

Training for the Labour Market-Fit for Jobs

Improve legal and institutional framework for enhancing employability for a green and digital transformation in Kosovo.

The objective and approach

On behalf of the German Government, the GIZ project « Fit for Jobs » aims at aligning vocational education and job placement strategies with current labour market demands, fostering sustainable employment opportunities in Kosovo. GIZ supports the Ministry of Education, Science, Technology, and Innovation (MESTI) and the Ministry of Finance, Labour and Transfers (MFLT) in strengthening the labour market-oriented vocational education and training (VET) reform to facilitate the smoother transition of job seekers into the workforce with a focus on Twin and Just Transition initiatives. Public institutions, the private sector, vocational schools, teaching staff, students, and civil society are supported and encouraged to actively contribute to meeting Kosovo's labour market demands in green and digital transformation areas such as sustainable energy, bioeconomy, circular economy, and artificial intelligence (AI).

In August 2024, the new project phase was launched, building on previous achievements. It focuses on two areas of intervention: a) Strengthening labor market-oriented vocational education reform and improving the quality of dual VET with an emphasis on green and digital transition, alongside promoting gender equality and b) Improving the transition of job seekers into the labour market by enhancing the capacities of the employment administration and establishing relevant training programs.

Project outputs

Under an integrated and its **three-level** approach, the project:

- ✓ Contributes to enhancing the legal and institutional frameworks to support labour market-oriented vocational education reform in Kosovo, ensuring alignment with current labour market demands;
- ✓ Elevates the quality of dual vocational education with focus on green and digital transformation while promoting gender equality and integrating sustainable practices into curriculum;

- ✓ Enhancing the labour market transition of Kosovar jobseekers by strengthening the capacities of employment administration and establishing relevant training programs, with special emphasis on vulnerable groups, including women and minorities.

Project name	Fit for Jobs
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Country of Implementation	Republic of Kosovo
Implementing agency	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Duration	08/2024 – 07/2027
Main Political Partners	Ministry of Education, Science, Technology, and Innovation (MESTI) Ministry of Finance, Labour, and Transfers (MFLT)
Municipalities of implementation	In specific municipalities of Kosovo

Main activities of the project

- ✓ Supporting MESTI and MFLT in integrating previous and new approaches into relevant strategies, legislation, and implementing regulations to ensure a more effective vocational education framework;

- ✓ Enhancing skills and competencies of professionals and managers within partner institutions, including consulting on restructuring employment administration and fostering collaboration with non-state actors;
- ✓ Supporting partner institutions in rolling out the EU Youth Guarantee Scheme (YGS) and other Active Labour Market Measures;
- ✓ Strengthening strategic partnerships with ADA and ILO to Institutionalize YGS and enhance employment prospects for youth;
- ✓ Identifying labour market needs in sustainable sectors such as sustainable energies, bio-economy, and circular economy, in collaboration with the private sector and relevant GIZ projects;
- ✓ Establishing tailored training programs in green and digital transformation at public and private educational institutions.
- ✓ Fostering a gender-sensitive environment in both educational and workplace settings through active integration of the private sector into educational framework;
- ✓ Supporting the professional development of VET teachers and company trainers in green and digital fields;
- ✓ Facilitating networking among VET schools, businesses, chambers, and associations to enhance green and digital educational opportunities;
- ✓ Supporting the Employment administration through the process of restructuring.
- ✓ Developing capacities of Employment Agency to be able to implement the YGS and develop innovative active labour market measures to address the needs of vulnerable groups;
- ✓ Advising employment administration on effective counselling and job placement processes, ensuring alignment with the needs of employers, NEETs, and the unemployed.

Achievements in the first project's Phase 2021/24

- ✓ The Career Guidance concept for lower secondary schools has been developed and implemented in 20 pilot schools during 2023;
- ✓ Approximately 600 teachers from these 20 lower secondary schools have benefited from training programmes on career education and digitalisation;
- ✓ Around 2500 students from lower secondary schools have benefited from extra-curricular activities aimed at strengthening school structures and increasing their knowledge of career options and digital competences;
- ✓ More than 30 school directors and quality coordinators have benefited from the professional development measures for better school functionality;
- ✓ The Education Strategy 2022-2026 has been developed by the Ministry of Education, Science, Technology and Innovation (MESTI), with the support of GIZ;
- ✓ The guideline for the adaptation of the European Framework for Digital Competency to the Kosovar context has been developed by MESTI, with the support of GIZ;
- ✓ 6381 VET students in grades 10, 11 and 12 have received counselling services and have been trained for starting their practical work at companies engaged in Work Based Learning and Dual VET;
- ✓ Work Based Learning (WBL) and Dual VET has been organised in 11 vocational schools in 9 different municipalities of the Republic of Kosovo, where 2420 VET students grade 10-12 are prepared to start their practical work in private companies;
- ✓ Around 400 cooperation agreements related to WBL and Dual VET have been signed with companies operating in different VET profiles;
- ✓ Over 3,600 young people have enhanced their employability opportunities by participating in different and innovative labor market measures;
- ✓ Over 300 companies have confirmed that tailored labor market measures have effectively helped align job seekers' skills with the demands of employer.

Published by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn, Germany

GIZ Office Pristina
Training for the labour market – Fit for Jobs

St. Arkitekt Karl Gega 38
Pristina 10000, Republic of Kosovo
T +381 38 233 002 100

Team Leader Mario Eckardt – mario.eckardt@giz.de
www.facebook.com/gizpristina

On behalf of Federal Ministry for Economic Cooperation and Development (BMZ)

In cooperation with Ministry of Education, Science, Technology and Innovation
Ministry of Finance, Labour, and Transfers

Photo credits GIZ Kosovo

GIZ is responsible for the content of this publication

As by January 2025