Employability in IT - University Survey and Rankings – (Romania)

2020/2021(Romania)

Who are we?

Crystal System Group is today the IT strategic partner to some of the most influential corporations in Europe.

With headquarters in Cyprus and operational headquarters in Romania, Crystal System has software factories located in Romania, Moldova and Albania, countries where IT culture is widespread and it is possible to provide cost-effective services, solutions and consulting to global clients.

Leveraging the existing quality of the Academic world, over the years we have developed an unique university education and hiring approach based on partnerships with leading universities.

https://www.crystal-system.eu/
https://www.crystal-system.eu/crystal-talent-solutions-2/

Crystal Talent Solutions Ltd. is a company of Crystal System Group that regularly organizes training sessions in leading Universities of South Eastern Europe, online – offline – blended.

Thanks to our courses, **Students** have the possibility to gain practical knowledge in the most up-to-date Digital & Information Technologies and to move their first steps in the DIGITAL & IT consulting career.

Thanks to our courses **Companies** have access to academic qualified resources prepared to be ready for work.

Thanks to our courses **Universities** can attract and keep students thanks to appealing state of the art technologies and course curricula's

Our Media Partners

Doingbusiness.ro started its activity 14 years ago and offers a complete range of business information and marketing services:

- Romanian Business Digest and Major Companies in Romania, business publications;
- Business portals:
  - Doingbusiness.ro
  - Kompass.com for Romania;
- Events organization services;
- Specialized communication and direct marketing services;
- Online special projects development and management.

https://doingbusiness.ro/

Founded in 1998, **ANIS** is the only employer association of the Romanian software and services industry.

ANIS is actively contributing to the development of the Romanian technology industry and is representing the interests of IT companies in the economic and political environment.

At this moment, over 140 ANIS members represent approximately 61% of the total Romanian IT industry.

ANIS is a member of Digital Europe and the Concordia Employers' Confederation.

https://anis.ro/

At first glance, **HR Manager** could be described as "a Human Resources magazine"… which would, in principle, be of interest only to professionals. But it is a People Management magazine which interests any professional passionate about working with people.

Today, HR Manager is the only magazine dedicated to HR professionals in Romania.

Powered by **CARIERE** Publishing House, the editorial principle is to share best HR practices from and for practitioners in the field of HR.

http://hrmanageronline.ro/

What are Employability in IT - University Survey and Rankings?

The Employability in IT – University Survey and Rankings is a survey carried out by Crystal Talent Solutions in partnership with its media partners such as www.doingbusiness.ro, ANIS and HR Manager magazine during December 2020 – March 2021.

It is aimed to collect the point of view of around 100 to 200 recruiters from major Romanian companies asking them what they are looking for in university systems and to evaluate and choose which Romanian institutions in their opinion produce the best performing graduates.

It differs and thus complements other Romanian rankings by focusing on the practical skills of 'ready-for-work' graduates developed by Romanian universities rather than on academic achievements in terms of research and development.

This information would be not only valuable to our clients, corporations with large recruitments volumes of young graduates but could be increasingly used by educational establishments, government agencies, students and graduates.

Survey

"An investment in knowledge pays the best interest."

Benjamin Franklin

To carry out **The Employability in IT – University Survey and Rankings,** Crystal Talent Solutions is addressing the following main questions:

Question 1: *According to which criteria does your company base its University selection for the recruitment of IT resources?*

Question 2: *Which information is the most important to you when you recruit an IT graduate?*

Question 3: *If the University where IT graduates are coming from is the most important criteria – do you receive a selected list of graduates and use exclusively their list of graduates to recruit from?*

Question 4: *Overall satisfaction with the university IT graduates' qualification level from 2018 to 2020?*

Question 5: *Regional level at which your company recruit IT resources (Local or/and International)*

Question 6: *As a person dealing with Romanian graduates, which universities are in your opinion the best in Romania when it comes to graduate employability in IT?*

Question 7: *Which criteria are the most important for your company when making the University selection on a local level to find your best Candidates?*

Question 8: *As a person dealing with international graduates, which universities are in your opinion the best when it comes to graduate employability in IT?*

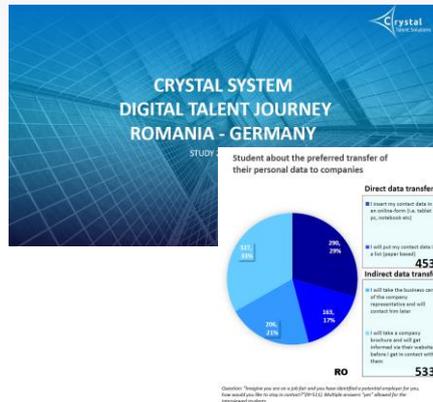**Question 9:** *How do you address Students from your preferred University?*

Question 10: *Would you prefer to cooperate with an expert IT partner to access the targeted graduates from the preferred Universities?*

Question 11: *Which Online Channels do you use to address candidates from your preferred Universities?*
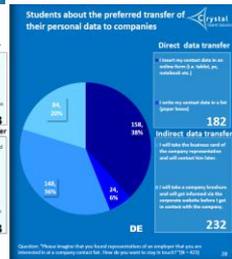
To participate in the survey, please follow the link: *https://survey.crystal-system.eu/index.php?r=survey/index&sid=486365&lang=en*

In case of any tech issues with the link, please do not hesitate to contact us at *talents@crystal-system.eu*

More surveys carried by Crystal Talent Solutions

Digital Talent Journey. This study examines the expectations and attitudes of Romania students from Bucharest (N = 511) regarding the recruiting process and the degree of digitization in the applicant communication.

Digital Talent Journey study gives answer to questions like: On which online platforms student talents are active, where shall be placed job announcements, how should the contact once made followed up and what roles could have digital solutions like chatbots, video-interviews, virtual tours etc.

The survey results overview was published in the HR Manager magazine (issue #63, January-March 2020):
http://hrmanageronline.ro/the-journey-of-the-digital-talent/

To access the entire Study for free, please follow the link:
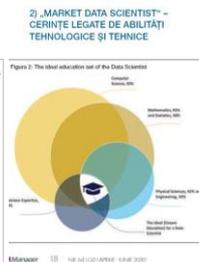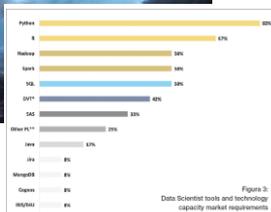https://www.crystal-system.eu/digital-journey/crystal-digital-talent-journey/

More surveys carried by Crystal Talent Solutions

Data Scientist - Hunting the Unicorn? Identifying the Data Scientist candidate profile that the market is searching for, Crystal System questioned if the mission is possible to find the ideal Data Scientist or businesses are simply hunting for the "Unicorn".

To find the answer Crystal conducted the Data Scientist - Hunting the Unicorn? research in order to understand in depth the profile of the ideal Data Scientist professional, where and how organizations can attract him, and how Crystal System Pragmatic approach to build and select Data Scientist Talents can help business leaders to find the appropriate professional.

The survey results overview was published in the HR Manager magazine (issue #64, March-June 2020) and Cariere magazine:
https://revistacariere.ro/inovatie/companii/data-scientist-vanatoarea-de-unicorni/

To access the entire Study for free, please follow the link:
https://www.crystal-system.eu/digital-journey/data-scientist-hunting-the-unicorn-article/

THANKS!

Please note, that each Survey Participant will be provided for free with the Employability in IT Survey results report (once completed) being able to have their own insights related to the IT Employability in Romania.

Any questions? You can find us at:

▶ frank.nagorschel@crystal-system.eu
(Frank Nagorschel, Director Marketing & Talent Solutions Crystal System Group)

▶ maria.cerednicenco@crystal-system.eu
(Maria Ceredncienco, Educational Manager Crystal System Group)

www.crystal-system.eu
www.crystal-bim.com