



Technical Note 4  
December 2019

# EMPLOYMENT AND VET POLICY REFORM IN ALBANIA

## The National Strategy for Employment and Skills 2019-2022



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# THE NATIONAL STRATEGY FOR EMPLOYMENT AND SKILLS 2019-2022

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“Higher skills and better jobs for  
all women and men”

*Prepared with the contribution of the UNDP experts and the working group established by Ministry of Finance and Economy (MFE), National Agency for Employment and Skills (NAES), National Agency for Vocational Education and Training and Qualifications (NAVETQ), State Inspectorate of Labour and Social Services (SILSS), INSTAT and other line Ministries.*

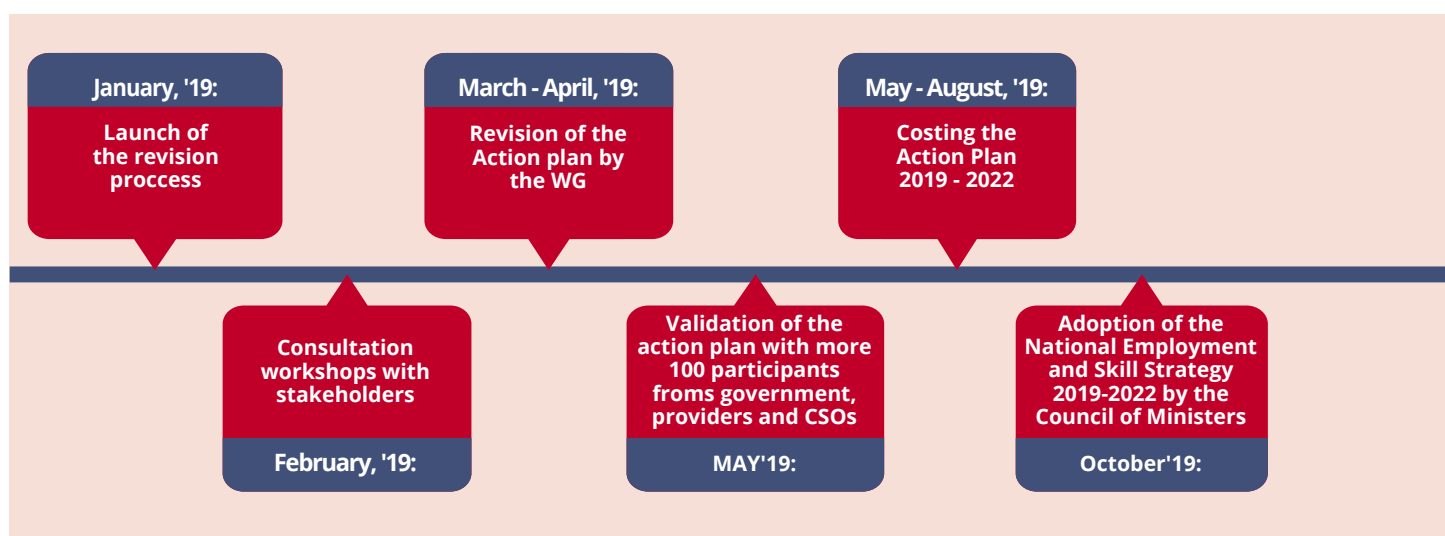
## Introduction

The Government of Albania (GoA) has committed to continue the consolidation of the Employment and Skills development reform beyond 2020. To this purpose the National Employment and Skills Strategy 2019 – 2022 (NESS 2019 – 2022) builds upon achievements and lessons learnt in the period 2014-2018 and includes a set of measures based on the four strategic priorities, which are considered to remain relevant for the upcoming period.

With the support of the Skills Development for Employment Programme (SD4E) of UNDP, MFE undertook a structured process of policy review based on the results of the Mid-term evaluation of the NESS 2014 – 2020. These results, as well as feedback provided by the annual progress reports of the Employment and Skills Strategy and the monitoring mission in the frame of the Sector Reform Contract, underpinned the entire process.

## The process

Following the recommendations of the Integrated Policy Management Group (IPMG) meeting of December 2018, the process commenced with a 2-days-workshop with the participation of relevant stakeholders at policy and implementation level, as well as representatives of donors supporting the sector. With the establishment of the official working group by MFE in February 2019, the process continued with four dedicated workshops on each of the strategic priorities, with the aim to revise actions and outputs. Special attention was paid to those actions and policy objectives, which implementation deferred from what was planned at the outset of the Strategy's implementation. Particularly, the strategic priority on social inclusion and territorial cohesion through employment services and VET was widely discussed with interest groups, including civil society organizations (CSOs). The working group of MoFE utilized all information received during consultation workshops and finalized the action plan in the period March



– April 2019. Applying the government’s guideline on the integrated approach to sector strategies, MoFE provided for a structured validation process of the action plan and the Strategy at the Thematic Group “Employment and Skills” and the IMPG on the Employment and Social Sector. A validation workshop was also organized with CSOs.

After the endorsement by the IPMG and the Prime Minister’s Office, with the support of the SD4E, all implementing institutions carried out an extensive and comprehensive costing exercise that identified indicative cost per action, costs to be covered by the state budget, indicative costs planned to be covered by foreign aid and the financial gap.

## THE RESULT

### A reviewed NESS 2019-2022

The result of such comprehensive and thorough process is a consolidated and coherent set of actions with the vision to provide Albanian women and men with higher skills and better jobs. The National Employment and Skills Strategy 2019 – 2022 builds on the four policy objectives (pillars):

▶ **Pillar A:**  
Foster decent job opportunities through effective labour market policies

▶ **Pillar B:**  
Offer Quality Vocational Education and Training to Youth and Adults

▶ **Pillar C:**  
Promote Social Inclusion and Territorial Cohesion

▶ **Pillar D:**  
Strengthen the Governance of the Labour Market and Qualifications System

## NATIONAL STRATEGY OF EMPLOYMENT AND SKILLS 2019-2022

### Pillar A:

- ▶ Modernisation of Public Employment Services
- ▶ Extension of outreach and diversification of Active Labour Market Programmes
- ▶ Strengthening Labour Inspection to guarantee for decent work
- ▶ Improv the Monitoring System of Active Labour Market Programmes

### Pillar B:

- ▶ Optimisation of the VET providers’ network & diversification of the VET offer
- ▶ Implementation and improvement of the VET MIS
- ▶ Quality Assurance Framework in VET
- ▶ Improving Work-Based Learning & Education to Work Transition
- ▶ Professional Development of Human Resources in VET
- ▶ Improving VET Image and Information and Career Guidance

### Pillar C:

- ▶ Improving Outreach and Coverage with Employment Services and VET programmes
- ▶ Labour market re-integration of persons from groups at risk

### Pillar D:

- ▶ Performance of labour market and VET system
- ▶ Strengthening social dialogue in the governance of the Labour Market and Qualifications System
- ▶ Development and Implementation of the Albanian Qualifications Framework
- ▶ Approximation to the EU Acquis of the Labour Market legislation

NESS 2019 – 2022 is a strategy that builds on the achievements and lessons learnt from the previous phase, and, in the same time, has a clear goal and objectives for this 4-year period: the consolidation of the National Employment Service model, diversification and improved monitoring of ALMPs, impact evaluation of ALMPs and other policy measures, optimisation and diversification of the VET offer, consolidation of all processes of quality assurance in the VET system, establishing the system for the development of human resources in VET, continuous work to improve the image and attractiveness of VET, expansion of employment and VET services to areas not covered, cooperation with institutions of social care and local governance to re-integrate in the labour market citizens from groups at risk, the establishment of a functioning Labour Market Information System, further development and implementation of the Albanian Qualifications Framework and gradual approximation of the respective legislation in line with EU integration processes are the key milestones, upon which the progress of this Strategy will be measured.

## THE APPROVAL

The MFE has finalized the document of the National Employment and Skills Strategy, including the Action Plan and a passport of indicators and all the package was approved by the Decision of Council of Ministers No. 659 on October 10<sup>th</sup>, 2019.

### Coming up next on the technical note:

On the next technical note, UNDP will focus on the package of new Employment Promotion Programmes. Employment Promotion Programs are a key tool to support labour market integration of those jobseekers who are disadvantaged and more difficult to employ.

## About the UNDP/SD4E technical note series

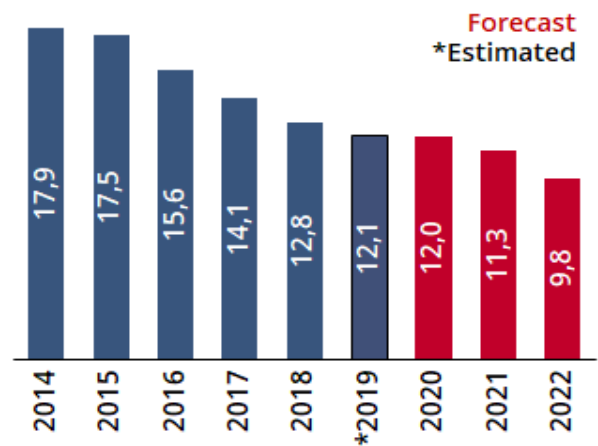
The Skills Development for Employment Programme (SD4E) is supporting the Government of Albania in the national Vocational Education and Training and Employment Promotion System reform through a comprehensive approach of institutional capacity building on macro/policy level to enable the key actors (MFE, 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.

## UNEMPLOYMENT RATE

NESS 2019-2022 indicator

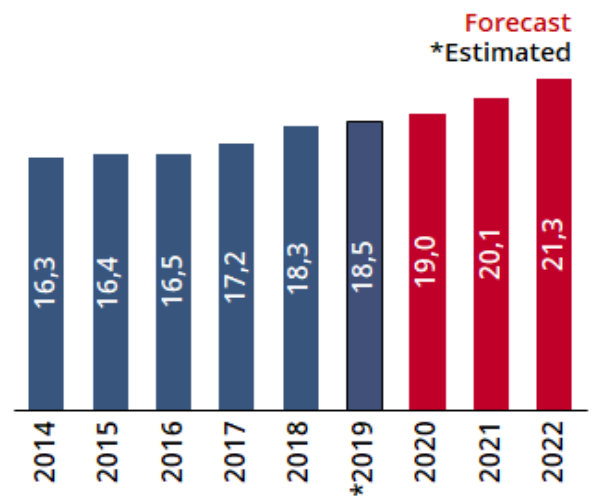
Share of unemployed 15-64 years old people



## VET ENROLLMENT

NESS 2019-2022 indicator

Share of students enrolled in VET schools



## 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)