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PROBLEMS OF EMPLOYMENT OF HIGHER EDUCATIONAL GRADUATES ON THE LABOR MARKET IN THE CONDITIONS OF WAR AND POST-WAR RECOVERY

Introduction. In the current conditions of economic and labor market transformations, the issue of employment of graduates of higher education institutions is becoming particularly urgent. In Ukraine, this problem is complicated by the consequences of long-term socio-economic changes, demographic processes, digital transformation and the influence of external crisis factors, which cause instability of demand for specialists in various specialties. For young specialists, the transition from the educational environment to the real sector of the economy is often accompanied by difficulties of adaptation, a mismatch between the acquired competencies and the requirements of employers, limited opportunities for first employment and often low wages.

Changing economic structure, relocation of enterprises, rising unemployment, migration processes and shifting priorities in the employment sector significantly affect the opportunities of young people to enter professional life. In these conditions, employment of graduates of higher education institutions becomes not only a social problem, but also a key factor in ensuring the human resource potential of the state, its innovative development and competitiveness in the global market.

Analysis of recent research and publications. Analysis of scientific sources shows that the issue of employment of higher education graduates in conditions of dynamic market transformations occupies an important place in the research of leading Ukrainian scientists. A significant contribution to the study of this issue was made by S. Alyab'eva, L. Hrynevych, K. Koval, O. Kovtun, P. Kutsyk, E. Libanova, O. Menzul and other researchers.

Scientists are actively studying various aspects of graduate employment and the effectiveness of training specialists in the higher education system. Considerable attention has been paid to the formation of mechanisms for monitoring the professional trajectory of young specialists, improving the tools for collecting and interpreting data on their employment. The works of N. Velychko, O. Hrynkevich, O. Zavrzhna, O. Zamyatna, O. Levytska, U. Sadova and A. Saltykova emphasize the need for a systematic approach to tracking the employ-

ment activities of graduates and increasing the transparency of relevant information. A separate area of research concerns the competitiveness of young specialists, where the authors, in particular, A. Batyuk, O. Hrynkevich, O. Grishnova and I. Leghan, argue for the need for closer coordination of educational programs with labor market demands and strengthening the practical component of training.

The issue of interaction between higher education institutions and employers is widely presented in the scientific works of N. Azmuk, V. Antonyuk, I. Davydova, O. Dyakiv, R. Zakharchyna, L. Ilyich, L. Lavrynenko, N. Mospan, O. Martyakova, Yu. Marshavina and other scientists. Their works emphasize the importance of partnership forms of cooperation, the development of dual education, a career counseling system and services to support the professional start of young people.

The purpose of the article. There is an analysis problems of employment of graduates of higher education institutions in the labor market in conditions of war and post-war recovery.

Presentation of the main research material. Employment of graduates of higher education institutions (HEIs) during the period of Ukraine's independence has undergone a number of qualitative transformations, which, in the author's opinion, can be conditionally divided into 6 periods (Table 1).

Thus, over the 30 years of Ukraine's independence, the graduate employment system has evolved from a state-based distribution to a market-oriented model with an emphasis on skills, digital tools, and partnerships with business. Today, it is a complex ecosystem that connects the graduate, the higher education institution, the employer, the state, and the international community.

The basis of any legislative framework is a categorical apparatus, which, as the analysis of laws and regulations on this issue shows, most often do not correlate with each other. Thus, according to the regulatory and legislative framework on the problem of employment of graduates of the real sector of the economy, there are such categories as:



Table 1. Periodization of the employment system for graduates of higher education institutions during the period of Ukraine's independence

Period	Influencing factors / Characteristics	Changes / Consequences
1991-2000: Transition period: from planned to market model	<ul style="list-style-type: none"> - the collapse of the USSR and the state system of personnel distribution; - mass privatization and restructuring of industry; - shadow employment; - abolition of «training» for graduates; - reduction of government orders and guaranteed employment; - rising unemployment among youth; - lack of a career counseling market; - the creation of the first recruitment agencies and advertisements in the media, which gave rise to the classic labor market; 	<ul style="list-style-type: none"> - shaping the labor market instead of distributing labor. - restructuring of the state employment service; - the gap between education and the needs of the economy; - independent job search by graduates, often not in their specialty; - mass unemployment among youth, migration abroad
2000–2010: Searching for new models of interaction between higher education institutions and the labor market	<ul style="list-style-type: none"> - activation of the processes of adapting education to market needs; - increasing the number of private universities; - the entry of large international recruitment platforms into Ukraine (Work.ua, Rabota.ua, Jooble); - job seekers' access to their own profiles, online resumes and recruitment; - the emergence of the first career development centers based on higher education institutions: students received consultations and underwent training in interview preparation; 	<ul style="list-style-type: none"> - increasing the gap between education and employer demands; - employment opportunities through personal connections, not qualifications; - the spread of migration of young specialists; - change in employment structure: decrease in share in industry, growth in services.
2010–2020: Modernization of the labor market and integration into the European space	<ul style="list-style-type: none"> - annexation of Crimea, war in Donbas; - forced internal displacement of the population; - signing of the Association Agreement with the EU; - attempts by HEIs to form «competence profiles» of graduates. - implementation of dual education practices; - launching a grant program for career centers aimed at developing soft skills, internships, and practices. - adoption of the Law «On Higher Education», which provides for the autonomy of HEIs in the formation of educational programs; - intensification of cooperation with employers, launch of educational grants, international mobility programs; 	<ul style="list-style-type: none"> - mismatch between education and labor market needs; - employers' failure to recognize the «value of a diploma» without work experience; - updating professional retraining and requalification; - reorientation to European labor markets (labor migration to Poland, the Czech Republic, etc.); - the growing role of soft skills and digital competence; - job search by students during their studies; - the emergence of university startups and career hubs.
2020-2021: Pandemics and the development of digitalization	<ul style="list-style-type: none"> - COVID-19: transition to distance education and work; - significant reduction in the number of jobs; - cancellation or postponement of internship programs - rapid transition of the labor market to a digital format; - actualization of the needs for the development of soft skills and mastery of digital tools; 	<ul style="list-style-type: none"> - rapid growth of remote employment; - shortage of qualified personnel in a number of industries; - creating an online business and your own projects; - development of entrepreneurial initiatives in the youth environment; - updating educational programs; - implementation of digital courses; - development of partnerships between higher education institutions and business;
2022-2024: A period of challenges (war), rapid transformation, and a powerful network of partnerships	<ul style="list-style-type: none"> - massive destruction of educational and industrial infrastructure (especially in frontline and occupied regions); - relocation of higher education institutions to safe regions; - migration of millions of Ukrainians, in particular students and young people, abroad or to safer regions; - reduction in production volumes and entrepreneurial activity, business relocation; - changing educational trajectories, in particular, through the transition to an online format, temporary study abroad, etc. - increased demand for working specialties; - active cooperation with business: partnership programs, joint startup incubators, innovation hubs; - shifting the emphasis towards soft skills, international internships, inclusive employment and support for veterans; 	<ul style="list-style-type: none"> - reduction in the number of available vacancies due to the economic crisis and relocation of enterprises; - migration and outflow of potential personnel abroad: graduates who completed their studies outside Ukraine often do not return due to the lack of guarantees of stability; - demand for rapid retraining, digital mobility; - implementation of national and international programs to support young professionals (USAID, Erasmus+, GIZ); - increasing inequality in access to employment in the regions;
2025+: Future period - European integration and recovery	<p>Expectation:</p> <ul style="list-style-type: none"> - full integration into the European educational space; - large-scale demand for specialists for the restoration of Ukraine; - stimulating dual education, career coaching, and innovative entrepreneurship among graduates; - recognition of Ukrainian diplomas in the EU and the creation of common labor markets. 	

Source: author's development

- **able-bodied youth**- are citizens of Ukraine aged 15 to 28 who have completed their studies: at school, technical school, college or higher education institution, vocational training or retraining, military service (conscription, mobilization, officer or alternative) and, according to the legislation, have the right to their first official job lasting at least two years (Labor Code of Ukraine, 1971 [1]; On Promoting the Social Formation and Development of Youth in Ukraine, 1993 [2]; Clarification of the Ministry of Justice of Ukraine - Youth: Its Rights and Social Formation in Modern Ukraine, 2012 [3]);

- **first job for able-bodied youth**- is the first official position that young people receive after completing their studies at an educational institution, vocational training or retraining, or after completing military or alternative service. This position is provided for the start of employment, usually with social guarantees and support (On Promoting the Social Formation and Development of Youth in Ukraine, 1993 [2]);

- **young specialist**- is a graduate of a state educational institution who has been pre-ordered by enterprises, institutions or organizations. After completing his studies, he is provided with a job in his specialty for at least three years (Labor Code of Ukraine, 1971 [1]; «On Approval of the Regulation on Assistance in Employment of Graduates of State Higher Educational and Professional Educational Institutions of Ukraine», 1994 [4]; Procedure for Employment of Graduates of State Higher Medical (Pharmaceutical) Educational Institutions, whose Training was Carried Out by State Order, 1998 [5]);

- **employment**- is a process during which a person is given the opportunity to get a job, which includes legal support, economic incentives and organizational assistance from the state, employers or employment services to exercise their right to work (Law of Ukraine On Employment of the Population, 2013 [6]);

- **employee competitiveness**- is a combination of personal qualities, knowledge, abilities and professional skills that allow a person to successfully compete for a job, effectively perform their duties and meet the requirements of the labor market (Law of Ukraine On Employment of the Population, 2013 [6]).

Analysis of the regulatory framework regarding the employment of graduates of Ukrainian higher education institutions, the following conclusions were made:

1. **Most of the regulatory framework is becoming obsolete due to obsolescence and inconsistency with market conditions:** Resolution of the Cabinet of Ministers of Ukraine No. 992 «On the Procedure for Employment of Graduates of Higher Educational Institutions, the Training of which was Carried out by State Order» [7] and similar acts (Table 2) were created for the conditions of centralized personnel planning, when the state determined where exactly a graduate should go to work. In the modern economy, this contradicts the principle of freedom of choice of labor, enshrined in the Constitution.

There is a lack of a single conceptual and categorical apparatus regarding graduate employment and relevant regulatory and legislative documents or programs that would encourage graduates to work in their specialty.

2. **There is a shift towards new models of education financing:** the formula for financing HEIs based on the employment rate of graduates has made mandatory distribution unnecessary and ineffective. The state no longer «distributes», but rather stimulates HEIs to prepare competitive graduates [18].

3. **The process of globalization and human mobility is spreading:** modern graduates are looking for work not only within Ukraine, but also abroad. Permanent employment through referral has become legally and practically ineffective.

4. **State priorities are changing:** since 2017, the emphasis has shifted from «obligations» to creating conditions for voluntary employment, with particular attention to the employment of graduates in rural areas for medical and pedagogical specialties.

For a comprehensive understanding of the situation on the labor market, it is not enough to consider only the regulatory and legislative aspects of employment of graduates of higher education institutions. Although the imperfection of legal support does create barriers to effective interaction between the state, employers and educational institutions, the issue of employment is much broader and covers a number of socio-economic factors. That is why, to increase the level of employment of graduates, it is important to take into account not only legislative aspects, but also a wider range of factors that determine the conditions of their professional realization, namely:

5. **Low wages**, which does not meet the real needs of young people and their qualification expectations, is one of the key problems of employment of young specialists after graduation from higher education. Many graduates face a situation where starting salaries do not allow them to provide even a basic standard of living, which forces them to look for additional sources of income or change their field of activity. Low wages are not only an economic but also a social problem, as they contribute to the outflow of personnel from the country, a decrease in motivation to obtain higher education and inequality of opportunities among young people with different social status.

6. **The war caused a mass migration of Ukrainian youth**, in particular students who are studying abroad. Due to the inconsistency of mechanisms for recognizing educational documents between Ukraine and other countries, many students are unable to return to continue or complete their studies at Ukrainian higher education institutions, as Unified State Electronic Database for Educational Information is not integrated with international registers. This makes further employment in Ukraine impossible, as the educational trajectory of young people is finally transferred outside the country.

Table 2. Monitoring the status of the regulatory framework regarding the employment of higher education graduates

Date of adoption	Regulatory and legislative document	Document validity status
10.12.1971	Labor Code of Ukraine (with amendments made in accordance with the Decrees of the Presidium of the Verkhovna Rada of the Ukrainian SSR, the Laws of the Ukrainian SSR, the Laws of Ukraine) [1]	valid
01.03.1991	Law of Ukraine «On Employment of the Population» [6]	expired on 01.01.2013
05.02.1993	Law of Ukraine "On Promoting the Social Formation and Development of Youth in Ukraine» [2]	expired on 22.05.2021
23.03.1994	Order of the Ministry of Education and Science № 79 «On approval of the Regulation on assistance in employment of graduates of state higher educational and professional educational institutions of Ukraine» [4]	became invalid in accordance with Order № 1199 of 03.12.2010
22.08.1996	Resolution of the Cabinet of Ministers of Ukraine № 992 «On the Procedure for Employment of Graduates of Higher Educational Institutions, whose Training was Carried Out by State Order» [7]	expired on 07.06.2017
15.04.1998	Order of the Ministry of Health of Ukraine № 367 On approval of the Procedure for employment of graduates of state higher medical (pharmaceutical) educational institutions, whose training was carried out by state order [5]	expired from 09.09.2022
05.07.2012	Law of Ukraine «On Employment of the Population» [6]	valid
15.04.2013	Resolution of the Cabinet of Ministers of Ukraine № 306 «On approval of the Procedure for forming a state order for the training of specialists, scientific, scientific-pedagogical and working personnel, advanced training and retraining of personnel» [8]	valid
01.07.2014	Law of Ukraine «On Higher Education» [9]	valid
15.04.2015	Decree CMU No. 216 «On Amendments to the Resolution of the Cabinet of Ministers of Ukraine dated August 22, 1996 № 992» [10]	expired from 07.06.2017
05.05.2015	Order of the Ministry of Education and Science of Ukraine № 504 (as amended by the Order of the Ministry of Education and Science of Ukraine dated September 5, 2022 No. 784) «Some Issues of Recognition in Ukraine of Foreign Education Documents» and the Procedure for Recognition of Higher Education Degrees Obtained in Foreign Higher Education Institutions [11]	valid
06.10.2016	Law of Ukraine «On Amendments to the Law of Ukraine «On Higher Education» Regarding the Employment of Graduates» [12]	valid
02.02.2022	Order of the Ministry of Education and Science № 101 On approval of Methodological recommendations for monitoring the employment of graduates of higher and professional pre-higher education institutions and determining the employment indicator for the Formula for the distribution of state budget expenditures on higher education between higher education institutions [13]	valid
08.02.2022	Order of the Ministry of Education and Science № 130 «On approval of the Procedure for recognition in higher and professional pre-higher education of learning outcomes obtained through non-formal and/or informal education» [14]	valid
13.04.2023	Order of the Ministry of Education and Science № 426 «On approval of the Regulations on the dual form of obtaining professional pre-higher and higher education» [15]	valid
23.10.2023	Resolution of the Cabinet of Ministers of Ukraine № 1092 «On approval of the Procedure for creating a reserve of healthcare workers for work in the deoccupied territories of Ukraine» [16]	valid
30.05.2025	Decision of the Ministry of Health of Ukraine «On supporting young doctors who will work in villages, de-occupied and frontline territories» [17]	

Source: compiled according to data [1; 2; 4-17]

After completing their studies, a significant part of graduates successfully adapt to life in their host countries: they find jobs and start families. In the conditions of post-war reconstruction, there is a threat of losing qualified young personnel who could become the engine of innovative development of Ukraine. Therefore, the key conditions for the return of graduates should be guarantees of security, political stability and economic predictability. Only under conditions of real prospects for professional and personal development will graduates of higher education institutions currently abroad be able to consider returning to Ukraine as a meaningful and promising choice.

Convention on the Recognition of Qualifications concerning Higher Education in the European Region (Lisbon, 1997) is a valid international document, to which Ukraine has also acceded. It obliges the participating states to recognize diplomas, periods of study and qualifications obtained in other countries, provided that there are no significant differences between the educational systems. However, in practice, despite the legal validity of the Convention, there are several real problems that complicate the return of students to Ukraine:

- limited functionality of Unified State Electronic Database on Education: the program is not integrated with international data exchange systems, therefore it

does not automatically record educational achievements obtained abroad. This complicates the recognition of study periods and subsequent renewal in Ukrainian higher education institutions;

- lack of simplified mechanisms for temporarily displaced persons: after the war, no special simplified mechanism for recognizing education or part of the educational trajectory obtained abroad was created for Ukrainian students who were forced to leave;

- low institutional flexibility of Ukrainian higher education institutions: Not all HEIs are ready to accept students «in the middle of their educational path», especially if students studied under other programs that are not in line with Ukrainian standards.

7. One of the important obstacles to the effective employment of HEI graduates is the lack of a system of motivation for employers that would stimulate the creation of favorable working conditions for young people. In most cases, companies are not interested in hiring young specialists without experience, as this requires additional resources for adaptation and training. Without state support, employers do not see the economic feasibility of creating vacancies specifically for graduates.

In the current conditions of transformations of the educational environment, an important role in training highly qualified specialists is assigned to higher education institutions, their ability to quickly respond to the challenges of the war and post-war periods, to implement innovative and project approaches that will ensure the competitiveness of graduates in the labor market [19;20]. The employment rate of graduates depends on the quality of management of educational processes, the effectiveness of innovative and project activities and the ability of higher education institutions to ensure economic interaction with the labor market, and the readiness of future specialists to meet modern professional requirements [21;22].

To effectively overcome the outlined problems of employment of graduates of higher education institutions, it is necessary to form a holistic system of solutions aimed at increasing transparency, efficiency and interaction of labor market participants. Given the identified challenges, the logical step is to develop a set of recommendations that will allow updating and improving regulatory and legislative framework for the employment of HEI graduates, mechanisms for monitoring, supporting, and professionally integrating young professionals into the modern and post-war conditions of the country's development. They create the basis for systemic changes in employment policy and contribute to strengthening the role of graduates as a key resource for the reconstruction and innovative development of Ukraine.

To increase the efficiency of integration of graduates of higher education institutions into the labor market, it is necessary to update and improve the regulatory framework. In particular, it is advisable to:

- develop a state strategy to support youth employment, which will determine priority areas, mechanisms for interaction between higher education institutions, employers, and state authorities, as well as criteria for assessing the effectiveness of these measures;

- update the legislation on dual education, creating clear and stimulating conditions for employers who participate in the training of students and offer jobs after completion of studies;

- improve the regulatory framework for monitoring graduate employment, providing for mandatory transparent reporting by HEIs and the creation of a single state electronic system for tracking career trajectories;

- provide tools for state support for the professional mobility of young people, including grants for advanced training, internships, and participation in retraining programs for regions affected by the war.

The implementation of such measures will contribute to the formation of a more flexible and predictable labor market, strengthen cooperation between education and business, and ensure the competitiveness of graduates in the post-war period of Ukraine's reconstruction.

Effective formation of state policy in the field of higher education and the labor market requires high-quality, complete and reliable information on the actual employment status of graduates. In this context, an important step is the introduction of new statistical reporting forms that would allow for systematic monitoring of the results of the professional implementation of young specialists and assessment of the effectiveness of educational programs. The implementation of this recommendation should provide for:

- development of unified statistical reporting forms that would collect data on the number of employed graduates, their positions, the correspondence of work to the specialty received, the level of wages, regional distribution of employment, etc.;

- including long-term indicators in reporting, for example, tracking a graduate's career trajectory 6, 12, and 24 months after completing their studies, which will allow for a more objective picture of their integration into the labor market;

- integration of statistical forms with modern digital platforms, including the Unified State Electronic Database on Education and public employment service systems, to automate data collection and reduce the burden on higher education institutions;

- promoting interaction between higher education institutions and employers through the introduction of separate reporting blocks on labor market requests, types of vacancies, and the level of demand for certain specialties, which will allow adjusting the content of educational programs;

- ensuring transparency and accessibility of statistical information for analysts, authorities, employers and society, which will increase trust in the monitoring

system and contribute to the development of evidence-based educational policy.

The introduction of new statistical reporting forms will create the basis for the formation of a modern, analytically sound mechanism for monitoring graduate employment, which is an important condition for improving the quality of education and its compliance with the needs of the economy during the period of recovery and development of Ukraine.

To increase the effectiveness of supporting graduates on their path to employment, it is necessary to clearly regulate the activities of employment departments in higher education institutions. Today, such structural units often differ in functionality, resource provision, and level of responsibility, which complicates the formation of a unified state policy in the field of supporting young specialists. The key areas of this recommendation are:

- development and approval at the state level of the Regulations on the Graduate Employment Department, which should determine the list of mandatory functions, the mechanism for interaction with employers, monitoring tools, and the format of work planning and reporting;

- establishing minimum staffing and logistical requirements. It is necessary to ensure that the department has a sufficient number of specialists (career consultants, analysts, employers' relations managers), as well as access to modern information and communication tools;

- introduction of uniform standards for working with graduates: providing career counseling services, conducting trainings on the development of soft skills, organizing career events, monitoring the relevance of vacancies, and supporting students during the first years after graduation;

- determining funding and incentive mechanisms: it is advisable to provide for the possibility of state support, grants or preferential financing for the development of career services, especially in regional higher education institutions.

In the current conditions of globalization, digitalization and increased mobility of students and professionals, the need for interaction of national educational registers with international data exchange systems is becoming particularly urgent. For Ukraine, the integration of the Unified State Electronic Database for Educational Information with international analogues can be a strategic step in increasing transparency, competitiveness and mobility of Ukrainian graduates. The main recommendations are:

- increasing the international recognition of Ukrainian diplomas. Integration will allow automating the verification of education of Ukrainian graduates of higher education institutions by employers and other organizations abroad, which will significantly simplify the procedures for nostrification and confirmation of qualifications;

- creating conditions for international academic and professional mobility. Exchange of structured data with global educational registries will facilitate the participation of Ukrainian students and graduates in international programs, grants and joint research projects;

- increasing the transparency and quality of information about education. Synchronization of data standards will ensure the reliability, integrity and relevance of information, which will reduce the risks of document falsification and contribute to the formation of trust in Ukrainian education at the global level;

- improving labor market analytics and tracking career trajectories. International systems contain tools for analyzing the employment of graduates from different countries. Integration of Unified State Electronic Database for Educational Information can provide access to comparable analytical data, which will allow developing more effective state policy on the employment of Ukrainian specialists;

- promoting digital transformation and adaptation to European standards. Harmonization of data formats, protection protocols and information exchange with international systems will contribute to the harmonization of Ukrainian educational infrastructure with the European educational space, especially in the context of Ukraine's European integration;

- Increasing the efficiency of universities. Automated data exchange will simplify education confirmation procedures for applicants, graduates, and university administrations, reduce bureaucratic burdens, and improve the quality of educational services.

The integration of the Unified State Electronic Database for Educational Information with international data systems is a necessary step to strengthen the positions of Ukrainian graduates in the global labor market, ensure the transparency of qualifications, develop a digital educational ecosystem, and increase the competitiveness of national education. This will not only strengthen Ukraine's international integration, but also contribute to the formation of a modern and open educational information management system.

Conclusions. The problems of employment of graduates of higher education institutions in the conditions of war and post-war reconstruction are gaining strategic importance for the future development of the national economy. The modern labor market is characterized by increased uncertainty, structural transformations, and changing requirements for specialist qualifications, which requires graduates not only to have professional training, but also flexibility, adaptability, and the ability to learn quickly.

The conducted research allowed for a comprehensive assessment of the evolution, current state, and key problems of employment of graduates of higher education institutions of Ukraine in the context of war challenges and future post-war recovery. Analysis of the regulatory framework demonstrated a significant transformation of youth employment mechanisms – from

rigid state distribution to a flexible market-oriented model based on a competency-based approach, digitalization, and partnership between higher education institutions, employers, and the state.

The modern labor market requires more effective mechanisms for assessing employment performance, as well as improving the institutional infrastructure responsible for supporting the career development of students and graduates. The proposed recommendations define strategic directions for modernizing state youth employment policy.

Thus, the successful integration of HEI graduates into the labor market is possible only under the conditions of coordinated interaction of all participants in the educational and professional ecosystem, the implementation of modern management and digital solutions, as well as the orientation of educational programs to the real needs of the economy. During the period of post-war reconstruction of Ukraine, the role of young specialists becomes decisive, and the formation of an effective system of their employment is one of the key factors in the reconstruction and sustainable development of the state.

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Lozova T. Problems of employment of graduates of higher education institutions in the labor market in conditions of war and post-war recovery

The article examines the current problems of employment of graduates of higher education institutions of Ukraine. The process of transformation of the regulatory and legislative framework of the labor market regarding employment of graduates of higher education institutions during the period of Ukraine's independence is studied. It is proven that the graduate employment system has moved from state distribution to a market-oriented model with an emphasis on skills, digital tools, and partnerships with business and is viewed as a complex ecosystem that connects the graduate, the higher education institution, the employer, the state, and the international community. A categorical apparatus has been determined in accordance with the regulatory and legislative framework on the problem of employment of graduates of the real sector of the economy. The state of validity of the regulatory and legislative framework regarding the employment of graduates of higher education institutions of Ukraine has been monitored.

The study proposed a set of recommendations aimed at improving approaches to regulating and supporting the employment of higher education graduates, in particular: updating and modernizing the regulatory framework that defines mechanisms for promoting youth employment; introduction of modern statistical reporting forms that will provide complete, reliable and comparative information on the employment results of graduates by region, specialty and form of study and will become the basis for conducting high-quality monitoring; regulation of the activities of employment departments of higher education institutions by approving state requirements for their structure, functions and responsibilities; integration of national educational registers, in particular, Unified State Electronic Database for Educational Information, with international information systems.

The need for deepening interaction between higher education institutions, employers, and state institutions is substantiated in order to ensure the successful integration of young professionals into the modern labor market. It was emphasized that such cooperation should be systematic, technologically supported, and focused on the real needs of the economy, especially in the context of the war and post-war development of the state.

Keywords: employment, graduates of higher education institutions, able-bodied youth, first job, labor market, employee competitiveness, young specialist, higher education institutions, employment department, competencies.

Лозова Т. П. Проблеми працевлаштування випускників закладів вищої освіти на ринку праці в умовах воєнного та повоєнного відновлення

У статті досліджено актуальні проблеми працевлаштування випускників закладів вищої освіти України. Досліджено процес трансформації нормативно-законодавчої бази ринку праці щодо працевлаштування випускників ЗВО за період незалежності України. Доведено, що система працевлаштування випускників пройшла шлях від моделі з державним розподілом до ринковоорієнтованої з акцентом на навички, цифрові інструменти та партнерство з бізнесом і розглядається як складна екосистема, яка поєднує випускника, ЗВО, роботодавця, державу та міжнародну спільноту. Визначено категоріальний апарат відповідно до нормативно-законодавчої бази за проблемою працевлаштування випускників реального сектору економіки. Проведено моніторинг стану чинності нормативно-законодавчої бази щодо працевлаштування випускників ЗВО України.

У межах дослідження запропоновано комплекс рекомендацій, спрямованих на удосконалення підходів до регулювання та підтримки працевлаштування випускників ЗВО, зокрема: оновлення та модернізацію нормативно-законодавчої бази, яка визначає механізми сприяння працевлаштуванню молоді; запровадження сучасних статистичних форм звітності, які забезпечать повну, достовірну й порівняльну інформацію про результати працевлаштування випускників за регіонами, спеціальностями та формами навчання та стануть базою для проведення якісного моніторингу; регламентацію діяльності відділів працевлаштування ЗВО шляхом затвердження державних вимог до їх структури, функцій та відповідальності; інтеграцію національних освітніх реєстрів, зокрема ЄДЕБО, із міжнародними інформаційними системами.

Обґрунтовано необхідність поглиблення взаємодії між закладами вищої освіти, роботодавцями та державними інституціями з метою забезпечення успішної інтеграції молодих фахівців у сучасний ринок праці. Наголошено, що така співпраця має бути системною, технологічно забезпеченою та орієнтованою на реальні потреби економіки, особливо в умовах воєнного та повоєнного розвитку держави.

Ключові слова: працевлаштування, випускники ЗВО, працездатна молодь, перше робоче місце, ринок праці, конкурентоспроможність працівника, молодий спеціаліст, заклади вищої освіти, відділ працевлаштування, компетентності.