Unemployment and the Emigration of Skilled Graduates

Ahmad Shaabani *

Scientific and technological institutions have a prominent role in the cultural, social, economic, political, national and international developments. In which the progress of science and technology, are the leading indicators of development, advancement, and grow in countries. In other words, academic centers with human resources training and empowerment lead to progress and sustainable development of countries. In this context, if in an establishment of academic centers necessary standards, including student-teacher ratio, teaching and research facilities and physical space are not observed or society and organizations because of inefficiency or excessive numbers of graduates do not hire skilled graduates, sustainable development cannot be achieved. This situation can impose many economic and financial losses and will become a threat for national security. In this study, two knowledge-based damages of unemployment and the emigration of skilled graduates or brain drain that are facing high-education from several points of views have been considered. Finally, a method based on changing the structure of the high- education system and research-based guidelines using a hierarchical pyramid of academic staff and doctoral graduates, with the aim of preventing the emigration of skilled employment that causes most of the damage to higher education, is provided. The presented approach is based on the convergence and synergies, in order to increase the capability and potential of science and knowledge, promotion of quality education and research, and efficient use of limited financial resources and research facilities of the country.

Keywords: Emigration of Skilled Graduates, Brain Drain, Immigration Genes, Third Generation University (TGU), Hierarchical Pyramid Approach Faculty, Employment of PhD Graduates, Unemployment Graduates.

* Corresponding author.Professor, Tel.: +982129902800; E-mail: a-shaabani@sbu.ac.ir
Faculty of Chemistry, Shahid Beheshti University, Tehran, Iran