

Imperfections professional labor market. A case of graduates of the Nutrition. The imperfections of the professional labor market. A case of graduates of the Bachelor's Degree Nutrition

Imperfecciones profesionales del mercado laboral. Un caso de egresados de la Nutrición. Las imperfecciones del mercado laboral profesional. Un caso de egresados de la Licenciatura en Nutrición

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Abstract

In This paper I discuss three main topics of the education and of higher They are exemplified by the results of a qualitative follow-up study of graduates. The topics Discussed are the imperfections of the professional labor market originated by the requirements imposed by globalization; That the various Objectives Higher Education Institutions in Their effort to follow cover the labor needs of companies; and the formation of the universities Themselves as an Important professional labor market. Finally, the work and school Characteristics of a group of graduates of the University Center of Los Altos, a dependency of the University of Guadalajara, the second in terms of population in Importance in the Mexican Republic served, are explained.

Labor market, University education, Technological advances, Market imperfections

Resumen

En este trabajo se debaten tres de los principales temas de la educación superior y se ejemplifica con los resultados de un estudio cualitativo de seguimiento de egresados. Los tópicos a discusión son las imperfecciones del mercado laboral profesional originados por los requerimientos que imponen la globalización; los diversos objetivos que siguen las instituciones de educación superior en su afán de cubrir las necesidades laborales de las empresas; y la conformación de las propias universidades como importante mercado laboral profesional. Finalmente, se explican las características laborales y escolares de un grupo de egresados del Centro Universitario de Los Altos, dependencia de la Universidad de Guadalajara, la segunda en importancia en cuanto a población atendida en la república mexicana.

Mercado laboral, Formación universitaria, Avances tecnológicos, Imperfecciones del mercado

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Imperfection of the professional labor market

One of the main macroeconomic characteristics of the professional labor market imperfection. Do not fit the labor needs of professionals who have business with the formation of qualitative work certifying universities. One of the functions of the university is the training for work, but not the only, nor can it be; institutions of higher education are intermediary between the needs of the applicants and businesses, and society has needs not only training for work but also creation, culture, innovation in health (Márquez, 2017; 70) .

The voracity of capitalism, which is known euphemistically as economic globalization, is expressed in the form of technological advances. An economic pattern that is expressed in daily life, productive development is that any insignificant it may seem, generates cultural changes may be creating different forms of work or simply changes daily work. In short, the expansion of capitalist production with its new commodities creates new consumers. In this field of material production is ahead of university education, education institutions grow at a slower pace than businesses. This difference creates a rhythm of labor market imperfections which is the main thesis of this paper (Aliaga, 2010; 325).

Globalization creates new knowledge by introducing technological advances (linares, 2017; 38). Consider only the proliferation of smart phones to understand the cultural changes in everyday life that generated this invention; advances generate new knowledge and new knowledge technological advances, cultural changes are generated in all areas of everyday life and how those advances come from companies, universities always lag behind labor markets. It is true that some of the inventions are generated in universities, however, are always partial, the complete package is offered by the companies. Chips, connectivities and scientific knowledge of wave propagation can be studied on college campuses,

In short, globalization companies impose step, the company participates in it and higher education institutions are intermediate between each other, but that the pace of training of qualified personnel is always less than that required by the major needs consumption.

The objectives of universities to meet the needs of the labor market

One of the main objectives sought by institutions of higher education is to train for work and this desire, create high expectations of social mobility among students. Undoubtedly the boom of enrollment growth in Mexican universities in particular and Latin America in general have been the expectations of social mobility, willy-nilly, the university remains the institution par excellence that can provide the broad middle classes opportunities for promotion. It is not easy to climb the rungs of the labor market without having attended university, including private universities charge high tuitions have the function of maintaining social status to reproduce social mechanisms: there are schools for senior management positions, schools for junior officers and schools for professional technicians. The social origin of the students come from distinct strata among those entering the Tecnológico de Monterrey and an Agricultural Technology.

Globalization constantly changing macroeconomics countries and makes it through simple microeconomic changes represented in each of the technological advances. As new knowledge emerges it becomes a link that is incorporated into the world of production and transforms the human endeavor, starting in particular those parts transform the whole. The role of universities to participate in the reproduction of new knowledge, become out of date because most of this knowledge is generated in the business.¹

¹It is highly recommended reading the work of Mungaray (2001), on page 58 he explains with great forcefulness: "... The flaw arises because training through higher education is a slow process and traditionally separate the world of work, and their

decision making incorporates information to be validated some years later. The large time lag between selection, education and professional delivery of labor market mismatches generated ratings and uncertainty regarding the usefulness of these investments. "

Higher education itself forms a specific labor market

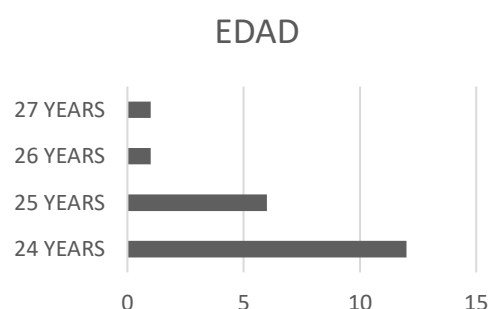
Institutions of higher education make up a professional segment expanding labor market (Galaz, et al, 200856) and have a specific feature: certified skilled labor; workers who acquire work skills in business do with practice and do not receive a degree. One of the objectives of the *raison d'être* of higher education institutions is to train highly skilled workers in the shortest possible time; globalization demands and rewards, every day increases the proliferation of offering short careers.

Private institutions are more akin to the "needs of production" and the most consolidated government can alienate the needs of globalization when artists and intellectuals form of culture. In its obligation to certify knowledge, expand their influence to areas not prone knowledge to economic growth but the insatiability of globalization increasingly reaching corners of human endeavor and gobbles. For example technological innovations applied in health and those used in agricultural production with drones and satellite information. And a negative feature also seen in higher education institutions as certification of skilled labor, is that many institutions reproduce bad habits: teachers without updating their knowledge, they do not fulfill their course load or simulated. When conducting qualitative research work tracking graduates is common to see that students exposed to loud limitations they had in their formation by the bad influence of ill-prepared teachers did not transmit explicit knowledge of the curriculum.

Results of interviews to graduates of the Nutrition at the University Center of Los Altos

The results of a qualitative work that was applied to an entire generation of graduates in 2014. They interviewed all the students who exposed it was possible to have contact, 37 who completed their studies was possible to contact 20 and we consider them our universe of study. Not a representative sample was done because it was considered more important to get the information even when the total was only one generation.

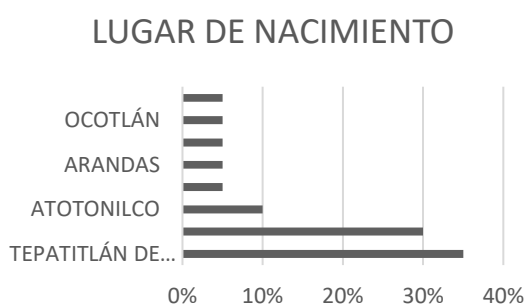
The group is for young people ranging from 24 to 27 years old, the reserve army of qualified staff is young because he uses as long as possible. It is not easy to replace in the short term.



Graph 1

Source: Information obtained directly from graduates through interviews.

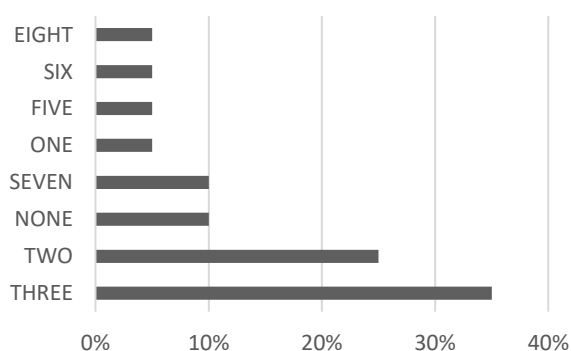
The University Center of Los Altos is one of eight regional available to the University of Guadalajara, and as such, meets the needs of the area of South Los Altos de Jalisco. Most graduates born in any of the municipalities in the region, exceptions are three that come from the Cienega and represent 15% (Ocotlan, La Barca and Atotonilco) because there has not opened the professional choice Nutrition; another student originates in the state of Aguascalientes, and the notable exception are the students who come from Guadalajara (30% of the total) and this is because in this college career have demanded much more space than it can deliver the University from Guadalajara. Because it is more difficult admission to the University Center for Health Sciences is the Metropolitan Center that offers in Guadalajara, a high proportion of applicants choose to apply for a space in Tepatitlán and sacrifice their mobility in order to increase their chances income in an average city away from the Capital. The labor market has a supply of qualified personnel in excess and in all regions. One of the major flaws is the oversupply of professionals.

**Graph 2**

Source: Information obtained directly from graduates through interviews.

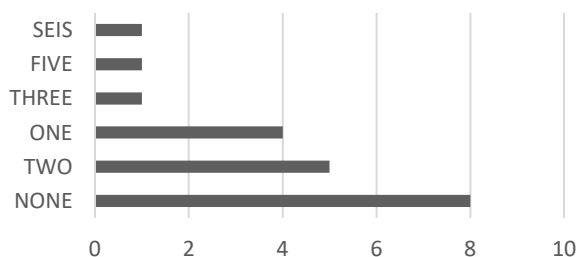
The college I access has increased steadily in recent generations there were members of families who were the only ones, and now the spectrum has been modified. Of those interviewed in this research tracking graduates you can be seen in the chart below how the vast majority of students have siblings who have agreed to the higher level of education. From the perspective of economic globalization talking about an excess of professionals because the level of education has been increasing since the seventies of the last century (Galaz, et al; 60).

¿CUÁNTOS HERMANOS TIENE?

**Graph 3**

Source: Information obtained directly from graduates through interviews.

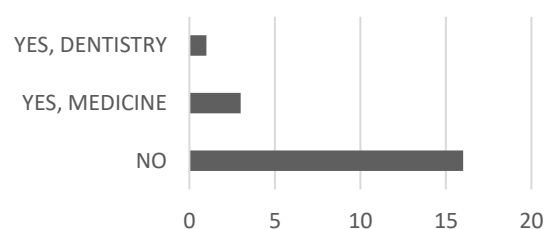
¿CUÁNTOS DE SUS HERMANOS SON UNIVERSITARIOS?

**Graph 4**

Source: Information obtained directly from graduates through interviews.

And if optics production is said that there is excess professionals, from the viewpoint of applicants for university places space availability it is low. 20% of graduates of the School Nutrition had requested admission to another university option before (15% to 5% to Medicine and Dentistry). Not having been admitted, they chose Nutrition as their second choice. The labor market always neglects a large proportion of graduates, however it does not, applicants for spaces in universities is always on the rise because social mobility expectations are always high.

¿SOLICITÓ INGRESO A OTRA CARRERA ANTES?

**Graph 5**

Source: Information obtained directly from graduates through interviews.

Another imperfection of the labor market is clearly seen when we know the reasons why income students requested the Nutrition. Adding the proportions who say they have chosen this university training professional and convincing manner, we see that 15% did so simply to be sharing time with friends, not to have been accepted into the college career of their choice as first option, or use it as a "springboard".

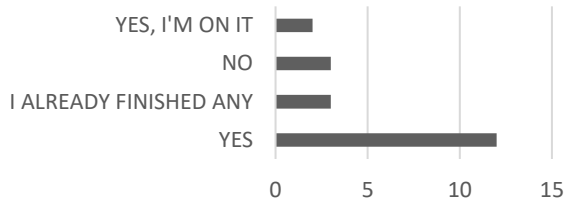
MOTIVOS DE ELECCIÓN DE CARRERA

**Graph 6**

Source: Information obtained directly from graduates through interviews.

Based on the new requirements of the labor market, the vast majority opted or at least plans to attend graduate school because they are no longer sufficient knowledge gained in the race.

¿PLANEA ESTUDIAR ALGÚN POSGRADO?



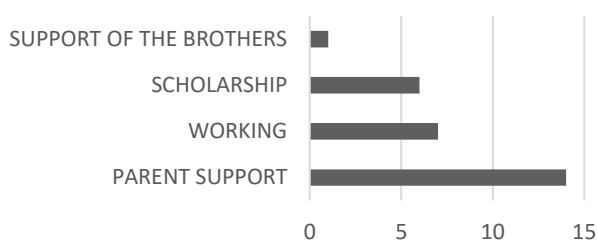
Graph 7

Source: Information obtained directly from graduates through interviews

Public universities represent an opportunity for the middle classes of upward mobility, the proportion of students-workers is high. If you have similar work being referred to students of private universities, the proportion of those working as well as studying would be less. For graduates of the University Center of Los Altos in the Nutrition, half said their studies with their work, with the support of brothers or a maintenance grant, the other half received financial support from their parents.

A similar case is observed with the grade of their parents, while a quarter of them (slightly higher father than the mother) had access to the university by the steady increase that has occurred since the seventies the twentieth century, the greatest proportion exists in having completed only primary (more mothers than fathers). The vast majority are below the top except for a 5% of parents who have completed graduate level. The labor market needs will be generating increases in the average grade.

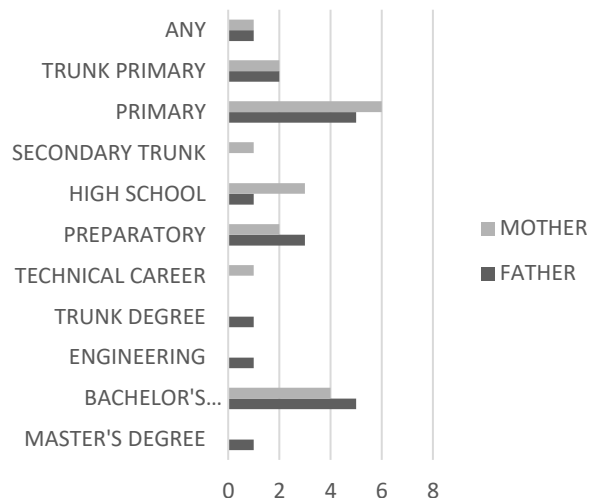
¿CÓMO SE SOSTUVO ECONÓMICAMENTE DURANTE SU FORMACIÓN PROFESIONAL?



Graph 8

Source: Information obtained directly from graduates through interviews

ESCOLARIDAD DE LOS PADRES

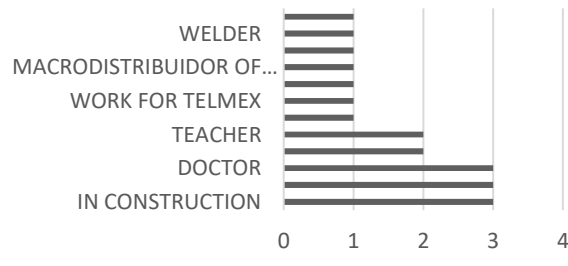


Graph 9

Source: Information obtained directly from graduates through interviews.

The occupational profile of parents is low and coincides with the grade obtained. 20% of them can be considered high because they either work as teachers or practice their profession in a liberal, the rest are workers from different trades that are not salaried but mostly generate their own income as a welder, trailer driver, farmer, farmer or housewife.

OCUPACIÓN DEL JEFE DE FAMILIA, MIENTRAS USTED ESTUDIABA



Graph 10

Source: Information obtained directly from graduates through interviews.

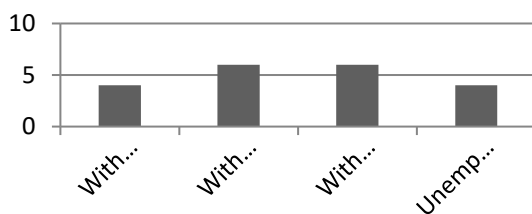
Half of the graduates have work experience related to their university education. The remarkable thing about this situation is that a third of them got their jobs at the same time studying; reading with this is that classes in higher education are not defining and relationship with employment, is that they create the image of a false certification because it is assumed that students get the "license" to practice their profession to once culminated their studies.

This degree is the imperfection of the labor market because it is not used efficiently skilled labor that forms in universities and inconsistent that are defining the knowledge acquired in access to employment picture is generated.

Then, half of graduates have a job related to their training even with the defect described above. The other half, two-thirds have never been linked to their own training activities and the remaining third has always been unemployed. Employment characteristics of those who are related to their university studies are: working in quality inspection and supervision of standards of hygiene; in the feeding area hospitals; responsible for municipal government in the area of adult food; specific control programs in nutrition; as sellers of products alimenticos transnational corporations; in quality control in private companies; in private consultations and generally related to sick people; in teaching in private universities; in industrial kitchens. The means by which access to work are generally related to recommendations from family, friends or teachers; otherwise it has been that hire them in places where they presented their social service and the rest, a minority, are those who come directly to businesses or hospitals to ask for a job and are occasionally hired.

Difficulties explaining to have a job related to his career, it is because their training was "too poor" due to lack of experience, because "a lever" more knowledge is needed. They say they have found some possibilities that did not accept because they offered low wages and heavy working hours; some do not hide their disappointment at having studied the race because they say "there is a culture of people think that nutritionists are not needed".

Relación con el mercado
laboral



Graph 11

Source: Information obtained directly from graduates through interviews.

The main errors that claim were most important in their education, have to do with teacher absenteeism in improvising other not hear the matter in the repeated lack of laboratory practice by shortages of materials. There is also talk of lack of specific laboratories and not only failing to carry out existing practices. A little training in the areas of language and specific computer programs; there were many voices uttered disappear subjects of Sociology and Food Science (especially the first). Some felt that their training as dietitians should give you a psychological slant. Even they claim that they were not trained as entrepreneurs but only for employees.

Physiology

Biochemistry

Nutrients at different stages of life.

Dietetics

Morphology

Dietary calculation

Assessment of nutritional status

Food's microbiology

Physiotherapy

Clinical nutrition

Bioethics

Nutrition in departe

Nutrition and aesthetics

Anatomy

Epidemiology

Clinical nutrition

Nutrition in adults and the elderly

Conclusions

Labor supply of professionals is always greater than the number of workers they hire. Universities always form a greater number of graduates in the different races who can be accepted.

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It's a great social paradox that the number of applicants to enter the higher level of education are far superior to those admitted, and then a very high proportion of those who obtain certification remain unemployed. In the case set out in these pages, 50% of graduates are either unemployed or enrolled in economic work unrelated to their training. Being as it is one of the main objectives of universities the workers qualify for higher labor spaces, It not covered because technological advances that generate cultural changes in all areas of society, professionals require less than those formed by institutions of higher education in Mexico. Increasing graduates since the early seventies has been defining in that there is always a huge gap between supply and demand for skilled workers.

Universities as trainers of professionals and unique to certify knowledge, have a feature that has been little studied: the have become a professional labor market itself. This special labor fragment faces a big challenge and that technological development is led by the top of the macroeconomic pyramid countries, ie the most advanced companies, creating cutting-edge knowledge, always go forward in scientific knowledge and university organizations always lag behind the economic segment. This is the reason why graduates of different races express disappointment at not having had updated knowledge and requirements of economic sectors teachers.

The particular case of follow-up study of graduates from the Nutrition at the University Center of Los Altos supports each of the thesis behind this work: the number of graduates is greater than the amount the economy can hire specialists; objectives form for work are not met fully by some shortcomings in training. And the labor market of professionals including trainers of graduates in Nutrition, does not have all the necessary steps to keep updated graduates tools because the knowledge generated in business are always ahead of the knowledge generated and reproduced in universities.

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