

Social variables and the role of vocational training in achieving the requirements of the labor market in Iraq: A field sociological research in Al-Diwaniyah city

¹Dr. Hussain Alawe Abdullah

The Abstract

The economic policies of some countries have played a large role in showing many problems which are related to the labor market, as a result of taking ill-considered policies and following them without achieving the desired goal, such as economic openness and what the wrong policies does include, such as reducing the number of jobs in the government sector by stopping appointments or layoffs of some workers and lower wages. These policies have an impact on the Iraqi labor market, that the importance of current research is by addressing these policies of social and economic changes which are affecting the requirements of the labor market, as what are the problems caused by these factors, as the research aims to identify the social characteristics of the groups which are most interested in vocational training centers, highlighting the role of education, training of professionals and technicians in requiring the job market in Iraq. The researcher has used the social survey method in the sample, as the research community represented the trainees in the vocational training department in Diwaniya, while the study was applied to a random sample of (117) singles. The results of the research showed that the number of males exceeds the number of females because the professional specialties are the prerogative of the males, because their nature does not suit females, as we find that the majority of the sample members see a contribution that qualifies training programs to create real job opportunities more abundant and continuity for those looking for it, as it was clear from the majority of the respondents that they see that the contribution of vocational training programs for creating a solution to the unemployment problem, this is through its ability to provide real and quick job opportunities for the beneficiaries, at last, the results of the field research showed that the technical skills that graduates had received in their specializations are qualifying them to do their job to the fullest with the best way.

Keywords: Labor market, Vocational training, Societal variables

Introduction

Most economies in the developing world face many economic problems, because these societies and their institution have faced challenges which are imposed on them by global changes and developments, eventually, these changes include globalization, technological progress, media openness, economic blocs, as well as the emergence of a new world order that has contributed to the development of market concepts, a free economy, democracy and other economic systems, as the technology in the field of communications, information and its uses plays a role in creating new models and opportunities to the labor market, as well as the disappearance of some traditional patterns of some businesses, however, the labor markets face two main challenges: the increasing globalization of the economy that exacerbates the situation and its difficulty, as well as the rapid technological changes that lead to layoffs of some employment (which results in higher unemployment). So the “Globalization” increases the speed of the impact of labor markets on shocks within the global economic system, as the intensity of international competition, that the increase in the movement of capital, then these factors all are weakening the competitive strength of the labor force,

¹ College of Arts, Dept. of Sociology, University of Al-Qadisiyah-Iraq

pressing down wages downward, also threatening the government's ability to implement social reform policies. The technological changes that lead to the provision of labor resulting from global competition give rise to further anxiety in an era in which unemployment among trained workers increases in addition to labor and technology, consequently, the percentage of the unemployed increases, on the other hand, the effects of globalization mechanisms on the labor market withdraw on both the demand and supply sides.

First: the general framework of the research

1-The Problem of the research

There is no doubt that the rapid economic and technological changes in light of globalization require a lot of capabilities and skills, in order to suit the needs of the labor market, as technological changes and developments have recently imposed certain types of skills that must be available in the individuals, as a result of this, the demand for the skilled and highly qualified workers which is able to deal with advanced technology that has invaded various aspects of life, that which its advantages, speed, accuracy and quality of the production.

As these global and technological developments on the labor market have dictated terms and conditions that must be fulfilled for everyone who wishes to join a specific job, that the educational institutions should occupy their main role in acquiring individuals the capabilities, skills and experiences which are necessary for development and performing various actions, therefore, these institutions had to move away from their old traditional role by indoctrination and stuffing the minds of students in a way that does not get benefit, as they are required to perform their job within an integrated system that keeps pace with the changes and developments that occur in society, especially in light of the increasing number of graduates from these institutions, in a way that is not compatible with Jobs that are available in the labor market and their requirements.

on the other hand, the economic policies of some countries had played a big role in showing many problems which are related to the labor market, as a result of following unfulfilled and ill-considered policies for the desired goal, such as economic openness and the wrong policies it includes, reducing the number of jobs in the government sector by stopping employing or layoffs and reducing wages, as these policies have an impact on the Iraqi labor market.

2- The importance of the research

The importance of the current research stems in its treatment of social and economic changes that are affecting the requirements of the labor market, as well as what problems arise from these factors, perhaps this contributes to directing the attention of researchers of different specializations to the study of such topics because it is possible to overcome the difficulties that face the development in general and the labor market in particular, also to know the points of views of young people on those issues, especially young people who are on the threshold of graduation and entering the labor market. As this study reveals to us the problems those were facing the labor market sector and its requirements, warning those who are in power to make laws and decisions that eliminate such problems, in addition to this, establishing the institutions that can absorb youth employment. As for society, any development and progress within the labor market and society in general would work to push the wheel of development forward, the economic development that results in it affects the rest of the other conditions in society, then the society is blessed with security and stability, also reducing the problems that many societies suffer from as a result of the void in which many young people live, in the absence of proper economic and social planning to confront those phenomena that threaten the security and stability of society.

3-The Goals of the research:

- A- Learn about the characteristics of the most interested social groups in vocational training centers.
- B - Knowing the social and economic return of vocational training.
- C- Highlighting the role of vocational and technical education and training in meeting the job market in Iraq.

4-The questions of the Research:

- A- What are the characteristics of the most interested social groups in vocational training centers?
- B- What is the social and economic return of vocational training in Iraqi society?
- C- How effective are the outputs of vocational training centers in the Iraqi labor market?

5-The Concepts of the research:

A- The concept of societal variables: This concept is one of the concepts that humanity has been required from its inception to the present time, it is a fact of the human society, that the changes were not limited to social aspects only, but they are clearly shown in the production styles, as well as the solutions of the modern technological means of production in most areas of work that replace labor and other areas of life, there are those who refer to them as factors, while the others are determinants, another team refers to them as controls that which influence the development path.

Accordingly, the concept of social variables refers to the transformations that occur in the construction of any society in a certain period of time, so this means the presence of social forces that contribute to the occurrence of change in a particular direction, with varying degrees of intensity, that may reach the whole society as is the case in the revolutions, it is also limited to a specific social system, such as family, politics, the labor market, etc. Sociologists have adopted the term social change to refer to all forms of historical disparity in human societies, contributed to the popularity of this term published the book of social change by his author William Ogburn in 1922, in which he clarified the role of biological and cultural factors in the occurrence of social change (Al-Sayed Al-Husseini, 1982, p. 59).

So what is meant by social variables is that: the transformations that occur in the social organization, that is, in building society and its functions, as it is closely related to the transformations that occur in the patterns of life, since man was a social creature, the change has its human dimensions, that every change in the society will necessarily reflect its effects on the human person, while Iraqi society, like other societies affected by these factors.

Thus, the social variables in this research are defined as: a set of transformations that the researcher is interested in in this research, it is natural that when a social change occurs, its effects are reflected on the whole of society while this affects the behavior and change of individuals and their lives, however, their inability to harmonize with those changes in society with its systems, patterns, functions and building, which are conditions that related to the formation of society and its systems.

B- The concept of training: training as a term is an organized activity that focuses on the individual to achieve a change in his knowledge, skills and abilities, to meet specific needs in the present or future situation, in light of the requirements of the work that one does, in light of his future aspirations for the job or profession that he performs in the community, or is a set of programs which concerned with education and improving technical skill, for the trainee to perform better, then the training is a process of learning and upgrading permanently, as it is keeping pace with and approaching what the skill possesses (Al-Sharif, 2001, p. 25), by that means the efforts that are being made to achieve goals focused on improving individuals' learning and developing their performance, in fact, the training in (Oxford Dictionary) is defined as moving a person to a desired level or standard of competency, whether in education or practice (Al-Taani, 2007, pp. 15-19).

The American Society for Training and Development (ASTD) defines it as a subspecialty in the field of manpower in organizations concerned with identifying of the main competencies of forces and developing them for manpower through planned learning, which helps individuals to perform their current and future jobs effectively (Patricia A. McLagen, 1983, p: 130). "Fillipo" defines the training as the process by which workers are provided with the knowledge and skill to perform and execute a specific job (Saleh, 2004, p. 101).

C- The concept of vocational training: means short training programs that aim to provide individuals with the knowledge and skills which required by a group of related professions. As If it aims to train skilled workers and give them recognized introductions which is part of the school system, then it is called vocational education (Badawi, 1986). **The vocational training** is defined as "expressing those activities that help workers to raise their performance in the current and future work by increasing their skills or developing their knowledge (Ashour, 1997, p. 239),), **the concept of vocational and technical training was defined by the General Conference of UNESCO** as all forms and levels of the educational process which include, in addition to general knowledge, the study of technologies and theoretical and practical sciences which are related to them and the acquisition of the practical skills and aspects which are related to practicing the profession in various disciplines, then it aims to prepare technicians to be a link between specialists and skilled workers, after high school for a period of (2-3) years, that is in technical education institutes (Al-Salami, 2004, p. 346).

A professional training is defined as a procedural definition which is a planned, organized process focused to reach the required level at the earliest and lowest cost, taking into account the changes in training goals from merely teaching knowledge and teaching skills to educate the trainee on the correct method of thinking, innovation for understanding his work well, performing it very efficiently while absorbing modern developments.

D- The concept of the labor market: "Work" has an important social function, which is counting "productive work" as a source of human dignity, as the need is satisfied through it, as well as the living and social values it embodies (Ammar, 1999, p. 61). Also the labor market is defined as the place where the various factors that influence the elements of employment interact, i.e. the place where workers search for work, as it is the general field in which you

find many types of conditions in which the different relationships affect work and employment, by directing the conditions of employment opportunities, requirements and geographical differences in wages and hours of work (Badawi, 1993, p. 238),

There are multiple forms of the labor market. The modern organized sector represents an unregulated market, both the public sector and the private sector have their market, in addition to labor markets for every profession and trade, that each economic sector "agricultural, industrial, communications as a market. So the regulated market is subjected to legislation, laws and regulations that must be adhered to, as this market includes the labor market in the public sector, the labor market in the private sector and the labor market in the foreign sector. As for the informal market, it is characterized by unstable wages of workers, ease of entry and exit labor from it, in addition to the high level of illiteracy among them (Michaelides Marios, 2010, p. 230).

The concept of the labor market is defined by a procedural definition according to research procedures, as it is the market in which there are high-paying jobs, good working conditions, job stability and a high degree of equality in applying work rules and opportunities for promotion within the work.

6- Theoretical approach to the research:

1- Labor market segmentation theory: This theory that emerged at the hands of D.B Doernberg MPiore, which explains that the American workforce is exposed to a type of fragmentation based on race, gender, age and educational level. So this theory aims to explain the rise in unemployment, also to reveal the reasons for its rise in certain sectors and the presence of a scarcity of work in other sectors. On this basis, the theory distinguishes between five types of labor markets which are followed:

-The internal market: it includes the human resources within the organization in light of a close relationship with wages.

-The external market: searches for labor from outside the perimeter of the institution.

- Primary Market: It includes the most rewarding, stable and stable jobs, providing the best conditions, including the privilege of promotion.

-The secondary market: It includes the lowest-paid and stable jobs, as it mostly includes women, youth, elderly and low-skilled labor, meaning that this market distinguishes between workers in terms of age groups and in terms of gender. Also it includes small productive enterprises, which use labor-intensive production methods which are affected by economic fluctuations. This means that those involved in it are more vulnerable to unemployment.

-The main market includes large-sized establishes, which employ capital-intensive productive arts and skilled workers. Because these institutions control of the markets for goods and services, they enjoy a high degree of stability in the demand for their products, as this is therefore reflected in the employment in a positive way (Ali Abdul Wahab Naja, 2015, p. 49).

2-Human Capital Theory: The current research adopts the "Human Capital Theory", so the real roots of this theory go back to the eighteenth century, so there were several attempts during this period aimed at attracting attention to the importance of the human element, determining what is human capital, also introducing the skills of the individual as one of its components, also focusing on human investment to improve the skills and production of the individual, as well as estimating the value of human capital to determine the economic importance of the stock of human resources if this expression is correct, this is, to determine the economic value of individuals for society as well as determining the economic profitability of human capital which is resulting from labor migration, investment in health, education and training (Hassan, 2002, pp. 65-69).

The theoretical structure of human capital theory is summarized according to what Schultz describes in the useful skills and knowledge that individuals acquire which were not previously known as a form of capital and in an important part of it resulting from a planned investment while the distinguishing feature of human capital is that it is part of humans, that it is human because it is an inseparable part of human beings also it is capital because it is as a source of types of gratification or gains in the future or both, that it is not homogeneous like that of material capital, so both of them are characterized by a great deal of heterogeneity, Schultz sees that human capital has grown in Western societies at a rate much faster than traditional (non-human) capital, as that this growth was one of the most important features that characterized the economic system in those countries, comparing the increases in the national product with the increases in the land, the working hours and the reproductive capital material, it becomes clear that there is a

big difference between them, so the investment in human capital was almost the main explanation for the difference between these increases (Hassan, 2002, pp. 65-69).

Second: vocational and technical training, its mechanisms, methods and dimensions:

1- The emergence and development of technical education and vocational training: Technical education and vocational training went through several stages throughout its development period from the middle ages to the present, as the artisan denominations through which technical education and vocational training was provided were prevalent in most parts of the world in those ages and extended until the advent of the industrial revolution, but with the proliferation of industrialization in Europe and its expansion to other countries, the need for formal development to provide technical education and vocational training has emerged for providing the factories with their needs of trained labor.

The vocational training has the utmost importance, as it seeks to develop our human resources, that individuals are the pillar of development and progress at all economic, political, cultural and social levels, so what increases the importance of vocational training is what the whole world is going through successive international changes, especially in the economic field and all areas under the shadows of globalization, that has added globalism to all aspects of life, from the simplest to the greatest, the globalization that was generated multinational companies, that transient companies whose production constitutes global quality specifications, in addition to labor markets which are wide open to expatriate workers from all parts of the earth, as this imposes a certain form on employment, that the most important feature of which is skill, also awareness of all the changes that have occurred on the economic scene and on the labor market.

One of the negative aspects of globalization is the lack of the demand for unskilled labor as this increases unemployment more and more, for this, it is necessary to achieve training goals from developing the capabilities of individuals, developing self-confidence and increasing income by linking wages to production, giving workers opportunities for progress, while the most importantly, obtaining good products at reasonable prices and at appropriate times, by enriching training programs, following up on them from around the world, also training workers in all forms of technology in the field of their profession or their proposed professions. Therefore, many countries have invested in human resources because it is considered the most cost-effective and most sustainable investment, however, many see that one of the practical solutions to invest these human resources lies in technical education and vocational training, as it has a pivotal role in economic and social life, because it is one of the main tools in building human cadres, fighting poverty, individual income and the standard of living, paying attention to this type of training in all its forms represents one of the real stages on which the outcome of the development process in its various forms is centered, because the gradual levels of academic education to vocational training are commensurate with the nature of job opportunities which generated by economic sectors that change with the transformation of the nature of work this is produced by the rapidly transforming economic reality due to the booms that are associated with technology and the information revolution.

Representing the vocational training as one of the most important links with the labor market, as it provides the labor market with skilled technicians, therefore investment in vocational training is an investment for the future.

2-Education, training, and technology: Since the first industrial revolution, sociologists have drawn attention to the central role of technological progress in leading economic growth and in shaping the organization's revolution with its impact on the relationships between individuals, groups and organizations that operate within them, while attributing the influence and its impact to many of the early thinkers in their famous researches, like Schumpeter has singled it out at first sight by considering his money an important role in shaping this thought, Schumpeter retained more than other thinkers in the economic profession an element of knowledge of technological progress as a central feature of modern capitalism that guaranteed it to survive, that is at a time when the majority of the profession places its focus on static or short-term models, this emphasis that has become clear in its late work in 1942 on important innovations no lesser than what is going on in contemporary research that has begun to show the importance of the types of progress that was added, especially after the stability of the new radical technology in its mixing, hence, Schumpeter's view was that technology and technical progress are a central factors behind the organizational and political dynamics and a serious determinant of group power and individual outcomes (Adel Harhous Sadiq, 2006, p. 76).

3-The employment of educational technologies and technology in teaching professional education: Under the concept of education techniques, teaching means and technology, everything that is used to provide education and

learning from school buildings and equipment is included and the definitions of educational techniques and educational technology are numerous, as it has been defined as: all the tools, devices and equipment that the teacher used or could use (audible, readable, visual, or all combined), i.e., including recording, copying, broadcast, organization, storage and retrieval. It also can be defined as those devices, tools and materials that can be used, which the teacher uses them to improve the teaching process and facilitate the learning process (Adly Ali Abu Tahoun, 2000, p. 95).

One of the things that depends on the effectiveness of achieving the goals is the type of means and tools of educational technology because the learning will result in the student interacting with all these data, accordingly, it can be simply defined that educational techniques are used for the purposes of teaching vocational education as the best implementation of the goals of vocational education through the use of human and non-human resources, or optimal use of a mixture of human and non-human resources (Muhammad Saeed Sultan, 2005, p. 117).

Third: The labor market and societal influences: The labor market is affected by what are known as the transformations that occur in the system of social values, which were affected by the transformations that societies are witnessing, whether internal or external, so young people are not isolated from these transformations and changes, usually this leads to a kind of conflict between the old and the new within society, which is reflected in the inability of this segment of acclimatization with the innovations and developments within the labor market due to the emergence and spread of technology and its conquest of areas of public life, including economic in particular, as what the effect it has on the substitution of mechanization for labor, which has affected the job market by layoffs of some of the workforce, all of this leads to the emergence of many negative phenomena which have affected individuals and society when there is a recession in the labor market that leads to widespread of unemployment or reducing the job opportunities that lead to the inability of people who do not have an income source to provide for their basic needs, usually this group of young people, all of this pushes them either to emigrate or commit crime under the pretext of providing for their needs, also because of the high prices and the high cost of living, in light of the foregoing, this research is trying to address the labor market and its characteristics in some detail, highlighting the most important factors that are affecting it, as well as the accompanying social and economic impacts, as well as the extent of their impact on social life in the Iraqi society.

1-The labor market and its mechanisms: The joining of a person for the labor market and practicing a certain profession or job helps him to demonstrate his skills, ideas and capabilities through works that he is fluent in and contribute to the development process if the opportunity allows him to do so, that the developing countries often witness an imbalance in their economic and professional structure with the dominance of the agricultural sector in most cases, also their weak technical and planning capabilities, the lack of clear-cut population, educational and training policies, in addition to political instability and the accompanying economic instability, which leads to the inability of their productive institutions for providing clear visions for the future activity, from here, the imbalance occurs in the labor market, then the emergence of what is known as unemployment of its various types, also there is a deficiency in meeting and securing the needs of some economic projects from qualified and specialized cadres to implement those projects, perhaps the reason for that is due to the mistakes of previous policies, as the rampant corruption, interest in spending, the absence of mechanisms for follow-up, following-up of implementation, which is often announced projects, then spending stops on them , which increases the wasted resources in the society, as a result of these wrong policies that affected the Iraqi labor market and the economy in general, that there are many other factors and variables, including what is related to the march of the education in society, in which there are several drawbacks due to dependence on traditional methods of education, as its dependence on indoctrination, preservation, its inability to create an innovative person and the formation of his personality, as this is what we notice from the increasing number of graduated students, which results in the state's inability to provide employment opportunities for them.

2- The importance of the labor market: The labor component is distinguished from the remaining elements of the production process, in that the labor force (labor services) is hired while workers cannot be bought and sold by considering them as owners of it, also, it cannot be separating between the worker and his work force, therefore, the circumstances under which the worker provides his work force to complete the work and production process, acquire great importance like the increasing of the price.

After knowing the importance of the labor market, it becomes clear to us that it performs several jobs, one of which is social and the other is economic. The social functions are represented in the following points:

A-Helping the individuals to integrate socially within their community and participate in the development.

B - Forming the individual's personality and developing his skills, abilities and talents.

C - Helping the individuals to form social relationships with other individuals.

D – The stability of society and increasing its degree of cohesion by eliminating unemployment and reducing its risks to it.

E - Reducing the spread of crime in the society and improving the economic level of individuals.

This leads us to the fact that the labor market policies which is carried out by the state can play an important role in the level of social and economic life, as well as in encouraging the use if it properly formulated and implemented. These policies include a set of methods and ways, some of which are called negative or positive methods.

3- Social, cultural and economic factors and their impact on the labor market: A group of many factors and reasons contribute for influencing the labor market, and the social, cultural and economic factors are among the most important of those factors that represent the most important in the following:

A- Education: Education of various kinds and stages in general and university education in particular plays an important role in the development of societies. As the developed societies have a developed educational system which is capable of developing their human energies because they are the wealth of peoples, so the success of educational systems depends on the extent of their ability to prepare their human resources and developing them to contribute for the increasing production rates, that the investment in education works to provide the qualified human energies capable for developing societies, because the education environment is obliged to respond to the requirements of the age and interact with its new face, including, relying on technology and removing the old recognized borders and imposing new borders, the need of preparing a graduated person with the appropriate skills who is qualified to suit the new work age and market requirements, Then the university education as the summit of the educational ladder which bears the message of building and developing the human being, that represents the driving force and leading the process of community development and progress, for this, the universities were interested in building human resources, by preparing the needs of the various sectors of society with their availability from these scientific and intellectual leaderships, as if the education is the key to development, then the human being is the tool of change and development for achieving progress in development, then the human being is the instrument of development and its goal at the same time, so this is due to the fact that the human being is the goal and to which development is directed and achieved. In addition to education, another factor that has an impact on the labor market is the technological progress factor:

B- Technological progress: the past few years have witnessed a special interest in aspects of the impact of technology on employment, organization and methods of work, perhaps due to the fact that technology has started for the first time in the history of modern economic and technological development, it imposes on labor markets new requirements, so modern technological development by creating new job opportunities commensurate with the new technology, but the requirement that results from all of this is the emergence of technological unemployment, which has become more acute in recent times. It is noted that the electronics revolution and the accompanying transformations of production patterns, images of exchange and consumption patterns have led for changing and transforming the field of employment, work organization and performance of the labor market, including changes in the professional and vocational structure of the workforce. There is no doubt that this will affect the labor market, so with the information of the revolution, it has become difficult to restart the unemployed worker in a position which is close to his first job as it was before, that the difficulty of moving the worker from one job to another has increased, in fact, the labor market was divided into two markets, at least, as there is a market for workers involved in the technological revolution with high wages, beside there is the partial labor market, thus, the job market is divided or dispersed due to technological unemployment, as the jobs most vulnerable to this technological development are jobs with low and frequent wages such as building workers, for example, that the most affected are those who receive low wages and salaries, as they are vulnerable to losing their jobs, resulting a surplus in the labor force, so it will increase the unemployment in the society, causing an imbalance in the labor market of the state.

4- Social and economic problems and the labor market: The social and economic factors and variables have a clear impact on the labor market, whether in terms of supply or demand for work, which has negatively affected various aspects of life, also it affected the lives of individuals in particular, as a result, many negative phenomena have appeared in society that have hindered and promoted progress, that these phenomena in society have a negative effect,

whether socially or economically, that is also reflected in the lives of individuals. I will talk about some of these phenomena that have appeared in society, knowing their impact on the individual and societal level. In light of the era of economic and cultural openness with the fall of all barriers due to the information and communication technology revolution that represents challenges which are facing all countries of the world through a rapid transformation in employment opportunities and markets in all societies, after the mechanization solutions in agriculture, also the loss of many job opportunities, factories absorbed millions of job opportunities which they lost between the fifties and eighties, as the rapid growth of the services sector has re-employed many blue-collar workers who have lost their jobs in light of high technologies. In general, that the three sectors (agriculture, industry and services) in the traditional economic system, entered into the era of robots, this matter which will lead to obligatory unemployment for millions, as there is no new sector now that is expected to be developed to be able to absorb these millions who will be dispensed with in developing countries mainly as a result of rapid reconstruction.

The only possibility for a new sector to emerge is the information sector, which requires a few select groups, as this will only be compensate by a small portion of the jobs that will be lost in the coming decades in light of the information and communication revolution (Assaad, 2001, p. 5).

Fourth: The methodological procedures for the study

1- The Research Methodology: The researcher uses the social survey method with the sample because it is the appropriate way to achieve the goals and questions of the current research, by studying a limited number of cases or terms in time, effort and the capabilities which are available to the researcher.

2-The Research tool: The research relies on a data collection tool, which is a questionnaire form, on a sample of the trainees which is presented in the Department of Vocational Training in Diwaniyah, in Diwaniyah Governorate, as a means of collecting data.

The Validity and the stability tests: The researcher worked to achieve this type of validity by presenting the questionnaire form to a number of arbitrators who are specialized in sociology. The researcher has used the Alpha Cronbach method to measure the stability of the questionnaire, as the researcher after collecting field research data by conducting a preliminary research on 5% of the total field study term (20 items), then he was re-testing them again to measure the stability, as the stability factor was reached to 92%, which indicates a high degree of consistency among the respondents' answers.

Cronbach's Alpha Coefficient

Table No. (1) shows the results of the Alpha Cronbach test to measure the stability of the questionnaire

The Domain	Cronbach coefficient
Alpha Cronbach coefficient for all items of the resolution	0.941

The data of the previous table indicate that the value of the Alpha Cronbach coefficient was high, as the value of the alpha coefficient for all items of the questionnaire (0.941) This means that the coefficient of stability is high, as the questionnaire in its final form is applicable, Thus, the researcher has confirmed the validity and stability of the research questionnaire, which makes it fully confident in the validity of the questionnaire and its validity to analyze the results and answer the research questions. As he used the descriptive approach, therefore it became possible to define the type of the research now as it is a descriptive study.

3-The research community and its sample: The research community represents the trainees in the vocational training department in Diwaniya. The study was applied to a random sample of (117) term.

The Research domains: It can be clarified as follows:

1- The human domain: The human domain was determined to search for a random stratified sample about (117) terms from the trainees in the vocational training department in Diwaniya. As the selecting of the research sample, it was taken into consideration that it diverse in terms of age groups, gender, educational level, social level and income level.

2- The Spatial domain: It represents the spatial domain of the research in the city of Diwaniyah.

3- The Temporal domain: The research was conducted from 1/9/2018 to 1/11/2018.

Statistical processing of data: After completing the collection of the study data, it was entered - after coding - into the computer, then it was processed and analyzed, as the statistical results were extracted by using the "SPSS" Statistical Package for the Social Sciences.

The field research data will be analyzed as follows:

1- The basic data of the respondents

Table No. (1) shows the specific construction of the respondents

Type	No.	%	Arrangement
Male	99	84,6	1
Female	18	15,4	2
The Total	117	100	---

The data of the previous table indicate the qualitative construction of the individuals of the sample, as males came first with 84.6%, and females came second with 15.4%, as the researcher attributes the percentage of the number of males to the number of females to the fact that professional specializations are the preserve of males because their nature does not suit females, such as blacksmithing, carpentry, car mechanics, etc. While technical specialties are popular with both parties, including trade and office management, barber shops, computers, commercial malls and others.

Table No. (2) shows the age of the respondents

The Age	The repetition	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
From 20 to less than 25 years old	6	5,1	3,80	1,341	Ka ² =30,231 indication0.001 = significant
From 25 to less than 30 years old	13	11,1			
From 30 to less than 35 years old	28	24			
From 35 to less than 40 years old	36	30,8			
From 40 to less than 45 years old	19	16,2			
From 45 to less than 50 years old	15	12,8			
The Total	117	100			

The data of the previous table indicated the age stage to which the sample members belong, according to the age group, as they were distributed into (8) categories. Most of the respondents were from the age group from 35 up to less than 40 years, at a percentage about (30.8%), as it is followed by those in the age group from 30 to less than 35 years, at a percentage about (24%), then the age group from 40 to less than 45 years is 16.2%, then the age group from 45 to less than 50 years is 12.8%, followed by the age group from 25 to less than 30 years by 11.1%, and finally the age group from 20 less than 25 years, was about 5.1%. As when testing the significance of the moral difference is conducting between the actual data and the expected data for the respondents' answers, it was found that the mean (3,80), the standard deviation (1,341) and that the value of Ka² is (30,231), which is a statistical indication at the level of significance (0.001). We conclude from the above table that more than half of the respondents are of the age group (30-40) representing (54.8%) of the sample size, as it was found that they are in the youth stage, that the youth level represents the backbone of any society, as they are as the actual driving forces for any development or renaissance projects, also they are the cornerstone because they are, in a realistic view, the builders of tomorrow.

Table (3) the social status of the respondents

Social status	Repetition	percentage	Arithmetic mean	standard deviation	Ka ² value and statistical significance
single	23	19.7	2,20	0,958	Ka ² 79,479 = indication = 0,001 significant
married	69	59			
widower	4	3,4			
divorcer	21	17,9			
The total	117	100			

Table (3) data indicates the distribution of sample members according to the social status of the study sample members, as it is clear that most of them fall within the category of married with a percentage (59%), which is followed by the category of singles with a percentage (19.7%), then the category of divorcer about (17.9%), finally a widower category with a percentage (3.4%). After conducting a test of the significance of the moral difference between the real data and the expected data for the respondents' answers, it was found that the arithmetic mean (2,20) with a standard deviation reached to(0,958), that the value of Ka² is (79,479) as it is a statistical function at the level of significance (0.001). It is clear from the data of the table that the majority of the respondents are married, that this makes us prepare this category of ambitious groups that the state can invest, taking into account with them to develop

the industry in the country, providing a competitive sector for the public one, as the married person has a family, that one of its members may relate to private work according to the impact of the environment on its population.

Table No. (4) shows the total monthly income

Total monthly income	repetition	percentage	Arithmetic mean	standard deviation	Ka ² value and statistical significance
Lesser than 200000	38	32,5	1,97	0,870	Ka ² 41,667 = significance = 0,001 significant
from200000 - -400000	53	45,3			
from400000- -800000	18	15,4			
from 800000 and more	8	6,8			
Total	117	100			

Table (4) data indicates the distribution of sample individuals according to the monthly income, as it became clear that most of the respondents in the research sample as their monthly income (from 200,000 - 400,000 thousand dinars) at a percentage about (45.3%), after them the members of the sample whose monthly income is (lesser than 200,000 thousand Dinars) at a percentage about (32.5%), then the members of the sample who have their monthly income as (from 400,000-800,000 thousand dinars) at a percentage about (15.4%), finally, the members of the research sample whose monthly income is (800,000 thousand dinars) or more, at a percentage about (6.8%). When testing the significance of the moral difference between the actual data and the expected data for the respondents' answers, it was found that the arithmetic mean (1,97) and the standard deviation (0,870) , as that the value of Ka² is (41,667) as it is a statistical function at the level of significant (0.001). We can conclude from the table above that the majority of the sample's members are most from the sample individuals whose average monthly income is from (500-1000 thousand dinars) at a percentage reaches to (45.3%), it is noted that these percentages show that the majority of the sample members are in (low-income) which is due to the fact that they are at the beginning of their life stages that they are trying to establish their economic lives under the difficult economic conditions, so that they have the financial ability to improve the economic conditions of their family, in addition to a large percentage of them being preoccupied with life concerns and not having job opportunities or completing their studies.

2- Questions which are related to the role of vocational training to meet the needs of the labor market

Table No. (5) Shows the level of qualification of the vocational center for students to practice the profession who are studying it

Level of qualification	repetition	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
poor qualification	91	77,8	1,38	0,740	Ka ² 105,282 = significance0,001 = significant
Middle qualification	8	6,8			
Complete qualification	18	15,4			
The total	117	100			

Table (5) data indicates the distribution of sample individuals according to the extent to which vocational training programs contribute to their qualification to create more abundant and continuous real job opportunities for researchers from it, the answers were that most of them see their contribution to weak qualification at a percentage about (77.8%), then the answers are that it contributes to a certain extent to complete qualification reached to (15.4%), finally those who see its contribution as an average of qualification is reached to (6.8%). In conducting the testing, the significance of the moral difference between the actual data and the expected data for the respondents' answers, it was found that the arithmetic mean (1.38) while the standard deviation (0.740) that the value of Ka² is (105,282), which is a statistical function at the level of significance about (0.001). We deduce from these data that the majority of respondents see their contribution qualifying the training programs to create real more abundant and sustainable job opportunities for those looking for it, as they see that the training program fully qualifies them to practice the profession which they are studying it, which fully qualifies the trainees to practice the profession in which they enrolled in their vocational training centers.

Table No. (6) Shows the extent to which the sample members benefit from the vocational training programs

Benefit extension	No.	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
good	78	66,7	1,46	0,714	Ka ² =59,538 significance0,001 = significant
excellent	24	20,5			
weak	15	12,8			
Total	117	100			

Table (6) data indicates that 66.7% from the respondents benefit from a (good) degree from the training programs that they receive, while 20,5% of the respondents benefit from an (excellent) degree from the training programs that they receive, whereas, 12.8% of the respondents benefit with a (weak) degree from the training programs that they receive, when conducting test of significance of the moral difference between the actual data and the expected data for the respondents' answers is done, it was found that the arithmetic mean is about (1,46) while the standard deviation (0.714) and the Ka² value is about (59,538) which it is a statistical indication at the level of significance (0.001). The data of the previous table indicate that most of the sample members benefit from vocational training programs, that the researcher attributes this result to the quality of the training program and its preparation is well suited to the nature of students, helping them to become familiar with the field they want to work with after completing their training within the center. As we deduce from these data that the majority of the sample members are seeing the contribution of vocational training programs in creating a solution to the unemployment problem, through its ability to provide real and quick job opportunities for beneficiaries, in addition to that, it possesses the ability to develop, expand and the future growth potential to accommodate more workers in the coming periods.

Table No. (7) clarifies the opinion of the sample members regarding the extent to which the skills that they receive from training programs help to carry out the work that they want to do

Opinion of the members of the sample	No.	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
Helps me alot	87	74,4	1,42	0,757	Ka ² 89,436 = significance = 0,001 significant
Somehow help me	19	16,2			
Doesn't help me at all	11	9,4			
total	117	100			

The data of the previous table indicate that 74.4% from the members of the sample believe that the skills that they have received within the training center greatly help them to do the work which they want to do after completing the courses of vocational training programs, while 16.2% from the members of the sample believe that the skills they receive inside the training center is helping them to some extent to do the work which they want to do after completing the courses, while 9.4% of the members of the sample believe that the skills they receive in training programs does not help them do the work they want to do after completing these courses at all, as when conducting the test of the significance of the moral difference between the actual and the expected data for the respondents' answers, it was found that the arithmetic mean reached to (1,42) while the standard deviation (0,757) that the value of Ka² is (89,436) which it is a statistical indication at the level of significance (0.001), that it is noted from the results of the previous table that most of the respondents, at percentage 80.6%, they believe that the skills they have received inside the training center is helping them greatly in carrying out the work which they want to practice after completing the course at the center, The researcher attributes this result to the competence of the trainers inside the vocational training centers, as the skills have provided by these centers qualify learners to practice the work that they choose to specialize inside the training center to which they belong, it due also to the keenness of those in charge of setting these courses on their ease and suitability for the trainees, the ease of knowing their goals as well as applying them in a manner compatible with the nature of the disciplines to which they belong.

Table No. (8) clarifies the point of view of the sample members regarding the suitability of the activities which are provided by the training curriculum with the skills that are required by the labor market

Sample members opinion	No.	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
completely suitable	100	85,5	1,20	0,513	Ka ² =143,436 significance0,001 = significant
Somewhat suitable	11	9,4			
Not suitable	6	5,1			
The Total	117	100			

The data of the previous table indicate that 85.5% of the members of the sample believe that the activities which are provided by the training curriculum are (completely suitable) with the skills that are required by the labor market, while 9.4% of the members of the sample believe that the activities which are provided by the training curriculum (somehow suitable) with the skills that are required by the labor market, whereas, 5.1% of the members of the sample believe that the activities that are provided by the training curriculum (not suitable) with the skills which are required by the labor market, that when conducting the test of significance of the moral difference between the real and the expected data for the respondents' answers, it was found that the arithmetic mean is (1,20) with a standard deviation (0,513) the value of Ka² is (143,436) which is a statistical indication at the level of significance (0.001). This result confirms that the training program is fully compatible with the general objectives of training, which generally aim to cover the needs of the labor market requirements, also prepare sufficient and professional trainees to work in the various disciplines that the professional labor market needs, as that, the contents of the training program are adequately prepared to achieve the needs of the labor market from workers in all professional jobs.

Table No. (9) clarifies the opinion of the sample members on the extent of organizing orientation programs for the trainees during training to prepare them to join the labor market.

opinion of the sample members	repetition	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
Yes	78	66,7	1,41	0,632	Ka ² 64,154 = significance = 0,001 significant
Somehow	30	25,6			
No	9	7,7			
The Total	117	100			

The data of the previous table indicate that 66.7% of the members of sample see training centers organize orientation programs for trainees during training to prepare them to join the labor market, while 25.6% of the members of sample believe that training centers do this (to some extent), whereas, 7.7% from the members of sample believe that the training centers do not organize orientation programs for the trainees during the training, when the test of the significance of the moral difference is conducting between the actual and the expected data for the respondents' answers, it was found that the arithmetic mean reached to (1,41) while the standard deviation is (0.632) that the value of Ka² is (64,154) which it is as a statistical indication at the level of significance (0.001), as this result indicates that training centers are keen to achieve the needs of the labor market by organizing orientation programs for the trainees during the training to prepare them to join the labor market.

Table No. (10) clarifies the opinion of the sample members regarding the training process inside the vocational training centers

The Variable	No.	%	Arithmetic mean	standard deviation	Ka ² value and statistical significance
Graduates have familiarity with Information	10	8,5	2,87	0,726	Ka ² 109,632 = significance = 0,001
The technical skills that	25	21,4			

graduates have received in their majors qualify them to do their job					significant
Graduates are proficient in practicing the professions you teach through training programs	9	7,7			
Graduates often get a job opportunity easily	22	18,8			
The need of the labor market is achieved from new specialties	20	17,1			
The training provided job opportunities	31	26,5			
The Total	117	100			

Table (10) data indicates the distribution of the sample members, according to the opinion of its members from the training process within the vocational training centers, as it became clear that most of the sample members see the contribution of training in providing job opportunities and their percentage (26.5%), then the technical skills that graduates have received in their majors that qualify them to do their job at (21.4%), then in (mostly graduates get a job opportunity easily) at (18.8%), then (graduates have knowledge of information) with the percentage 8.5%, finally graduates who are good at practicing the professions they have learned through training programs 7.7%, when the test of the significance of the moral difference is conducting between the real and the expected data for the respondents' answers, it was found that the arithmetic mean is (2,87) while the standard deviation is (0.726) that the value of Ka^2 is (109,632) which it is a statistical indication at the level of significance (0.001).

The researcher attributes these results to the presence of a clear view of the respondents on the status of the outputs of the training process in the labor market, as the results which was showed a clear methodology for aligning between the numbers of graduates and the need of the labor market, while the members of the research sample emphasized the technical skills that graduates have received in their specializations that qualify them to do their job to the fullest way, the matter that which reinforces the previous results, which indicate that the quality of some aspects in both the trainer and the trainee, also the training environment and the training content, in turn, as it is reflected positively on the quality of the outcomes of the training process.

Sixth: The results of the Research and the recommendations

1- The research's results

A- The researcher concluded that the number of males is higher than the number of females, as that professional specializations are the preserve of males because their nature does not suit females.

B - The research concluded that more than half of the members of the sample are from the age group (30-40) as they constitute (54.8%) from the sample size, as it was found that they are in the youth stage.

C- From the results of the field research, it became clear that the majority of the respondents are married, that this makes us prepare this category of ambitious groups that the state can invest and take them to develop the industry of the country.

D- It became clear that the majority of the sample is from (limited-income) people, as this is due to the fact that they are at the beginning of their lives who are trying to establish their economic lives under difficult economic conditions.

E- The majority of the sample members see the contribution of qualifying training programs in creating real job opportunities, more abundant and sustainable for those looking for them.

F- It was clear from the majority of the sample members as that they see the contribution of vocational training programs in creating a solution to the unemployment problem, through its ability to provide real and quick job opportunities for the beneficiaries.

G- It became clear from the responses of the sample members that the skills they have received inside the training center greatly can help them to do the work which they want to do after completing the course.

H-The field research data concluded that the training program is fully compatible with the general objectives of training, which is to achieve the needs of the labor market and prepare sufficient and professional trainees to work in the different specializations that the professional labor market needs.

I-The results of the field research showed that the technical skills that graduates have received in their majors are qualifying them to do their job to the fullest.

2-The Recommendations

A-Studying the offered specializations, studying the market in terms of its need for numbers of specializations, a good study and reconsidering by reducing the number of places which are offered in certain specializations and expanding in others according to the need.

B -Working to raise the level of work skills by developing field training so that every trainee gets the opportunity to train in a highly efficient place which is equipped with the appropriate capabilities and the nature of work that allows him to deal with the largest number of practical situations.

C- Conducting a survey for internal and external institutions in the market and developing the relations of training centers with these institutions for working to find the job opportunities for graduates.

D-Carrying out studies about market and determining the needs of professional and technical specializations, whether in terms of preparing graduates that the market needs from each discipline or from new specializations.

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