

# ANALYSIS OF SOFTWARE INDUSTRY SKILLS REQUIREMENTS IN BOSNIA AND HERZEGOVINA

## Employment

In late 2019, IT industry in BiH employed a total of **6.266** (2,020 employed in 2012)

Salaries of employees in IT sector are **higher by 71.77** compared to the average net salary at the level of BiH – salaries in IT industry are growing significantly faster than the rest of the economy



From 2012 to 2019, employment in IT industry had **10 fold faster growth** than the rest of the economy

100 otvorenih novih radnih mjesta u IT sektoru rezultira otvaranjem dodatnih **157 radnihi mjesta** u ostatku ekonomije

## Education



Demand for IT specialists significantly outweighs supply – as a result, **41,9%** of posts for IT specialists remain vacant

The number of graduates in IT faculties in BiH should increase by **72%** to meet the demand of software industry

In three years, 1,164 posts remain vacant, which is a loss of **BAM 1,06** ili **BAM 38,2** million in taxes and contribution over three years

Of an average of **926 vacant posts** for IT specialists annually, 388 cannot be filled

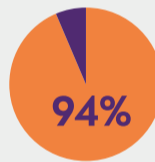
**1,250 IT graduates** are needed annually to meet the strategic goal of 12,000 IT experts in Sarajevo Canton by 2025

## Current state



**Two thirds**

of surveyed companies in software industry report problems in filling jobs for IT specialists



of surveyed companies **perform continuous training of employees** in order to improve their professional technical skill

**In 81,8% cases,** there are no candidates with appropriate knowledge and skills



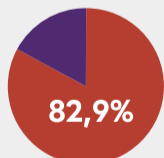
Software industry companies need on average **4 to 6 months** to train computer science and IT graduates to work in software industry

## How to overcome the current state?

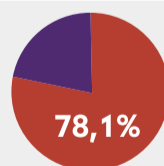


Educational profile of employees in software industry in BiH mostly comprises **young highly educated (85.3%),** with formal education acquired in public universities in BiH in 90% of cases

Gender breakdown of IT specialists is **male-dominated (about 70%)**



employees believe that formal education should be faster and more flexible in revision and change of curricula to reflect technological advancements



of surveyed employees believe that professional IT education should be modernised, meaning open to new teaching methodologies

Measures to overcome such situation include

revising enrolment policies and adjusting to the needs of software industry

further strengthening of **retraining and additional training** measures for IT occupations through employment offices

establishing specialist secondary schools of computer science and IT



improving **IT education at primary schools** in Bosnia and Herzegovina