

First steps into the labour market
International survey of students
and graduates



Regional perspective

Methodology

The survey was carried out through the internet questionnaire from 27 January 2011 to 27 February 2011. In total, 3618 students and graduates participated in the survey which covered the countries of Czech Republic, Slovakia, Poland, Lithuania and Latvia. The students who were invited to participate in the survey were the ones, who have signed up for recruitment databases and were interested in recruitment information. Information on the survey was also placed on the Internet websites of Deloitte and of universities as well as the company's profile on Facebook. As a result of the similarity of recruitment processes for students in all the countries as well as the demographic structure of the test group, results obtained were weighted in order for the answers of groups from different countries to assure proportions appropriate to the population analyzed in each country.

Women constituted 58% of the test group while the mean age amounted to nearly 23 and half. At the time of the questionnaire being completed, half the persons analyzed were unemployed, 37% were employed and every tenth participated in an internship. One fifth of the participants were graduates with the majority composed of fifth year students while first year students constituted the smallest of the groups. Two thirds were students and graduates of master's studies. The dominating majority (90%) were students of day-time studies, with two thirds attending business-profile studies. Only 5% of the test group attended private institutions of higher education with the remainder being students or graduates of public institutions.

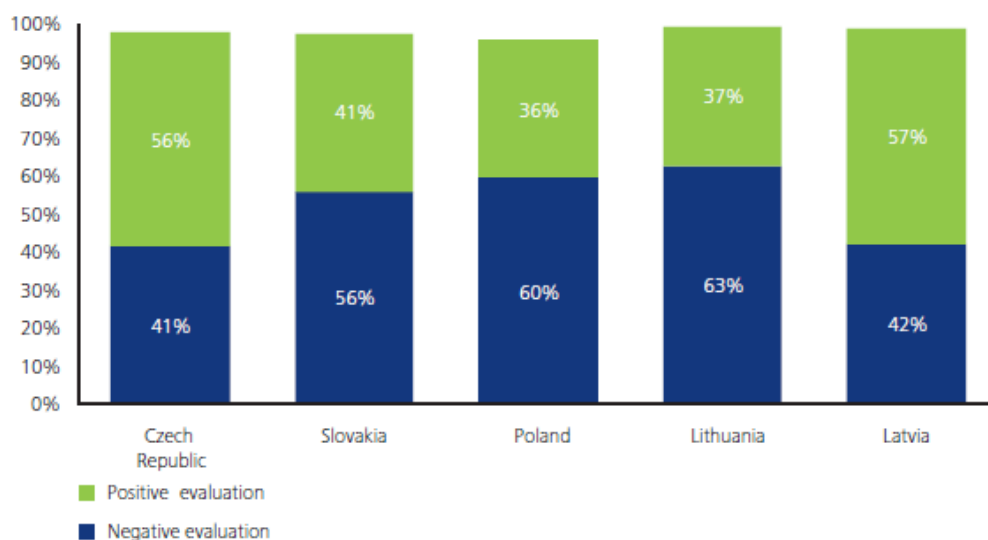
A critical evaluation of the higher education system

The results of study on students and graduates conducted within 5 countries of Central Europe clearly indicate the need for changes in the teaching programs at institutions of higher education to adjust them to real challenges faced by students entering the labour market. The responses collected in 5 countries are consistent and confirm the conclusions that could have been drawn from a study performed in Poland earlier in 2010. Students' expectations and the challenges faced by them while entering the labour market reveal the weaknesses of what is offered by high education institutions and the weaknesses of the existing system.

When asked for a general view on how the higher education system prepares the students to fulfil their future professional duties, 56% of the surveyed students in Central Europe expressed a negative opinion. The evaluation of schools chosen by those surveyed in terms of the level of preparation for the professional life was somewhat better than that of the higher education system in general – in the case of the institutions attended by the respondents, 58% of replies were positive.

In addition, students also said they expect aid and support in the job-seeking process itself. According to the respondents, the educational system does not prepare them for the job searching process – 72% of respondents gave a negative answer on this issue. The lowest evaluation to quality levels of the analyzed educational programs given to own higher education institutions were provided by Lithuanians, followed by Slovaks and finally by Poles. The most contented in this regard are the Czechs. The unfavourable opinions on how the higher education institutions prepare for work and for finding the employment, is one of the factors inclining students to seek the other sources in gaining experience and skills. Collecting professional experience during studies is as important for the students of Central Europe as the studies themselves. The discrepancy between educational programs and expectations of employers raises the significance of internships, apprenticeships and educational programs provided directly by the employers themselves.

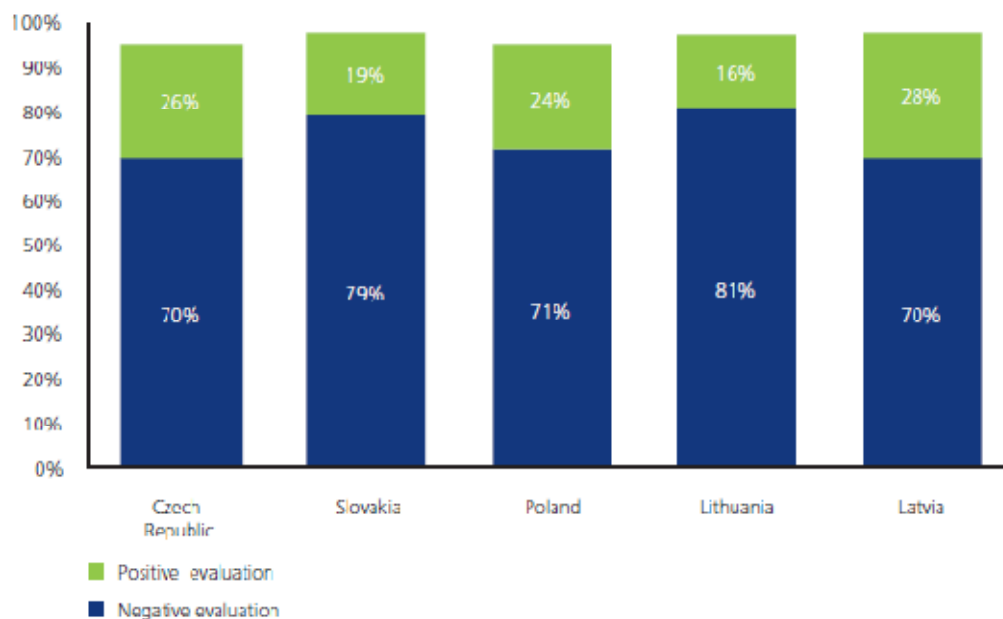
How do universities prepare students for their future jobs?



Another important aspect for the students is the preparation for the job seeking process itself. A little over half of the students from the region participated in the self-presentation or CV writing workshops. Poles take the lead in attending these types of training courses (over 60% of those surveyed) with Latvians coming second (almost 50%).

Less than 30% of those surveyed in Slovakia, took part in such workshops. Those who attended them, evaluate the quality of the educational system somewhat better in terms of the labour market's expectations.

How well do universities prepare students for the process of looking for a job?



Under the pressure of experience

Two thirds of respondents in the Central European region think that internships allow them to gain experience, and that is the key element in finding the job. The percentage of persons with this opinion is constant, regardless of the fact whether the person questioned participated in the internship or not. What we see therefore is a general conviction among students in Central Europe that the diploma of higher education institution itself is definitely insufficient to begin a career. 80% of respondents have the opinion that graduates without professional experience have small chances to be hired – this view is shared across all Central European countries.

Students seek different possibilities for complementing their knowledge with practical experience. Different types of internships, traineeships, jobs and programs offered by companies are desired and commonly used sources of gaining additional work experience in all Central European markets analyzed.

The different levels of students' involvement in internships depend on their local market. Polish students actively gain experience by working and participating in internships, and students from Latvia are least active in this aspect. This condition is most likely related with both – the evaluations of educational programs which the higher education institutions are offering, as well as with the scale of the market, the supply of internships and traineeships available to students.

The percentage of respondents who have acquired a given form of work experience (green highlights the highest figures in each of the experience types provided)

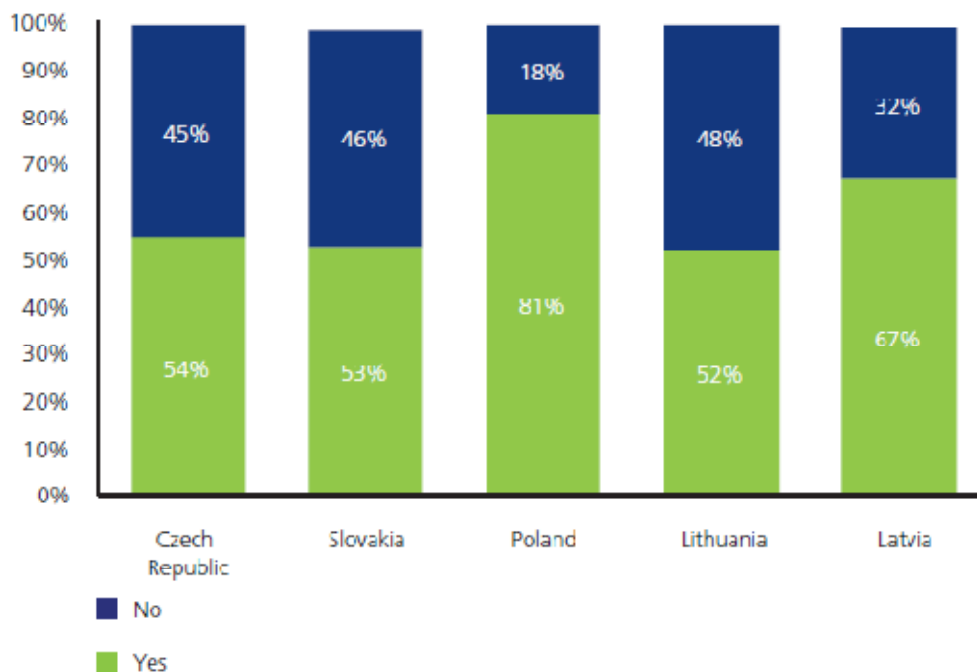
Type of experience	The average for the region	Czech Republic	Slovakia	Poland	Lithuania	Latvia
Student mobility program (e.g. Erasmus)	21,5%	26,8%	23,0%	20,4%	17,0%	28,5%
Additional educational programs offered by employers (e.g. workshops, case studies, etc.)	49,8%	34,0%	28,6%	58,9%	24,0%	25,1%
Job/internship domestic related to the field of study	63,4%	39,7%	31,0%	75,5%	24,4%	52,8%
Job/internship domestic unrelated to the field of study	37,3%	36,5%	37,3%	39,4%	24,6%	23,0%
Job/internship abroad related to the field of study	6,9%	8,0%	8,0%	6,4%	4,9%	11,9%
Job/internship abroad unrelated to the field of study	11,9%	10,2%	14,6%	12,7%	7,7%	5,1%
Temporary or seasonal jobs domestic	56,2%	58,2%	55,1%	57,0%	52,8%	43,8%
Temporary or seasonal jobs abroad	25,7%	21,9%	29,6%	27,2%	22,3%	10,2%
Volunteering	31,5%	25,4%	23,3%	33,2%	37,9%	24,7%
Self-employment	9,8%	15,6%	9,1%	6,4%	30,5%	17,9%
Special interest group	35,9%	12,4%	5,2%	46,3%	13,2%	22,6%
Student government	8,6%	5,4%	3,1%	8,7%	17,1%	11,9%
Student organization (e.g. AIESEC)	24,2%	17,9%	16,0%	28,3%	8,1%	12,8%

Two thirds of students surveyed in Central Europe worked on part-time basis during their studies, same number of them participated in internships related to their field of studies. Half participated in classes and courses organized by companies at higher education institutions, with a third being engaged in the operation of special interest groups and a fifth participating in the Erasmus exchange program. Nearly every third student worked as a volunteer while every fourth was a member of a student association. We can observe significant differences between countries of the region here – a high level of participation in an internship related to the course of studies undertaken within the country is reported mainly by Poles (three quarters of the surveyed group), less often by Latvians (half) and by Czechs – 40% and with only by one quarter of Lithuanians and 30% of Slovaks. Similar can be observed in the case of internships not related to the field of studies. The educational courses and classes organized by employers are most popular in Poland (almost 60% of those surveyed) with a third of Czech students participating in them.

In the remaining countries such forms of gaining knowledge and experience were used by less than 30% of respondents. Student mobility programs are most common between Latvians and Czechs (approximately 27% in both countries), the percentage in the other countries vary between 17% and 23%. The seasonal jobs were undertaken by less than half of Latvians but over 60% of those tested in other countries of the region. Volunteering is most common among Lithuanians and Poles – this form of gaining experience is used by every third person (and 25% in other countries of the region).

When asked about experience gained at work, either at economic entity or internship during studies, 80% of Poles and 66% of Latvians responded affirmatively. This was more than in the remaining countries, where such declarations were made by approximately 53% of respondents.

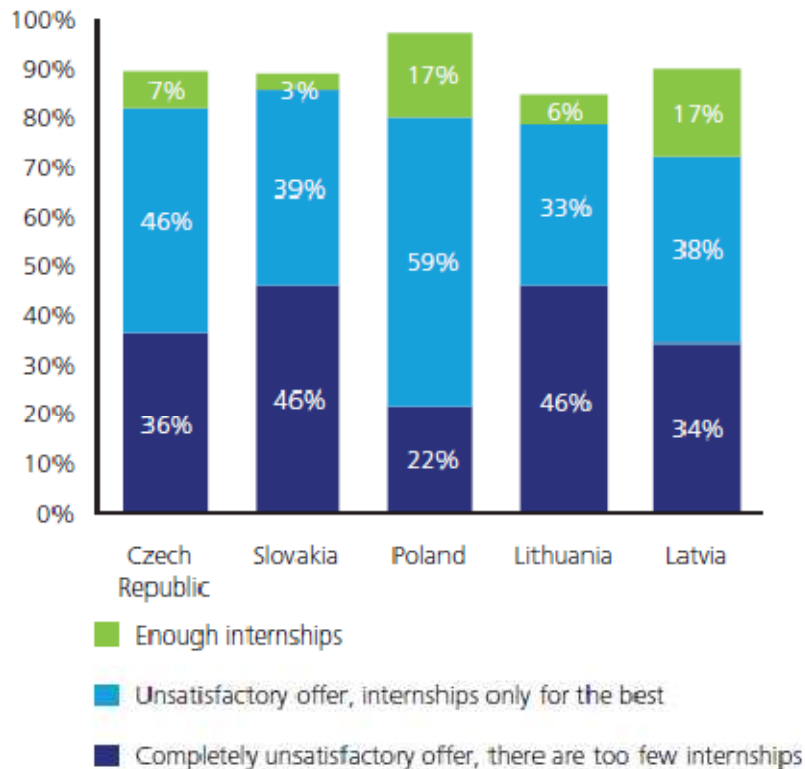
During the course of my study I have acquired professional experience through an internship/a job/self-employment



The above results show that the highest level of activity was among Poles, second place taken by Czechs and Latvians. The lower activeness of students from certain Central European countries does not arise from the lack of need for such experience but rather from the low supply of internship positions in small markets.

For this reason 46% Slovaks and the same number of Lithuanians believe that the number of internships in their countries is insufficient. Approximately 35% of Czechs and Latvians are of similar opinion but only 21% of Poles state likewise.

Evaluation of the internships available on the market



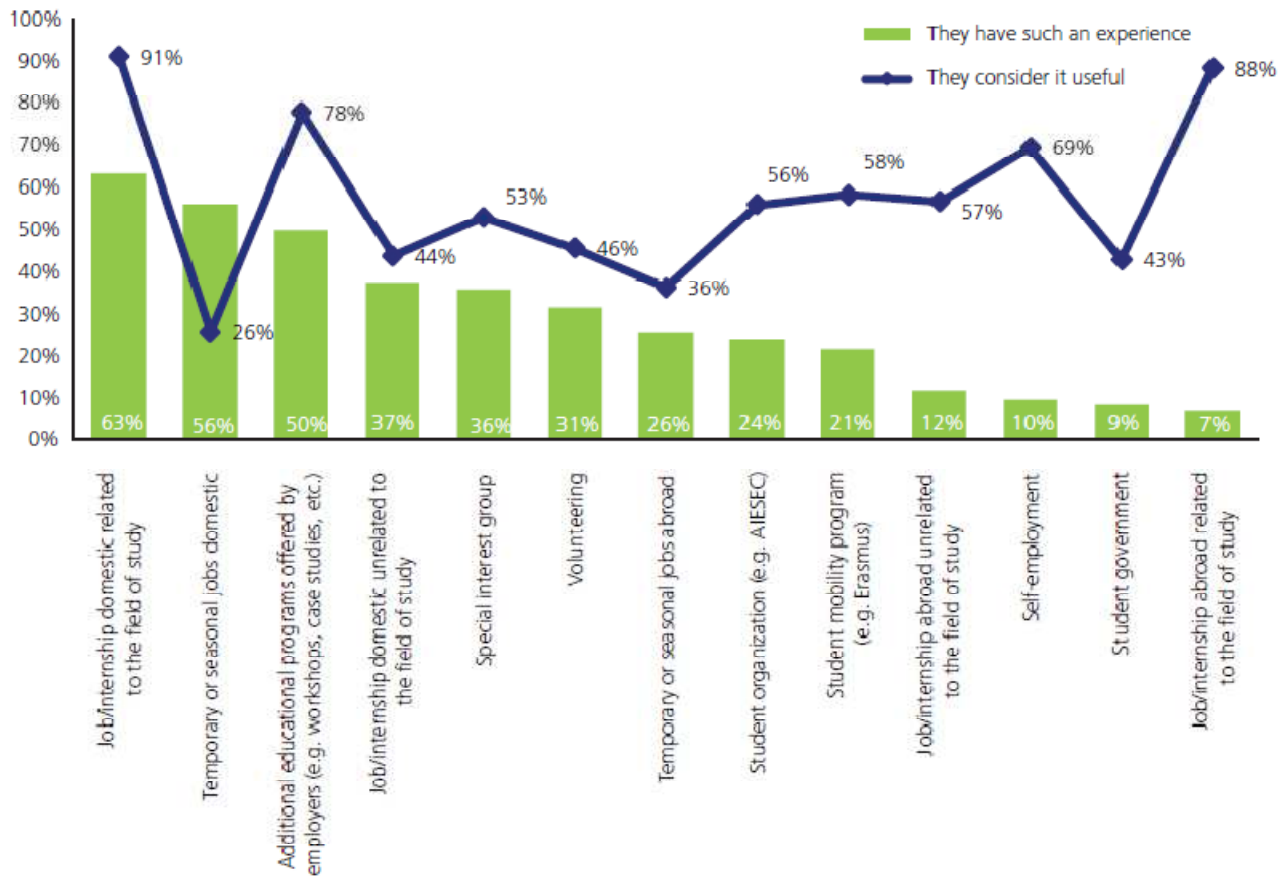
The above information as well as the fact that 50% of Lithuanian respondents do not seek internship or employment (these answers were provided by every third Pole and Slovak and every fourth Czech and Latvian) suggests the following conclusions:

- Regardless of the evaluation of the educational system and opinion on the necessity of having experience in job searching, the different forms of gaining such experience are used by those who, firstly, seek such experience and, secondly, by those convinced of the possibility of finding it.
- First of all, respondents seek such activities that are, according to them, most useful in the job hunting process. The internships related to the course of studies within the home country or abroad are considered useful in seeking employment by almost 90% of students from Central Europe. Employers' educational programs are valued by nearly 80% and self-employment by 69%. Half of the respondents have a positive opinion on the participation in scientific and student associations as well as volunteer initiatives. Those activities that are rated positively include the ones related to the course of studies, foreign excursions, and above all gaining practical experience.

- The results of the study clearly confirm that the educational programs at universities, according to the students, do not put sufficient emphasis on the practical approach. Students starting a career within a competitive market place want to be well prepared in order to fulfil future professional duties and seek possibilities for gaining such experience.

Employers, in turn, expect employees to be capable to undertake immediate professional duties. In order to satisfy the needs of all involved in the market, it is necessary to have the cooperation of the universities, the companies and the students.

Acquired work experience and how it helped the students in looking for jobs later in life (average for the region)



Student organizations – lack of regional proposals

Generally, membership in students' organizations is evaluated as being useful in finding employment by only half of the surveyed students in Central European countries. Memberships in special interest groups and business incubators are also considered helpful. The later ones are highly evaluated in Poland and in Latvia, while respondents from the other countries are not able to rate their usefulness. This may indicate that they are, in fact, little known.

Special interest groups are highly esteemed in Poland, Czech Republic and in Latvia (59%, 49% and 45% of positive opinions respectively). One third of respondents in Slovakia were unable to rate their usefulness in terms of gaining employment.

Students' associations are very good partners of companies looking for staff. When asked about specific organizations, the respondents were often unable to provide an answer in terms of their usefulness. This may be due to the fact that the majority of the respondents were students of business-oriented studies. The most recognizable association is AIESEC – 53% of respondents in the region say that it is successful in job hunting. The remaining trade organizations received "I don't know" answer at the level of 40-50% (AIESEC – 19%). Those who have spoken on the usefulness of these associations, rate them highly – based on the example of AIESEC, 55% provided positive responses in Latvia, 71% in Slovakia and 72% in the Czech Republic.

The conclusion is very simple: organisations should publicize their activities more widely. Companies, in turn, wanting to reach more active, valuable students, should broaden their scope of cooperation with them.

How useful do you consider the following students organisations in looking for jobs later in life (average for the region)



Ready for emigration

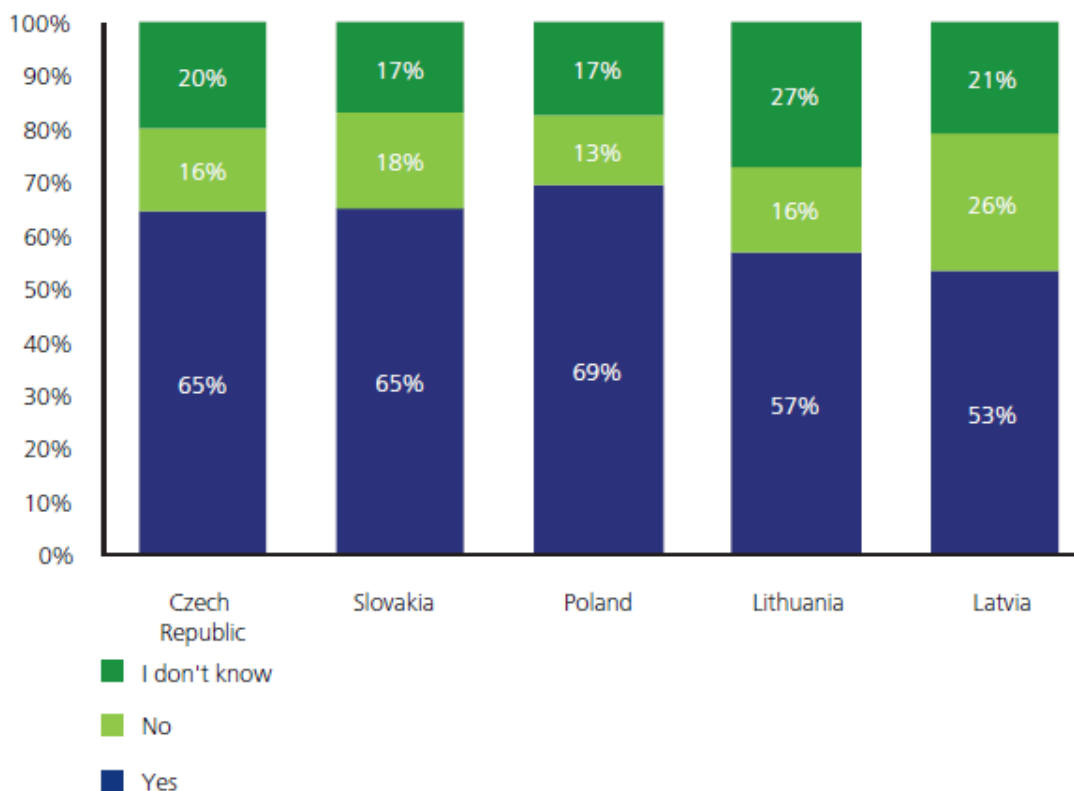
Dissatisfaction with the current situation in the market as well as activeness in job searching is partially related to the ability to move to another city or even country.

Overall, 61% of respondents in the region declared they were ready to move to a different city if they received an interesting job offer, 15% were unwilling to move and 18% did not have an opinion on this matter. In the cases of willingness of migrate to another country the answers were 61%, 18% and 22% respectively. The highest willingness to move to another city was expressed by Poles, Slovaks and Czechs while to another country by Latvians, Slovaks and Czechs.

The greatest number of people undecided (on both issues) is in Lithuania. The greatest number of those against migrating to another city is among Latvians (26%) and to another country among Poles (20%). Analyzing these results, we must take into account the characteristics of the countries – Latvia is a small country where one third of the population lives in Riga (with 82% of respondents studying there). Poland, meanwhile, has a tradition to migrate for valuable employment.

Lithuanians and Slovaks said that the number of internships is insufficient which leads to the assumption that the general perspectives of finding a job are also not seen in the brightest colours. Czechs, meanwhile seem to be the most cosmopolitan country in the region.

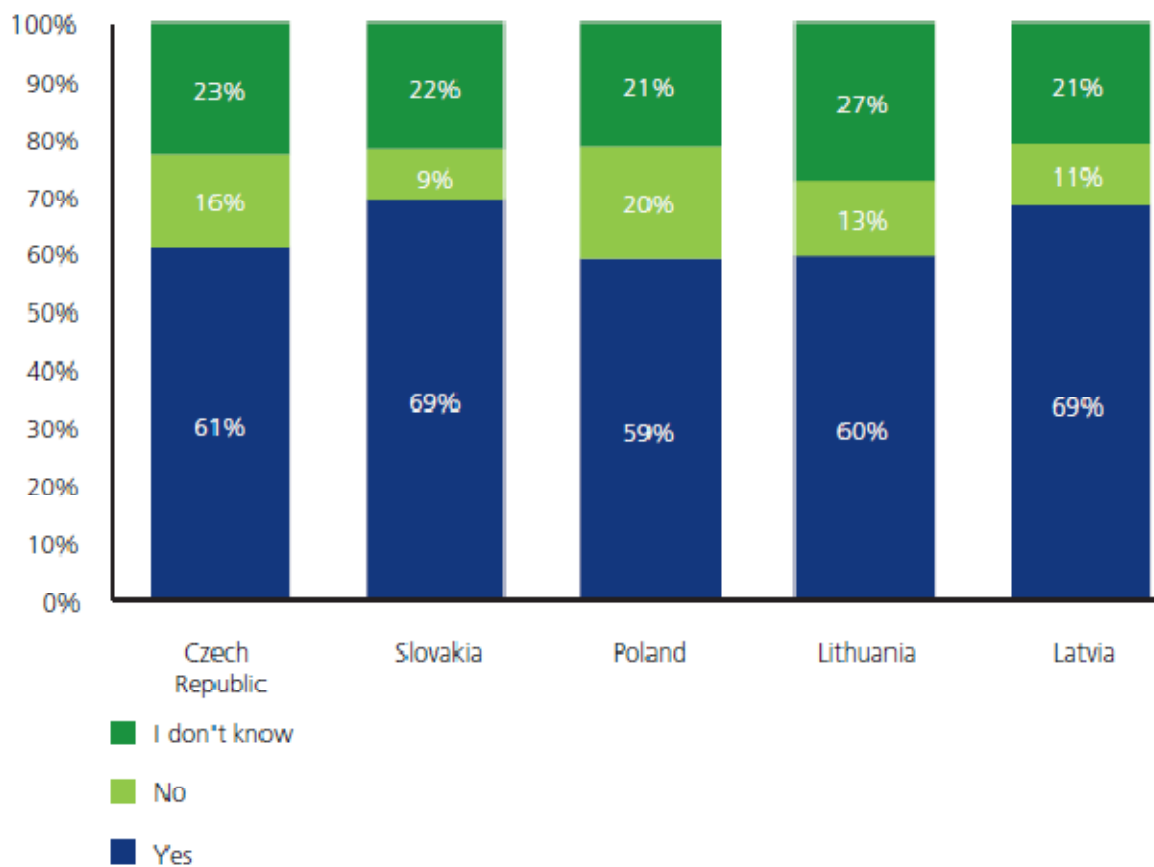
Readiness to move to different city to take up interesting job offer



Being ready to change the place of residence is significant but it is not clear from the survey what precise decisions the respondents would undertake in the situation of a real choice, although this high level of being ready to undertake professional challenges in other countries should provide some concern for the decision-makers in Central Europe. One of the main competitive advantages of Central European markets is young, professional workers. The access to skilled personnel is the main reason of starting the investments in countries of this region.

This broadly expressed readiness to emigrate should be interpreted as a “yellow card” for those responsible for the competitiveness of the region’s labour market. The employment markets within the countries analysed are clearly not competitive when compared with the rest of the European Union. Those graduates who emigrate to work in other countries will not return, will not bring back their experience or knowledge if they do not receive a possibility to develop within their own country.

Readiness to move abroad to take up interesting job offer



Experience – internship and employment

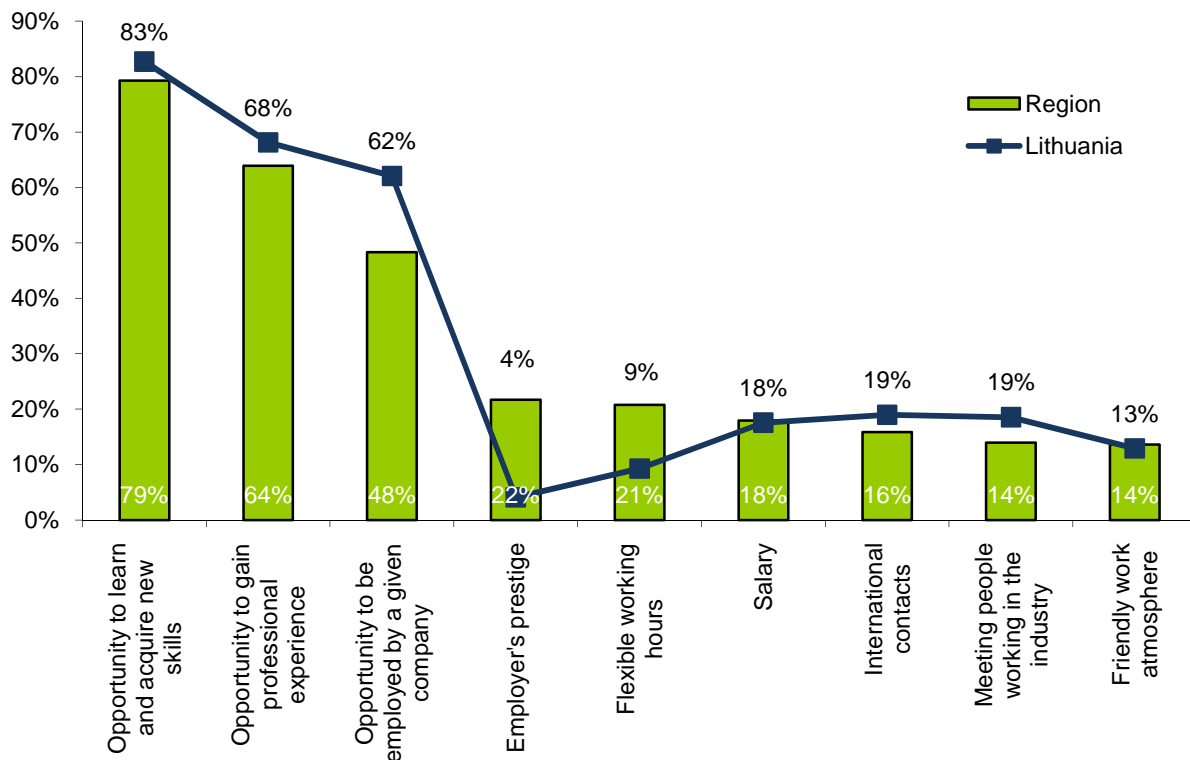
As mentioned above, half of the respondents from Lithuania do not seek internships or employment. In the region as a whole, there are fewer such people, with only a third currently not seeking internships or work. Those looking for internships (a fifth of those surveyed) are mainly interested in both paid and unpaid ones. The respondents from Poland do stand out in this aspect, with 40% of them seeking internships but only paid placements. These percentages are between 19% and 23% in the remaining countries.

Almost 40% of people looking for work within the region had sent up to five applications within the last 6 months. The results of the study show that students are not very active in looking for employment.

Young people starting in the labour market clearly do not believe in the high effectiveness of looking for work “blindly”. The responses are consistent with high ratings of effectiveness in job searching by internships and traineeships as well as by recommendations.

While looking for internships, the respondents expect to get skills and professional experience (especially Slovaks, Czechs and Lithuanians) as well as to get the potential possibility to get the employment (especially the Lithuanians and Poles). Interesting is the possibility of getting to know people from a specific line of business (selected more often by Lithuanians and Czechs) or gaining international contacts (important in Slovakia), which were less often indicated factors determining the selection of an internship (by every seventh respondent in the region), similarly to high salary and friendly work atmosphere.

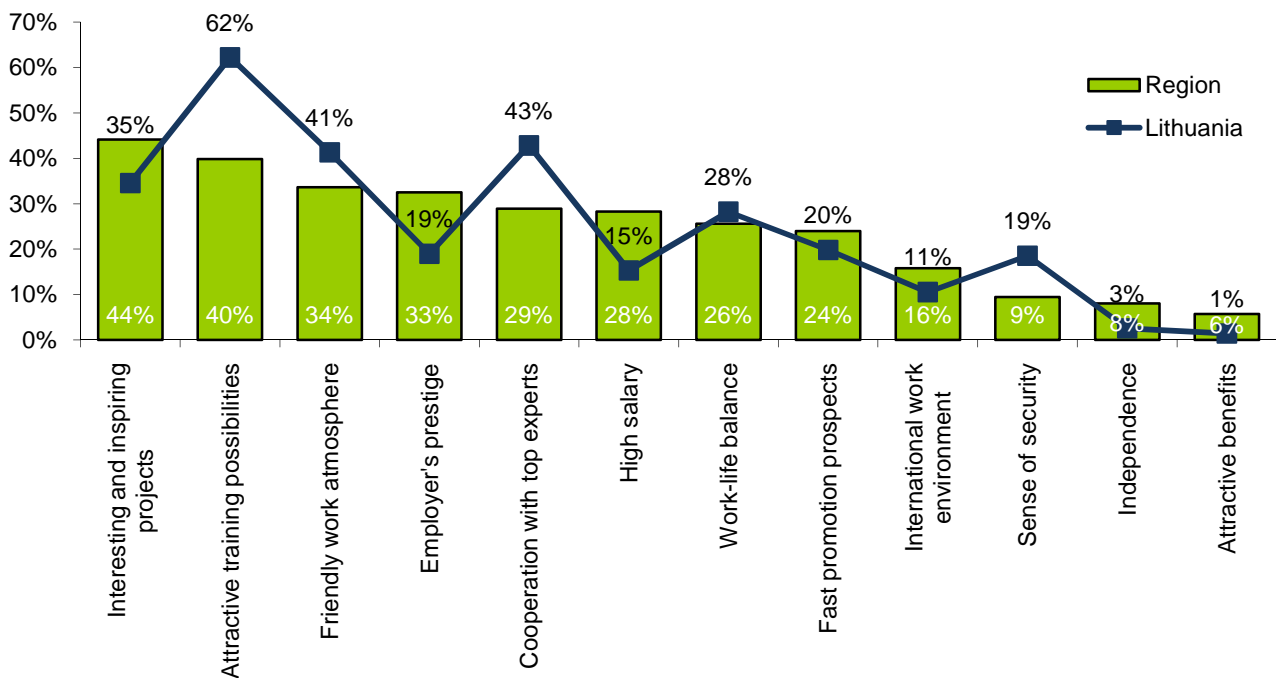
Most important criteria for choosing an internship (percentage of positive answers)



When asked to indicate the three most significant aspects of a good first job, most often the respondents indicated the possibility of participating in inspiring, interesting projects and a broad range of trainings, respectively 44% and 40% of responses in the region. Other aspects such as atmosphere at work, prestige of the employer have gathered approximately 33% of votes. Important also for many respondents were also the salary, possibility of cooperating with experts from the given field of business and the salary, or finally the possibility of balancing work and private life. This last item is most important for Lithuanians and Slovaks in contrast to respondents from other countries.

The least significant factors appear to be the benefits package and possibility of independent work. A wide spread of answers indicates that “everything is important”, however, it is visible that it is not the salary or the bonuses that are most significant to those currently studying. The possibility of combining work and private life is an important benefit of an employer for nearly every fourth respondent while keeping in mind that two thirds of them say they are ready to move to another city and not much less to another country because of an attractive job offer.

Top 3 most important features of a first job (percentage of positive answers)



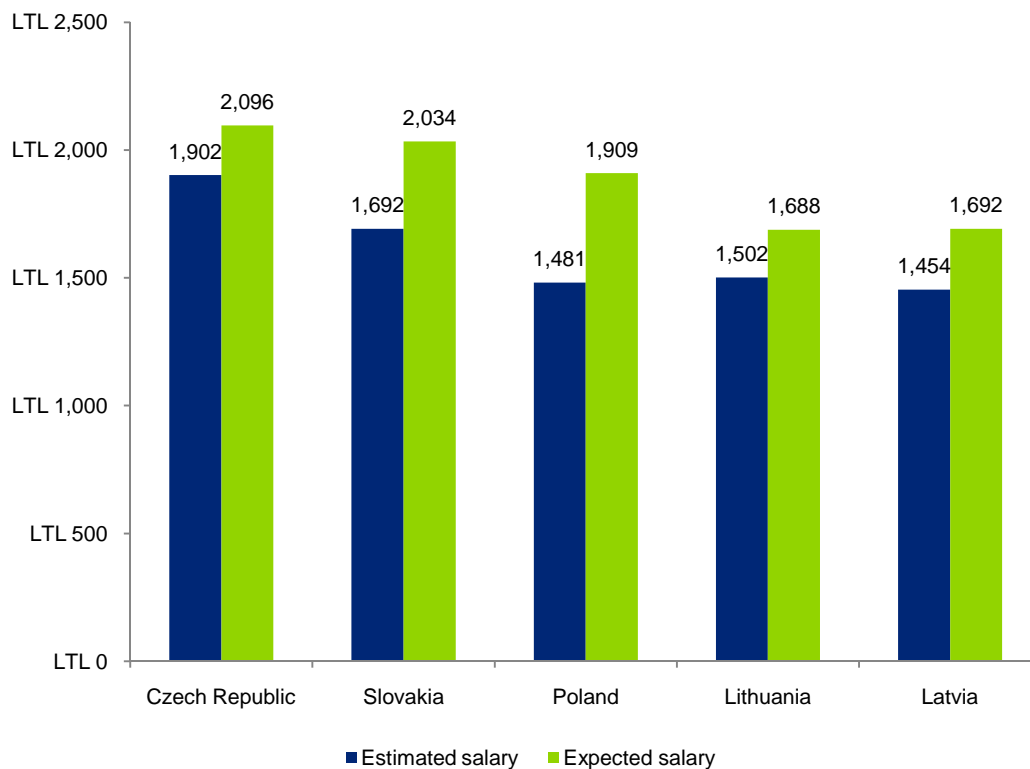
Financial expectations

Issues of remuneration differ from country to country, with the overall expectations of the respondents indicating the equivalent of 1 916 litas (EUR 550) gross for working on a 40 hour week basis and 2 593 litas (EUR 751) gross for full-time employment. These amounts are higher than those which are, in their opinion, offered by the market with 1 550 litas (EUR 449) and 2 072 litas (EUR 600) gross being offered respectively.

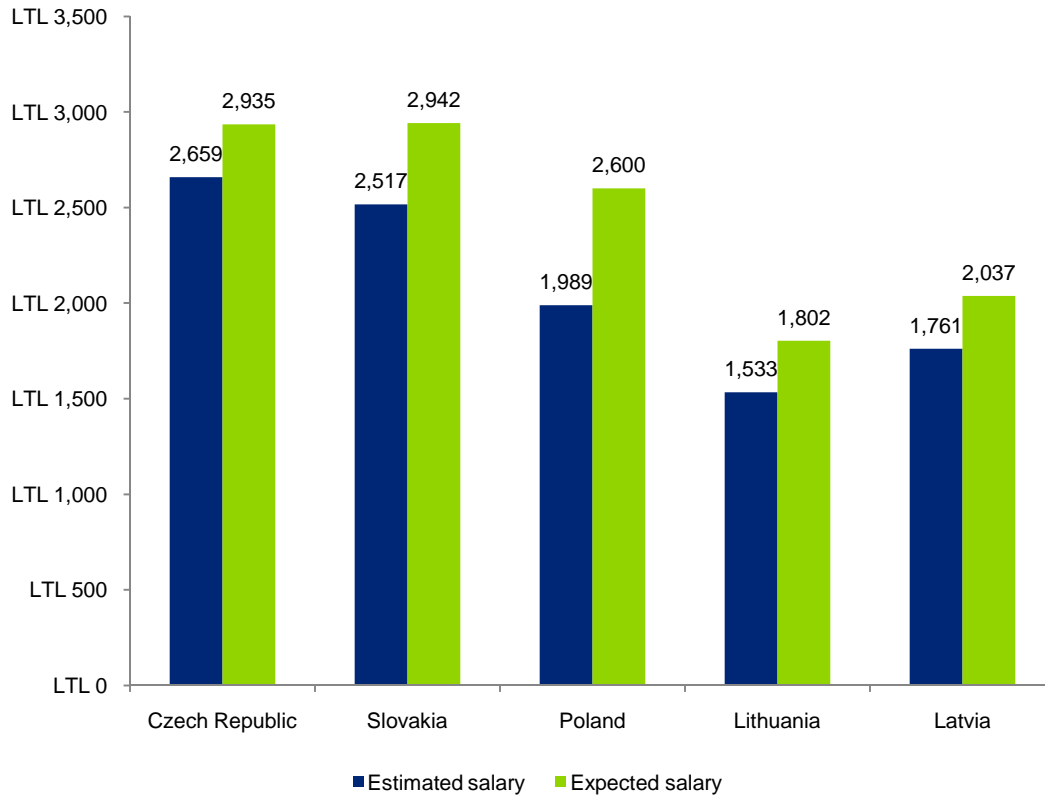
The expectations of highest wages for employment are provided by Czechs and Slovaks (on average 2 935 litas or EUR 850), then by Poles (2 603 litas or EUR 754), Latvians (2 037 litas or EUR 590) and finally by Lithuanians (1 802 litas or EUR 522).

The expected salaries for internships are lower and are equal to 2 096 litas (EUR 607), 2 034 litas (EUR 589), 1 909 litas (EUR 553), 1 692 litas (EUR 490) and 1 688 (EUR 489) gross respectively. The remuneration for an internship is higher in Latvia compared to Lithuania but no such differences exist in the case of salaries for employment.

The average gross salary (according to respondents) versus expected salary for an internship (40h/week)



The average gross salary (according to respondents) versus expected salary for the first job (40h/week)



For every country, however, the expected remuneration is higher from the estimated remuneration on the market. This dissonance is lowest in the Czech Republic (respondents from this country expect approximately 110% of the estimated remuneration) and the highest in Poland, equal to 130%.

This ratio in Latvia amounted to 116%, 117% for Slovakia and 118% for Lithuania.

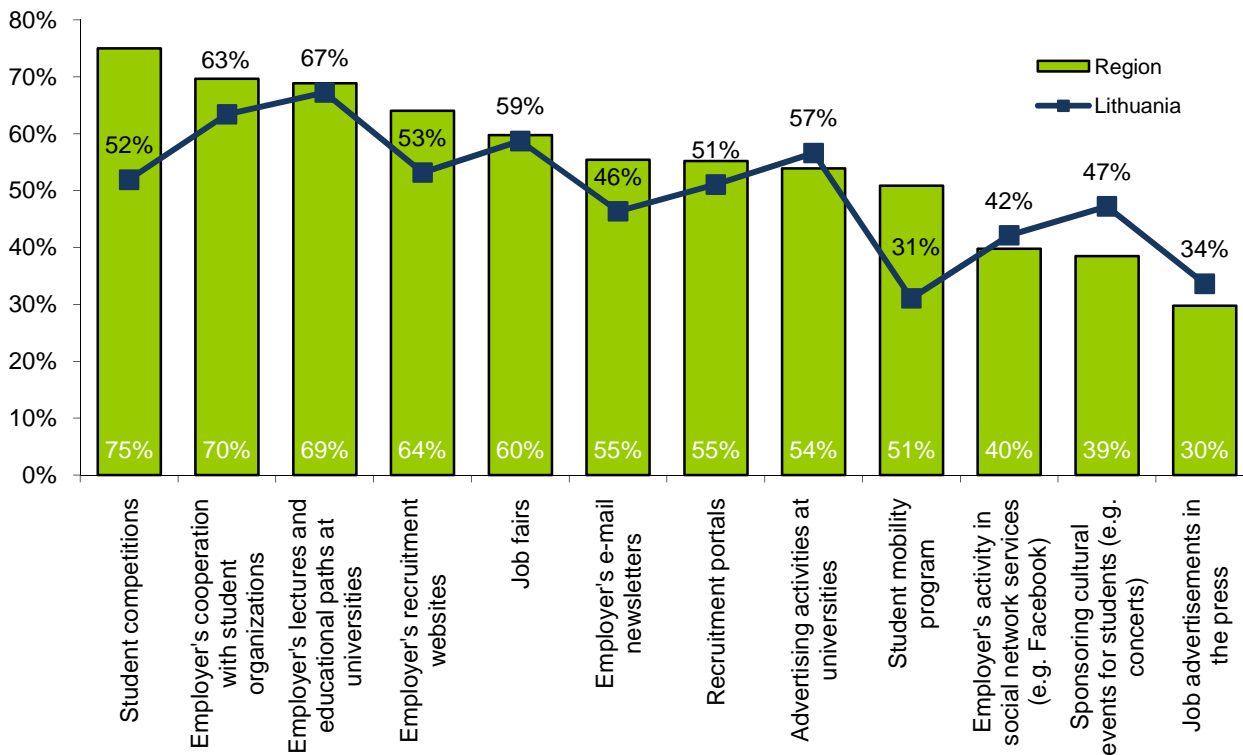
How to reach students – innovative forms of contact

There is a variety communication methods used by companies in order to reach students. The best rated are competitions directed at students and educational programs at higher education institutions as well as cooperation with student organizations. Information available at job fairs, Internet websites or recruitment portals as well as newsletters are rated lower. Classic advertisements have an equal amount of supporters and opponents, while social media sites are rated slightly higher. These are the results for the region with certain visible differences presenting themselves in the individual countries.

Respondents from Slovakia are more critical with regard to the different forms of contacting students by enterprises. Czechs, in comparison to other countries, rate the sponsoring of events, social media, press announcements and cooperation with organizations lower. Czechs and Latvians value competitions for students much lower.

Companies wanting to advertise themselves among students should therefore develop their own Internet websites and cooperate with institutions of higher education and student organizations.

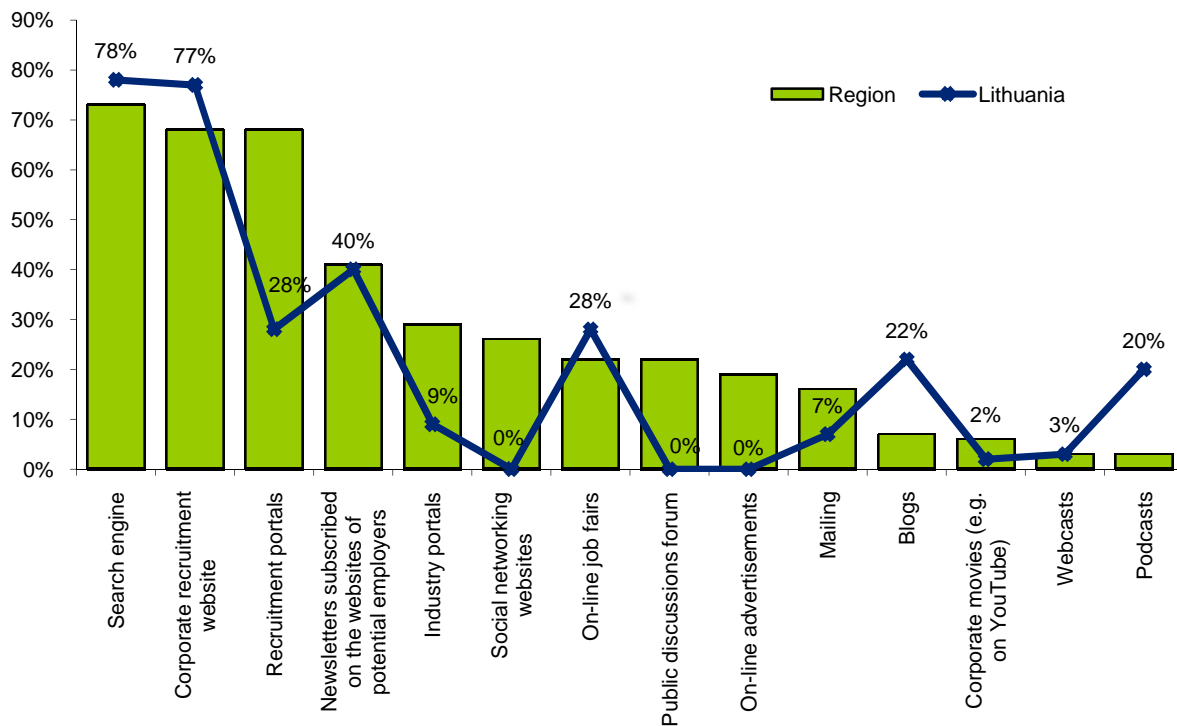
Attractiveness of communication methods between employers and students



When searching the Internet for information on employers, respondents primarily use the search engines, employers' websites and recruitment portals, with over two thirds of respondents declaring doing so. Newsletters also appear to be popular. More seldom used information sources on companies are the industry specific portals, social networks, forums or job fairs. The least used sources are webcasts and podcasts.

In Slovakia, compared to the rest of the region, greatest popularity is found among the employers' websites and Internet employment fairs rather than recruitment portals, in Poland - newsletters, in Latvia - e-mail advertisements, in Lithuania - blogs (used by twice as many persons than in other countries) and in the Czech Republic - recruitment websites.

How do you find information on employers on the internet?



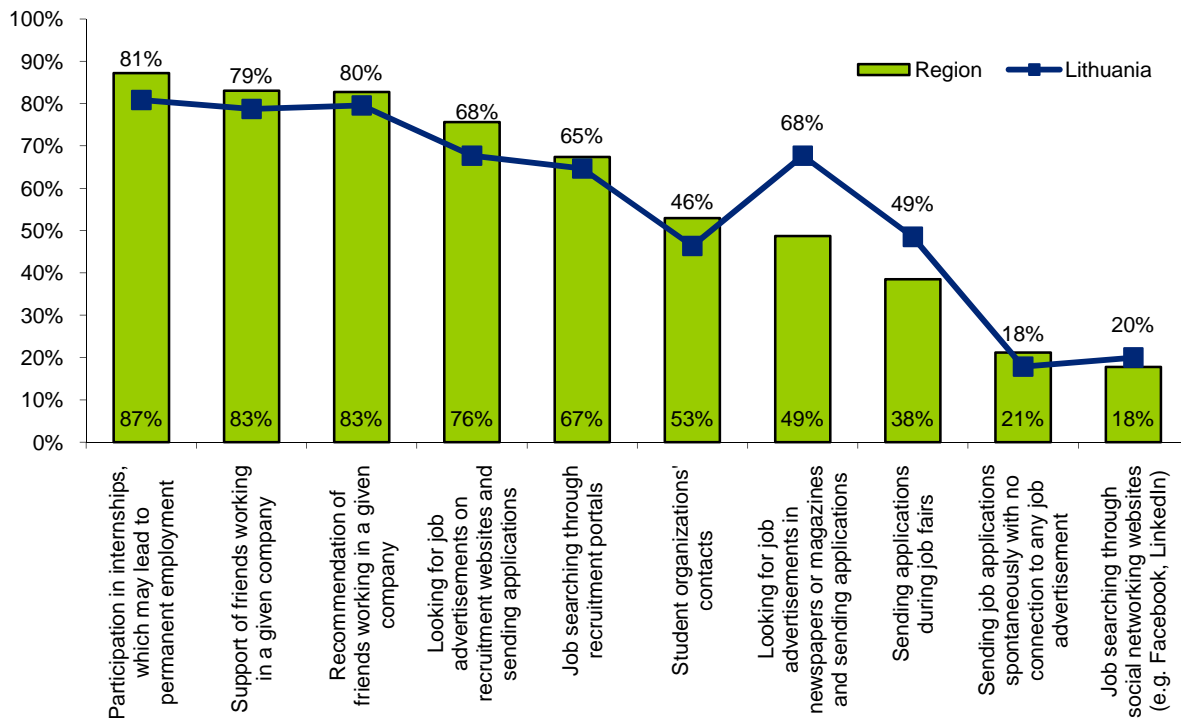
As many as four fifths of respondents use Facebook, 15% LinkedIn in addition to local services as well as communicators, such as Skype. Despite this, respondents are not interested in communicating with employers through social network sites, 46% of respondents are against it. The old joke states that social networks are like night clubs – if you meet your parents there, then it's time to change your place of entertainment. It appears that the same applies to employers. It may be that the respondents will gather information about companies from their Internet websites (this being done by the highest percentage of respondents in Poland - 30% and the least in the Czech Republic – 13%), however, they will not contact an employer using these methods.

Despite this, the Internet remains the main source of information regarding employment offers – 72% of respondents find advertisements on recruitment website and no less on the Internet websites of companies. Clearly less popular are job fairs, career agencies, advertisements in the press or information from family and friends – only from 25% to 30% of respondents use them. Press advertisements are popular in Lithuania (used by 50% of respondents), recruitment websites in the Czech Republic, in Lithuania and Slovakia (over 80% in comparison with 60% in other countries). The Internet websites of employers are a popular source of information in the Czech Republic, Poland and Slovakia (approximately 70%, with about 57% in Lithuania and Latvia). The job fairs are a popular source of information in the Czech Republic and in Slovakia while career offices in Poland and in Lithuania having approximately 30% in comparison with 9% in Slovakia.

Although information regarding offers originating from family and friends is received by the minority (33%), most believe in the effectiveness of this form in job searching with the effectiveness of a recommendation being equal to protectionism (83% of positive responses). Internet websites containing employment offers and employment agencies are equally valued (an average of 70% positive indications), although more positive opinions going to internships as respondents believe that the participation in an internship is the best method of gaining employment.

The uniqueness of the Czech Republic is the submitting of offers at job fairs, Poles, however, more than respondents from other countries believe in social media and recommendations of acquaintances. Latvians also take advantage of social media more often, while Lithuanians are characterized by disbelief towards the effectiveness of student organizations.

Assessment of the job search methods (% of positive answers)

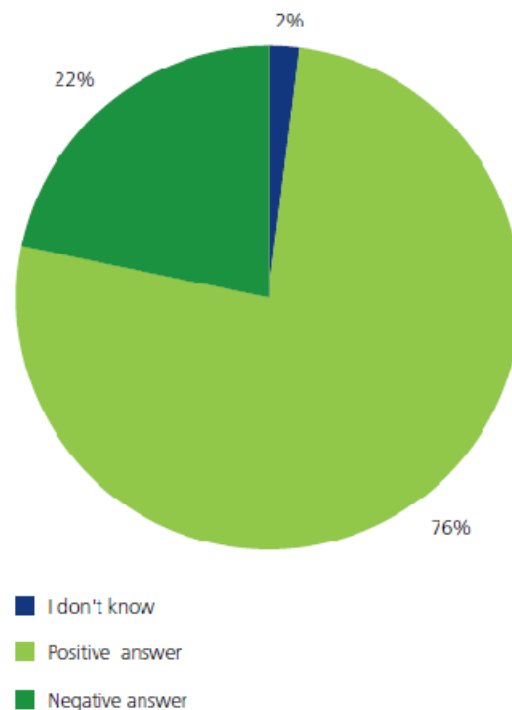


Job applications only on-line

While searching for jobs, the respondents submit their applications. The Internet plays an important role not only in the job search but also in sending the applications. Almost every respondent sends the applications through companies' Internet websites, very often through Internet recruitment portals or through e-mails sent directly to targeted companies. Classic letters are on the downward trend – a very small percentage of applicants still use them. The evident differences observed in region are very interesting – personal delivery of application at the employer's or by submitting an offer through recruitment portal is less common in Poland and in Latvia, while recruitment agencies are more popular in the Czech Republic and in Slovakia.

Use of Internet is growing and it becomes a great tool of communication. Nevertheless, the specific characteristics of the local market should be taken into account – both when publishing the employment advertisements as well as when accepting the applications later.

Internet is the key source of information on the labour market



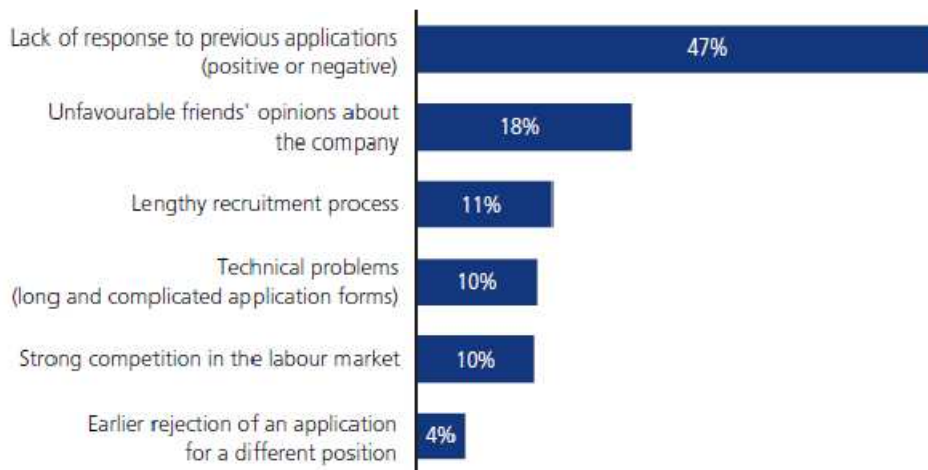
Demotivators

As mentioned above, students seeking employment do not send a lot of job applications. According to the answers of respondents, they most often send out up to three CVs per month. Despite the demanding employment market, the respondents are critical in their selection of an employer.

What demotivates them most towards applying for work and sending out applications is the lack of any reply or whatsoever from the employers to their previous applications (47% of respondents). The second factor is the unfavourable opinions of acquaintances (18% of respondents). This result may be compared with the opinions concerning the preferred forms of contact between the employers and the students – highly praised were those companies which used direct forms of communications and which gave students the possibility to develop.

Students are interested in getting to know the employer and bonding with a company assuring further development. Employers should also take care of their own image. The simple activities, such as prompt replies to the applications, have the key importance, even if the answer is negative. Very important is also the general atmosphere regarding the company and opinions of the company's employees as well as the family and acquaintances of the respondents. The Internet community comments on life within companies lively and it is important to be aware that these comments are treated as a very reliable source of information for future employees. Students live the life of the Internet, which takes place on Facebook, Twitter and other social network websites. It is very important for companies to get to know this language.

Factors discouraging most from applying



Summary

The respondents seek employment which provides challenges, professional development and experience by participating in completing the interesting projects.

It is important to emphasize that the salary expectations of students are high. It appears that students consciously expect higher remuneration compared to the one they evaluate as the market is offering to them. The respondents declare that professional development is equally as important as salary (86% of answers confirm this statement) and for 79% of them it is important to have a happy family. No less people are willing to work 10-12 hours per day in order to achieve a promotion and a raise. It is important to the respondents that the employer presents social responsibility for its own business. Many people have the opinion that the companies do not utilize enough social network websites for contacting or keeping in touch with students.

The respondents perceive the labour market as a rather unfriendly place – 72% have the opinion that people without experience have small chances on the labour market and 63% think experience gained outside the country is a key factor for developing a professional career.

The general tendencies within the region may be expressed as follows: the higher education is rated alarmingly poorly and requires improvement. Students seek practical skills, therefore, companies and universities should cooperate in organizing the educational programs and internships. Students are curious about foreign experience, they rate them highly and declare a high willingness to go abroad which may present itself as a social problem.

Contact and exchange of information takes place ever more often on the Internet which is beginning to be the main source of information and contact with companies. The companies must, however, learn the language of the social network websites where the key is dialogue and not advertising. It is very important to emphasize the increasing importance of the balance between the professional and private life and expectations concerning the employer's corporate social responsibility.

These are examples of new characteristics for the new generation of employees. They wish to invest and develop their professional career but place several conditions before the employer. They have their own world and are superbly experienced at sharing information. They are partners in the discussion about the labour market and despite being inexperienced, do make their own choices. Students entering the labour market do not allow themselves to be treated as objects. They are young, conscious Europeans. Only those employers who are aware of the fact that they are dealing with a new generation of staff, being aware of change, which is taking place on the labour market and are attempting to adapt to it, will succeed in the struggle for the best workers.

Lithuania

Methodology

The survey in Lithuania was carried out from 27 January 2011 to 27 February 2011. The questionnaire, together with questionnaires from other countries which participated in the survey, was accessible online during the indicated dates. The link and the request to complete the questionnaire was distributed among the students whose email addresses were available in Deloitte Lithuania database. In addition, the same request was sent to all universities of Lithuania and to the students' organizations which then advertised this information on their websites and distributed among their students. The link was also published on Deloitte Lithuania website. Finally, a press release was launched among various media channels.

712 Lithuanian students and graduates (graduates constituted 6%) participated in the survey. The majority of respondents were woman – 72.9%, and the rest – 27.1% were men. The average age of the respondent was 22 years old, with 54% unemployed, 37% being employed and the rest 9% taking part in an internship at the time of the questionnaire being completed. Three quarters of the respondents were bachelor students. The overwhelming majority were full-time students – 90% of all respondents. 8.7% respondents were from private universities.



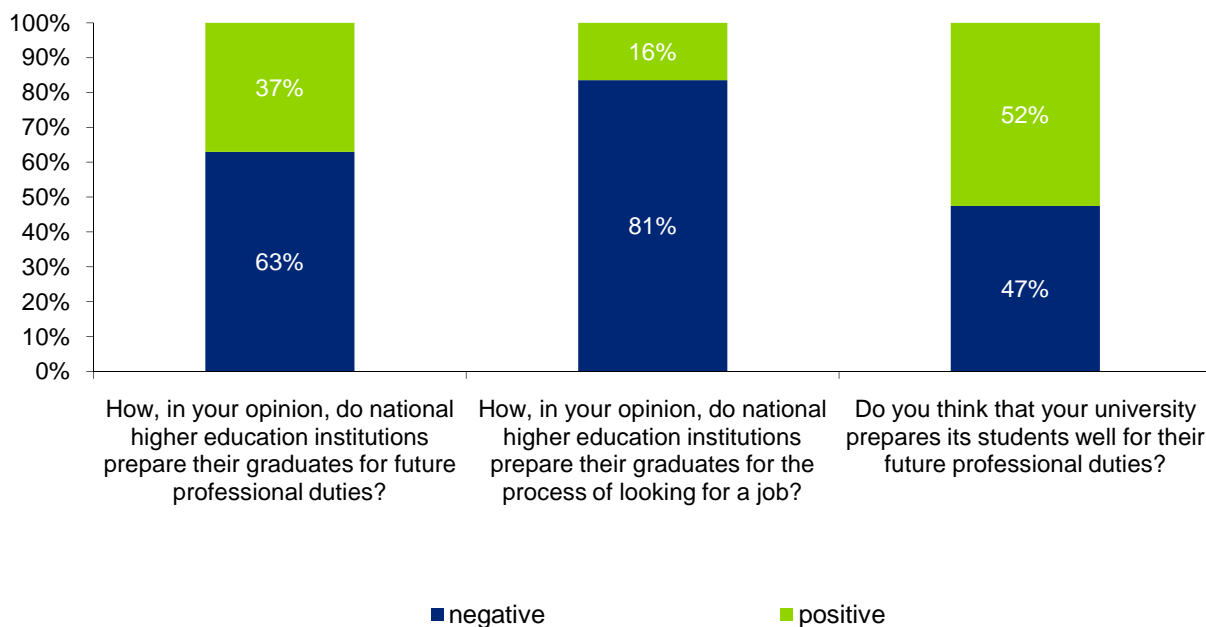
Opinions about the higher education system

The respondents have expressed a negative opinion about the way in which universities and higher education institutions in their home country prepare their graduates for future professional duties – 63% of the responses were negative. Having said that, 52% replied that they thought the universities they were studying at a time have prepared them for their future duties quite well. The

respondents have also expressed a negative opinion about how the education system prepares them for job-hunting – 81% of the responses were negative and only 16% thought they were (rather) good.

In addition, 42% of the respondents mentioned they have participated in special workshops or training courses dedicated to writing CVs or motivation letters.

Evaluation of the higher education system in Lithuania

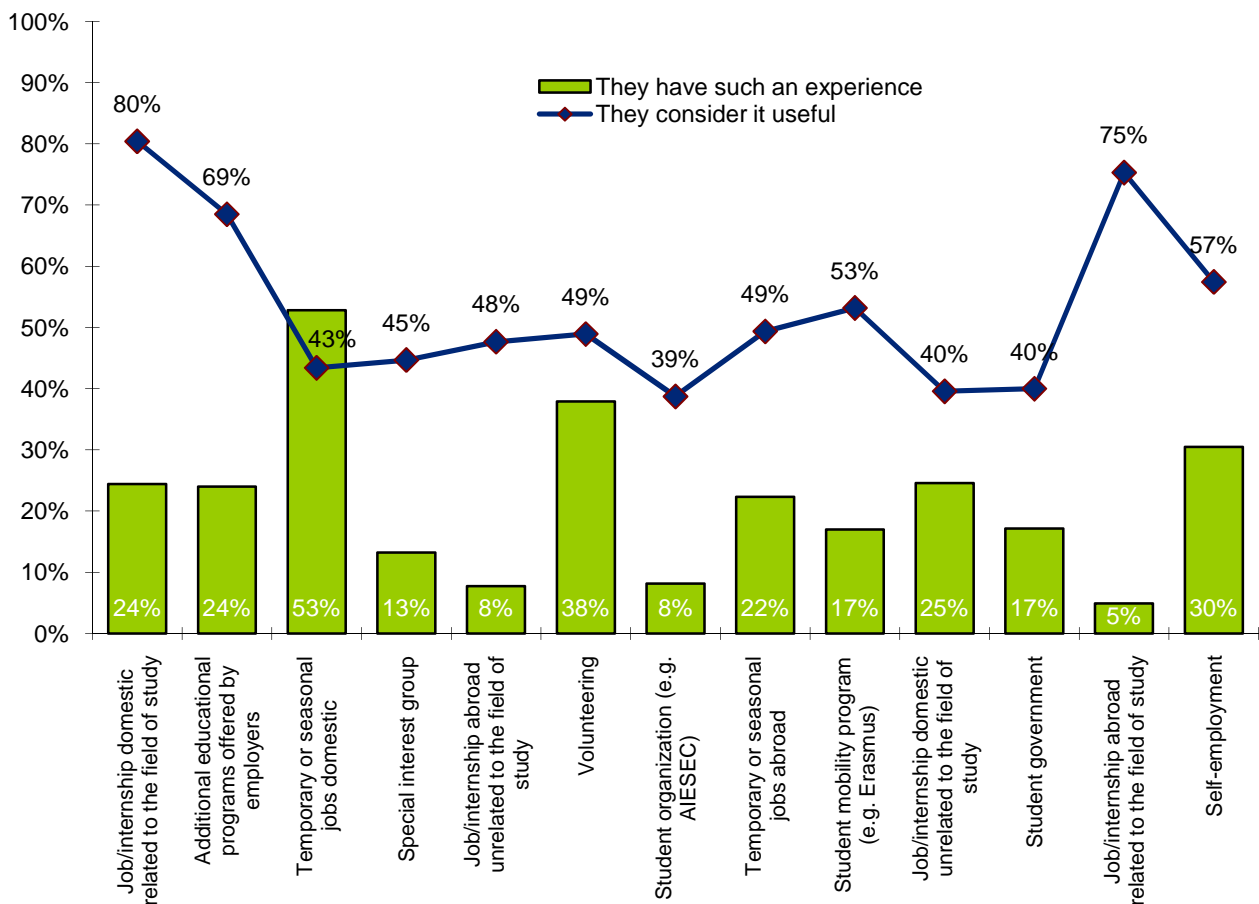


Professional experience

Lithuanian students' experience mainly consists of temporary or seasonal employment in Lithuania. One third of the respondents has done voluntary work and almost as many has been self-employed.

One out of four has served as an intern and the same percentage of the respondents has taken part in educational programs conducted at universities by companies. In addition, almost one of the four has had temporary or seasonal experience abroad too.

Acquired work experience and how it helped Lithuanians in looking for jobs later in life



While assessing the usefulness of their experience as well as additional activities, related to getting a job later after the graduation, the respondents have expressed the best opinion about domestic and foreign internships related to the subjects of their studies, activities organised by businesses, voluntary work and the Erasmus exchange

program, however, at the same time, one out of four did not express any opinion (they said they were neutral) about the usefulness of Erasmus program (whereas half of the respondents thought it was useful). Work for student governments and seasonal work received the lowest ratings.

Internships and expectations towards them

A little more than half of the respondents have completed internships during their studies – typically in one (40% of respondents) or two companies (37% of respondents). According to 62% of respondents, such internships have given them a great opportunity to develop professionally – therefore, the internships were evaluated positively by the majority of respondents. In addition, nearly half of the respondents thought that the number of professional internships offered in the market was not sufficient. 33% people thought the best students still were able to find the internships. The programs available were assessed positively by half of the respondents.

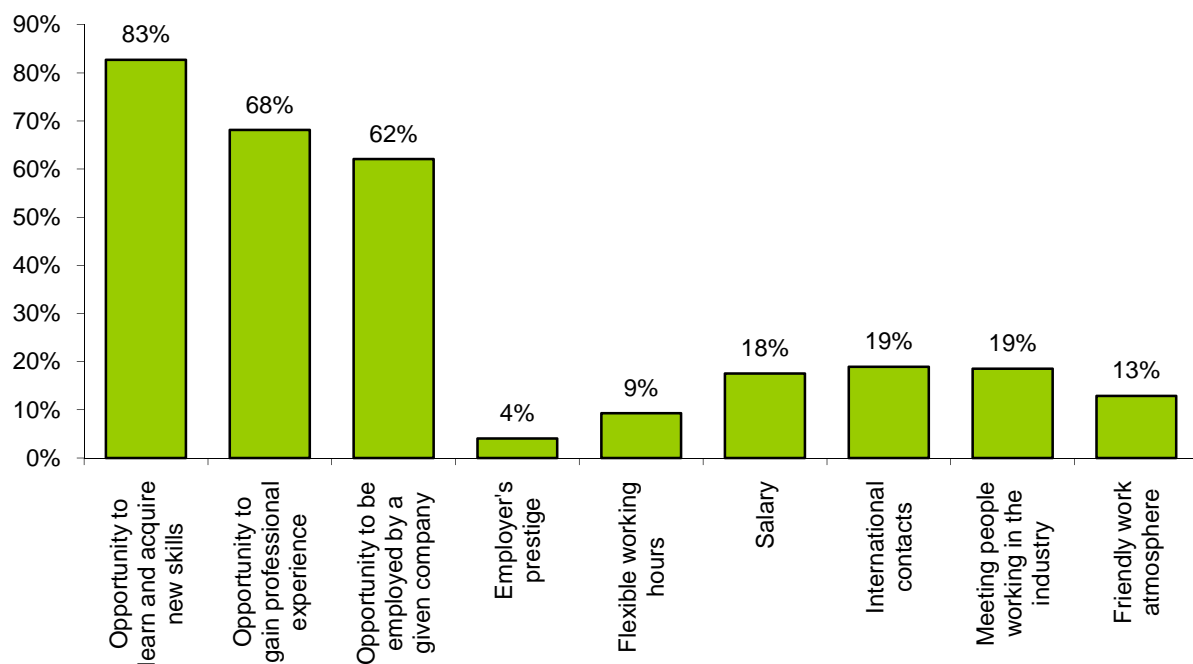
Respondents were asked to indicate three most important criteria while choosing an internship. The most common were:

- opportunity to learn and acquire new skills (83% of respondents),
- opportunity to gain professional experience (68% of respondents),
- opportunity to be employed by the chosen company (62% of respondents).

The same criteria were indicated by the rest of the region too.

Far less common were the criteria of international contacts, meeting people working in the industry, salary friendly work atmosphere (rated by 12%-18%). The least common criteria were the flexible working hours and employers' prestige (less than 10% of respondents in Lithuania).

Most important criteria for choosing an internship (percentage of positive answers)



Internet as a source of information

Cooperation with student organisations, organisation of competitions and educational programs, as well as contacts with employers and recruitment portals through the Internet have scored the highest amongst the various forms of employers' contacts with students. The least number of positive responses was in respect of job advertisements in the press and in the social media, as well as sponsoring of student events. Consequently, the respondents prefer those forms of contact that require their involvement and that can give them measurable benefits.

At the time of the questionnaire, half of the respondents replied they were not looking for a job or internship, approximately 20% were looking for full time and almost the same number was looking for a part time employment. Three-quarters of those who were looking for an internship pointed out they would be satisfied with an unpaid placement and among those looking for a job or internship, 63% sent less than ten applications within the past six months and the rest sent more than ten.

The above numbers are not surprising, taking into account the fact that only 20% consider spontaneous contacts with

an employer as an effective form of job-hunting. Job fairs, contacts with student organisations or responses to advertisements, preferably the ones on the Internet, have scored higher. Referrals, information from friends and recommendations of friends who work at specific firms are indicated as the most effective method for finding a job.

The vast majority of Lithuanians is looking for the information about internships and jobs at recruitment portals, less often at companies' websites or through their own social network. When they look for information about the employers, they mainly use Internet search engines, recruitment portals and employers' websites.

In the opinion of the respondents, student organisations are not helpful in the process of job-hunting. They were the most positive about student or faculty societies, AIESEC and NGOs, but many (sometimes up to 50%) were not able to say how such organisations could help them find work.

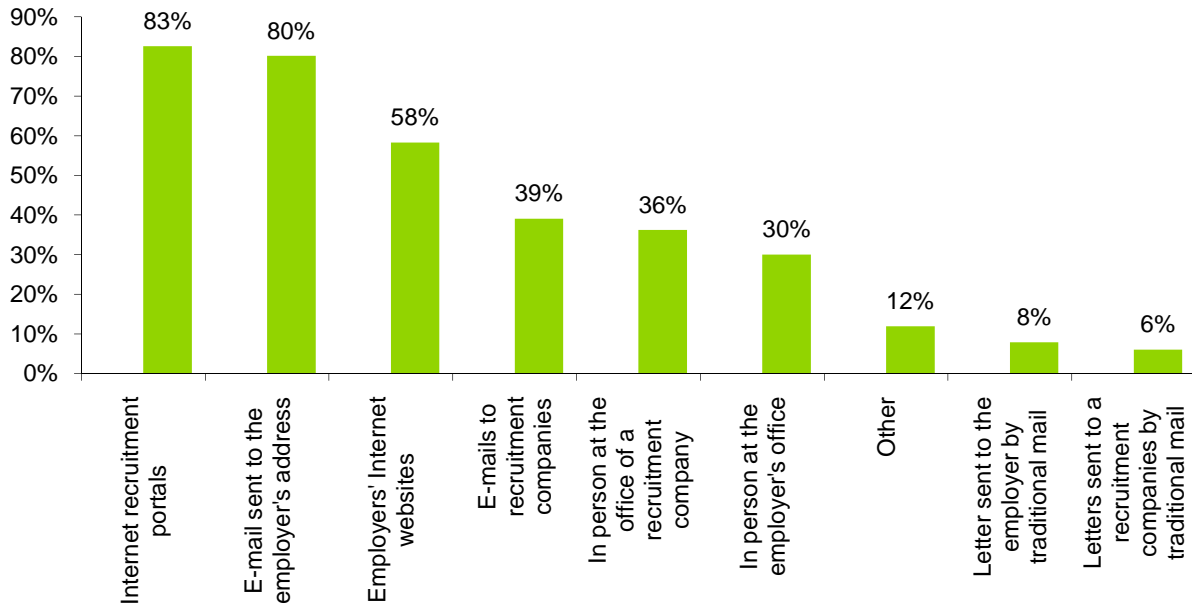
Lithuanian students use Facebook in large numbers – they hardly use any other social networking services and at the same time approximately 45% of them would like to contact employers in that way.

Effective ways to contact employers

Most often, the respondents contact their potential employers by sending e-mails to companies, by visiting recruitment portals or directly through the companies'

websites. They contact companies personally, by traditional letters or recruitment firms by e-mail less often. The traditional letter is the least used form of contacts.

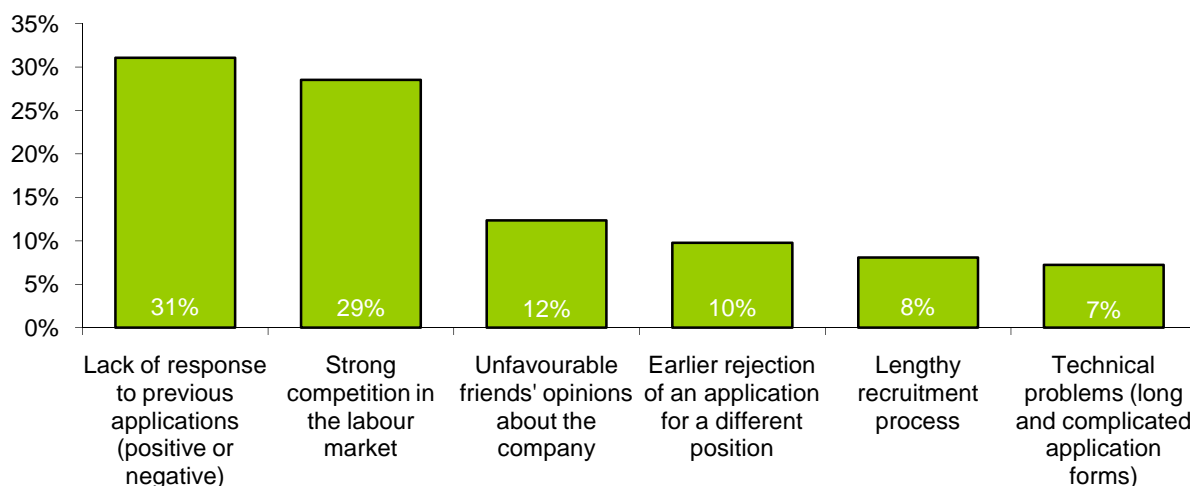
How often do you use the following methods of submitting job/internship applications



What discourages them from applying is a lack of response to previous applications (almost one third of the

respondents), competition on the market and friends' negative opinions about a firm.

Factors discouraging Lithuanians to apply



To sum up, companies should advertise themselves at recruitment portals, organise activities for potential

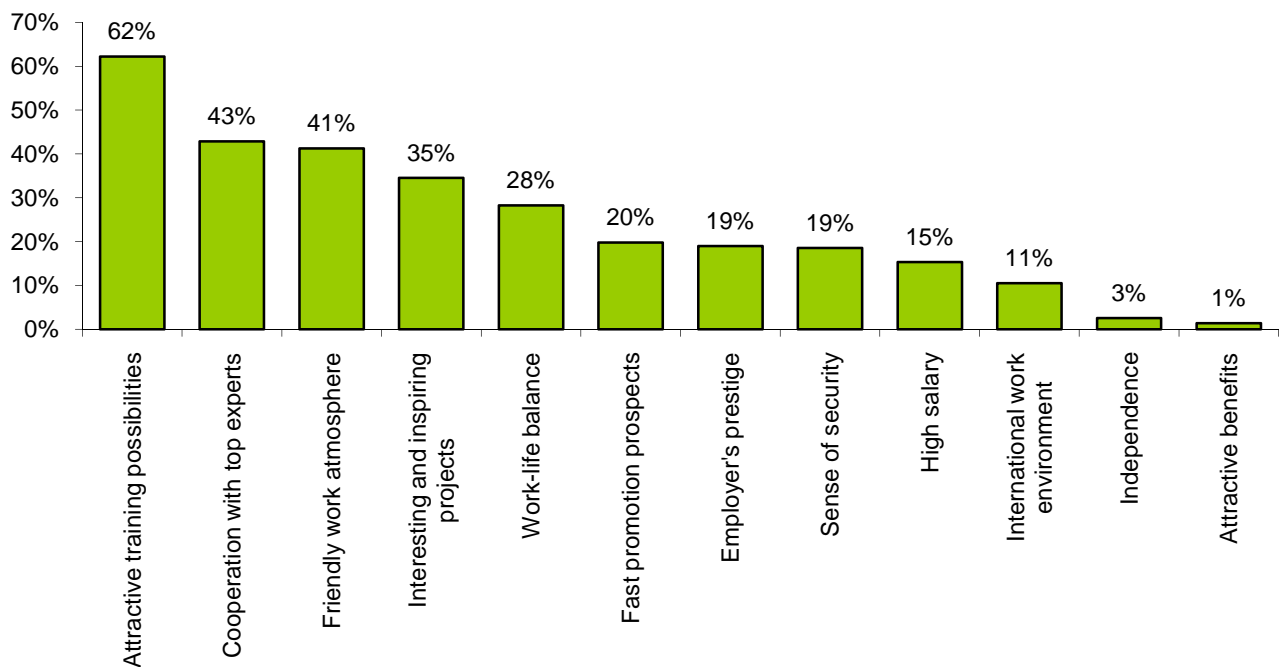
candidates and respond to their applications (even if the response is negative).

First job

When choosing a potential employer, the respondents pay most attention to their opportunities for development – so say 62% of the respondents. They often indicate the possibility of cooperation with experts and a friendly atmosphere at the workplace.

Fast promotion prospects, employer's prestige, sense of security and high salary indicated by less than 20%.

What are three most important aspects in choosing the first job?



83% of respondents think the employer's ability to maintain work and life balance is its significant advantage.

As many as 57% and 60% of the respondents are ready to relocate, respectively, to another city or abroad in search of a job.

Demotivators

What demotivates Lithuanians mostly during the application process is the lack of positive or negative response to their previous applications (this answer has been chosen by 31% of all the respondents) as well as strong competition in the labour market (28.5% of all the

respondents). Lengthy recruitment process as well as technical problems (long and complicated application forms) were chosen by 8% and 7% of respondents respectively.



Salary expectations

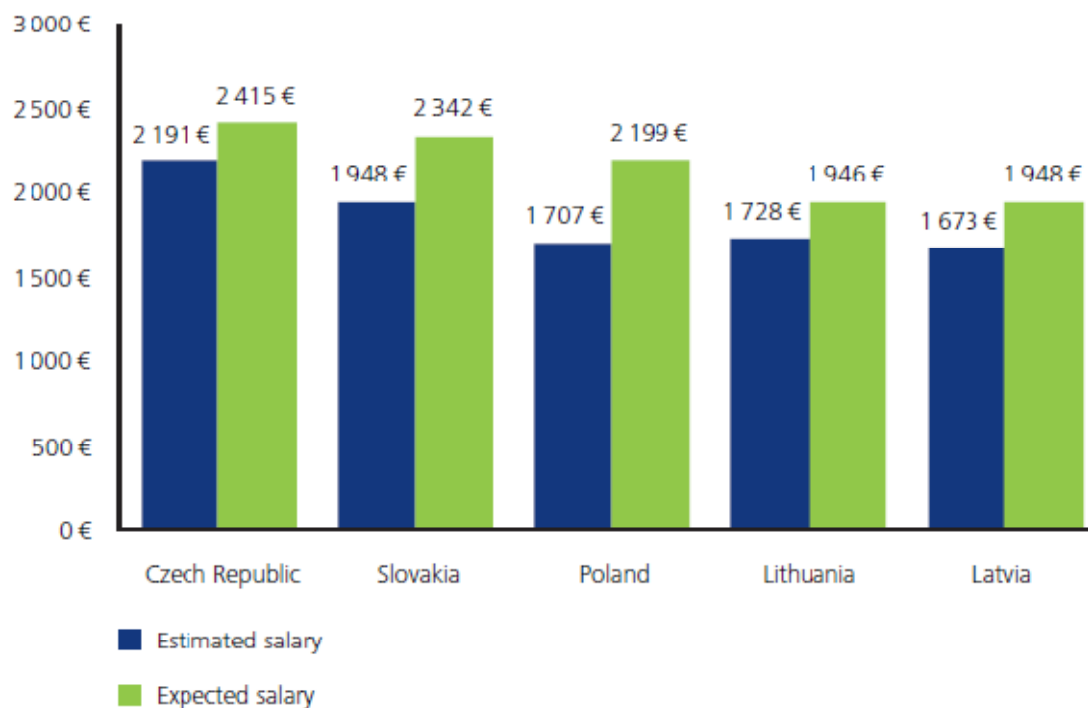
A Lithuanian student estimates that the average salary for a full-time internship (40 hours a week) is approximately 1500 litas (or EUR 435).

62% believe that the salary is less than 1380 litas (EUR 400), while a graduate's salary is only a little higher – it is 1536 litas (or EUR 445) (53% indicated that the salary was below EUR 400).

Personal expectations of the respondents are higher – they would like to be paid as follows:

- for an internship: 1692 litas (or EUR 490), and
- for the employment 1800 litas (or EUR 522).

The average gross salary (according to respondents) versus expected salary for an internship (40h/week)⁴



Characteristics of the surveyed group

The profile of a candidate emerging from the respondents' responses regarding their opinions and attitudes is that of an individual for whom family is important, but who is ready to work hard in order to be promoted. For such an individual, personal development at work is as important as the salary. In the opinion of those individuals,

graduates without any professional experience have little chance of finding employment although foreign experience is not crucial. It is important for them that the employer is socially responsible, although it does not have to be a large and prestigious firm.

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