PRUŽANJE PODRŠKE DIPLOMANTIMA U RANOM RAZVOJU KARIJERA: STRATEŠKI OKVIR i MODEL ZRELOSTI

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CILJEVI ISTRAŽIVANJA

C1: Istražiti i identificirati ključne elemente sustava visokog obrazovanja koji doprinose boljoj zapošljivosti diplomanata.

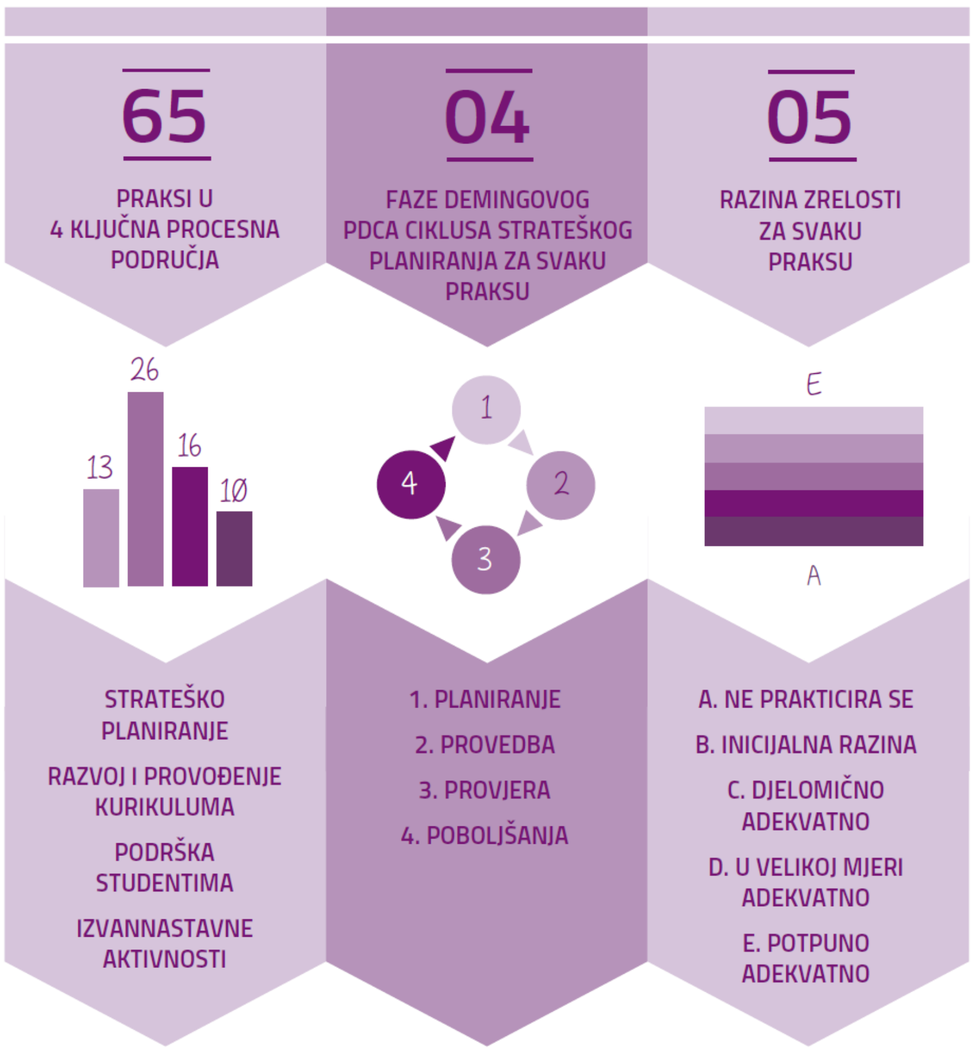
C2: Razviti strateški okvir i model zrelosti za pružanje podrške diplomantima u ranom razvoju karijera u području informacijsko-komunikacijskih tehnologija (IKT).

C3: Pružiti smjernice za povećanje razine zrelosti institucija visokog obrazovanja u Republici Hrvatskoj u području IKT-a.

METODOLOGIJA ISTRAŽIVANJA



KARAKTERISTIKE ZAVRŠNOG MODELA ZRELOSTI



RELEVANTNOST ISTRAŽIVANJA

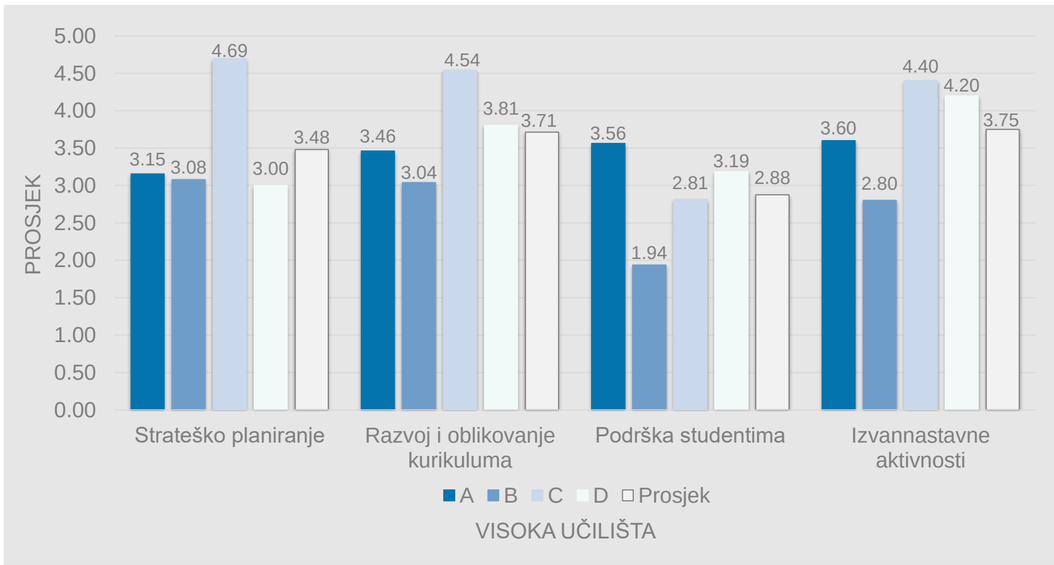
- Provedene dubinske studije slučaja na 4 sveučilišta u Europi:
  - Austrija, Wirtschaftsuniversität Wien
  - Republika Srbija, Fakultet organizacionih nauka
  - Švedska, University West
  - Ujedinjeno Kraljevstvo, The University of Edinburgh
- Provedene fokus grupe sa stručnjacima tijekom radionice Strateško planiranje u visokom obrazovanju u okviru projekta HigherDecision, u srpnju 2015. na FOI-ju
- Provedene fokus grupe s relevantnim dionicima (studenti, alumni, poslodavci, nastavno i nenastavno osoblje, predstavnici upravljačkih i potpornih institucija u visokom obrazovanju) tijekom okruglog stola "Obrazovanje za zapošljivost studenata u ICT-u" u studenom 2015. i okruglog stola "Kako visoka učilišta podržavaju razvoj karijera studenata?" u svibnju 2016. na FOI-ju



REZULTATI ISTRAŽIVANJA - PRIMJER OPISA RAZINA ZRELOSTI I PRIMJENA MODELA

Practice example	Not assessed	Initial	Partially adequate	Largely adequate	Fully adequate
Careers development service is established (PLANIRANJE)	Careers development service for students is not established in any form.	There are some initiatives for establishment of careers development service at the institutional level, but not followed with any concrete actions.	Institution is in the process of formal establishment of careers development service.	Institution has formally established careers development service but without employed professionals.	Institution has formally established careers development service with employed professionals for the provision of career-related activities.
Information on job opportunities and labour market is available to students (PROVEDBA)	Institution does not provide any information on job opportunities and labour market.	Institution allows employers to publish their job opportunities on a physical bulletin board placed at the institution.	Institution periodically publishes job opportunities for students on its website, but there is no dedicated place for that type of information.	Institution has established portal or dedicated place on its webpage where job opportunities for students are published on a regular basis.	Institution has established portal or dedicated a place on its webpages where job opportunities for students are published on a regular basis, with the option for students to filter job opportunities according to their preferences.
Student feedback on the usefulness of career services provided is collected (PROVJERA)	Institution does not collect any feedback from students on the usefulness of career services.	Feedback from students on the usefulness of career services is collected and used informally, partially and inconsistently.	Feedback from students on the usefulness of career services is collected systematically but used informally, partially and inconsistently for potential improvements.	Feedback from students on the usefulness of career services is collected systematically in writing and used for improvements, but without documented conclusions/reflection.	Feedback from students on the usefulness of career services is collected systematically in writing, analysed and used for improvements, with documented suggestions for further improvements.
Evaluation of career service activities is conducted (POBOLJŠANJA)	Institution does not conduct any actions for the evaluation of career services activities.	Evaluation of career services activities is conducted ad hoc, informally and inconsistently, without using the feedback from students and alumni.	Evaluation of career services activities is conducted systematically, based on the feedback from students and alumni, but only from the careers service employees.	Evaluation of career services activities is conducted systematically, based on the complete feedback from students and alumni, both from the careers service employees and institutional management, but without documented conclusions.	Evaluation of career service activities is conducted formally, based on the complete feedback from students and alumni, both from the career service employees and institutional management, with documented suggestions for further improvements.

- Model je primijenjen na 4 visoka učilišta u Republici Hrvatskoj u području informacijsko-komunikacijskih tehnologija.
- Najniža razina zrelosti uočena je u području podrške studentima koje obuhvaća aktivnosti karijernih centara.
- Detaljan model zrelosti s opisima razina zrelosti za svih 65 praksi dostupan na je web stranici projekta Razvoj modela za pružanje podrške diplomantima u ranom razvoju karijera (cpsrk.foi.hr/razvoj-modela-za-pruzanje-podrske-diplomantima-u-ranom-razvoju-karijera).



Europska Unija
Ulaganje u budućnost
Razvoj ljudskih potencijala
Strukturni i investicijski fondovi
Projekt je sufinancirala Europska unija iz Europskog socijalnog fonda. Sadržaj plakata isključiva je odgovornost Fakulteta organizacije i informatike Sveučilišta u Zagrebu.
foi Sveučilište u Zagrebu Fakultet organizacije i informatike Varaždin
hrzz Hrvatska zaklada za znanost
higherDECISION
Projekt je djelomično sufinancirala Hrvatska zaklada za znanost u okviru projekta HigherDecision IP-2014-09-7854.