

## SURVEY: VOCATIONAL EDUCATION & TRAINING IN ALBANIA

### Companies ask for better skilled workforce in Albania

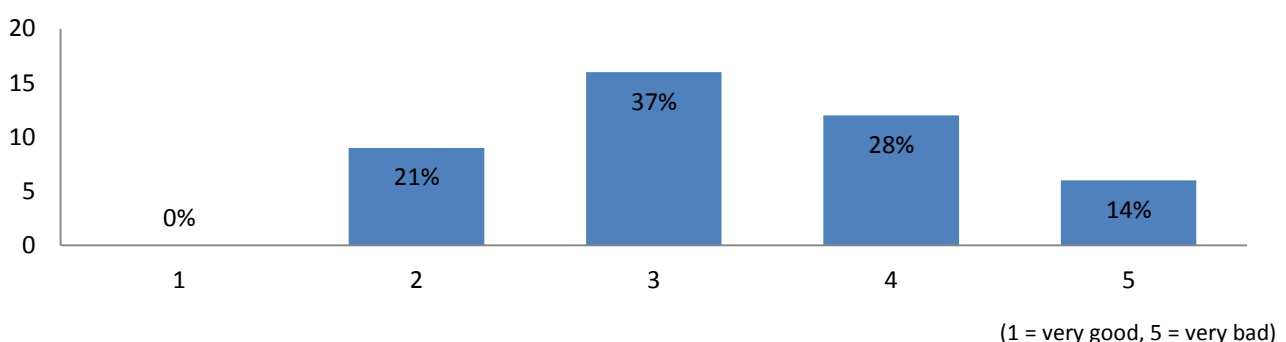
A dual vocational education system, where theory and practice are combined during the whole learning process, as the German model of vocational education has proved to succeed, is clearly missing in Albania. DIHA, the German Association of Industry and Trade in Albania, prepared a poll, in order to gather the opinion of the companies about the supply and demand of vocational education in Albania.

#### Results

- 91% of the participants in this survey would support a dual system of vocational education, by offering internships to the students of these schools, while 96% of them would be ready to pay a higher salary to the employees, who have been educated in a vocational school.
- However, only 73% of them would be ready to allow their employees to leave their work place in order to go to school. This means that despite the great readiness of the companies to support the dual model of vocational education system, it would be difficult to be applied massively in the very short run, since the companies have to get acquainted with the new system and adapt their processes accordingly.
- 85% of the companies write that they are already offering internships to students. This shows once more that the readiness to assist in educating the young people practically is there and it would be the right time to follow successful models of making these internships more efficient, incorporating them as an integral part of the work processes.
- The major part of the participants (around 64%) knows the dual model of vocational education, while around 20% of them do not know that there are actually vocational schools in Albania.

Asked about the quality of vocational schools in Albania, most of the companies evaluate them at an average or lower than average level. Furthermore, some of them say that their quality has been falling during the last years. Main reasons: out-dated curricula that do not respond to the needs of businesses, too little practical part included in the learning process, unqualified teachers and low commitment of the students. As a result, many companies are looking for skilled labour force, which is not supplied in the Albanian labour market today.

#### Evaluation of the vocational schools quality in Albania



- Another point which is still missing is the **certification of these professionals** and the legal framework regarding the regulation of particular sectors, so that only skilled work force can be accepted to work in certain professions, where this is needed. This would increase the quality of work and also make vocational schools more attractive to potential students.
- **Corruption**, as an unfortunately often - encountered topic in the Albanian reality, has also been mentioned by the companies, as an obstacle to the quality level of vocational education.
- The Companies need the skilled labour mainly in **these areas**: Textiles and shoes industry, food technology, scaffold industry, diary, tourism, cook, waiter, chambermaid, repairing of production machinery (medical, textile, food Industry etc.), electrical, plumber/installer, construction, electronics, mechanics, electromechanical Installations tailoring, welder, geology, mining, metal industry, banking, administration, infrastructure, port, logistics, lifts and lifting equipment.
- More than 50 % of the participants have the opinion that these qualifications exist in Albania. Nevertheless, 50 % of the companies send **their employees abroad for training**.
- At almost half of the companies more than 70% of their employees have a university degree, while state universities are obviously more popular, since three – quarters of the companies have less than 30% of the employees with a degree from a private university. Regarding vocational education, only less than 20% of the companies have hired a considerable number of employees coming from vocational schools.

#### The percentage of employees' qualification in the Albanian companies:

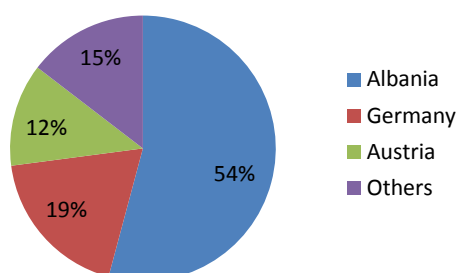
	none	less than 30%	30 - 50 %	50 - 70 %	70 - 100 %
State University	4.20%	18.70%	14.60%	20.80%	41.70%
Private University	28.60%	50%	3.60%	10.70%	7.10%
Foreign Universities (studied abroad)	21.90%	50%	12.50%	6.20%	9.40%
Professional schools	35.50%	48.40%	6.50%	6.40%	3.20%
Profession learned abroad	50%	32.10%	7.10%	0%	10.70%
High School (12 years)	9.70%	32.30%	12.90%	19.30%	25.80%
Elementary school (9 years)	36%	24%	4%	4%	32%

#### About the Survey

The questionnaire was written in three languages, Albanian, German and English and was sent to all DIHA members and other companies.

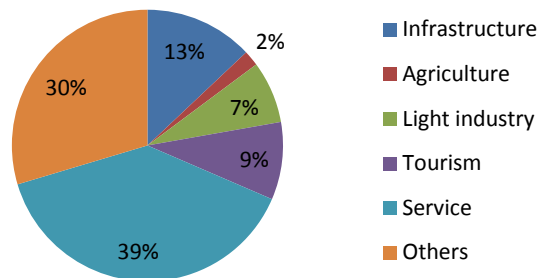
More than half of the participants in the survey come from Albania, while the other half comes from Germany, Austria and other countries.

#### Participating Companies' Headquarter



Only around 10% of the companies participating in the survey, work in the field of infrastructure or tourism and even less in light industry & agriculture, while around 40% of the participants work in the field of services and 30% from other branches, reflecting to a certain extent also the current sector composition of the Albanian economy.

**Participants' Sector**



### **About DIHA**

The German Association of Industry and Trade in Albania (DIHA) is an independent association of companies according to Albanian law, founded in 2008 with its seat in the Albanian capital Tirana. The Association represents interests of German companies in Albania as well as of Albanian companies with special interest in contacts and cooperation to companies in Germany. The objective of DIHA is the constant improvement of the economic framework for investments, trade and services in Albania as well as the development of bilateral relations between Albania and Germany. The Association considers itself as contact point for political, economical and social counterparts in Albania. DIHA cooperates closely with other institutions and associations from both countries.