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COMPETITIVENESS OF UNIVERSITY GRADUATES IN THE LABOR MARKET

Abstract

Qualifications held by manpower resources are one of factors determining their competitiveness on the modern labor market. Formal education makes up one's qualifications and can be an asset while seeking employment in the labor market.

The article presents the result of the questionnaire survey referring to the importance of higher education on the labor market and its influence on the competitiveness of persons seeking employment. The survey was carried out in West Pomeranian voivodship both among university graduates and employers. Hence, the analysis refers to both supply and demand side of the regional labor market.

Key words: labor market, graduate, education, competitiveness.

Introduction

Nowadays, qualifications, skills and knowledge play a special role in the functioning of market economy, transformation of economies, and globalization. It is stressed that knowledge is of profound importance while creating the competitive advantage of a country or region. Human resources play a crucial role in these processes. Thus, the role of human capital in economic development is becoming more and more prominent. Highly qualified and well-educated people possessing rare skills (both inborn as well as acquired in the course of education) have certain characteristics that should determine their great competitiveness in the labor market.

At the same time, taken the development of Polish economy into consideration, it can be noticed that well-educated persons have considerable problems finding employment. This phenomenon is noticeable among university graduates in particular. Unfortunately, young people, adjusting to economy requirements through receiving proper education, not always meet labor market requirements.

The present paper attempts to state what importance education received (and particularly higher education) has with reference to the labor market. The analysis was made on the basis of the results of the questionnaire survey conducted both among university graduates and employers from West Pomeranian voivodship. Thus, the paper presents a collation of opinions expressed on the supply as well as demand side of the labor market.

The research sample

The questionnaire survey was carried out on West Pomeranian labor market among two groups of respondents. It aimed at determining the importance of higher education. The first group included university graduates who were registered as unemployed in county labor

offices while responding to the survey. The respondents have not reached the age of 27 yet. The survey was carried out in the period from June 1, 2004 to April 30, 2005 and examined 611 respondents.

The group of unemployed university graduates under consideration was not a homogenous community. The respondents graduated in various areas of study. The area were divided into the following ten categories: administration and law, architecture and construction, economics, humanities, engineering, pedagogy, natural sciences, agriculture, forestry and fishery, social sciences as well as management and marketing. Table 1 shows the distribution of respondents by the area of study they have graduated in.

Table 1. Structure of +respondents by the area of study they have graduated in

Areas of study	Number of graduates	Percentage of graduates
<i>Administration and law</i>	46	8%
<i>Architecture and construction</i>	15	3%
<i>Economics</i>	128	21%
<i>Humanities</i>	21	3%
<i>Engineering</i>	92	15%
<i>Pedagogy</i>	60	10%
<i>Natural sciences</i>	32	5%
<i>Agriculture, forestry and fishery</i>	49	8%
<i>Social sciences</i>	86	14%
<i>Management and marketing</i>	82	13%
Total	611	100.0%

Source: own compilation based on the results of the survey

Economics graduates constituted the largest group of respondents (i.e. 21 per cent). Another positions were occupied by engineering graduates, social sciences graduates, as well as management and marketing graduates. The share of each of the aforementioned groups constituted 15 per cent, 14 per cent and 13 per cent respectively.

The respondents were also divided into groups depending on the degree they had received. Persons holding master's degree represented over 66 per cent of respondents, persons with bachelor's degree – over 27 per cent, and finally graduates holding engineering degree constituted c.a. 7 per cent.

The structure of respondents by sex is particularly interesting. Women represented the majority of unemployed university graduates, namely 71 per cent.

The period during which graduates remained unemployed was the last feature characterizing this group (distinguished for the purpose of the present paper). Table 2 shows the structure of respondents by the aforementioned criterion.

Table 2. The structure of respondents by the period during which they remained unemployed

The period during which respondents remained unemployed	Number of persons	Percentage
less than 1 month	102	16.69%
1-3 months	191	31.26%
3-6 months	141	23.08%
6-12 months	83	13.58%
over 12 months	94	15.38%

Source: own compilation based on the results of the survey

Graduates who had remained unemployed for 1 to 3 months (while responding to the survey) represented the largest group (i.e. every third respondent). Graduates unemployed for 3 to 6 months formed the second largest group. Altogether, university graduates who had remained unemployed for less than half a year constituted c.a. 71 per cent of respondents. It seemed alarming that some graduates had been unemployed for longer than half a year. This group represented nearly 29 per cent of respondents. Furthermore, it should be noticed that graduates who had problems finding employment for over a year were also included in this group. The share of this group in the total of unemployed university graduates amounted to about 15 per cent.

In order to complement the description of the community under examination, the period of time during which respondents remained unemployed was also analyzed with reference to sex and area of study.

As it turned out from the survey, women remained unemployed longer than men. Taken unemployed female university graduates taking part in the survey into consideration, 30 per cent of them had been seeking employment for over 6 months. This percentage was lower among men as they represented c.a. 25 per cent of respondents in this group.

Table 3 shows the structure of respondents unemployed for longer than 6 months by areas of study in which they have graduated.

Table 3. University graduates unemployed for longer than 6 months

Area of study	Percentage of respondents in particular groups
Administration and law	32.61%
Architecture and construction	6.67%
Economics	35.93%
Humanities	19.05%
Engineering	15.22%
Pedagogic	35.00%
Natural sciences	28.13%
Agriculture, forestry and fishery	18.36%
Social sciences	31.40%
Management and marketing	37.80%

Source: own compilation based on the results of the survey

The largest percentage of graduates who had remained unemployed for longer than half a year was recorded among management and marketing graduates (i.e. nearly 38 per cent). Pedagogy graduates, economics graduates, social sciences graduates, and

administration graduates also remained unemployed for quite a long period of time.

Considering the labor market mainly as a mechanism consisting in contrasting labor demand with labor supply makes it necessary to examine expectations and attitudes represented by the other side of the market, namely employers. Moreover, such an approach is justified by the fact that the labor market in Poland (including West Pomeranian labor market) is the market of employer who has advantage stemming from market surplus.

Hence, in order to identify labor demand in the segment of university graduates in the region, it seems necessary to carry out the questionnaire survey referring to the demand reported with respect to the segment represented by university graduates.

The questionnaire survey was addressed to medium and large employers. Such a choice was dictated by the results of the survey conducted from 2002 to 2004 both by the author of the present paper and the research team in Microeconomics Department at University of Szczecin. The survey examined, among other things, expectations held by students in the last year of full-time studies who attended West Pomeranian higher education institutions with reference to their future career. As it turned out from the survey, students were interested in finding employment in large or medium-sized enterprises (once they have graduated).

Thanks to the survey carried out from March 1, 2005 to May 31, 2005, 308 questionnaires were filled in. These questionnaires were a source of information used to identify factors determining labor demand in the segment of university graduates in West Pomeranian voivodship.

The group of employers under examination was not homogenous just as unemployed graduates. Taken the aim of the present paper into account, it is necessary to distinguish groups of employers by certain factors that might influence their opinions, expectations and attitudes in the labor market. In order to do so, the following criteria have been adopted: employment size, sector represented, and the kind of business activity conducted.

Table 4 shows the structure of employers under examination by employment size.

Table 4. Structure of employers under examination by employment size

Employment size	Number of entities	Percentage of entities
<i>Up to 49 employees</i>	11	3.57%
<i>50- 99 employees</i>	150	48.70%
<i>100- 149 employees</i>	42	13.64%
<i>150- 249 employees</i>	49	15.91%
<i>250- 499 employees</i>	19	6.17%
<i>500 employees and more</i>	37	12.01%
Total	308	100.0%

Source: own compilation based on the results of the survey

As it could be noticed, entities employing from 50 to 99 employees represented the largest percentage among employers under consideration. This group constituted nearly a half of all entities participating in the survey. Entities employing from 150 to 249 workers formed the second largest group. Nonetheless, they are included among medium-size entities. Large entities (in which the number of employees exceeded 250 persons) represented 18 per cent of all the entities participating in the survey.

Taken the perspective of the sector represented by employers into account, private employers represented the largest group in the entire sample. They constituted over 57 per cent of all the respondents. The remaining employers belonged to the public sector.

Table 5 shows the structure of respondents by PKD (Polish Classification of Activity) section represented.

As it turned out from Table 5, entities from education section, industrial processing section, as well as trade and repairs section represented the largest group. On the contrary, sections such as agriculture, hunting and forestry, fishery and fishing, real estates, renting and business activities, as well as financial intermediary formed the smallest group.

Table 5. Structure of employers under examination by the type of business activity

PKD section	Number of entities	Percentage of entities
Agriculture, hunting and forestry	12	3.90%
Fishery and fishing	1	0.32%
Mining	2	0.65%
Industrial processing	59	19.16%
Electricity, gas and water supply	12	3.90%
Construction	17	5.52%
Trade and repairs	36	11.69%
Hotels and restaurants	17	5.52%
Transport, storage and communication	24	7.78%
Financial intermediary	10	3.25%
Real estates, renting, and business activities	6	1.95%
Public administration and national defence, compulsory social security	26	8.44%
Education	63	20.45%
Health care and social security	23	7.47%
Total	308	100.0%

Source: own compilation based on the results of the survey

The importance of higher education in the labor market – opinions held by graduates

Formal education should be treated as one of factors determining competitiveness of labor resources. If one is aware of his/her competitiveness, this fact can determine his/her decisions about entering or continuing education. As far as the questionnaire survey is concerned, unemployed university graduates were asked if educational level might be an asset while seeking employment, and particularly if a person holding master's degree found it easier to get a job than a person holding bachelor's or engineering degree. Table 6 shows the distribution of answers that respondents gave to the aforementioned question.

Table 6. Distribution of answers to the question: does a person holding master's degree find it easier to get a job than a person holding bachelor's degree

Answer	Number of persons	Percentage
Definitely no	28	4.58%
Rather no	102	16.69%
Neither no, nor yes	128	20.95%
Rather yes	207	33.88%
Definitely yes	146	23.90%

Source: own compilation based on the results of the survey

According to respondents, holding master's degree may be an asset while seeking employment and may make it easier to find a job. "Rather yes" answer was chosen by every third respondent, while nearly 24 per cent of respondents answered "definitely yes". All in all, over a half of unemployed graduates participating in the survey stated that persons holding master's degree found it easier to get a job than persons holding bachelor's degree (as far as professions in which they would like to gain employment are concerned).

Nevertheless, it should be stressed that 20 per cent of respondents did not hold strong opinion about the matter discussed, whereas nearly 17 per cent would rather disagree with the statement. Only 28 out of 611 respondents (i.e. every twentieth respondent) believed that holding master's degree definitely did not make it easier to find employment. Hence, respondents expressed the opinion that receiving master's degree might be extremely helpful while seeking employment.

Analyzing the above answers with reference to type of studies finished by respondents allows for drawing interesting conclusions. It turned out that the distribution of answers given by persons holding master's degree was similar to answers given by persons who had received bachelor's degree. On the contrary, the distribution of answers given by unemployed university graduates-engineers and opinions expressed by graduates holding master's degree differed considerably. Unemployed graduates who had received engineering degree did not agree with the statement that persons holding master's degree (compared to persons with bachelor's degree) found it easier to get a job in professions in which engineers sought employment.

Young people looking for a job very often ponder over the accuracy of the area of study they have chosen. University graduates who have gained employment find it easy to express positive opinions about studies they have graduated in, notice benefits accruing from education received, and believe they are well prepared for the profession. Unemployed university graduates may share a completely different opinion.

In the questionnaire survey conducted, the attempt was made to indicate factors determining choices made by young people about the area of study. The respondents were also asked if they still believed that their decisions were right. Furthermore, they were asked to indicate benefits accruing from higher education and assess the extent to which they had been prepared for their professional career.

In order to systematize opinions expressed by respondents about factors determining the choice of the area of study, Table 7 shows average weights attached to each determinant.

Table 7. Reasons behind choices made by unemployed university graduates with reference to the area of study

Reason	Average weight*
One wants to enter the profession in accordance with one's interests	3.84
Fashion, the popularity of the area	1.24
Following the example of acquaintances who study in the area	0.64
One wants to extend his/her knowledge	3.56
Prolonging one's youth and putting forward the beginning of one's professional life	1.41
High prestige of the area of study	1.71
Parents' expectations	0.83

One is easily admitted in this area of study	0.84
It is easy to study this area of study	0.68
One wants to improve his/her chances of finding a job	3.17
One wants to find a well-paid job	3.28

* weights were attached on a scale from 0 to 5

Source: own compilation based on the results of the survey

Will to enter profession in accordance with one's interests is one of the main factors determining the choice of the area of study. As it turned out from the survey, the importance attached to this factors depended on areas of study respondents graduated in. Humanities, natural sciences and pedagogy graduates declared they were guided by their interest to the greatest extent while choosing the area of study. In each of the aforementioned three cases, the percentage of persons who attached 4 or 5 weight to interest exceeded 80 per cent, while in the case of management and economics, this percentage ranged from 50 per cent to 60 per cent.

At the same time, it turned out that unemployed university graduates seemed to be aware of the "be or posses" dilemma as persons who graduated in pedagogy and natural sciences did not indicate finding a well-paid job as the main factor determining their choices. The percentage of unemployed pedagogy graduates who attached the highest weight to this variant amounted to c.a. 46 per cent, while in the case of persons who had graduated in natural sciences, this percentage was even lower and amounted to c.a. 37 per cent. On the contrary, architecture graduates as well as management and economics graduates expected that the right choice of the area of study would enable them to find a well-paid job. The percentage of the respondents from the aforementioned groups who attached the highest weight to this determinant exceeded 60 per cent, and in the case of architecture, it amounted to as many as 80 per cent.

Analyzing the answers given by unemployed university graduates to the question about reasons behind the choice of the area of study, it could be concluded that respondents made very deliberate and mature choices, at least in their opinion. First of all, they were guided by their own ambitions (as to the knowledge they would like to acquire) and they wanted to enter profession in accordance with their interests. Secondly, they expected that graduating in the area of study they had chosen would make it easier to find a well-paid job.

The aforementioned opinion about choosing the area of study seemed to confirm the fact that students eliminated external factors independent of pressure from labor market (such as popularity of the area of study, family's or acquaintances' suggestions). Furthermore, respondents believed that if one wanted to be successful in the future, he/she should not be guided by the fact that it was easy to study in a particular area.

In this context, the distribution of weights attached to the prestige of a particular area of study seems surprising. Obviously, it should be differentiated from the possible popularity of the area of study, or fashion. Among 611 respondents, 256 persons attached the lowest weight to the prestige of a particular area of study, which constituted 41.90 per cent of the total of graduates participating in the survey. Apart from this group, the remaining respondents ascribed weights from 2 to 4, which resulted in the average 1.71 and this factor occupied the fifth position among eleven factors presented in the questionnaire.

As it had already been mentioned, respondents made deliberate and mature choices about the area of study. They declared that knowledge acquired while studying would make it easier to find a well-paid job. Nevertheless, they remained unemployed and were registered as such while participating in the survey. This state of affairs might have resulted from the fact that their believes had not been confirmed in reality, or the situation in the labor market

changed to such a large extent that, after a few years of studying, it was difficult to find employment in profession on which they pinned their hopes after receiving secondary education. Hence, all the respondents (i.e. 611 persons) were asked if they still believed that reasons behind their choices were valid (see: Table 8).

Table 8. Distribution of answers to the following question: do you still believe that the reasons behind your choice of the area of study are valid?

Answer	Number of persons	Percentage
Definitely no	25	4.09%
Rather no	97	15.88%
Neither yes, nor no	144	23.57%
Rather yes	271	44.35%
Definitely yes	74	12.11%

Source: own compilation based on the results of the survey

Among 611 unemployed graduates, only every fifth person does not believe that reasons behind his/her choice of the area of study have been valid (although he/she is unemployed). Only 4 per cent of respondents chose ‘definitely no’ variant, while ‘rather no’ variant was indicated by nearly 16 per cent of unemployed graduates.

Over a half of respondents (i.e. 345 persons) stated that they were guided by right things while choosing the area of study. In this group, 74 persons (i.e. 12.11 per cent of all unemployed graduates who took part in the survey) chose ‘definitely yes’ answer. The group of persons who could not determine if their choice was right was also relatively large. Neither yes, nor no – such an option was chosen by 144 persons, i.e. nearly every fourth unemployed respondent.

Unemployed university graduates were also asked about benefits accruing from entering and receiving higher education. Answering this question, they indicated intellectual development – the highest weight was attached to this variant (by 51.39 per cent of respondents) – as well as erudition (comprehensive education) to which 30.44 per cent attached the highest weight.

The lowest weight (i.e. 0) was not attached to any factor, though one of factors differed from the remaining ones with respect to the percentage of graduates who considered it unimportant. This factor was ‘security of employment’. The fact is that the aforementioned benefit (that might accrue from receiving higher education) cannot be gained in modern labor market. Among 611 unemployed university graduates participating in the survey, 105 persons (i.e. 17.18 per cent of respondents) attached the lowest weight to this factor.

Distribution of weights attached to the remaining variants (presented in the questionnaire) was not so unequivocal, hence it was difficult to interpret and arrange them by their importance without using average weights (Table 9).

Table 9. Benefits that might be gained thanks to higher education

Factor	Average weight*
High earnings	3.20
Security of employment	2.65
Position	3.08

Interesting life	2.81
Social position	3.01
Contacts with interesting people	3.27
Intellectual development	4.08
Erudition (comprehensive education)	3.40

* weights were attached on a scale from 0 to 5

Source: own compilation based on the results of the survey

The analysis of average weights attached to benefits that – according to respondents – could accrue from higher education allows for stating that (apart from the benefits that have already been mentioned) respondents consider contacts with interesting people as well as high earnings as very important factors. Furthermore, they believe that position and social position are considerable benefits as well. Graduates attached the lowest weights to interesting life and security of employment. Low weight given to ‘security of employment’ variant may reflect the fact that graduates are already aware of the fact that receiving higher education and holding master’s or bachelor’s (engineering) degree is not the only or major asset while seeking employment.

The importance of higher education – opinions held by employers

The above opinions about the importance of higher education in the labor market were expressed by university graduates, i.e. persons seeking employment. In order to verify information gathered, this section of the paper will present opinions held by employers in West Pomeranian region about higher education as a potential factor determining competitiveness of persons seeking employment.

At the beginning, groups to which employers address their job offers the most often should be specified. Employers participating in the survey indicated segments to which they addressed their job offers during last 5 years. Table 10 shows distribution of answers given by employers.

Table 10. Segments to which job offers were addressed in the period from 1999 to 2004

Segment	Average weight*
University graduates (who have just graduated)	2.99
The remaining persons with higher education	3.04
Persons with secondary education	1.76
Persons with education lower than secondary	1.17
Specialists with professional experience	2.74

* weights were attached on a scale from 0 to 5

Source: own compilation based on the results of the survey

As it turns out from Table 10, answers given by employers suggest that in recent years they have addressed their offers to the following groups:

- persons with higher education, however, having professional experience,
- university graduates (who have just graduated),
- specialists with professional experience.

Persons with educational level lower than secondary constituted the group in which employers were the least interested.

Such a structure of answers may be interpreted as information of profound importance

concerning the role that education plays in looking for potential employees. On the other hand, it cannot be neglected that very often the specific character and profile of business activity conducted by a particular entity functioning on the market determines its expectations about education received by employees.

Analyzing data obtained thanks to the survey, it could be noticed that there were considerable differences between what employers representing public sector and employers representing private sector declared with respect to segments to which they addressed their job offers the most often. Table 11 shows this relationship.

Table 11. Main segments to which job offers were addressed during last five years depending on sector represented by employer

Segment	Percentage of entities attaching the highest weight (i.e. 5)	
	Public sector	Private sector
University graduates (who have just graduated)	58.02%	23.73%
The remaining persons with higher education	64.12%	24.86%
Persons with secondary education	10.69%	25.42%
Persons with education lower than secondary	4.58%	20.90%
Specialists with professional experience	14.50%	57.06%

Source: own compilation based on the results of the survey

As it turned out from calculations made in Table 11, during last 5 years, entities representing public sector were extremely interested in recruiting candidates with higher education. Over 58 per cent of entities attached the highest weight to the segment of university graduates who have just finished studies. Comparably high percentage of entities from public sector (over 64 per cent) declared they were extremely interested in recruiting the remaining persons with higher education. Entities discussed were not really interested in employing persons with education lower than secondary.

On the contrary, quite a different situation is observed in the case of private sector where – as it can be assumed – professional experience is considered more important than formal education itself. In private sector, specialists with professional experience represented the most important segment to over 57 per cent of employers.

Question connected with the willingness of employers to look for candidates with higher education may be complemented by answers they gave to the question if they were more willing to employ a person with higher education while looking for a candidate for the post requiring at least secondary education. Table 12 shows answers provided by employers.

Table 12. Answers given by employers to the question if they are more willing to employ a person with higher education while looking for a candidate for the post requiring at least secondary education

Answer	Number of entities	Percentage
Definitely no	4	1.31%
Rather no	23	7.54%
Neither yes, nor no	48	15.74%
Rather yes	165	54.10%
Definitely yes	65	21.31%

Source: own compilation based on the results of the survey

As it turned out from Table 12, over 75 per cent of employers admitted that if a person with higher education applied for the post requiring at least secondary education, they would be more willing to employ a university graduate. About 16 per cent of respondents chose 'neither yes, nor no' variant. Respondents who did not state they would employ a person with higher education for the post requiring at least secondary education constituted only 8 per cent.

The aforementioned opinions expressed by employers participating in the survey about segments to which they addressed their job offers implied that higher education might be an asset while looking for a job. Although this was not a rule in all the groups of employers (distinguished by sector represented or the type of activity conducted), it signaled that university graduates have greater opportunities in the labor market than persons who have not received such education.

Summing up this part of the analysis of the supply side of the labor market with reference to university graduates (and particularly attitudes of employers toward this group), it can be stated that while looking for potential employees, employers favor persons with higher education, which is not always reflected in job offers.

Professional usefulness of a university graduate results from his/her basic skills and characteristics. Nonetheless, this usefulness may be examined in relation to other participants in labor market. Table 13 shows opinions held by employers with reference to chosen characteristics and expectations from university graduates compared to persons who have not received higher education.

Table 13. Opinions held by employers about graduates with different educational levels

	Percentage of employers attaching weights from 0 to 5					
	0	1	2	3	4	5
University graduates find it easier to adapt to new job than graduates without higher education	1.62%	2.60%	4.87%	29.22%	41.88%	19.81%
University graduates have greater pay aspirations than graduates without higher education	0.97%	0.65%	2.92%	6.82%	34.42%	54.22%
University graduates are more willing to face challenges than graduates without higher education	2.27%	1.30%	12.99%	29.22%	44.81%	9.42%
Even if university graduates do not have professional skills, they represent a higher level of other skills (involvement, self-presentation, teamwork etc.), compared to graduates without higher education	3.90%	0.65%	13.64%	29.22%	42.86%	9.74%

Source: own compilation based on the results of the survey

As it turns out from Table 13, the majority of employers participating in the survey has confirmed opinions about university graduates included in the questionnaire. They confirmed that university graduates had greater pay aspirations than graduates without higher education. Over 88 per cent of employers attached the two highest weights to this statement.

Employers also agreed that university graduates found it easier to adapt in a new job in comparison with graduates who had not received higher education. The two highest

weights were attached to this statement by 62 per cent of employers.

Over a half of employers firmly stated that university graduates were more willing to face challenges than graduates without higher education. The respondents also claimed that university graduates – even if they did not have all the professional skills – represented a higher level of other skills.

Conclusion

On the basis of the aforementioned results of the questionnaire survey conducted both on the demand as well as supply side of the West Pomeranian labor market of university graduates, it can be stated that higher education may still be an argument while seeking employment. Opinions expressed by university graduates allow for concluding that making decisions about continuing education (entering higher education), people expect their competitiveness to improve while negotiating with a potential employer. Over a half of respondents confirmed that a person holding master's degree found it easier to get a job than a person holding bachelor's or engineering degree.

Furthermore, graduates stated that the area of study might have determined one's expectations about his/her future career. Such an opinion was shared mainly by architecture and economics students. However, one's attention should be paid to the fact that graduates were unanimous as to the thesis that higher diploma did not guarantee that one would easily find employment. According to them, erudition and intellectual development were main benefits accruing from receiving higher education. Low weight attached to 'security of employment' variant probably reflects the fact that graduates are already aware of the fact that graduating from higher education institution and holding master's or bachelor's (engineering) degree is not the only or main asset while seeking employment.

Additionally, it also turned out that employers regarded higher education as a kind of asset to a person applying for a job. Nevertheless, they also required candidates to have professional experience which was not always gained by persons who had just graduated from higher education institution. Employers representing private sector considered professional experience as significant factor increasing the usefulness of a candidate.

Summing up, it ought to be stressed that higher education is a sort of asset appreciated by employers. Nonetheless, this is not enough to gain employment. This finding is quite important as higher education is common among society. However, it should be noticed that employers believe that a candidate with higher education has greater chances of getting a job than a person with secondary or lower education.