

Challenges Of Joining Workforce Upon Graduation

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Graduate Transition to the Workforce

In our modern society, students are faced with numerous struggles after they graduate and decide to join the working-class community. Young people have been brought up with the notion that job opportunities are always there after a person earns a graduate degree. As a result, students grow up with a false sense of security as they believe they will get jobs once they graduate. One reason that make high school graduates want to join universities is that they believe by doing so their future career is secured. These young people believe that if they get to learn the set curriculum in each course and unit present in their chosen field, then they will surely get employed. This is not right, as employees in the current business world are looking for more than a qualification paper on any subject. Additionally, these employers want to be certain that each employee has the required knowledge and skill set that are required in their field. This paper will explore some of the challenges graduates face as they try to join the workforce community and give a reason as to why these problems exist. (U.S. Bureau of Labor Statistics, 2025)

Employer Expectations for Experience

According to researchers, nearly ninety per cent of students firmly agree that employers should offer adequate trainee roles to give these trainees sufficient training. One of the main problems newly graduated individuals face is that employers are looking for employees who have years of experience in a specific field. According to these employers, there is more to a person than a graduate degree. This acts as a hindrance to many students as they are fresh from universities and have no years of experience that is required. Not only do they lack the required experience, but also the needed skill set. These new graduates are more than qualified and can undertake any task given to them, but employers opt to overlook that.

Training Gaps and Labour-Market Competition

The reason why many organizations tend to look for people who have experience is because it means less training and less experience. To curb this challenge, it would be in the best interest of employers in any organization to provide training programs that will help these new graduates acquire the required skills. DDD argues that many graduates are willing and ready to work and take up responsibility, but they lack the opportunity to do so. The range of training currently being offered by

many organizations is quite complex, and one is left wondering how these new regime graduates will fulfil the labour market requirements with regard to competence as well as skills. As it is known, the business world is gradually evolving and is extremely competitive and acquiring a graduate degree is not an automatic guarantee for securing yourself a job. The job market is filled with qualified job-seekers who possess a higher set of skills and experience than new graduates. Despite the existence of internship programs, it becomes hard for new graduates to gain valuable experience because of economic slowdowns and the presence of few training opportunities. (Federal Reserve Bank of New York, 2026)

Professional Identity and LinkedIn

Another challenge facing new graduates as they try to enter the workforce community is the issue of creating their identity. Many employers in our current world want to get acquainted with the individuals they are employing. Apart from regular social media platforms such as Facebook, Instagram, or even Twitter, new graduates ought to make use of LinkedIn to help them develop an employment-based identity that will give prospective employers an all-around picture of their potential employees. It is important for these graduates to formulate a profile that best explains who they are as a person while giving as much specific information as needed about themselves to assist them in gaining employment. Bela Florenthal argues that LinkedIn has more than two hundred million subscribers and has ended up being a meeting place for both recruiters and professionals pursuing career opportunities. From this, it is clear just how important a LinkedIn identity can be in helping one gain employment upon graduation. From a LinkedIn account, it becomes easy for a person to address and focus on their chosen career while bringing one's identity into the limelight of employers.

Graduate Competition and Differentiation

Competing for job opportunities among new graduates is another issue currently being faced. For instance, a bachelor's degree in Business is quite common, and upon graduation, the number of students who have undertaken this program is high. When a student graduates, thousands and thousands of graduates with a similar degree are put into the workforce, and the challenge of how to be unique is posed. In most instances, many students are consumed with their studies, and when they are free, many undertake part-time jobs. They forget other activities, such as joining groups and programs that will help develop their Curriculum vitae while setting them apart from the rest. Though challenging, students should try it out as employers look for individuals who are unique.

Conclusion on Graduate Employability

In summation, it is accurate to say that new graduates face numerous challenges when it comes to finding employment. These challenges hinder them from acquiring a job position despite their

qualifications. Creating a profile, being unique and acquiring adequate training are some of the discussed challenges new graduates face. Students ought to understand that acquiring a graduate degree doesn't mean a degree, as there is more to a person than just their mere qualifications. Graduates, on the other hand, should not lose hope despite these challenges and should continue to be optimistic. Life is about facing challenges; what matters is how a person uses these challenges to better him/herself. (Abel et al., 2014)

References

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