

# **EMPLOYMENT AND VET POLICY REFORM IN ALBANIA**

**The National Agency for  
Employment and Skills**



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# THE NATIONAL AGENCY FOR EMPLOYMENT AND SKILLS

A transformed and modern agency administering the VET and Employment policy implementation

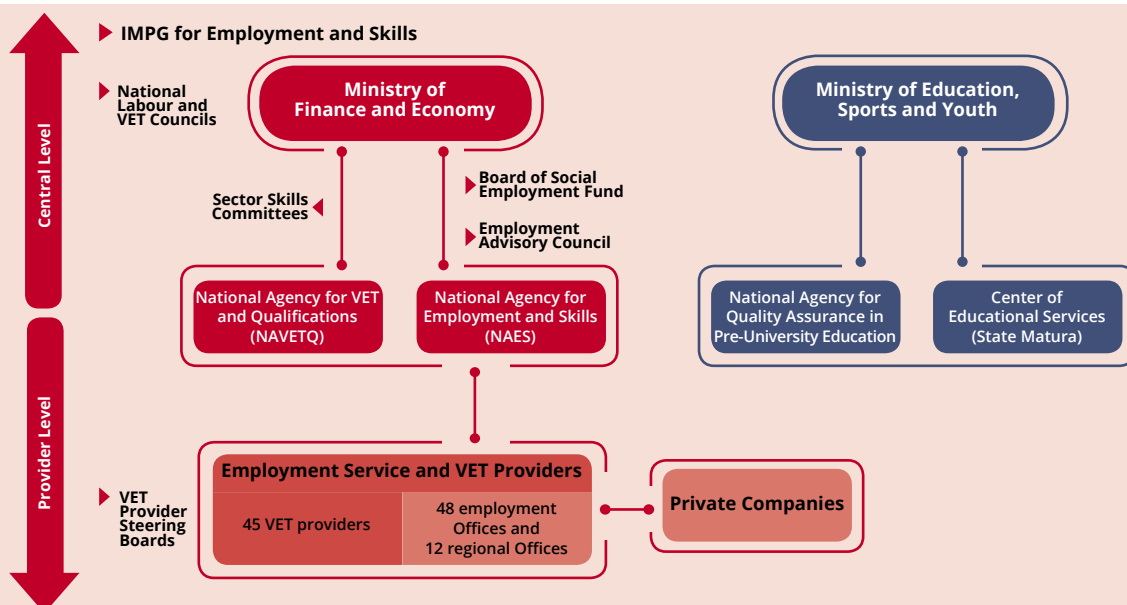
*Prepared with the contribution of UNDP experts group and the MFE working group*

## Introduction

The Government of Albania (GoA) has initiated a process of modernizing and re-organizing the development and delivery of its employment and Vocational Education and Training (VET) policies, in a coordinated and demand-driven manner, responding to the national priorities and objectives set in the National Employment and Skills Strategy (NESS) 2014-2020. The newly approved legislative framework on employment and VET aims to increase opportunities and strengthen the labour

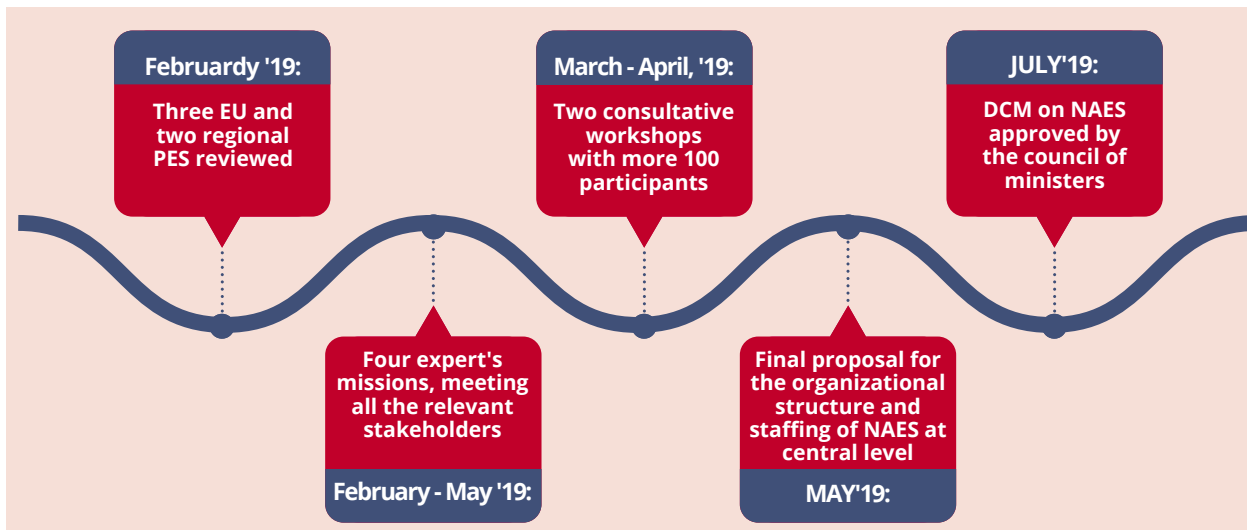
market functioning, by setting clear objectives of the system of public employment services, active and passive programmes, and VET; and defining the functions of the institution that is responsible to manage them. The legal framework aims to further develop the employment promotion and vocational qualification policies, which would contribute to better jobs and equal opportunities.

The law foresees that the National Employment Service (NES) is transformed and reorganized into the National Agency for Employment and Skills (NAES), responsible for



policy implementation in the areas of employment and skills development. In practical terms, NAES will manage the implementation of employment and skills policies, its network of regional and local Employment Offices, as well as the network of public VET providers (secondary VET schools, vocational training centers and multifunctional centers).

stakeholders', field missions to visit selected employment offices and VET providers, as well as organizing consulting workshops with all involved institutions, the UNDP submitted to MFE and NES the proposal for the organizational structure and staffing of NAES at central level. The proposed mission of the National Agency for Employment and Skills is to develop



## The process

To support the process of consolidating the organizational set-up at the Ministry and Agencies' level, Skills Development for Employment Programme undertook a comprehensive functional analysis of the current institutions in the employment and skills sector, focusing on the National Employment Service (NES), as the organization to be transformed into the new National Agency of Employment and Skills (NAES). This process commenced with a thorough desk review of existing legislation and institutional framework and analysis of the best European Union and regional models of institutional arrangements responsible for the implementation of both the employment and

and support the Albanian workforce through the provision of Vocational Education, Training, Vocational Guidance and Employment Services. It aims to provide employers with jobseeker matching services and other supports to meet the human resource needs of all employers. The established vision of NAES is to become the partner of choice for all vocational students, adult trainees, jobseekers, job changers and employers, through the provision of high-quality VET and employment services.

The proposal builds on core principals of modern organizational management, such as management by an executive board to consist of senior managing staff, supported by the Employment Consultative Council. It underlines the necessity for change



skills development policies. The results of the desk review included a comprehensive report on how three Public Employment Services (PES) from three European Union (EU) countries, i.e. Austria, Belgium and Romania, and two regional countries, i.e. Serbia and Macedonia, organize their functions and structures. This report laid a very good foundation for the design of a new modern workforce development agency based on EU's best practices and regional experience. Following a structured methodology combining functional review of NES, extensive meetings with all key

management. It is crucial that the executive board provides a complete understanding for all staff for the need and reasons for the change process. The precondition for the transformation process to succeed is that all parties involved are given the tools and support to be part of the process of change and the development of NAES. NAES is built on the basis of three core development directorates: Employment Programmes,

1. Ministry of Finance and Economy, National Employment Services, National Agency for Vocational Education and Training and Qualifications, VET and Employment service providers and other stakeholders

VET management and Collaboration with the Employers. It includes support and coordination functions to providers of employment and VET services, with a strong focus on developing a joint strategy to employer services in both areas. A significant novelty of the new organisation is the Research and Strategic Planning aspect that will have the function of strategic performance management as one of the key enablers of excellence in NAES. Target setting, translation of those targets into indicators at central, regional and local level, labour market information system, ALMMs and employment and VET performance monitoring are developed designed, and measured by this directorate.

## WHAT IS THE MINISTRY OF FINANCE AND ECONOMY CURRENTLY DOING?

The MFE has finalized the relevant secondary legislation on establishing the NAES, defining its organization and functioning and it was approved through a Decision of the Council of Ministers, nr. 554, on 31<sup>st</sup> of July 2019. The proposed structure has been sent to the Department of Public Administration and is expected to be formalized within September 2019 through an order of the Prime Minister.

### Coming up next on the technical note:

On the next technical note, UNDP will focus on the new instrument introduced by NAVETQ which aims at ensuring the quality at VET provision in Albania, i.e. the Self-Assessment instrument. The Self-Assessment process is the founding step towards an accreditation system in the VET sector. During the first half of 2019, all the VET providers went through this process, and identified all the bottleneck in the system. As

the main milestone for functionalization of NAES, MFE and NAES are working on developing the internal regulation. Additionally, the MFE is developing a plan of transition of VET providers from its administration to that of NAES.

## About the UNDP/SD4E technical note series

Financed by the Swiss Government, the Skills Development for Employment Programme (SD4E) is supporting the Government of Albania in the national Vocational Education and Training and Employment Promotion System reform through a comprehensive approach of institutional capacity building on macro/policy level to enable the key actors (MFE, NAES and NAVETQ) to deliver coordinated and demand driven services. The VET and Employment Promotion System reform is well captured in National Employment and Skills Strategy and its newly revised Action Plan 2019-2022. To communicate how the reform is progressing, the SD4E programme will issue periodically technical notes on particular elements of the reform. These notes will give brief description of a specific development or procedure that are currently discussed, provide details on the newly adopted legal framework, or explain work methodologies introduced in the system.

## Stay tuned!

For more information on the support provided by UNDP to this process, please contact us: [eno.ngjela@undp.org](mailto:eno.ngjela@undp.org)

The relevant legislation	The function	Is this function addressed at the current NES structure?
The Law on Employment Promotion nr.15/2019	Implementation of the Government's programme on jobs	x
	Administration of regional and local structures	x
	Quality assurance of services offered	x
	Administration and implementation of active labour market measures	x
	Proposal of active labour market measures, including self-employment	x
	Proposal of labour market policies that aim at increasing employment and employability	x
	Collection, processing and analysis of labour market information, including dynamics, trends and performance of selected segments of the labour market	x
The Law on VET nr.15/2017	Administration of the network of public VET providers	partially
	Organization and geographical coverage of VET programmes	partially
	Monitoring of VET providers on the implementation of national curricula and those at provider level	partially
	Coordination with institutions of pre-university education, NAVETQ, and social partners in support of a quality VET offer	x
	Collection and processing of VET related data/statistics	x
	Tracing of VET graduates	x
	Collaboration with the National Businesses Center for the licensing of private VET providers	partially
	Performance based management of VET providers	x
Proposal of secondary legislation related to the management of VET providers.	partially	