in courses about critical thinking, debating with friends about a problem ... We will help you use the brain effectively and equip you with the critical thinking skills of science.

Fourth, skills of using information technology, internet usefully, efficiently and safely with 67.2%). In the flat world nowadays, if we do not know how to use information technology, you will become outdated and obsolete. But how to use it effectively without falling into abuse and dependence is not easy to do. In fact, many individuals spend time on the network to access entertainment sites instead of finding useful information for them, but they wandered from one page to another without focusing on what they are looking for.

Many young people use information technology as games and entertainment or harm others when spreading links are infected virus or hack the site to prove their talent.

If you have a computer and Internet, please use it effectively. Instead of playing games and surf the web, you can improve your typing skills, word processing and learning how to use software to work. These things will help you much in life. Please arrange your time efficiently by planning for using computer, you need to take time to work and when to read newspapers, watch movies or do other things. Skills for using information technology are important skills during technology development nowadays because no one could survive in this flat world without knowing to use technology.

Fifth, problem solving skills with 65.0% also considered the necessary soft skills for the flat world citizen. Problem solving skills are the result of solving the problems that arise in people's daily operation by conducting properly actions, act on the basis of the knowledge adapting and experience of subjects (Huynh, 2012).

Perhaps the newness of the flat world has given people necessary problems to be resolved in a satisfactory way. Problem solving is one of the growing conditions. This means that solving the problem is one of the conditions for human survival and development. And it is even more important in the flat world nowadays (Huynh, 2012).

Sixth is a self- study skills with 43.7 %. Self-study skills are the ability to perform self-learning activities to equip themselves with the knowledge and skills necessary for learning about life and work .Self-studying makes school be no longer the only place to conquer knowledge .Self-studying is also required when the world is on period of global integration . Flat world requires self-studying to serve itself from the content, self-study way, self-study method. Self-studying in life today is like a key to succeed of each person. Knowledge in school is not sufficient and knowledge in books is not persuasive enough. Knowledge is really sufficient and persuasive only when there is a harmonious combination between theory and practice. Flat World gives us a great deal of new and strange knowledge requires us self - conquer and dominate our knowledge .Self-study to catch up with the modern equipment, the new knowledge that the flat world brings (Huynh, 2012).

Seventh are communication skills with 42.5 %. A persistent problem in society today's there is a lack of individual parts in communication skills both directly and indirectly through means such as telephone , email , chat , ... For direct communication " face to face " they lost interest or " pay attention " to the other's emotion, they have lost the most " realest "one , even communicating without looking at each other . And communicate indirectly through the media they almost show very professional and stylish but behind it contains thing called "lack of skills" and not interact together culturally. Many individuals can spend hours surfing the web but do not have 10 minutes to talk with grandparents, parents and their beloved ones. It is time for each of us to be aware of our communication skills in flat world today although the world is flat but not "flat" in the human heart (Huynh, 2012) .

Time management is also regarded as necessary soft skills when it has 39.8 %. Flat World led to the explosion of science and information technology, the work of people become more and more complex. The job requires people take time, requiring people to solve tasks quickly and accurately so that the flat world citizen to have time management skills or rather use 24 -hour time properly. Flat World led to the appearance of social networks : Facebook, You tube, Zing Me , Google Plus , Go.vn and products of modern science and technology : mobile phone , iPad , iPod , ... They bring many the utility for everyone, but if you do not know to use the product for the right purpose and social networking, will spend on each person not a little time. Typically facebook, according to statistic to 8/ 2013, Vietnam has 19.6 million Facebook users, equal to 21.42 % of the population and 71.4 % of Internet users and the average of 3 seconds Facebook has a new Vietnamese users. A "fan" facebook gushed: " when class or group has public activities , events on Facebook is that classmate go to bed too late to update and give continuous feedback . Many days I remind myself to go to sleep at 12 but try to stay for a while and it has come to 1-2 am .Playing Facebook is the most effective way to "waste" time , each day I

take 3-4 hours for it ". The above requires we ourselves plan to work properly and scientific. Be the master of science, do not let science affect negatively your life (Huynh Van Son, 2012).

And finally is Change yourself Skill 36.0%. When life changes, you yourself also must change to fit that life. As mentioned, the flat world brings people great advantages, and besides that also brings challenges, but the first difficult is to change one's own self. Changes to adapt to the new environment, with the flat world to make ourselves not be eliminated from the flat world. We can not let past appear in a modern and dynamic environment (Daniel Goleman, 1995).

2.2.3 For students themselves

Career orientation at high schools currently has not had orientation for the possibility of output, most of students choose University as a "fashion "with the hot jobs . This is a negative thinking affecting the process of economic development and social imbalances and causing the imbalance of labor resources. Moreover, after high school graduation, they all want to take the University Entrance Examination. However, going to universities is not the only way to develop career. Therefore, the students themselves should consider properly and reasonably to choose a profession consistent with their abilities and family circumstances, etc. Thus workers will work more actively, effectively and the employers will have employees with higher qualifications, competence and in accordance with the requirements of the job. (Huynh, 2009)

On the other hand, students who want a good job after graduation, besides specialized knowledge, they need to learn constantly, quick update the newest knowledge. The training of foreign language and information technology is an important bridge between the students and businesses in the process of international integration. (Quan, 2010)

In addition, students need to be aware of the importance of soft skills in the process of applying for a job and later working process. Students can form their own skills when they are still at the auditorium by actively participating in team, social activities, etc. It will self- form skills and students can be more confident in the application and working process.

3. SUMMARY

Students are key sources as well as the country's future. The strong economic and political development of our country is entirely dependent on the young generation today. However, currently, a heartbreaking reality is that the rate of unemployment of graduates is too high. There should be a comprehensive overview of the causes of the current situation have appropriate solutions to enhance career opportunities for students. This is an important factor contributing to the abundant, dynamic and highly professional labor resources to serve Viet Nam.

4. REFERENCES

- [1] Diane Tillman, The value of life for youth, Ho Chi Minh Tong Hop Publication, Viet Nam, 2009
- [2] Huynh Van Son, Introduction to Life Skills , Education Publishing House , Viet Nam, 2009
- [3] Huynh Van Son, Development of soft skills to students Pedagogical University, Department of scientific topics numbers B.2012 2012. 19.05 , University of Pedagogy , Ho Chi Minh City, Viet Nam, 2012
- [4] Huynh Van Son, Development of soft skills Pedagogical University students, Educational publisher, Viet Nam, 2012
- [5] Ministry of Education and Training , Rules of Professional standards , issued together with Decision No. 02 , 2008 of the Minister of Education and Training , Viet Nam, 2008.
- [6] Ministry of Education and Training, Some general issues of life skills and life skills Training for students in secondary schools , Education Publishing House, Viet Nam, 2010.
- [7] Nguyen Quang Hien, Labor market, reality and solutions, Thong Ke Publication, Viet Nam, 1999
- [8] Nguyen Thanh Binh, Life Skills Training , Publisher National University, Viet Nam, 2007
- [9] Quan Duong, Career Orientation Consultancy, Young Publication, Viet Nam, 2010
- [10] Tran Minh Trung, "To offer job to employer", Commercial Magazine, Viet Nam, 12 -1999
- [11] Vu Hoang Ngan Truong Thi Nam Thang, Construction and Development Working Group, Women's Publishing House , Viet Nam, 2009.