

# Studying the association between education outflows and labour market needs in the Information and Communications Technologies sector

Vassilis Kostoglou<sup>1</sup>, Costas Zafiropoulos<sup>2</sup>

<sup>1</sup> Department of Informatics, Technological Educational Institution of Thessaloniki,  
P.O. Box 14561, 54101, Thessaloniki. Email: bas@it.teithe.gr

<sup>2</sup> Department of Business Administration, Technological Educational Institution of Serres,  
Terma Magnisias, 62124, Serres. Email: kz@teiser.gr

## Abstract

The importance of linking education and labour market is nowadays greater than ever before. It is therefore useful to find out the employment policies adopted by the enterprises and the professional adequacy of the outflows of the educational system.

This work focuses on the rapidly expanding sector of Information and Communications Technologies (ICT) in Greece. A large national survey applied to ICT enterprises was accomplished using as research tool a structured questionnaire. Totally 343 filled questionnaires were collected, achieving a response rate of more than 30%. Initially the enterprises' profile is analyzed through the study of six relevant parameters. Main issues such as employment policies for ICT graduates of all educational levels and enterprises' preferences for employment according to degree type and experience are investigated. Furthermore the graduates' occupation depending on educational level and department of origin is extensively studied. The main qualitative parameter examined is the employers' satisfaction or dissatisfaction from the adequacy of all types of ICT graduates to labour market needs and demands.

Significant conclusions are derived from statistical analysis of the results. Regarding the employment policies, graduates from Technological Educational Institutions and Universities present in the same degree the highest concentrations in enterprises responses and constitute the most important personnel categories. Graduates having working experience and holding an ICT degree enjoy higher demand. The graduates' employment depends largely on degree's level and title. Finally the enterprises satisfaction from the vast majority of ICT educational outflows is positive or very positive.

**Keywords:** Education outflows, labour market, information and communications technologies, satisfaction, statistical analysis.