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## RESEARCH ARTICLE

### BIBLIOGRAPHICAL ANALYSIS OF UNIVERSITY GRADUATES IMPACT IN THE WORK ENVIRONMENT

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#### ABSTRACT

In this text, analyses about different studies and researches on the impact that graduates are currently having in the work field, at a national and international level are related; making an approximation to the reasons why this type of research is carried out and what relevant information has been written about the subject; which will serve as the structure of the project entitled "Impact of Law Program graduates attached to the Faculty of Legal and Humanistic Sciences at UCEVA in the work field in the municipalities of Tuluá and Guadalajara de Buga, Colombia, from 2013 to 2017".

##### Key Words:

Graduate, Education,  
High Quality, University,  
Law, Work, Labor Impact.

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## INTRODUCTION

The general objective of this article is to analyze the studies, researches and articles about the impact of graduates in the work environment that new graduates must face. Initially, a bibliographic review of all the background or previous studies that have been done with respect to the subject at a national and international level was carried out and later, the different categories or hypotheses that arise around the university graduates and both the work and professional environment were synthesized. This article is carried out as a product of a research study that has been developed since February 2018 with an estimated duration of one year approximately, in the public institution of higher education *Unidad Central del Valle del Cauca - UCEVA* in the municipality of Tuluá, department of Valle del Cauca in Colombia. Likewise, the study subjects will be graduates of the Faculty of Legal and Humanistic Sciences of the *UCEVA* Law Program. Meanwhile, the *UCEVA* has a missionary commitment to the development of the community, which is achieved through the permanent exchange between education and society.

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For this reason, the research provides important data to the university regarding the professional profile of the graduates, the integrity of the work performed, in the midst of a society where scandals are spreading all the time, where legal professionals are being constantly questioned, because corruption is a virus that has infected all the people who work in both the public and private sectors. That is why, before starting with fieldwork that shows in a reliable way the reality that graduates go through, it is pertinent to look for background or bibliography that allows identifying other views on the subject, thus broadening the intellectual panorama of the reader, which serves of compass for the same research and for future studies. Therefore, a fundamental base for this study is to ask: How easy the recent graduates are employed? Are the graduates competent to the changing needs of the working world?. Now, for the specific case, that is, for the main research, the methodological approach will be mixed, from the qualitative because it will be a description of the perceptions of the graduates on the academic training received at *UCEVA* and it will also be quantitative because a statistical study of the job positioning of Law Program graduates will be made. This research seeks to immerse in the most recent circumstances of the Law Program graduates at *UCEVA*, to know what their

evolution has been in the work environment and what the interaction is that is evident with their employers and how their knowledge acquired through of a curriculum, allows them to perform in their legal profession.

## MATERIALS AND METHODS

For conduction this article, it was based on an arduous search of diverse sources such as: books, researches of different universities both in the national and international sector, dissertations, scientific journals found on the web, among others. Collected information was product of analyzing the conclusions reached by the different authors, so that from there, founding the criticism that represents both the usefulness of this topic and its relevance in the environment.

**Studies on university graduates impact at the international level:** A first study "The study on the job attainment of the graduates of the Faculty of Statistical Studies" of the Complutense University of Madrid (*UCM* in its Spanish acronym), carried out in the promotions 2009 - 2011, in which this type of research is considered as an obvious and constant need, which is being generated by the circumstances that currently have to face the graduates of various faculties in order to adapt to changes and developments in the working world, such as economic crises, unemployment, among others. Testing their talents, their knowledge and what they have contributed to society (Flores, Gutiérrez, Kammel and Villarino, 2009). It is necessary to mention that the recent graduate comes to the working world with many and high expectations, but that, at the time of facing the reality of unemployment, sometimes it is reconsider if a good decision was made when choosing its profession or if it is finally better to perform another job. What leads us to reflect on what the State is, in the first place, responsible for guaranteeing strategies so that recent graduates have the guarantees or opportunities to obtain a first job that gives them work experience and the necessary expertise; secondly, it is the university, responsible for providing its graduates with the indispensable tools to fulfill their professional profile, and all this is achieved only through a good curriculum and highly qualified professors who guarantee pedagogical processes of excellence.

On the other hand, the University of Granada, is also one of the creators and follower of research in this area, with respect to its Faculty of B.A. in Hebrew Philology, evidencing through research entitled "Monitoring the graduate and integration in the labor market", carried out in graduates between 2001 and 2008; (Ruiz, Salvatierra and Montañez, 2008), the project was carried out based on three analyses of personal data, academic level and orientation and job placement. Meanwhile, in the academic level was analyzed predominant aspects when choosing the degree; arriving at clear conclusions as it is a higher percentage of women graduates which were performing professionally with 67.70% and the remaining percentage to improve the cultural level; it also analyzed the educational offer with which a satisfactory evaluation was achieved through general academic support, career content, practical teaching, among others. Similarly, it was found that many of the graduates complement the degree with other careers, that 83% of the interviewees have been granted scholarships, 100% of the graduates have been useful the title in the face of labor issues. Regarding orientation and job placement, half of the group agreed, in which while studying simultaneously they

worked, they evaluate the opportunities offered by the degree, so that generic results are obtained in which it is evident that half of the interviewees are employed and the other half does not, expressing that there are even people who accept jobs different from the object of the degree because they have not coincided with more appropriate job opportunities. It is clear to deduce, as it was already mentioned, that it is the university, in large part, responsible through their curricula and pedagogical model, that the graduate can perform adequately in the workplace, either as an employer or employee, but it is necessary to establish that the personal effort that each graduate prints to their job search and to permanently update their knowledge, the most appropriate way to find a job that emotionally and economically fulfills their expectations. Another important perspective provides what was proposed by the *CUCOSTA* University (Mexico) in its book; Ortega et al. (2013), "The monitoring of the graduates in the *CUCOSTA*, the perception of the graduates and employers on competences", (chapter 1). They justify their project in the interest of promoting this type of research by the (*ANUIES* in its Spanish acronym) National Association of Universities and Institutions of Higher Education and the Secretary of Public Education, because they contribute and represent for universities and higher education institutions, the main characteristics with which their graduates count, from the labor point of view and the impact they have on society. Being useful to review and confirm that the curriculum and the line in general of this are, in fact, well structured. In addition to the above, the monitoring of graduates by universities is essential, since it allows both the academic community (students, professors, managers and graduates) and society in general, to know the results of the study plans, the pedagogical processes and the impact on the working environment that the graduates, thus becoming a hallmark of the institution.

Likewise, the Central University of Ecuador (hereinafter *UCE*, in its Spanish acronym) also made a "Graduates monitoring report 2015-2016", in order to adjust the curricular design in relation to the social, legal and political changes of today, adopting tactics and general strategies to identify and simultaneously strengthen the weaknesses that have arisen in the training of professionals in Law from *UCE* (2016). This is how the data collected according to this type of studies are fundamental to update the profile of professionals, identifying weaknesses such as lack of oral communication and the use of a second language, entrepreneurship, absence of employment, lack of graduates monitoring; they also find great strengths such as: positive conceptual and theoretical learning, individual and group learning, high quality teaching, they develop skills and abilities for the application of knowledge, writing documents and reports, expressing themselves and arguing in audiences, among others. As it is appreciated, the monitoring of the graduates is indispensable for all the academic programs, but especially for the Law program, since the same one is changing and evolves as technological advances are presented and social behavior changes, that is to say, transformations in the community give rise to the need to change pedagogical models, study plans and, therefore, the university must be in permanent contact not only with the region, but also with its graduates to reformulate possible solutions to improve social coexistence. Furthermore, the Polytechnic University of Madrid - University School of Technical Telecommunications Engineering, (Gómez, Hernández and Sanz, 2009), managed to implement in its institution aresearch that establishes.

"The process to regulate the monitoring of graduates", in which they analyze the theme from three different perspectives, first the point of view of the recently graduated, of the graduate with 4 years of seniority and of the employers. With which they present a series of guides and ideal characteristics for the monitoring of the graduates in their different stages. Overall, the results showed reports of satisfaction in both graduates and employers, with which the tools to improve the quality of the programs were analyzed and implemented. The radical aspect is in the strategy implemented in the analysis from different populations, which helps to generate different opinions, therefore it focuses the university making the project on different causes or items through the conclusions, which are key to improving the quality of the institution, of course, the 4-year graduate will have a slightly broader perspective for the length of time that has been a graduate, while the one who just graduated is probably looking for a job, which is why the vision will be a little more limited. Finally, it is the employers who, in order to need a professional, choose the profiles of their workers, who may qualify or provide a critical point regarding their performance.

Then the book "Methods of analysis of the job attainment of university students", (Vidal, 2003), raises its research from a necessary point by the labor competition that generates the increase of graduates in the last years. Analyzing the teaching method and focusing the degree; additional indicators were obtained indicating that the interviewees, 3 years after being graduated are in jobs of their interest, it was also found obstacles with reference to the difficulty that causes universities to analyze their results, because they do not find a point of reference to be compared, to reach conclusions if the programs are being better or not than they consider. Due to the above, several universities participating in the book in question hold a seminar in order to consolidate the methodology applied in this type of studies; identifying both successful tools and the problems that were found, providing recommendations to reestablish the needs of the educational programs so that they are convergent with the labor insertion. This document is a good contribution because from great points raised they study in depth the needs to do these works, as well as the parameters that must be met and, finally, exemplifies the topic from global levels, with an amplitude, which invites and serves as an example for the production of these and as from the guidelines, the structure and results of these studies begin to be built in different ways.

On the other hand, the Diego Portales University (Chile), a scientific article entitled "Design and implementation of a monitoring system for students and graduates in Diego Portales University" (Valenzuela and Pérez, 2012) contributed to the topic. As a result of its search for quality improvement, in which the strategy of carrying out an exhaustive monitoring to its educational program was implemented from the different stages of its students and graduates; as they are, the moment of beginning of their careers, the duration of it, when they are graduating and after graduation. In this way, it achieves independent analyzes, but at the same time with respect to the individual, it monitors its institutional criteria. Obtaining evident results enabling social, economic and cultural analysis; as well as the early start of employment. The large percentage of attrition was also analyzed. Meanwhile, the students who were in the process of obtaining a degree did not present any inconveniences, in the same way they qualified positively the level of the professors and finally they are the graduates who

after 2 or 3 years of their degree, find favorable employment rates, for example, 97% of graduates have had stable and remunerated jobs since the time of their degree. Among the researches studied, this one is quite particular, since from a certain point it poses an imperative monitoring that, although it frames the graduates as a study priority, is also a decisive study regarding the quality of the institution, expanding its horizons starting with research even from those who start the career. Another important aspect is provided by the Autonomous Metropolitan University that runs a study called "Student, Graduates and Employers Information System (SIEEE, in its Spanish acronym)", with respect to the monitoring of graduates, it was carried out in graduates from 1998 to 2003; posing as a need to achieve high quality: to know the possibilities and tools that provide these to compete in working life and in the professional market; therefore, everything related to the respective development, such as the continuity of their studies, their opinions regarding the development of the activities, and with these results, nourish and reconstruct the programs in order to be in line with the current competition, which it constantly evolves. Its results provide the majority location of its graduates, the academic divisions, the sexes, the marital status, the integration of the family, among others. In addition to the monthly income, the housing, the father and mother's schooling, their occupations, also analyzes the graduate's schooling, as well as the work trajectory and its position in front of the labor market. By the way, a good approach to the study of graduates would be an integral one as presented by the research of the Autonomous Metropolitan University, which ranges from academic and work levels of their families, as well as the own and individual situation of their graduates from a broad and exhaustive concept, which in depth manages to identify the possibilities and useful tools for the excellence of its programs.

Then in the electronic magazine "Investigative News in Education" published "Factors affecting conditions of employability among graduates of teacher programs" study conducted by Geeregat, Cifuentes and Villarroel (2016) states that thanks to the demand of aspiring careers in education the demands to enter them have dropped, which questions the quality of the studies that directly influence the job offers and the conditions of the jobs; as well as the number of graduates that progressively increases which generates more skills in job opportunities. Concluding with results that specify that the incident factors are both external and internal to the graduate, particularly the external ones are the image of the university, internal as the self efficiency and the adaptation to the changing needs of the working environment. It is an exhaustive and critical study, with a vision of the past to the present, in relation to the dynamic changes that have influenced even the level of demand for students, which from day to day is detailed, from the beginning of studies until the conclusion of the same, leading to a deficit in various subjects and even more at the time of performance, exercise and the application of the work learned in the university. It should be added that the magazine "El profesional de la información", vol. 12, n° 1, January-February 2003, has the scientific article called "The labour market for LIS graduates: studies on entry into the workforce" (Tejada and Moreira, 2003). The research seeks to bring the current reality in relation to the labor market, from the information and documentation of the studies that have been done on the subject in question the monitoring of graduates, which measure whether the university education is in harmony with the labor and professional.

It should be stressed that previous studies were collected, which suggest that universities must commit to the study of employment, in addition to the professional link of the graduates so that they constantly update their programs; achieved by the surveys that were made thanks to the methodology used. Finally, it is deduced that the studies of analysis are a requirement because they show that the situations of the works having made by graduates; as in this case, for example, they are very precarious, due to the reduced stability of jobs, the low percentage of job offers, and inadequate salaries for the professional level. The principle of congruence or agreement is one of the factors that distinguishes the present writing, due to the insistence that there must be a harmony between university life and work, this is denoted by the results they provide, since they help to direct the academia with job skills, it is critical that graduates leave the classroom, restless and with high job expectations, to find low percentages of jobs, evidence that there is an objective failure in academic approaches. It is undeniable that society is constantly changing and growing, but it is the academy that, without leaving the theoretical frameworks, must locate the student in an eminent reality.

Moreover, the scientific article of the Electronic Journal of Development of Competences (REDEC, in its Spanish acronym) - Vol. 2 No. 4; "Monitoring of university graduates: analysis of skills profiles, job attainment and employability (by areas of knowledge) at the University of Valparaíso, Chile, (Meneses and Sánchez, 2009) systematizes the monitoring of graduates of the years 2000-2005, from the university in question, analyzing labor competences and what relates to employment. Obtaining results that mark the center of professional training under the development of specific competences, which serves as "technical support" for the beginning of professional practice, which at the same time are lacking in the face of the need for "generic competences and employability" that are indispensable in the labor market. An existing lack is highlighted and probably it is an element that it shares with many more of the universities that have carried out this type of research, since in the university being a "universe source of knowledge" it will have to fulfill general and basic objectives, which at the time of employment creates complexities for graduates just because they have to realize specific and particular objectives are not being desirable, it will be the opposite who has already studied the subject thoroughly or who has the right experience to master the work.

Similarly, the Interuniversity Center for Development - CINDA, wrote the book called "Monitoring of graduates and labor insertion: university experiences" (González, et al, 2012). Work in which researches of different universities were grouped that carried out classifying the subject through different subgroups and therefore generated the product from different perspectives. Starting from the realization of the frame of reference, being provided by the analysis of the preexisting bibliography and of the international experiences as nationals; they simultaneously studied the experiences of higher education institutions, as well as the creation of proposals focused on the management of the project on a permanent basis to periodically monitor the subject in question and finally the academic analysis of the project itself. Around the subject of reference the carrying out of the book shows the substantial importance of this particular issue, highlighting from different approaches what has been the study in question, as it is from a mixed point, involving fieldwork as an

academic, carrying out bibliographic analyzes and comparisons between various higher education institutions regarding the subject of study at the national and international level, clearly noting that it is a global study and therefore should be an initiative of all universities in order to meet the needs of the future laborer. It is worth mentioning the scientific article by Mercedes Ávila and Constancio Aguirre entitled "The monitoring of graduates as an indicator of teacher quality"; argues that, the greater the training, the higher the productivity and in turn the sum of the previous two generates a higher percentage of income. In addition, it indicates that, although the degrees offered by higher education institutions are those that open social positions and the possibilities of entering into competition according to the structure of the market, it is of greater relevance that experience that the professional has about the aspiring employment, as outlined by Randall Collins, exponent of the current credentialita. Ávila and Aguirre (2005 p. 01). It also indicates that higher education gives professionals a status or a plus, if it may be said, that allows to aspire to better working conditions in relation to a better salary, flexible hours and a position that provides personal and social recognition. When having a university preparation, it is guaranteed that a person will have more employment opportunities, a decent salary that allows him/her to have better comfort and well-being, in front of other people who have not had the opportunity of a university preparation.

**Studies on the impact of graduates at the national level:** It is imperative to mention the research on the subject at the national level, so in the journal CES Psychology, education and pedagogy, the scientific article "Characterization of graduates of the university CES in the cohorts of 2003, 2005, 2007 and moment '0'"; Marulanda, Ortiz, Semenova, Moratto and Arcila (2009), in which the monitoring is carried out and evaluated; as with other research of the University in question, this activity was achieved thanks to the exhaustive monitoring of the place where the graduates are, the level at which they interact with their profession in the middle and if they meet the criteria of social work that provides the institution. Analyzing the characteristics of the institutional life, aiming the program and its decisions oriented to the financial structure of the environment, as well as the social environment. As it has been commented, the work of monitoring graduates of an academic program is extremely important for the realization of all academic and administrative processes of a higher education institution, through its analysis can identify the shortcomings in the training of professionals, if the work environment accepts and requires graduates with the professional profile that is a distinctive feature of a university and thus be able to adjust curricular meshes, pedagogy and professors profile. At the same time, in the Theory and Praxis Investigative Journal under the criterion of the scientific article "Monitoring graduates. Its importance for institutions of higher education" again takes the issue from the start as expressed; Aldana, Morales, Aldana, Sabogal and Rodrigo (2008) "strategy as evaluation and feedback" (p. 01). With the aim of improving, driving, aligning and restoring the education parameters of the institution. From the self-knowledge that is generated in the *Alma Mater* thanks to the study in mention, with direction of the improvement and quality of this. In the same way, many of its utilities are in discovering methods of teaching, innovating the resources so that the interventions and information of the graduates are useful and impact for the approaches of the institution.

The above is a sample that the monitoring study to the graduates is one of the useful points to reach high quality standards, as indicated by the National Accreditation Council of Colombia (CNA for its Spanish acronym, 2013). For the guidelines of the CNA the monitoring study of the graduates is one of the factors to evaluate an academic program or a university institution, hence the importance of such work, since it is not only important to know what is the job and social positioning of the graduate but also to mediate the quality of the universities, in relation to the academic processes and the impact on the environment.

It should be added that, the Ministry of National Education (hereinafter MEN, in its Spanish acronym) is one of those who have spoken about it; in its press release "Monitoring graduates, information for relevance" in which explains that observations have been made to define profiles and competitive abilities of the graduates; with experts from various countries, such as Italy, Germany, France and Austria, seeking to socialize the labor field. While this type of research or monitoring has become something generic, that is, a trend and not only nationally, but also internationally; this is because it is an instrument by which academic quality is evaluated as the coherence of the programs; this is how the information collected is analyzed to compare the objectives (mission and vision) of universities, the public sector, professionals, among others. Arriving at the conclusion of importance of "Education for Competitiveness (...)" (MEN, 2007). Analyzing the points raised by the guests, it is found that all presented similar methodologies, with things in common such as: periodic evaluations evaluating topics such as: economic income and work skills, and a difficulty in sustaining the continuity of the information. Regarding the above, the same Colombian Government, more precisely the Ministry of National Education, is aware of the need that universities must permanently search their graduates, to know how their work and economic life has changed, that is, to act before and after the graduation day, to identify the changes that graduates have had at work and economic level, additional if the work has impacted the environment in which it develops.

It should be said that the National University (hereinafter UN, in its Spanish acronym) stands out as a pioneer in Colombian education, which presents a theme, in its journal *Claves para el debate público* (keys to the public debate), "The graduate of higher education", with a striking and harmonic slogan: "the fruit of the academic and research management of universities"; UN (2011), stating that although it is very important, in the classrooms there are strong debates, writing, investigative capacity, competences and in general, all the characteristics that by vocation and logic must have high education. quality; it is in the daily life, in the exercise of the career specifically, in the work performed by the graduates, in the income of the same where the quality of the institution of higher education is measured; as textually explains: "produce graduates who end up in positions of influence and/or authority (as prime ministers or presidents)" - (UN, 2011, p. 03. as quoted in Salmi, Jamil.) The challenge of creating world ranking universities, Washington: World Bank, in co-edition with *Mayo Ediciones SA*, 2009, page 65.). Accordingly, the UN is correct in its assertions, since, as each university is measured in its academic processes in view of the high employability of its graduates, it is also entirely appropriate to assert that the quality of the Alma Mater can be measured with the amount of income of the graduates and their economic,

labor and social positions. Hence, that the university hand in hand with education is the call to contribute to the development of a region and a country. Thereof, governments, without any excuse, must invest more resources on education, to promote the economic development of the country, to greater job opportunities, greater opportunities for high wages, flexible hours and high economic stability. It is also stated that since 2000 in a sector of Europe, the "Tuning Project" was designed, being applied for the first time in 2001 in the same continent, with the focus of monitoring the graduates, under the principle "to occupy a place in the knowledge society, the training of human resources is of vital importance and, likewise, the adjustment of careers to the needs of society, locally and globally, is an element of undeniable relevance" (UN, 2011, page 05. as cited in Beneitone, Pablo et al Reflections and perspectives of Higher Education in Latin America Final report - Tuning Latin America Project 2004 - 2007, Bilbao: University of Deusto, 2007, p.12.). Simultaneously, in Latin America in 2004, the radical importance in defining profiles for professionals in general as well as in specific competences was studied, analyzed and found. Of course, it is each nation and university that individually have highlighted in their studies and experiences in countries such as Germany and France, contributing in such a way to enrich the university systems and their quality, to compete in the productive and labor sector.

As just stated, the only way to ensure the proper use of natural resources is through the comprehensive training of professionals who ethically contribute not only to respond for performance in the labor sector in which they operate, but to preserve the care of the environment in a conjunctural moment where man indiscriminately abuses nature. The university is called to work for all areas that actively and passively affect the coexistence of every society. Also in the "*Revista Virtual Universidad Católica Del Norte*" a scientific article was presented in 2011 "Characterization and impact of the graduates of the *Católica del Norte Fundación Universitaria*"; focused from the generality of human capital (graduate and employer) of various university programs, as were engineering, bachelor degrees, among others. Made to show if their programs are relevant to society, quality and coordinated with established educational services. Concluding this with an effect that transformed concepts of the educational traditions in favor of improving educational trends. (Maya and Herrera, 2011). According to the statement, it is timely to clarify that the study of graduates not only allows knowing their location in the labor sector, if the curriculum and profession are relevant to the community in which they work, but also provides relevant information to know what are the perceptions of the employers or employees of the graduates, it is a very valuable perspective since it is a direct access to know how the graduates work, measure their group capacities, their work skills and the human quality they print when interacting with the co-workers. Similarly, one of the studies found in the subject under discussion was the one carried out in 2015 by the Libre University in Cartagena, entitled "Impact of graduates of the Law Program" by the lawyer Elizabeth Ramírez Llerena; which highlights the importance of doing studies of graduates from the global trend in favor of improving the quality and relevance of the academy, because these spaces generate their own inputs to take labor decisions that fit the business market of a competent form; applying (Ramírez, 2015) "the evolutionist theory of Darwin in which it is proposed that the one that is most apt will survive" (p.13).

It should be added that, Law is the one to study the behavior of the human being in community, consequently and as indicated, tends to evolve along with human behavior, so it is imperative that, especially, Law programs follow the track to their graduates to know, what are the trends in the labor market? What are the profiles required in the region to solve the different conflicts or problems where the lawyer should intervene?. Another feature to add is the "Impact Analysis Study of Graduates of the Law Program of the Caribbean University Corporation (CECAR in its Spanish acronym)", carried out with the purpose of studying the graduate population between 2009 and 2014 of the Faculty of Law; managing to analyze the impact of graduates on specific topics such as their capital income, the handling of the foreign language, their civil status, positions held; in general, the projection that the graduates had of the dynamics that characterized the market in their work. Throwing evident results as expressed (CECAR, 2014) "To conclude this report, two very important aspects were evaluated, the first of them corresponds to the relevance of the curriculum according to the work experience of the graduates, in table number 6.2 we could notice that 74% consider their knowledge very useful and 22% consider the useful study plan for their working life, which are encouraging data, since they show that the current curriculum is in convergence with the requirements of the labor market."(p.15).

As it has been mentioned throughout the article, the curriculum in an academic program is vital, since it gives the graduates the total theory, the knowledge itself, to function in the workplace. Likewise, it is valuable to analyze the economic income of the graduates, since being professionals is guaranteed not only to have specific knowledge about a science or profession, but also to improve their quality of life in economic terms, that is, to be professional guarantees to have a better job with a well-paid salary compared to people who do not have the possibility of pursuing university studies. It should be noted that there must be coherence and interrelation between the needs of today's society, with the specific objective that the knowledge acquired in the university or institutions of higher education, have relevance and external validation in everyday life, being of use and application in companies, public debates and other positions, outlining professional careers in the real context; in the statistics made, it establishes that (Perdomo and Parra 2015) among the same graduates there are marked differences such as the percentage of unemployment is 12.76%, of employers or independents is 87%; meanwhile the salaries were between \$ 1,000,000= and \$3,000,000= 60% of the interviewed population and the 37.4% less proportion accrued between \$ 1,000,000= and 2,000,000=; it was established by the study of "the Characterization of Graduates at the University of San Buenaventura in Medellín and its impact on the environment in 2015". According to the above, the mesocurriculum or educational projects of the program should be aimed at the struggle to provide solutions to the problems that afflict the community where the university has influence. Hence the valuable role that the university has in all areas of society; it is the university that must ensure that human and constitutional rights are met, from its air of knowledge to answer the questions that assail the conglomerate on a daily basis. In addition, the EAFIT University in the city of Medellín (2008) carried out a research headed by Isabel Cristina Montes Gutiérrez entitled "Evaluation of the working environment, academic trajectory and quality of the Law program", with the purpose of evaluating the social impact that has had throughout

his career, with results of surveys conducted to graduates of the law program: which have good conditions to perform, also characterizing the level of schooling of their parents, quite high; at the same time, they made a comparison of the market with respect to the labor focus of said region, showing that positive indicators are presented from the global rate, showing that the labor opportunities came thanks to the influences of friends and family, presenting as a higher rate the jobs generated in companies as service providers. In accordance with the above, one aspect that is taken into account when it comes to monitoring graduates, important when organizing information, is the family nucleus in which they educated. The influence of the parents or the people who were in charge of the graduates' education throughout their childhood and adolescence is determinant at the time in which the student, future graduate, chooses the profession or place to be performed. This aspect leads to reflect that the family, under all the criteria of research and education, is fundamental not only for the construction of ethical values, but also for the definition and decision when choosing a profession.

Then, the Cooperative University of Colombia, has been one of the many partisan universities to include within their studies and interests in this regard, as is the scientific article "Monitoring of graduates of the law program of the Cooperative University of Colombia, Cartago branch, from the profile of formation", (Venegas, 2010); providing results that seek to show whether the profile of training of the university and that established by the Ministry against the performance of current lawyers graduates; from different points of view, whether focused on the area of specific law that has more incidence of specialization, clear examples are: civil, administrative, criminal, among others. In addition, the analytical and critical capacities of real cases are; the functions of mediator and conciliator; proficiency in a second language, among others. In this spirit, they also managed to show qualities to improve in the current students, thanks to the statistics of the graduates who in the past were also in the classrooms and feel the need to reinforce those shortcomings such as orality, the practices of legal office, among others. Serving as a support to refocus and restructure features of the Law program that are not being focused on the needs that arise at national and international levels. It follows that this institution evidences the interest of this type of studies, in order to evaluate the guidelines required by the ministry and those provided by it. After the evaluation, they managed to establish many well-directed aspects while facing others they had to reconsider and reconstruct key points to improve, in order to strengthen their law teaching focused on the needs of the graduates for their job performance. In the same way, the *Pontificia Universidad Javeriana*, contributed to the subject a study entitled "Characterization of the labor market of recent graduates of higher education: the case of the *Pontificia Universidad Javeriana*" (Ardila, 2013); in which education among other aspects was studied from different perspectives, the importance of it and the recent graduates of the university; raising the last one from three important aspects: the socioeconomic particularities, the structure of the employment and the own perceptions in front of the institution. The present study shows the analysis of the labor market and the projection that the law career should receive according to the characteristics that a lawyer must accomplish in fulfilling the role, with the lively intention of exercising competence for different positions. It is therefore analyzing the present situation of those who have studied for are adequate to the

structures of jobs and the socioeconomic situation surrounding college courses, because it will be under the environment of this that first the graduate will work. In addition, the nursing program at the Faculty of Health Sciences, the *UCEVA*, (Jimenez, Monoras, Osa and Zúñiga, 2012) conducted a monograph called "labor impact of the graduates of the Nursing Program" and its relationship with some demographic, socio-economic and cultural characteristics. Achieving after an analysis of data made through surveys, define characteristics of the promotion of graduates of the year 1998, for example, there is a greater number of graduates in the female gender, also earned between 2 and 5 minimum wages, maintaining the salary that accrued at the time. Under a more selective and detailed study comparing the employment impact in relation to pre-existing conditions such as culture, demographic index and socioeconomic status, to make a real survey of what accrued and prevailing facts of that time.

For its part, in the dissertation "Evaluation of the impact of the *UCEVA* industrial engineering program focused on graduates from the period 2008-1 to 2012-2 in companies of the municipality of Tuluá" (Taborada, 2014), noting that the institutions of higher education have the responsibility to be at the forefront with the programs that constantly offer, in order to be akin to the labor needs that present constant changes; implementing tools that contribute to their satisfaction. The foregoing determines that monitoring the graduates is of vital importance, because it helps to satisfy the doubts regarding the directions of the profiles of the professionals with the focus of being in accordance with what the companies demand. Arriving at critical conclusions such as that the institution does not constantly monitor the graduates, the institution did not contribute with an updated database, on the other hand, many of the professionals have settled in large cities in order to improve job opportunities. as well as many of the graduates are considered competent in the face of job opportunities, with contracts established in their vast majority for more than a year, in turn a large percentage of those interviewed took a maximum of one year to find employment.

This study, in addition to inspecting aspects of work impact, analyzes what influence a given career generates and how it is exercised in the same specific niche in which it was carried out; arriving at brilliant conclusions that have a low level of employment in the same place, reasons why they leave for larger cities where they find better development; It is also evident that this type of studies must be specified in a more arduous way and there must be continuity. Another important study is the "Analysis of the entrepreneurial and business profile of the public accountant graduated from the *UCEVA* in the city of Tuluá", (Zúñiga and Palomino, 2017) focus their study from different guidelines as they are in the perceptions of teachers and executives, in the expectations of students who are about to graduate, in analyzing the work performance from the creation of companies and finally in the characteristics of the graduates interviewed in the study, which produced a series of results with which specific conclusions are reached as they are: in fact, the *UCEVA* reaffirms the importance of the entrepreneurial and business profile, lack of transversality in the area to be focused and articulated to the labor processes. In relation to the expectations of the students, it is stated that there are no concrete elements that encourage such attitudes, in turn the concept was observed that even though the students focus their theses on entrepreneurship issues, at the time of realizing their jobs in the great majority are in a dependency

relationship; and finally with respect to graduates, there is a high and positive percentage of graduates who have specialized in different areas. It is an exhaustive and critical study that seeks to observe if the guidelines of the accounting career are being objective and useful with respect to the business approach, showing that it has not been of great influence since at the time of practicing the career many graduates are working under subordination. It is pertinent to mention "The monitoring study to graduates of the Industrial Engineering program of the Industrial University of Santander", in 2010, they noted that they had a serious shortcoming, since they did not have the monitoring of graduates, which generates the ignorance of the socio-demographic profile in the history of the faculty and for that reason an eminent need of conducting of the study is arisen, for the improvement of its program. As from the recognition of the impact generated by studies in the professional and labor fields.

Also justifying his research regarding the legal parameters that require the updating of his programs. The project in mind reached conclusions in which it is established that the female gender is the predominant, while the place of birth is Santander, in turn the age ranges between 22 and 38 years of age. Their civil status is single. Regarding the academic information collected, there is a predominance of people with only one undergraduate degree, 32% of the graduates had specialization, 19% with a master's degree, and 1.8% with a doctorate. Due to two guidelines as mentioned above, first the improvement of the study program and the updating of its programs; with what they start with the lack of sociodemographic profiles of their graduates; however, despite the out datedness at the beginning, they reached very useful and influential conclusions from the center of their research, as well as the relevance and objectivity of the teaching they are offering as an institution of higher education.

Another important research is presented by the Technological University of Pereira (*UTP* in its Spanish acronym), in search of permanent contact with its graduates and identify the achievements that have generated their programs, for this I establish (*UTP*, 2018), The Graduates Project, being a current study and permanent; that until now has been able to identify the needs of the training during and after the academic studies, in addition it directs the faculty to achieve high quality accreditation. In the process carried out, it has been noted that the university is generating a quite broad and positive impact, in addition to the pros, the difficulties of the exercise of the professions have also been found, a deduction that has been reached thanks to the perceptions of both the graduates as well as their employers. The study in progress, although it has not drawn conclusions because it is in constant development, has evidenced and recognized that it is imperative to achieve a high quality education, because it will be the experience that provides the best evidence of effectiveness, that is, if the the university is applying correct strategies so that in practice its graduates have a real job success and evidently leave the name of the university on high.

## Conclusion

In short, with the collection of information about the impact of graduates in the work environment, the relevance of the programs, the usefulness of the criteria with which the programs of higher education institutions focus on society,

which simultaneously brings a successful program that leads to high quality. It is hardly logical that if students receive relevant tools in their university development, they will be competent professionals, who will adapt to the mediatic and changing needs of society and the labor changes that this represents. Now, once the bibliographic background has been found, it is essential to carry out this type of work, since it allows knowing if the study plan is in accordance with the different needs of the region, it also represents an instrument to measure the quality of the study. academic program object of study in accordance with national and international regulations, likewise it is a source to know what are the different perspectives that employers and other people have about the graduates of the institutions. However, it can be deduced from this article that the researches studied do not have a constant update, which means that many of the previously mentioned are quite old, preventing a constant monitoring of the activities of the graduates. On the other hand, these studies and research represent a fundamental key to the academic and later social progress of professionals, because it is recommended that no university nor institution of higher education have this type of studies in each of their programs, so that they achieve relate and recognize from their students, their graduates and employers of their graduates, if the tools provided are aimed at achieving a successful professional.

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