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Qeveria – Vlada - Government

**Ministria e Punës dhe Mirëqenies Sociale - Ministarstvo Rada i Socijalne Zastite - Ministry of
Labor and Social Welfare**

**ACTION PLAN:
INCREASING YOUTH EMPLOYMENT
2018-2020**

17 December 2017

List of abbreviations

NQA	National Qualification Authority
VET	Vocational Education and Training
LFS	Labour Force Survey
EARK	Employment Agency of the Republic of Kosovo
KAS	Kosovo Agency of Statistics
DEP	Department of Employment Policies, MLSW
KIESA	Kosovo Investment and Enterprise Support Agency
MEST	Ministry of Education, Science and Technology
ALMM	Active Labour Market Measures
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MF	Ministry of Finance
MEI	Ministry of European Integration
MIE	Ministry of Innovation and Entrepreneurship
MCYS	Ministry of Culture, Youth and Sports
MLSW	Ministry of Labour and Social Welfare
MTI	Ministry of Trade and Industry
MED	Ministry of Economic Development
NEET	Young people neither in employment nor in education and training
VTC	Vocational Training Centres
ICT	Information and Communication Technology
ZP	Employment Offices, EARK
OSP	Strategic Planning Office/Office of the Prime Minister

1. Introduction and methodology

The Action Plan for Increasing Youth Employment is a three year inter-sectorial plan aimed at enhancing employment and improving employability of the youth. This Plan is an integral part of the spectrum of the strategic documents of the Republic of Kosovo, which build around the National Development Strategy (NDS) 2016-2021. By establishing human capital development as one of the four main pillars of the strategy, the NDS development philosophy addresses social inclusion (including employment and education) not only as a result but as a prerequisite for development. The NDS has set out several general priorities and measures on how this goal can be achieved in the area of employment, education and training, and has selected "key priorities" across all sectors. Nevertheless, the NSD as a framework document enables sector strategies to build on its philosophy and to define in more detail the objectives and concrete measures of the sectors, leaving open the possibility of modifying the NSD's own priorities, which is a live and evolving document.

The Action Plan for Increasing Youth Employment has been developed with the idea that it operates in the context of interaction with other public policy sectors and their respective strategies. In this regard, the Action Plan is first and foremost informed by, and is in line with, the measures envisaged in MLSW Sector Strategy 2018-2022 and the Kosovo Education Strategic Plan (2017-2021), the Strategy on Education and Career Orientation (2015-2019), and other sector strategies related to employment.

The Action Plan is also guided by Kosovo's political commitments related to the European Union (EU) integration process and regional initiatives. As such, the Action Plan stems from the need to integrate into one document and to make operational commitments of Kosovo to reforms in the field of employment, education and training. This includes not only the general commitments in the National Strategy for European Integration (NSEI) 2020, but also the measures envisaged in:

- *The Action Plan on the Stabilization and Association Agreement (SAA) with the EU (Decision No. 05-V-246 of the Assembly of Kosovo), specifically the measures related to Chapter 19 of the Acquis ("Social Policies and Employment").*
- *The Economic Reform Program (PRE) 2016-2018 adopted by the Government of Kosovo, specifically the structural reforms no. 17, 18, 19 and 20 aimed at improving the linkages between the education system and enhanced employability of the workforce.*
- *European Reform Agenda (ERA), which sets out the priorities in the dialogue between Kosovo and the EU, specifically the third chapter on "Education and Employment".*
- *The South East Europe (SEE) 2020 strategy of the Regional Cooperation Council (RCC), which has a particular focus and objectives related to employment growth.*
- *The Kosovo Skills Vision 2020 of the Strategic Planning Office.*
- *The Roadmap for the implementation of the National Development Strategy (NDS) 2016-2021.*
- *Law on Gender Equality that guarantees the gender mainstreaming in all policies, documents and legislation and aims for economic strengthening and steps to improve women or man position in the field of employment, education, health, culture and allocation and re-allocation of resources.*

In operational terms, the Action Plan aims to guide the work of the institutions of the Republic of Kosovo in the fields of employment, education and training, in the period 2018-2020, in order to enhance youth

employment. At a practical level, this Plan will serve as a basis for guiding the Government's Annual Work Plan in relation to youth employment and education policies, the development of the Mid-Term Expenditure Framework (MTEF), Kosovo's annual budget and development partners funding strategies.

The Action Plan was prepared in accordance with AI no. 02/2012 on Sector Strategies and in coordination with the Office for Strategic Planning (OSP) in the Office of the Prime Minister.

The Action Plan for Increasing Youth Employment has a total implementation cost of **EUR 17,440,104** for the three years of implementation 2018-2020. Table 1 provides a summary of the budget for the implementation of the Plan by areas and years, based on detailed expenditure calculations for each planned activity, while Table 2 provides a summary of the budget for the implementation of the Plan by areas and sources of funding.

Table 1. Summary of budget by areas and years

Area	Total Expenditures			
	2018	2019	2020	Total:
Employment	3,040,200 €	5,998,700 €	6,074,700 €	15,113,600 €
Education	805,668 €	982,268 €	538,568 €	2,326,504 €
Total:	3,845,868 €	6,980,968 €	6,613,268 €	17,440,104 €

Table 2. The structure of expenditures by priority areas and funding sources

Area	Total Expenditures		
	BRK	Donors	Total:
Employment	1,283,600 €	13,830,000 €	15,113,600 €
Education	1,010,480 €	1,316,024 €	2,326,504 €
Total:	2,294,080 €	15,146,024 €	17,440,104 €

The process of drafting the Action Plan for Increasing Youth Employment was led by the Ministry of Labour and Social Welfare (MLSW). Given that this Plan has cross-sectorial character, in April 2017, an Inter-Ministerial Group was established for the drafting of the Plan, consisting of representatives of Ministries related to employment, education and training. The group was composed of representatives of the following Ministries: Ministry of Education, Science and Technology (MEST), the Ministry of Culture, Youth and Sports (MCYS), the Ministry of Trade and Industry (MTI), the Ministry of Labour and Social Welfare (MLSW), The Ministry of Economic Development (MED), the Ministry of Agriculture, Forestry and Rural Development (MAFRD), the Ministry of Finance (MoF), the Ministry of European Integration (MEI) and the Office of Strategic Planning (OSP) within the Office of the Prime Minister.

The process of developing the Action Plan started in early April 2017 and ended in the end of November 2017, and the entire drafting process has been supported by consultants engaged by GIZ. The methodology used for drafting the Plan is a combination of individual workshops and meetings with key local and international actors, including representatives of businesses. Following a brief analysis of the labour market and education situation, specific objectives, activities and concrete actions have been set, which are budgeted. The Action Plan in structural terms is designed in accordance with the Administrative Instruction of the Office of Strategic Planning (OSP) and under the on-going instructions of this office, through the representative of this office in the working group.

Acknowledgement

The Ministry of Labour and Social Welfare wishes to express gratitude for the support provided in drafting this plan; for the contribution of the working group, GIZ for its support, for experts, development partners, as well as to many other parties who devoted time and energy to the development of the plan.

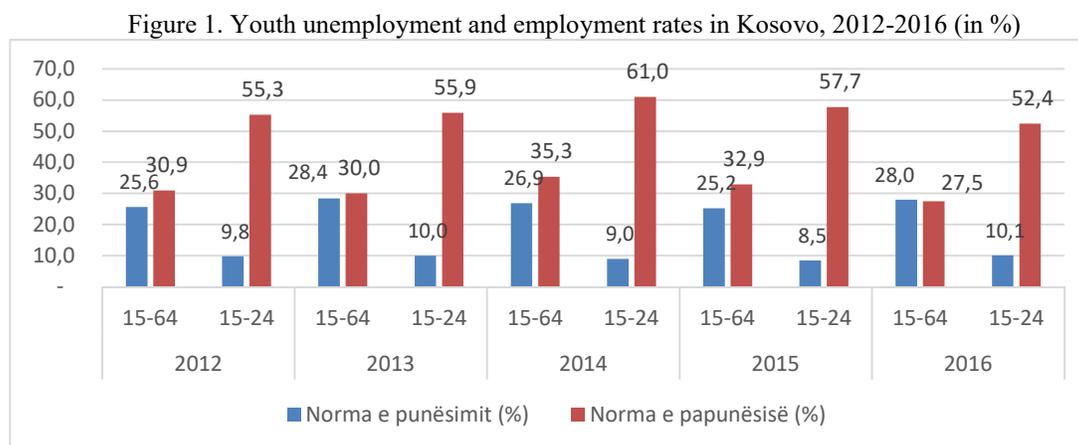
2. Background

According to the population estimates by the Kosovo Agency of Statistics (KAS), in 2016, the number of young people in Kosovo was 344,961, accounting for nearly one-fifth of the population, and about 30 percent of the working age population. This high share of young people is considered one of the main comparative advantages for growth and economic development of the country, but so far has remained an untapped potential.

During 2012-2016, the youth unemployment rate was significantly higher than that of the working-age population (Figure 1). Despite the declining trend of unemployment over the 2012-2016 period, in 2016, youth unemployment rate was 52.4 percent, a rate twice that of the general unemployment rate in the country (27.5%) and much higher than that of young people in the European Union, from 20.4 percent in 2015¹. It is important to note that the unemployment rate for women is significantly higher than for men, 65.4 and 47.2 percent, respectively.

According to the Labour Force Survey (LFS) data in 2016, the employment rate of young people was only 10.1 percent, significantly lower than the overall employment rate in the country, of 28.0 percent. There are also significant gender differences in this labour market indicator: in 2016, only 4.4 percent of young women aged 15-24 were employed compared to 15.2 percent of young men in this age group.

Another concerning statistic is the fact that in 2016, 103,800 people - almost one third of young people (26.5% of young men and 34.2% of young women) were neither employed nor in education or training compared to 10.2² percent in the European Union. This implies that young people in Kosovo, besides not being employed, are not developing their skills which would help their employment in the future.



Source: KAS, Labour Force Survey 2012-2016

In addition to low employment rates young people in Kosovo are also more likely to work without employment contracts. Over the years 2012-2016, on average, close to half of the employed youth did not have employment contracts, whereas in 2016 this figure reached 54.8 percent. This implies that young people did not have the opportunity to enjoy the guaranteed rights of employees and did not contribute to

¹ Eurostat, Key figures on Europe 2016 edition: <http://ec.europa.eu/eurostat/documents/3217494/7827738/KS-EI-16-001-EN-N.pdf/bbb5af7e-2b21-45d6-8358-9e130c8668ab>

² Eurostat, data for 2015: <http://ec.europa.eu/eurostat/ëeb/youth/statistics-illustrated>

their pension fund as a source of income for the future. Young people in Kosovo are also in a disadvantaged position with regard to the minimum wage. Currently, the minimum wage for young people is EUR 130, compared to the standard minimum wage of EUR 170, i.e. 24 percent lower. These data suggest that besides improving the employment rate for young people, measures should also be taken to improve the quality of their employment.

Table 3: Youth labour market indicators

	2012	2013	2014	2015	2016
Youth percentage in the total number of unemployed (%)	32.0	31.0	28.5	27.4	30.4
NEET (%)	35.1	35.3	30.3	31.4	30.1
Young people employed without an employment contract	37.8	41.0	38.5	38.5	54.8

Source: KAS, Labour Force Survey 2012-2016

Sector Strategy on Employment and Social Welfare emphasizes that the main factors of the low employment rate among youth are: guidance of the youth in educational programs not required by the labour market; the lack of linkage of study programs with labour market needs; the lack of practical work at school and in enterprise (which is especially important as regards to vocational education); the lack of career counselling and guidance, as well as the lack of work experience and contacts (networking) with potential employers. Lack of skills, work experience and of funds is major obstacle to creating new businesses by young people. The Sector Strategy on Employment and Social Welfare 2018-2022, includes specific activities to combat informal employment, while the government has pledged to unify the minimum wage.

It is important to note that on average, during the period 2012-2016, unemployed youth accounted for nearly one third of the total number of unemployed in Kosovo. This means that by increasing employment among youth, it will reflect on a significant improvement of labour market indicators in Kosovo. Table 4 shows that the higher the level of education, the higher the possibility of employment (57.1%).

Table 4: Employment by education level

Kosovo	Total	Women	Man
Employment (in thousand)			
No education	0.8	0.4	0.3
Primary	60	14.1	45.9
Secondary vocational education	112.5	19.3	93.3
Secondary School – gymnasium	73.1	11.2	61.8
High Education	85.4	29.3	56.1
Total	331.8	74.4	257.4
Employment rate (%)			
No Education	2.6	2	4.3
Primary	13.6	5	28.5
Secondary vocational education	36.2	17.3	46.9
Secondary School – gymnasium	29.1	10.4	43.1
High Education	57.1	46.5	64.9
Total	28	12.7	43

Source: KAS, Labour Force Survey 2012-2016

The unemployment rate is the highest for the uneducated people (47.2% of this group were unemployed) and the lowest for those who had completed higher education (18.0%) (Table 5). Education has improved prospects in the labour market, particularly for men since 62.9% of the uneducated men were unemployed, compared to 11.6% of those who had completed tertiary education (Table 5).

Table 5: Number of unemployed and unemployment rate by education level and gender

Kosovo	Total	Women	Man
Employment (in thousand)			
No education	0.7	0.1	0.6
Primary	29.0	4.7	24.2
Secondary vocational education	54.2	12.2	42.0
Secondary School – gymnasium	23.4	6.2	17.2
High Education	18.8	11.4	7.4
Total	126.1	34.7	91.4
Employment rate (%)			
No Education	47.2	19.5	62.9
Primary	32.6	25.2	34.5
Secondary vocational education	32.5	38.8	31.1
Secondary School – gymnasium	24.3	35.7	21.7
High Education	18.0	28.0	11.6
Total	27.5	31.8	26.2

Source: KAS, Labour Force Survey 2016

Vocational education and training is one of the most important sub-sectors that prepares individuals for work, respectively provides them with the skills, knowledge and competences needed for the labour market. The quality of vocational education and training, as well as the harmonization of the requirements of the education system with the labour market, affect the professional growth of individuals, social welfare and economic development of the country, respectively, in increasing self-employment and employability.

According to statistics of education in Kosovo 2015/2016, 42,600 students attend higher education (vocational education) in vocational schools, out of which 25,877 (60.7%) men and 16,723 women (39.3%). The main challenges that characterize the vocational education sector in Kosovo are: non-conformance of VET programs with labour market needs; the limited number of occupational standards; revision and development of curricula according to occupational standards; training of teachers and instructors; equipping workshops, teaching and supporting materials and realization of professional practice. Vocational schools lack the cooperation with the business sector, in providing adequate vocational training and realization of practical work of candidates during vocational training. High-quality professional practice will increase the chances of candidates for self-employment, employment, but also employment opportunities in those enterprises where the practice is completed. Career counselling and guidance is another absent service at vocational schools and is necessary for VET functional system in the country. This service, through career counsellors, should be provided to all VET schools.

The inconsistency of labour market needs with the knowledge gained in higher education has been identified as one of the main obstacles to employment growth and economic development in the country. The business community complains that the workforce has scarce skills and is inconsistent with their needs. On the other hand, the cooperation of higher education institutions with the business community is very low, while higher education institutions have inefficient and still underdeveloped services for career guidance and counselling. Thus, the challenge remains the review of study programs to reflect labour market needs and student guidance towards studying deficit and strategic areas for country development in order to improve employability.

3. Summary of relevant strategic documents

The following table reflects the fields included in the strategic documents that contribute to youth education, training and employment.

Table 6: Strategic documents

Strategic document	Bearing institution	Fields included
National Development Strategy 2016-2021 (NDS)	Office of the Prime Minister	Linkage of education and training with labour market demand. Fight against the informal economy.
Sectorial Strategy (Draft) 2017-2021	MLSW	Providing quality employment services. Increase the coverage and efficiency of active labour market measures in line with labour market demand. Fight against the informal economy.
Private Sector Development Strategy 2014-2017	MTI	Continuous support for the development of technical, innovative and managerial skills for new and existing entrepreneurs. Continuous improvement of access to funding, including providing entrepreneurship grants.
Kosovo's Information Technology Strategy	MED	Enhance entrepreneurship in the IT field, including the promotion of an ecosystem and the framework of incentive conditions for entrepreneurship in IT. (Measures mainly for increasing information and cooperation between new enterprises and existing ones).
Kosovo Education Strategic Plan 2017-2021	MEST	Harmonization of vocational education and training with the labour market needs in the country
Professional Practice Strategy 2013-2021	MEST	Proposes some interventions to motivate employers on engaging students and mechanisms to ensure that students have professional quality practice
The Kosovo Skills Vision 2020	OSP/OPM, MEST, MLSW	Harmonizing vocational education and training with the labour market needs; Promotion of entrepreneurship and innovation; Reforming and modernizing employment services according to the labour market needs.

4. Key stakeholders in the field of education, training and employment

To increase employment, the government, through different ministries and agencies, provides various support programs and services. To benefit, in almost all the measures provided, youth is considered as a priority benefit group. Table 7 provides a brief description of the measures and services provided, according to each government institution.

Table 7: Measures and services of government institutions, relevant to increasing youth employment

Institution	Measures
Ministry of Labour and Social Welfare (MLSW) Employment Agency	Employment services, through Local Employment Offices Active labour market measures, including vocational training (provided in 7 Vocational Training Centres) Internship for recent graduates from higher education)
Ministry of Trade and Industry (MTI)	Entrepreneurship Training Entrepreneurship Grants
Ministry of Trade and Industry Kosovo Investment and Enterprise Support Agency (KIESA), within MTI	Entrepreneurship Training Entrepreneurship Grants Internship for recent graduates from higher education
Ministry of Agriculture, Forestry and Rural Development (MAFRD)	Grants Subsidies Training Counselling services
Agribusiness Development Agency, within MAFRD	Executive agency dealing with the implementation of support programs in agriculture and rural development.
Gender Equality Agency	Drafts, implements, proposes, coordinates and monitors local and international public policy on gender equality and is responsible for promoting, protecting and advancing the equal participation of women and men in all spheres of political, economic, social, cultural life in Kosovo. Subsidies for entrepreneurship
Ministry of Culture, Youth and Sports (MCYS)	Training
Ministry of Economic Development	Training
Ministry of Education, Science and Technology	Education, Career Guidance and Counselling Services
National Qualifications Authority	Validation of the occupational standards
Agency for Vocational Education and Training and Adult Education, within MEST	Vocational Education, Career Guidance and Counselling Services

5. Action Plan Objectives

The main purpose of this Action Plan's interventions is to increase employment and improve employability for young people

This Objective will be achieved through the following specific objectives:

Specific objective 1: Increasing the access of young people in the labour market through the provision of quality employment services and active employment measures

Specific objective 2: Increasing the employment through entrepreneurship development

Specific objective 3: Harmonization of vocational education and training with labour market requirements and provision of career guidance and counselling services

Specific objective 4: Increasing the quality of practical learning at school and professional practice outside the school

6. Monitoring and Evaluating the Implementation of the Plan

The Action Plan for Increasing Youth Employment in its Annex is also supplemented with the Action Plan covering the period 2018-2019. The action plan includes all relevant data such as activities, indicators, institutions responsible for implementation and the budget needed for implementation. During the implementation of the activities of this plan, special attention should be paid to the application of the approaches that enable and support the beneficiaries from the marginalized groups in the society (ethnic minority and women communities).

Implementation of this action plan will be evaluated two times during the plan's validity period based on indicators that are set at the level of specific objectives. Mid-term first assessment of Plan implementation shall take place by mid-2019, whereas final assessment shall take place in 2020. Specific objectives in some cases contain more than one indicator, which in most cases are numerical indicators, but there are also some that are qualitative. Indicators are set as medium to long term targets, whereas, the baseline is set for each indicator.

Monitoring the implementation of the Action Plan should help to improve the execution of the activities envisaged in the plan and to achieve the expected results. The main objectives of this process should be:

- Monitoring the implementation of the Plan activities;
- Monitoring the achievement of the Plan objectives;
- Enabling correction of the process based on recommendations derived from the information obtained from the monitoring process.

Monitoring of implementation progress and strategy achievements will be communicated to the relevant instances on a regular basis and, where appropriate, to the public. Monitoring of the implementation of this plan will be the responsibility of the Inter-ministerial Steering Group led by MLSW. The group will be technically coordinated by the Secretary General of MLSW and will include the directors of relevant departments in the MLSW and other ministries, representatives of gender mechanisms, representatives of minor communities, representatives of private sector or various business associations based on priority sectors. The main task of this group is to conduct mid-term review of strategy implementation and long-term (final) review as well as to provide a response to the Office of Strategic Planning (OSP) within the Office of the Prime Minister of the Republic of Kosovo on the implementation of the Strategy.

7. Action Plan and Budget

Specific Objective 1	Indicator (s) for measuring the achievement of the objective			Base	Target 2019	Target 2020
Increasing the access of young people in the labour market through the provision of quality employment services (information, counselling, career guidance, employment mediation at home and abroad, etc.) and active employment measure	<ul style="list-style-type: none"> • Employment rate • Percentage of youth neither in employment nor in education and training (NEET) 			<ul style="list-style-type: none"> • 10.1%³ (F: 4.4%; M: 15.2%) • 30.1%⁴ (F: 34.2%; M: 26.5%) 	<ul style="list-style-type: none"> • 13% (F: 8%; M: 17%) • 24% (F: 28%; M: 24) 	<ul style="list-style-type: none"> • 15% (F: 13%; M: 18%) • 20% (F: 24%; M: 20%)
Activity	Implementation deadline	Total cost	Funding source	Leading Institution	Supporting Institution	Product
1.1. Conducting a study to identify sectors (locally) with potential for youth employment (considering gender, ethnicity, and youth with disabilities)	Q1 2018	4,000 EUR	Donors	DLE - MLSW	MTI; Chambers of Commerce and Business Associations; Local Action Groups	Analysis published
1.2. Designing and providing new employment services, and in new formats, appropriate for youth	Q3 2018	16,000 EUR	Donors	DLE - MLSW EARK	Youth Councils and	Finalized analysis, new designed services, trained

³ KAS, 2017, Labour Force Survey 2016: <http://ask.rks-gov.net/media/3229/afp-2016.pdf>

⁴ KAS, 2017, Labour Force Survey 2016: <http://ask.rks-gov.net/media/3229/afp-2016.pdf>

<ul style="list-style-type: none"> - Analysis of employment services and ALMMs provided by developed countries, specifically for the youth - Designing new services for the youth and providing services in a suitable form for young age users 					Centres	employment counsellors, and 200 young people have received new employment services	
1.3. Employment Mediation through Employment Offices	Q12017 - Q4 2020	No cost			EARK	Youth Councils and Centres	3,000 young people employed 50% girls 50% boys
1.4. Expansion of ALMM, with effect on youth employment <ul style="list-style-type: none"> - ALMM Analysis with effect on Youth Employment: This activity is foreseen in the Sector Strategy for Q1 2018, age groups will also be added to the analysis to analyse the effect of ALMM on youth employment - Subsidizing wages for youth (EARK) - On-the-job training (EARK) - Practice at Work (EARK) - Provision of new ALMMs for the youth, based on the above analysis, includes designing new ALMMs (EARK) - Soft Skills Training (MCYS) - Unqualified on-the-job training (MCYS), for 	Q1 2018 - Q4 2020	238,600 EUR	653,600 EUR Kosovo budget 7,858,000 EUR Donors		EARK DLE/MLSW MCYS KIESA	Chambers of Commerce, Sector Associations, Youth Councils and Centres, Private Training Providers	10,360 young people will participate in active labour market measures 50% girls 50% boys

gaining new vocational skills - Practice at work for newly graduated from higher education (KIESA)						
1.5 Providing opportunities for circular migration	Q1 2018	No additional costs (planned in the Sectorial Strategy on Employment and Social Welfare)		EARK DLE		Legal migration of youth is ensured to work in EU countries.
1.6 Increasing the number of youth, participating in vocational training - Providing training in VTC - Purchasing vocational training services with external providers, according to the youth requirements and in line with labour market demand	Q1 2018 - Q4 2020	600,000 EUR	50,000 EUR Kosovo budget 550,000 EUR Donors	EARK	Private Training Providers	10,000 young people trained 50% girls 50% boys
1.7 Recognition of practice at work and voluntary work as work experience (amendment/supplementation of the Law on Labour)	Q1 2018	No costs		MLSW	Ministry of Finance	Law on Labour amended, recognition of practical work

1.8 Support for voluntary work initiatives, contributing to youth employment	Q3 2018 – Q4 2020	60,000 EUR	5,000 EUR Kosovo budget 55,000 EUR Donors	MCYS	Youth Councils and Centres	300 young people engaged in volunteer work, contributing to employment
1.9 Promoting the work of VTCs and EOs, addressing the involvement of youth, women and the division of professions on a gender basis	Q1 2018 - Q4 2020	There are no additional costs, because they are planned in the Sectorial Strategy		EARK DLE/MLSW	Municipal Education Departments (MEDs) Youth Councils and Centres	The increased number of young people using VTCs and ZPs
1.10 Provision of training in the field of ICT (MED)	Q1 2018 – Q4 2020	975,000 EUR	Donors	MED	Youth Councils and Centres Private Training Providers	900 young people trained in ICT 50% girls 50% boys
Specific Objective 2	Indicator (s) for measuring the achievement of the objective			Base	Target 2018	Target 2020
Increasing employment through entrepreneurship development with young people and development of existing enterprises owned by young people	• Number of enterprises owned by young people			No data	540 new enterprises	1,025 new enterprises
Activity	Implementation deadline	Total cost	Funding source	Leading inst.	Supporting inst.	Product

2.1 Providing training on entrepreneurship - Providing training at VTCs and EARK - Providing training supported by MCYS - Capacity building of Youth Centres in drafting project proposals, in order to train young people afterwards	Q1 2018 - Q4 2020	260,000 EUR	135,000 EUR Kosovo budget 125,000 EUR Donors	EARK MCYS		1,600 young people trained in the field of entrepreneurship
2.2 Provision of grants for establishment of start-ups -	Q1 2017- Q4 2020	3,985,000 EUR	230,000 EUR Kosovo budget 755,000 EUR Donors	EARK MED MCYS KIESA MAFRD	Agency for Support in Agriculture	795 self-employed young people 50% girls 50% boys
2.3 Training for young farmers	Q1 2018 - Q4 2020	75,000 EUR	10,000 EUR Kosovo budget 65,000 EUR Donors	MAFRD Municipalities	Private Training Providers	600 trained young farmers 50% girls 50% boys
2.4 Supporting existing enterprises - Grants - Advisory Services / KIESA Voucher Scheme	Q1 2018 - Q4 2020	900,000 EUR	200,000 EUR Kosovo budget 700,000 EUR Donors	MED MAFRD KIESA	Private Training Providers	100 young people employed 50% girls 50% boys

Specific Objective 3	Indicator (s) for measuring the achievement of the objective	Base	Target 2019	Target 2020
Harmonization of vocational education and training with labour market demand and provision of career guidance and counselling services	<ul style="list-style-type: none"> Percentage of vocational education profiles for which there are approved professional standards 	Out of 140 profiles in schools; at least 28 professions have approved standards ⁶ ; In NQA there is evidence that 40 standards are approved ⁷ (but only 28 of them are of VET schools)	15 professions have approved standards	30 professions have approved standards
	<ul style="list-style-type: none"> The number of students attending higher education (vocational education) in vocational schools, of which 25,877 (60.7%) are males and 16,723 are females (39.3%). 	42,600 (25,877 - 60.7% M and 16,723 – 39.3% F).	Increases 30% (20% for females)	Increases 30% (20% for females)
	<ul style="list-style-type: none"> Gender parity index in technical profiles 	0.25 ⁸		0.40
	<ul style="list-style-type: none"> Increasing the number of students in deficit profiles⁵ 	37.8% ⁹		50%
	<ul style="list-style-type: none"> Number of profiles of the education system that have been updated according to professional standards 	0%		50%
	<ul style="list-style-type: none"> Unemployment rate for young people who have completed vocational education 	32.5%		15%

According to the KESP Assessment Report: The deficit profiles are: Services (personal, catering, hairdressing, aesthetics, transport, nature protection, animal care, property insurance, physical security, radiology, anaesthesiology, dental technician, pharmacy, physiotherapy, Labour and Delivery Nurse, Tailoring) 9% students: 27% jobs; Agriculture and veterinary 2.4% students: 4% jobs; Engineering, manufacturing, construction 26.4% students: 28% jobs

⁶ Information from the AAP Division, MEST.

⁷ Information from the National Qualifications Authority.

⁸ Report of a research not yet unpublished by AVETAE.

⁹ Source: Evaluation Report of KESP 2011-2016 (pg: 53).

	<ul style="list-style-type: none"> Percentage of students benefiting from career counselling 		10% ¹⁰			30%/year
Activity	Implementation deadline	Total cost	Funding source	Leading Institution	Supporting Institution	Product
3.1. Conducting of (three-year) sectorial studies for linking the curriculum with labour market requirements - Engaging experts to conduct the study - Development of the framework that defines the methodology (standard) for sectorial studies	2018 - 2019	137,000 EUR	20,000 EUR Kosovo budget 117, 000 EUR Donors	Division of vocational and adult education (MEST)	MPMS; Donors: GIZ (YES), ALLED (EU-ADA), EYE (HELVETAS), The German Bank	Published sectorial (three-year) studies of the linkage of educational programs with labour market requirements
3.2. Increase of cooperation between schools and businesses - Supporting partnership initiatives between schools and businesses - Establishment of Industrial Coordination Councils at the municipal level - Training of school staff, offices for cooperation with the economy staff (Drafting of training manual and organization of training)	2018 - 2019	320,700 EUR	303,500 EUR Kosovo budget 17,200 EUR Donors	MEST Division of vocational and adult education (MEST)	Municipalities AVETAE Donors	Implementation of 30 partnerships between schools and businesses The Industrial Coordination Councils are functional in all Municipalities in Kosovo

¹⁰ Based on the strategy for career guidance and counselling.

						All members of the Offices for cooperation with the economy of Vocational Schools have been trained
<p>3.3. Improvement of the labour market information system to analyse and improve the mechanisms for identifying and forecasting skill needs and planning in the VET system</p> <p>- Institutional support in usage and linkage of data from the databases of responsible institutions (EMIS, Civil Registry, KSA, Employment Services, etc.)</p> <p>- Establishment of a labour market analysis system at the national, regional and local level (Development and implementation of the National System for Skills Needs Forecasting)</p> <p>- Development of the tracking system for vocational education and training</p>	2018 - 2019	270,200 EUR	63,200 EUR Kosovo budget 207,000 EUR Donors	MEST Division of vocational and adult education (MEST)	AVETAE Donors	Labour market information reports The National System for Skills Needs Forecasting is functional
<p>3.4. Development of standards of the offered professions,</p> <p>- Establishment of expert groups for the development of professional standards.</p>	2018 - 2019	153,000 EUR	Donors	Division of vocational and adult education (MEST)	LuxDev, EU-ALLED	30 professional standards validated by the National

<p>Approximately 30 standards are expected to be developed and validated in 3 years</p> <ul style="list-style-type: none"> - Verification of standards - Review of professional standards - Validation of qualifications 				National Qualification Authority		Qualifications Authority
<p>3.5. Development and implementation of core curricula in a modular format, according to VET priority sectors</p> <ul style="list-style-type: none"> - Developing of the Core Curriculum for VET - Providing of professional consultancy for the development of modular curricula - Training of teacher for the implementation of modular curricula (3000 teachers x 24 hours training program) - Developing of teaching materials (for priority professional profiles (Drafting of materials for 7 general education fields applied in 17 professional sectors) - Review the profiles offered in VET schools and fitting to market needs (Establishment of tripartite working group that will analyse, harmonize profiles with market needs, and create a list with the priority profiles to be provided) 	2018 - 2019	542,000 EUR	76,200 EUR Kosovo budget 465,800 EUR Donors	Division of vocational and adult education (MEST)	Donors	<p>Core curricula and modular course curricula have been developed and are being implemented</p> <p>All teachers were trained to implement the VET modular curricula</p> <p>Materials for seven general education fields applied in 17 professional sectors have</p>

						<p>been developed</p> <p>The profiles offered in VET schools have been revised in line with labour market needs</p>
<p>3.6. Establishment of an incentive structure (mutual fund) by the government and businesses, to support education in deficit profiles and for women in technical profiles</p> <p>- Providing of scholarships</p>	2018 - 2019	60,000 EUR	Kosovo budget	Division of vocational and adult education (MEST)		Students in deficit profiles and women in technical profiles receive scholarships
<p>3.7. Increasing the delivery of Level 5 Qualification Programs</p> <p>- Identification of needs for Level 5 qualifications</p> <p>- Development of new programs for achieving of post-secondary Level 5 qualifications according to NQF</p>	2018 - 2019	42,500 EUR	12,500 EUR Kosovo budget 30,000 EUR Donors	Division of vocational and adult education (MEST) National Qualification Authority	Donors	Increased number of students in Level 5 Qualification Programs
<p>3.8. Organizing awareness campaigns and regular presentations in VET schools by industry, for grade 8 and 9 students</p>	2018 - 2019	19,500 EUR	Kosovo budget	Division of vocational and adult education	Municipalities	Realization of awareness campaigns

- Organizing awareness campaigns				(MEST)		
3.9. Increasing the number of Centres for Career Counselling and Guidance and implementation of concepts under the Core Curriculum - Appointing career counsellors in schools - Training of teachers for career counselling and guidance for the youth	2018 - 2019	145,512 EUR	144,000 EUR Kosovo budget 1,512 EUR Donors	Division of vocational and adult education (MEST)	Municipalities Donors	30 schools have engaged career counsellors 60 teachers were trained in youth counselling and career guidance
3.10. Developing mechanisms for sending graduates in VET and HEI schools	Q3-4 2018	31,000 EUR	Donors	Division of vocational and adult education (MEST)	Donors	Mechanisms for sending the graduates in VET and HEI schools are functional
3.11. Providing career guidance and counselling - Providing of training and piloting	2018 - 2019			APRK	It is implemented within the Cooperation Agreement for the implementation of the project "Counselling on Employment and	Built capacities of the staff for piloting the approach to counselling towards employment and self-employment

					Entrepreneurship” – Swisscontact	
Specific Objective 4.	Indicator (s) for measuring the achievement of the objective		Base		Target 2019	Target 2020
Enhancement of the quality of practical learning at school and professional practice outside the school	• The average of the total number of hours of practical learning and professional practice for students ¹¹		There is no data			170 hours/year
Activity	Implementation deadline	Total cost	Funding source	Leading Institution	Supporting Institution	Product
4.1. Equipping the workshops for basic vocational training in VET schools - Establishment of 15 workshops of different profile schools (equipment only) - Building of new premises - Renovation of 5 existing premises by installing the necessary installation (power infrastructure, etc.)	2018 - 2019	508,500 EUR	238,500 Kosovo budget 270,000 EUR Donors	Division of vocational and adult education (MEST)	Donors	15 professional school workshops are functional Increased/enhanced space of vocational schools
4.2. Signing of agreements with businesses for professional practice in order to provide students with opportunities for completing the practice foreseen with the curriculum	2018	2,000 EUR	Donors	Division of vocational and adult education (MEST)		Implementing the agreements with businesses for

¹¹ The sum of the number of students in vocational education programs multiplied by the number of hours worked during a school year, divided by the total number of students enrolled in vocational schools. Hours of practical tuition in the school / professional modules: average 300 hours per year. Outside the school: 40 hours of practise per student per year.

						professional practice in order to provide students with opportunities for fulfilling the practise planned by curriculum
4.3. Developing the instruments to stimulate companies for receiving students into practice - Building of the common platform between the parties (schools, companies)	2018 - 2019	39,080 EUR	Kosovo budget 19,080 EUR Donors € 20,000	Division of vocational and adult education (MEST)		A feasibility study is developed for the identification and development of incentive instruments for companies offering vocational training for VET students, and training of VET schools on instruments
4.4. Training of instructors in the enterprise for student support in	2018 - 2019	1,512 EUR	Donors	Division of vocational	Donors	The instructors in

professional practice				and adult education (MEST)		the enterprise have successfully attended the training program
4.5. Developing a regulation for protection of students' health during the practice - Drafting the regulation - Health insurance payment for students	2018 - 2019	54,000 EUR	Kosovo budget	Division of vocational and adult education (MEST)		The Regulation on the protection of students' health during the practice is adopted Health insurance for students during professional practice is provided

