



# POST-GRADUATION AND TRANSITION IN LABOR MARKET

Leadership and Growth Council  
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# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

## Content

<i>About Us.....</i>	<i>2</i>
<i>Introduction.....</i>	<i>3</i>
<i>Data Analyses .....</i>	<i>4</i>
<i>Professional development.....</i>	<i>5</i>
<i>Trainings and Internships as methods for professional pre-preparation.....</i>	<i>6</i>
<i>Trainings.....</i>	<i>8</i>
<i>Obstacles and work labor .....</i>	<i>9</i>
<i>Conclusions.....</i>	<i>12</i>
<i>Suggestions.....</i>	<i>13</i>

# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

## **About Us**

Leadership and Growth Council (LGC) is a non-profit organization established in July 2014 which seeks to induce growth and enhance leadership throughout sectors in general and specially in education and economy. LGC is dedicated to advance the understanding, practice and development of leadership and increase civic participation for the benefit and the development of the society.

## **“Career Development For Young Women”**

- A project supported by the US Embassy in Prishtina <sup>1</sup>

"Career Development for Young Women" is a project which will be developed through 12 months and aims to provide assistance for career development among young women, in order to facilitate their involvement in social and institutional life after graduation. Women in Kosovo remain the marginalized structures, especially in the economic sector. Unemployment continues to be the main challenge for women, especially for those who have no work experience.

During the implementation of this project LGC will publish two papers that promote culture and leadership on career development for young professionals.

This publication will be e component to the second publication which will be related to career development, but with the attention to the women that already have a career.

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<sup>1</sup> This project was funded through a U.S. Embassy, Pristina grant. The opinions, findings, and conclusions or recommendations expressed herein are those of the Author(s) and do not necessarily reflect those of the Department of State

# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

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*May 2016*

## **Introduction**

### *The purpose of publication*

Through this research Leadership and Growth Council aims to identify obstacles and opportunities that post graduates face in Kosovo. This publication serves as a modest contribution to the gap between the post-graduation and labor market. Leadership and Growth Council attempts to analyze the importance of the transition, starting from university studies to the labor market in Kosovo. The main questions of this research are not particularly related to the Labor work analyses in Kosovo as a divided part from University; however it has to do with the cycle of transition from being a student to an employee. This transformation has been a subject of scant science studies to distinguish the main barriers of employment, although recent projects initiated by non-governmental organizations and projects that are already being developed at the University of Pristina<sup>2</sup> have increased the attention regarding this topic. The aim of this project is the professional development of the students, opportunities provided to participate in such training, and the importance of university reforms to meet the conditions required by the work place for which they have studied.

This publication tends to open the doors for other detailed researches and with wider sample regarding this transition, and serve as a credible source regarding this issue.

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<sup>2</sup> Other projects regarding the career development will be discussed in page 5 'Trainings and Internships as methods for professional pre preparation'

# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

## Data Analyses

Most of the respondents from bachelor and master studies are still actively searching for work, some of them after the graduation spend up to 6 months searching for work, some of them less than 6 months or they search actively for work during their studies.

According to our sample, which contains different study fields from social to science ones, only 16% of them are employed and 56% of them are actively searching for work<sup>3</sup>.

According the data from the Ministry of Labor Work and Social Welfare, the number of those searching for work is 273 thousand and 443 individuals. The list increases each year for 6500 unemployed individuals that have graduated<sup>4</sup>.



Fig.1.0

This disturbing fact seeks to find the main causes of this situation and improve the situation by developing techniques of improvement of professional skills as one of the forms for combating the non-preparation for the labor

market and university reforms as some of the main causes in the performance and adaptation to the changing labor market.

<sup>3</sup> Fig. 1.0

<sup>4</sup> According to GAP Institute

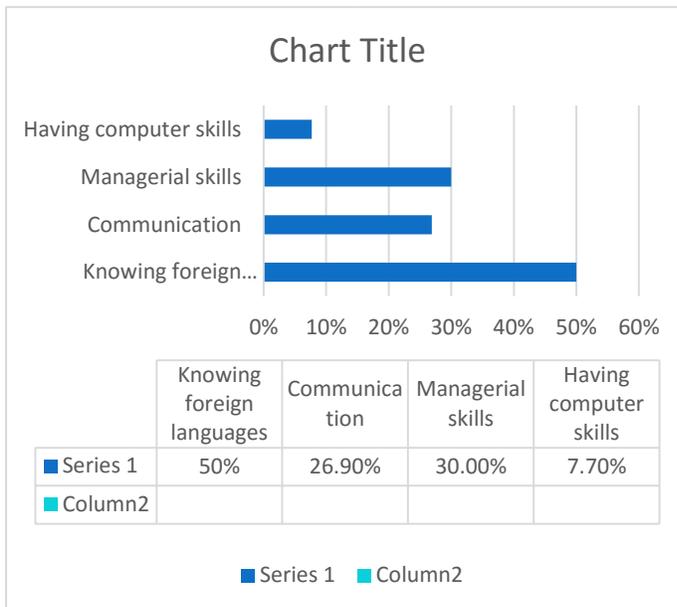
# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

According to the targeted sample<sup>5</sup>, 32% are working in their professions while 52% are not working in their professions; (16% are other reasons).

## Vocational Training

The main reasons for the students not being prepared for the labor market have to do with the constant change of the market system and the new skill requirements for employment.

This issue raised a dilemma on what can and should the university do to create such conditions? or these skills need to be created / improved outside curricula ? According to the respondents, the demand to identify the key skills that need to be greatly improved, the answers are as follows in fig.2.0:



Based on these data, knowledge of foreign languages appears to be the main reason for employment, especially for the fields on social science, following the importance of having managerial skills and computer skills<sup>6</sup>.

Diagnosing these obstacles and diagnosing key skills that could potentially be used for employment, are among the first steps that students need to identify, in order to leave more space in case of possible improvements.

<sup>5</sup> Candidates selected for “Career Development for Young Women” project

<sup>6</sup> Fig.2.0 Categories of the skill improvement

### ***Trainings and internships as methods for professional pre-preparation***

Regarding the issue of improving these skills and regarding the issues of changes that market passes, trainings and Internships tend to serve as preparation for their professional development.

For the first time, the Ministry of Diaspora of the Republic of Kosovo in a joint project with the Ministry of Social Welfare and Youth of Albania, have launched the project "Internship in the institutions of the Republic of Albania and the Republic of Kosovo"<sup>7</sup>

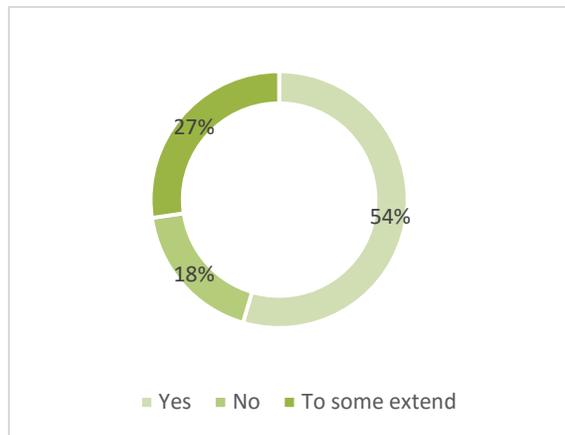
Besides this project, various agreements were achieved between Kosovo Ministries and Pristina University, that aim to establish internships as one of the main opportunities for professional experience before entering the labor market. This was completed in January 2016 by the Ministry of Finance, for 600 student of the University of Prishtina "Hasan Prishtina". According to the data from our report Fig.2.1: 54% found helpful the internships as a pre preparation for labor market, 27% the internships were not helpful, and 18% answered that the internships were helpful to some extent.

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<sup>7</sup> National Program of Internships (praktika.sociale.gov.al)

## POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

Internships are important because they provide the opportunity to experiment with career choice that fits their studies and personal interests, it is possible that throughout internships to see the professional development on that theory. If these internships are supervised(mentorship)<sup>8</sup> then this increases their value by engaging them in projects, meetings and also practical work, in order to give them the opportunity to see clearly the after study expectations.



**Fig. 2.1**

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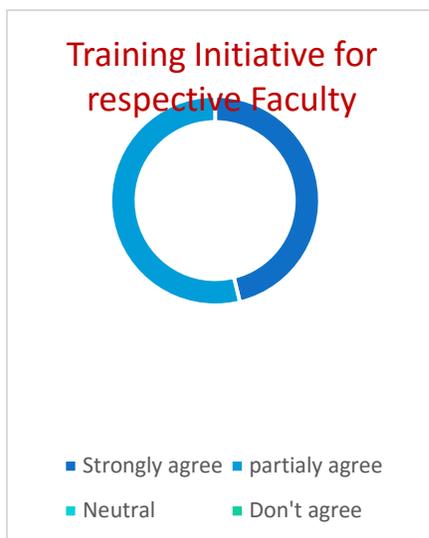
<sup>8</sup> "Career Development for Young Women" at this extent is developing the second phase of the project that includes (Internship and Mentorship)

# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

## **Trainings**

Candidates selected to attend the project "Career Development for Young Women" are part of the survey, 76% of them do not know other similar programs; 7.7% knows other similar programs (15% has to do with other reasons of information). The issue of non-information or non-initiation has to do with other factors. University of Pristina recently started the first project that directly affects this issue. Career Development Center which presents the activity "Presentation of the companies - discussion regarding the labor market criteria's in Kosovo, aims to serve as a practical opportunity for recognition and discussion of the criteria of employment.

This issue has been an important part of identification of the report, included the



questionnaire, to help identify opportunities of improvement from the University of Prishtina. Thus regarding the "Trainings for pre-preparation for the labor market should be initiated from the respective faculty" - 53.8% agree with this view while 46% strongly agree. So, all respondents agreed to initiate training within their guidelines, and not necessarily outside the University. However all the respondents agreed that there should be trainings regarding their field of study, and not necessarily outside of University.

## POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

Approximately 3730 people are employed through labor mediation offices and over 1600 people have benefited from training programs organized by 8 vocational training centers<sup>9</sup>. Regarding the Riinvest 2001 study shows that there is a huge requirement from businesses to increase the number of trainings and 80% of them were ready to pay for them<sup>10</sup>.

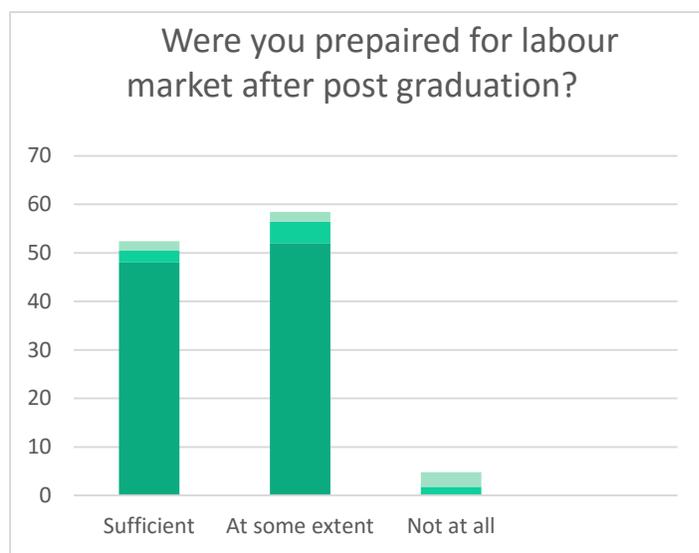


Fig 3.1

Many of the graduates who have found work in short period of time after graduation, have found themselves prepared for the job market (52%), and some sufficiently prepared for the job market (48%).

<sup>9</sup> Labor Market and Unemployment in Kosovo, Research Report; Riinvest Institute, January 2003, reviewed on 2004.

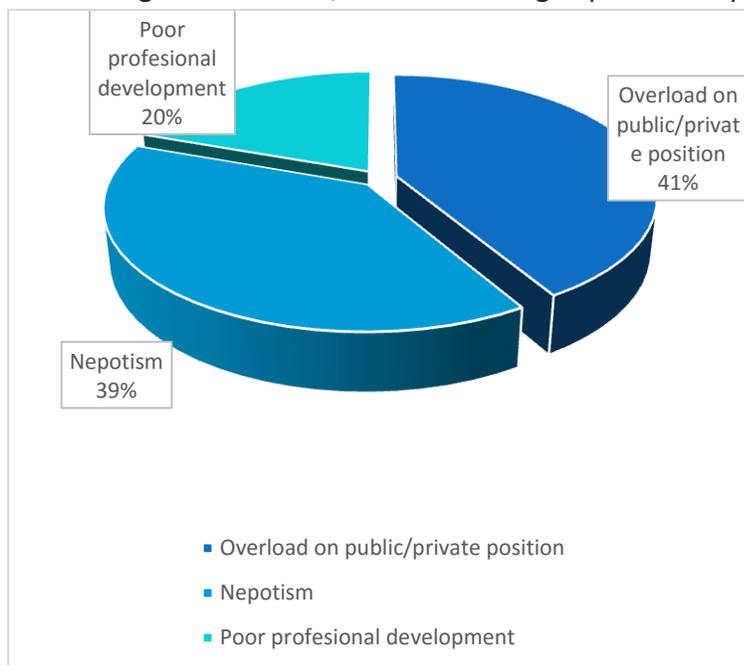
<sup>10</sup> Labor Market and Unemployment in Kosovo, Research Report; Riinvest Institute, January 2003,pg 35-1.4.4

## POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

### ***Obstacles in accessing the labor market***

To achieve a clearer reflection on the main obstacles of employment in Kosovo, according to the data analysis it appears that during the period of searching for job, they encountered these obstacles fig.4.0

According to these data, the overloading in public and private positions is the main reason why

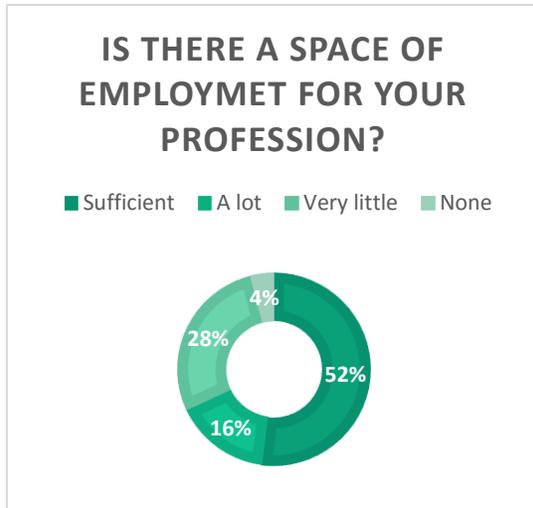


students do not have access in the labor market, since all the positions are already occupied, and there is no need for new staff member. This problem has deep roots in the education system, and accurate information that students need to have after completing the secondary school, before deciding for university studies. However, labor market analysis and precise information regarding the

guidelines to the university are some of the reasons that could prevent over- charging in some aspects, and lack for other professions.

## POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

Regarding the question: “Is there a space of employment for your profession?”



Most of the respondents answered that there is a space for employment of the selected professions, while 26% of them think that there is insufficient space of unemployment.

The choice of running university studies should be a choice based on the precise information on statistics and reports regarding the labor market, employment opportunities and professional skills

that can embezzlement through selected fields.

# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

## ***Conclusion/Recommendations***

1. Development of professional skills remains an issue being addressed by the two parties, employers and employees. These skills enter as key criteria for employment. Therefore such professional training which may be initiated by the relevant ministries could play a role in motivating the potential of new employees on adapting on the labor market.
2. The importance of addressing the issue on Vocational Training from the relevant Faculty, as a source of this transition and as a bridge connection with companies, whether private or public
3. A choice of elective courses and improvement of syllabus in order to suit job requirements and new capabilities required in the varying labor market.
4. Precise information and widespread in high schools graduate regarding university study fields and also over loaded staff in specific fields. .
5. The possibility of improvement of the development of the internships in the Republic of Kosovo institutions as a method of pre preparation for the labor market.

# POST-GRADUATION AND TRANSITION IN THE LABOUR MARKET

## *Suggestions*

It was required from the respondents to suggest improvements in syllabuses / subjects that they think that are useful and professional, depending on their field of study. Thus, to this question, comments and suggestions approaches directly to the functionality of the Faculties and to the opportunities that they offer for professional development within their curriculums.

According to suggestion for development:

- a.) Law: The inclusion of practical courses and various simulations that have to do with direct experience with trials, defense and procurement.
- b.) Law: a.) literature is not updated with the latest developments, most of these books were based on laws that have existed before and which are not effective. b.) the need to develop critical thinking during lectures.
- c.) Having more lectures and practice on research methods<sup>11</sup>.

## *About publication*

This publication attempts to further open the door for other more detailed researches with much extensive sample regarding this transition, as well as serve as a credible source of reference on this issue.

This paper is part of the "Career Development for Young Women" as well as part of the second publication of the LGC which develops the same theme, but with qualitative interviews conducted with women in career.

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<sup>11</sup> These opinions and suggestions are from the students who currently are conducting studies at the University of Prishtina, and do not necessarily emerge on the final recommendations of this study.