



***“Aligning education and training with labour
market needs, ALLED Phase II”***

Kosovo

ADC Contract Number 6531-00/2018

EU Identification Number IPA/2018/402-911

3rd ANNUAL PROGRESS REPORT

Reporting Period: 1 March 2021 – 28 February 2022



**Funded by
the European Union**



**Austrian
Development
Agency**

With funding from
**Austrian
Development
Cooperation**

Project Synopsis

Project Title	<i>Aligning education and training with labour market needs, ALLED Phase II</i>
ADA Contract Number	<i>6531-00/2018</i>
EU Identification Number	<i>IPA/2018/402-911</i>
Implementers	<i>Austrian Development Agency - ADA</i>
Target country(ies) and region(s)	<i>Kosovo</i>
Type of contract	<i>Delegation agreement</i>
Start of implementation period	<i>01.03.2019</i>
End of implementation period	<i>31.08.2023 (extended for 12 months)</i>
Implementation period in months	<i>54 months</i>
Annual report # and Reporting period	<i>3rd Annual report Reporting period: 01.03.2021 – 28.02.2022</i>
Total amount of EU contribution	<i>EUR 3,800,000</i>
ADC/ADA co-financing contribution	<i>EUR 700,000</i>
Other contributions	<i>N/A</i>



1 EXECUTIVE SUMMARY

The project “Aligning education and training with labour market needs, Phase 2 (ALLED2) completed its third full year of operation on 1st of March, 2022. The overall objective of the project ALLED2 is to reduce poverty through increased labour market participation and improved employability for the population in Kosovo. All planned activities of ALLED2 as per Description of Action (DoA) are providing support to Kosovo’s Ministry of Education, Science and Technology (MEST)¹ and Ministry of Labour and Social Welfare (MLSW)² in aligning education and training system with labour market needs. Relevant EU policies are addressed throughout the implementation of the project.

This report covers the period from 1st of March 2021 to 28th of February 2022. During the reporting period there were substantial successes on policy level related to governance and VET reform, and capacity building activities at the level of VET providers³. Main contributions at policy level, welcomed and accepted by the Government of Kosovo (GOK), supporting Evidence-Based Policy⁴ making in VET through systematic data collection and use of high-quality information are:

- Kosovo Labour Market Barometer,
- VET Barometer (1 and 2),
- Kosovo Skills Barometer,
- Financing VET in Kosovo,
- Proposal for improvement with PlanVET (digital application for financial planning),
- QA at school and national level, Classroom3.0/4.0 (EU DigComp) approach, boosting students’ entrepreneurial spirit (EU ENTRECOMP),

These tools and processes are widely recognised (noted as good practice at national and international scene), in line with latest trends at EU and global level.

Financing of VET was also a high priority during Year 3 and culminated in a final presentation to the MESTI Cabinet with the presence of Ministry of Finance, held on 15th of February 2022. The MESTI Minister, Deputy Minister, VET Department as well as MFLT officials expressed their strong willingness for approval of the VET Financing formula developed by ALLED2, as well as their readiness to continue to work closely with the project in the process of defining if this formula might be feasible for the whole pre-university system. As complementary tool, the digital application PlanVET, is recognised not only as school budget planning tool but also as good governance and transparency instrument. Further work is planned by MESTI on additional policy analysis, while ALLED2 will continue institutional capacity building in budget planning with 20 EduNet Schools, supported by the project.


The COVID-19 pandemic continues to have a significant impact on economic and social development. The Project Implementation Unit (PIU) is following GoK’s containment measures working in full capacity full time in the project office. The PIU team is fully vaccinated. At the end of August, Kosovo entered a new COVID-19 wave with extensive spreading (29 August: 2,500 infected and 36 deaths; 30% of the population semi vaccinated and 15% fully vaccinated) especially effecting the younger generation. This peak of COVID19 was active till the end of 2021

¹ Currently Ministry of Education, Science, Technology and Innovation - MESTI

² Currently Ministry of Finance, Labour and Transfers - MFLT

³ 20 VET Schools and 9 Vocational Education and Training Centers (VETCs), including VETCs in Kosovo Correctional Service

⁴ European Commission, Upskilling and Reskilling in the Post-Covid Era: Fostering New Services and Jobs Creation – Three scenarios for 2030, 2021



with strict GoK measures influencing the project dynamics. At the end of the reporting period the number of new COVID-19 infected entered into downward trend and relaxation of COVID-19 measures.

Despite all developments, the PIU members are making extraordinary efforts to implement the project activities in the best possible way and the implementation of the project activities is on the best possible track as per the updated Work Programme, considering the pandemic. The majority of activities were implemented or initiated. After 2 years of frequent GoK changes (4 in total) the project entered a stable governance period. Within the new GoK setting, employment policies were shifted to the Ministry of Finance.

Main developments in the expected results during the reporting period are as follows:

- **University of Pristina (UP) Cluster/Hub** UPCO – Establishment Act signed by all 3 co-founders and the official institution registration process initiated;
- **“Financial Planning for VET System in Kosovo - PROPOSAL FOR IMPROVEMENT” together with digital application for financial planning PlanVET⁵** – developed and presented to VET schools and VTC Quality assurance coordinators, directors, MESTI officials, MESTI Minister and cabinet together with World Bank team;
- **VET Barometer 2020/21⁶** – A third round of baseline assessment of the overall situation of 20 Vocational Education and Training (VET) schools and 4 Vocational Training Centres (VTCs) has been finalized and the final Data Collection 3.0 Report published⁷. The data include reflection of the situation that VET providers has undergone during COVID-19 pandemic, baseline assessment on teacher’s skills and competences and the school needs for further training for teachers and management staff. As a part of the VET Barometer, two additional tools⁸ for structured knowledge sharing and peer learning became operational with trainings conducted for members of the ALLED2 EduNET. The data sequence publicly available and regularly updated on the ALLED2 website – “EduNET – Schools ID” and regularly shared with MESTI⁹;
- **Kosovo Labour Market Barometer¹⁰** – functional, support in maintenance and regular update/upgrade is ensured, in close cooperation with the Employment Agency (EARK);
- **Cooperation between VET and businesses** - A research report on challenges and opportunities of cooperation of the business community with vocational schools and the impact of the COVID-19 pandemic has been drafted and is being finalized. The survey consists of a sample of 214 businesses located in different cities and different sectors has been conducted for the assessment of the cooperation between schools and businesses, with focus on the challenges raised as result of COVID-19 pandemic contributing to successful school – business cooperation in the new conditions;
- **The Draft MoU** (Template) model has been prepared in order to be applied as a unique format in all vocational schools; A guideline document has been prepared with content information related to students’ practical part of learning; The model of the tripartite contract has been prepared which shall be signed

⁵ <http://planifikovet.alled.eu/>


⁶ Through the collection of data, consisting of more than 284 variables split into 8 sections, gender disaggregated (119 in the first cycle of data collection and more than 190 variables collected in the second annual round of data collection). Initially in Y1 when instrument was developed, it was prepared only for ALLED2 schools and VTCs (and strategically piloted). In Y3, the instrument is prepared to be used for all schools in Kosovo. In this way, the project is preparing for full scale transfer to MESTI during Y4/5 and sustainability of the tool will be insured.

⁷ <http://allegd.eu/wp-content/uploads/2022/02/Barometer-2020-2021-24-Feb-2021-1.pdf>

⁸ Schools/VTCs IDs - including essential information about Schools/VTCs regarding their characteristics and/or specifics and available education programs; and Community of Practice (CoP) – with teaching materials for online teaching process in VET collected with more than 100 teaching/lesson plans and available online for EduNet members;

⁹ The collection of data will continue for the whole duration of the project, which will serve the implementation of project activities and also will serve MESTI for their purposes.

¹⁰ <https://sitp.rks-gov.net/>



between the school, the student (s) and the internship company;

- **Incentives for Businesses to cooperate with VET** – ToR for Supporting MESTI¹¹ and MFLT¹² to identify and pilot/feasibility check of a set of incentives for host enterprises to cooperate with VET is developed and launched in November 2021, company selected in January 2022 and kick-off meeting held in February 2022. Tasks and deliverables are ongoing and are expected to conclude in August;
- The above-mentioned ToR, in one of its main tasks includes also supporting **school-to-work transition by ensuring internships** for students of ALLED2 schools with employers. This activity will be done in close cooperation with business/sectoral associations which represent sectors supported by ALLED2;
- **Equipment needs assessment** – The needs assessment for the development of technical specifications¹³, serving as an integral part of the upcoming procurement of equipment has been finalized. The Equipment Assessment and Technical Specification Final Report (COVID-19 specifics reflected), including technical specifications and the cost estimation has been submitted and delivered to ADA HQ. The Tender Agent company has been selected by ADA HQ. The Equipment tender has been launched 27 December 2021¹⁴ and the deadline for submission of offers has been extended until 21st of February 2022¹⁵. ALLED2 has been in close cooperation with ADA HQ to contribute through its experts to respond to the questions raised by different applicants/bidders. ALLED2 has also drafted the ToR for Supervision of implementation of the delivery of equipment for ALLED2 EDUnet, which is being finalized. The procurement process is ongoing;
- **Kosovo Skills Barometer** – The Systematic Training Needs Assessment/Skills Barometer as a planning tool of VET, based on a demand driven approach in close cooperation with KCC, is under development. The pilot edition of the Skills Barometer has been launched in the launching event (May 2021). The final findings were presented in cooperation with KCC to business associations and other relevant stakeholders in December 2021. The final Report on Kosovo Skills Barometer 1.0 has been finalized and published in February 2022. A one-year Action Plan for KCC VET department for further implementation of the Kosovo Skills Barometer in different sectors and the respective levels of education is being developed (in process). The capacity development for KCC staff is ongoing;
- **Quality Assurance (QA)** – In the area of quality assurance (policy and practice level) the project succeeded to shift from analysis and solution proposals towards the implementation of training modalities (coaching and mentoring as well as peer reviewing and peer learning methods applied) and their application. In total 20 VET schools, 7 VTCs and 2 additional VTCs in correction services (which presents added value) were actively included in the structured training conducted by ALLED2. A procedure for the National Qualification Authority Steering Board (NQA SB) was developed, approved and applied accordingly. The internal regulation for QA at school level was developed and strategically piloted. Culture of peer learning, mentoring and coaching are embedded in targeted schools /VETIs (with Community of Practice (CoP) in use);
- **MESTI Strategic Developments** – ALLED2 contribution to good governance in VET is institutionally recognised and highly appreciated. An ALLED2 expert located in the MESTI cabinet with responsibilities as main professional adviser for VET ensuring sound implementation of ALLED2 results. In addition, ALLED2 has contributed (as per official invitation) in following working groups:
 - o KESP – VET 2022 – 2026,

¹¹ Ministry of Education, Science, Technology and Innovation – MESTI

¹² Ministry of Finance, Labour and Transfers – MFLT

¹³ COVID-19 specific needs included. ALLED2 is investigating possibilities to address Internet of Things (IoT) technology through new equipment with augmented reality and Classroom 3.0 teaching/learning tools (digital transformation).

¹⁴ <https://ted.europa.eu/udl?uri=TED:NOTICE:666369-2021:TEXT:DE:HTML&src=0>

¹⁵ Process lead by ADA HO

- National Development Strategy 2030 – economic development and human resources sections,
- Inputs for SME Policy Index for SE Europe reporting,
- National Curriculum Framework;
- **12 Occupational standards (OS)** – 12 developed standards were submitted for the approval. 9 approved with no objection and 3 with comments related to title of the standard (consolidation ongoing). ALLED2 responded on the CVETAE communication related to title of 3 standards explaining that the title is accommodated to Kosovo conditions related to ISCO. Till the closure of this report, the project did not receive final reflection from CVETAE related to additional justification submitted;
- **EU ENTRECOMP¹⁶**– as a part of preparation for curriculum development, the EU ENTRECOMP, was translated into Albanian¹⁷ and Serbian¹⁸ and was presented to the general public with endorsement of two GoK ministers (MESTI and MTIEI)¹⁹. Versions translated by the project are inserted into EC JRC and ETF data base;
- **20 dissemination events** and workshops were conducted, and **400 meetings** held with different stakeholders which is a major achievement having in mind that reporting period was characterised with only 3 months of less restrictive COVID-19 measures (July, August).

Main developments in project management during the reporting period are as follows:

- **2nd Annual Report** as well as **Semi-Annual Report** submitted to the EUOK and accepted with no – objections; **ALLED2 Advisory and Steering Boards Meetings** conducted;
- ALLED2 one year **No-Cost Extension (NCE)** request with supportive files developed, submitted, and approved by the EUOK. No changes of project objectives, indicators and scope of activities are foreseen with the NCE;
- **Mid-term evaluation (MTE)** successfully conducted and **Management Response on MTE recommendations** developed as well as **Supportive document to the LogFrame based on ALLED2 MTE Recommendations**, attached to this report;
- **ADA Internal Audit** exercise successfully conducted in June 2021 (21 – 25 June 2021).

The **Communication and Visibility** Plan was successfully implemented throughout the reporting period and novelties were applied. Especially a variety of social network tools as well as media coverage exceeded the plans and ALLED2 became a good practice recognised by beneficiary institutions and the general.

By the end of the reporting period, total **budget utilisation** equals 32.62% of the overall planned.

¹⁶ EU Entrepreneurship Competence Framework as a key competence

¹⁷ <http://alled.eu/wp-content/uploads/2021/06/EntreComp-Framework-Alb-Final.pdf>

¹⁸ http://alled.eu/wp-content/uploads/2021/06/EntreComp-SRB_Final.pdf

¹⁹ Reported within the EU – OECD SME Policy Index 2021 for Western Balkans and Turkey reporting.