



SRPC
**EU for
Youth**



This project is funded by
the European Union



Government of the Republic of North Macedonia

Technical Assistance to the Sector Reform Performance Contract 'EU for Youth'

EuropeAid/140701/DH/SER/MK

SWG EESP – 18 May 2023 Skopje



Presentation of Third Self-Assessment Report for IPA 2019 Sector Reform Contract for Employment and Education “EU for Youth”

- Sector policy reforms in education
 - Sector policy reforms in VET
 - Employment policy performance
 - Sector policy reforms in employment
 - Review of the progress achieved in the indicators
 - Summary of the self-assessment report
-
- Discussion,
 - Concluding remarks
 - Next steps for submission of SAR



Overview

- Education Strategy 2018-2025 – report
- Legislation (Law on Secondary Education, VET, AE)
- Concepts – (Concept of primary education, Development concept for the establishment of a Regional VET Centre. Concept for secondary education of adults)
- new Youth Strategy 2023-2027 preparation started with opening of the public debate in October 2022

Reforms:

- New funding formulas in primary and secondary education
- Rationalization of the network of schools
- Inclusive education
- Digitalization

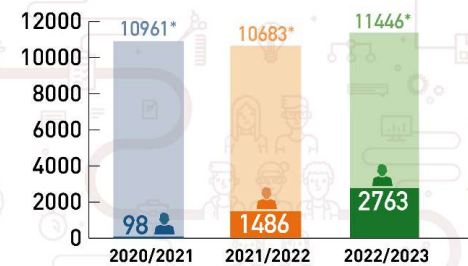
Reforms:

- National Framework for State Testing
- Matriculation in secondary education
- Interdisciplinary approach to learning
- Intercultural education
- Work based Learning – WBL
- Validation of non-formal and informal learning
- Professional development of teachers

1. Harmonization of vocational education and training with the labour market needs

- **150 standards** of occupations
- **72 standards** of qualifications based on learning outcomes
- **2763 students** are enrolled in the dual education in cooperation with **450 companies**
- the number of **dual classes** in the country has increased from 97 in 46 schools to **225 in 61 VET schools**
- **Scholarship system** introduced
- Competition for enrolment of students is **harmonized with the labour market** needs
- **competency-based modular curricula** - curriculum reform in the four-year secondary vocational education completed

Number of students in dual classes at state level



*Number of students enrolled in VET high schools at state level

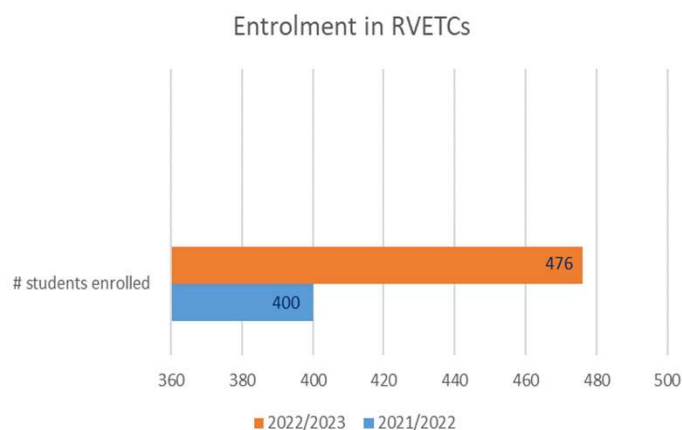
Република Северна Македонија
Министерство за образование и наука
Republika e Maqedonisë së Veriut
Ministria e Arsimit dhe Shkencës
Agencia për Zhvillim dhe Bashkëpunim
SDC

MoES conducted an intensive dialogue with companies interested in engaging in the process of dual education through the campaign "Learn Smart, Work Professionally". Through the campaign, the necessary profiles have been accurately determined and enabled the opening of new professional profiles that are required on the local market by companies and promote the dual model of education

There is a permanent increase in the number of students enrolled in dual education classes - if in the base 2020/2021 academic year their share is less than 1% of the total number of students enrolled in VET, then in the current academic year 2022/2023 the share of those enrolled in dual training exceeds 24%.

2. Improving the learning environment and the quality of vocational education and training

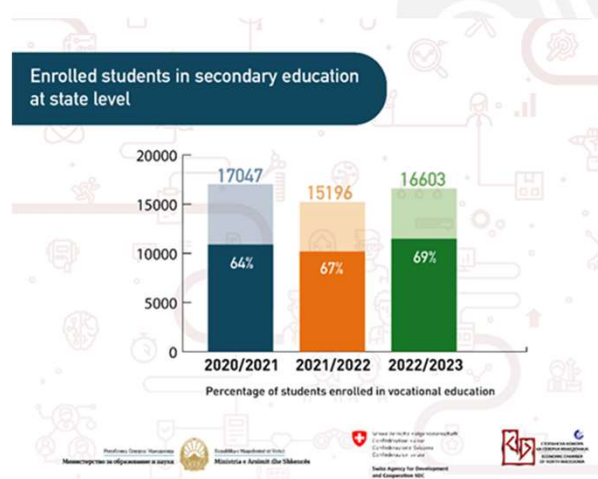
- **Regional Centres for Vocational Education and Training** – operating, reconstructions ongoing, prepared tenders for supply of equipment, staffing and HRDPs ongoing, IT with donors' support



In the school year 2021/2022 altogether 400 students were enrolled in the 1st year of study in all VET programmes in the three RVETCs, and in the schools year 2022/2023 – 476 students were enrolled in the 1st year of study in all VET programmes in the three RVETCs.

3. Increasing the coverage in vocational education and training

- **2% increase** of the number of enrolled students in VET (school year 2022/2023)



Significant progress was made in boosting VET education at secondary level: the rate of student's participation in the secondary VET system is marked by a constant increase: 64% in 2021, compared to 62.1% in 2020 and 61.8% in 2019.

During the next two academic years 2021/2022 and 2022/2023, the growth of students enrolled in secondary VET at state level remains stable – respectively 67% and 69%.

4. Improving the capacities of human resources

- **RVETCs** - personal plans for **professional development**

5. Tracer system

Continuous monitoring of students' achievements during and after completion of their education

**Регистрацијата
е ЕДНОСТАВНА,
ЛЕСНА И БРЗА:**

Следете го линкот
<http://anketi.mon.gov.mk/>
или скенирајте го QR кодот



Сите лични податоци се заштитени
во согласност со законодавството.

The tracer system was established as a web-based platform for communication with the graduates. Each VET&AE graduate should easily to register to the system placed on official web of the MoES

<https://anketi.mon.gov.mk/#/login>

Implementation of the Tracer system covers all 75 VET schools and 79 AE providers countrywide, and the targeted population is approximately 11000 graduates from 2022/2023 cohort

6. Improving the capacities of human resources

- **RVETCs** - personal plans for **professional development**
- 350 VET teachers with the first year of two- and three-year education cycle trained for the realization of new modularly designed VET curricula
- 180 teachers and professional associates trained career counsellors
- 130 teachers trained for **Inclusive Education**
- **School exchange and networking program "Super Schools"**



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Priority 1. 'Compliance of VET to the needs of labour market'

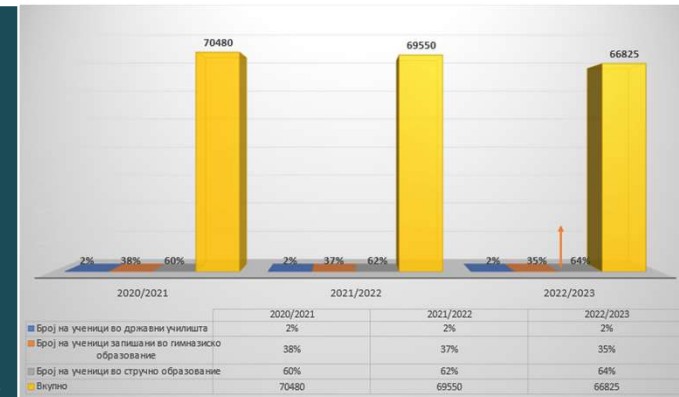
- New occupational and qualification standards based on learning outcomes developed according to the MQF
- 360 occupational standards and 110 competency-based qualification standards adopted so far, tailored to the needs of the labour market
- New modular curricula – competence-based LOs

Priority 2. 'Improving the learning environment and the quality of VET'

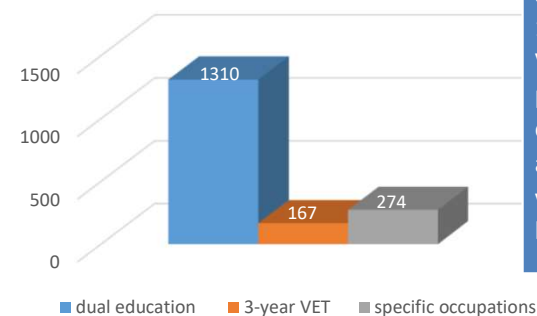
- 9 schools were reconstructed
- construction works in RVETCs - 90% completed in RVETC Kumanovo and 50% completed in RVETC Ohrid; construction project of the RVETC Tetovo approved; tenders for works in Tetovo and supply of equipment in the RVETCs – ongoing

Priority 3. Increase the scope of VET

Despite the unsatisfactory statistics on general trends in the secondary education coverage in North Macedonia, the number of students enrolled in VET shows a steady growth trend.



Scholarships in VET



in 2022, 1310 scholarships were awarded to students in dual education, 167 to students completing a 3-year VET and 274 to students studying professions - electrical engineering, construction and geodesy, catering and tourism, agriculture and veterinary, machinery, and textile and leather.

VET Priority 4. 'Improvement the capacities of Human Resources'

- Program for continuous professional development of teachers in primary and secondary education
- training and testing program for principals of primary and secondary schools
- Program on 'Ethics and Integrity'
- Program on 'Inclusion of children with special needs'
- New program for advanced training of school principals
- inovet.edu.mk platform for training and professional development of teachers from secondary vocational schools - serves as a digital base for teachers professional

AE Priority 1. 'Increasing the qualifications of Adults'

135 training were carried out in 2022 by various service providers, and 1231 participants successfully completed the training. Days on lifelong learning were conducted in October 2022. Lifelong learning participation of 2.7% although a slight improvement over 2021 is still significantly below the 4% target

AE Priority 2. 'Improving the content and quality of adult education and learning'

136 new programs of non-formal adult education providers leading to the acquisition of knowledge, skills and competences have been verified.

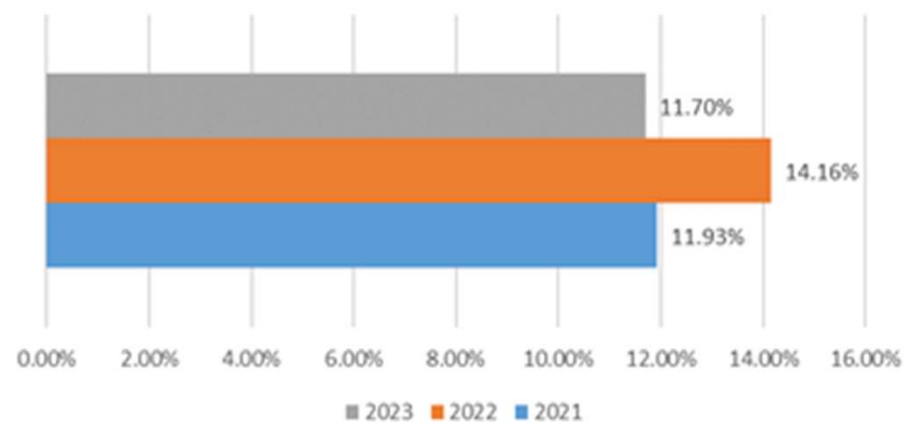
The new AE law pending.

AE Priority 3. 'Improving the legislation, organization and management of adult education and training'

The strategy envisages increasing the budget for AE to at least 1.5% of the total budget for education. Now, the share of AE funding in the budget of the Ministry of Education and Science is 0.09%.

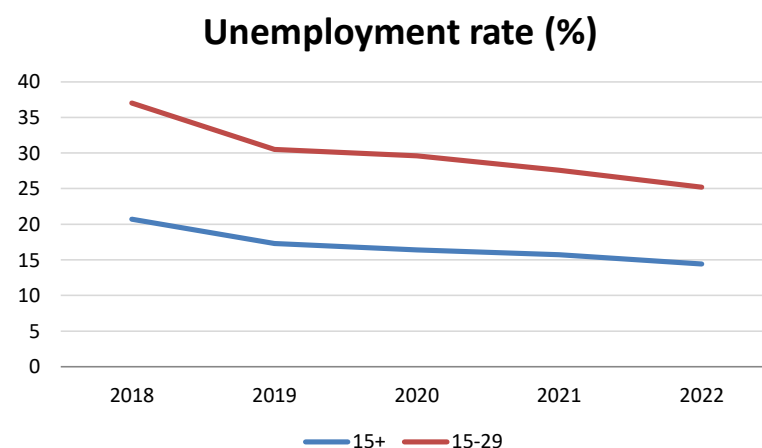
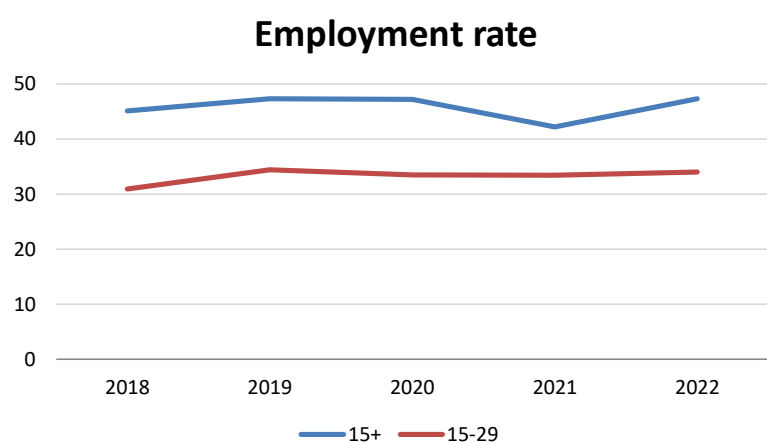
In 2022, public spending on education and training amounted to 3.71 % of GDP which is below the EU-level (5%) and below peer-country averages.

share of the education budget from the overall state budget





EMPLOYMENT POLICY PERFORMANCE AT GLANCE



Historical decline of unemployment rate (15+)

↑ 47.3%
Employment rate

↓ 14.4%
Unemployment rate

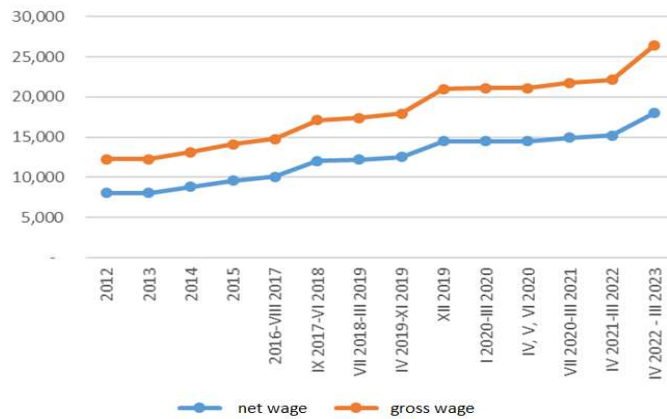
↓ 11.5%
Long-term unemployment

↑ 49% Coverage of collective agreements, branch level

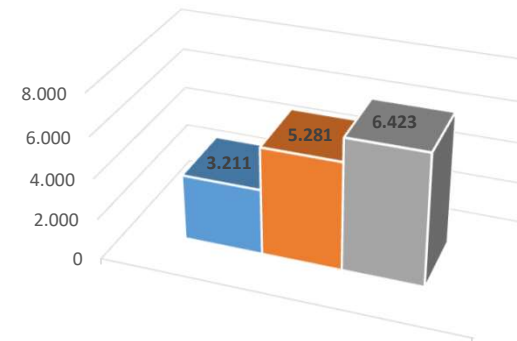
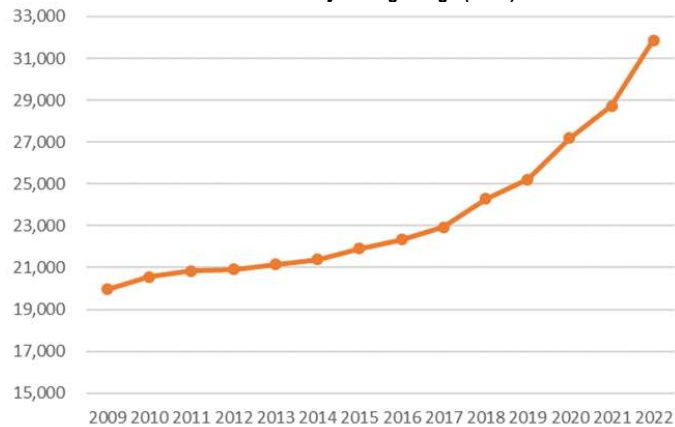


LABOUR MARKET PERFORMANCE AT GLANCE

Minimum wage development (MKD)



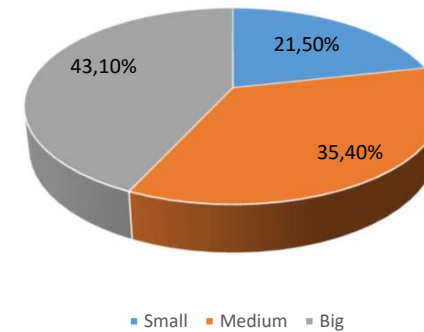
Net monthly average wage (MKD)



Number of new jobs planned in next 12 months by the size of employers

■ Small ■ Medium ■ Big

Share of employers planning to create job in next 12 months by the size



■ Small ■ Medium ■ Big



Sector Policy Reforms- Employment

Over 11,000 unemployed benefited from ALMM (45% women)

20,185 youth enrolled in Youth Guarantee (YG); 46.9% of youth registered received an offer within 4 months (YG return)

Employment Service Agency provided 31,229 people with a job search assistance; limited human capacity strengthening

Youth Guarantee Implementation Plan 2023 - 2026 developed (with ILO technical assistance) and adopted

2,545 persons involved and 2,008 profiled under 'Activation of unemployed Roma' programme

Strengthen national social dialogue and collective bargaining on branch level

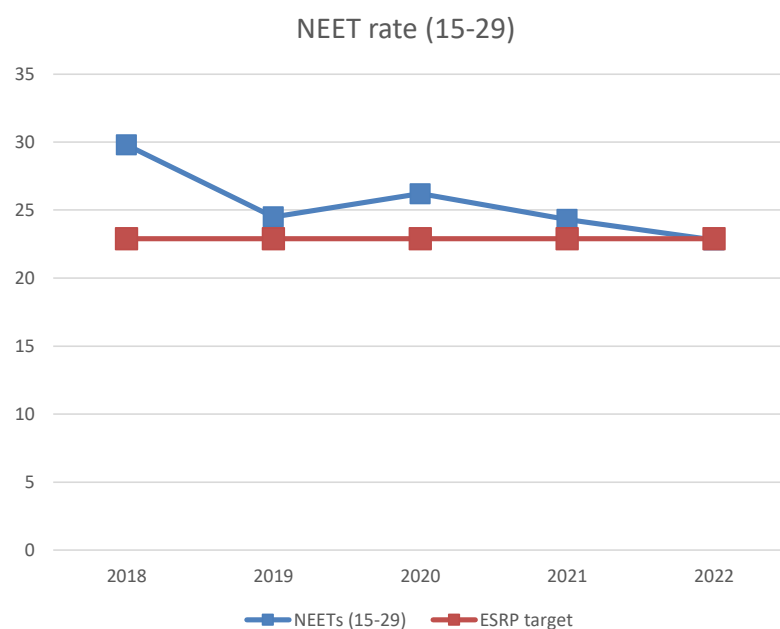
Reinforced labour inspections; Capacity of Labour Inspectorate further strengthened

Electronic data exchange between the centres for social work and the Employment Service Agency established -> 1,694 individual plans for activation of GMA beneficiaries

Some progress in gender gaps reduction; Programme for Social Security of Women in Agriculture for 2023 adopted
82 licensed non-public social service providers in 2022



EMPLOYMENT POLICY PERFORMANCE AT GLANCE



The NEET rate among young people 15-29 in North Macedonia records permanent and systematic decline

Key indicators of the YG service delivery system

Indicator	2018 (pilot)	2019	2020	2021	2022*
Total number of YG entries	5,266	20,248	25,502	19,298	20,185
Women (%)	51.1%	51.7%	50.4%	50.0%	51.1%
Share of total with an offer within 4 months, of which					
Employment offer (% of total entries)	36.6%	31.0%	29.3%	37.1%	32.7%
Other offers (% of total entries)	5.3%	5.7%	4.9%	4.8%	7.3%
Share of registered still in the YG after 4 months	34.3%	45.8%	61.3%	41.8%	45.1%
Share of unknown destination (% total entries)	23.7%	17.4%	4.5%	14.7%	36.8%
Coverage rate YG (%NEET population)	4.2%	20.4%	24.5%	20.6%	22.1%

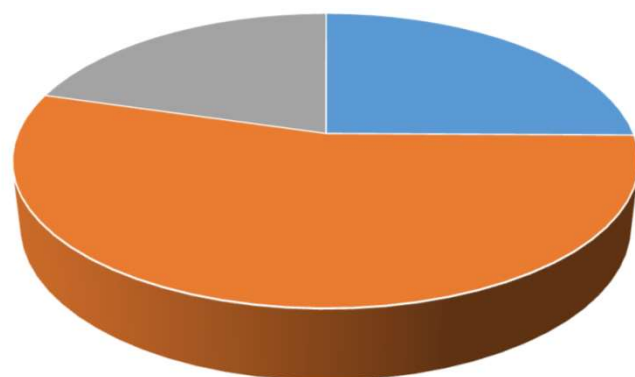
Source: Employment Service Agency, Labour Force Survey (2018-2022)

*Calculated as per the new methodology aligned with EMCO. 2022 data in this table are not fully comparable with data prior to 2022.



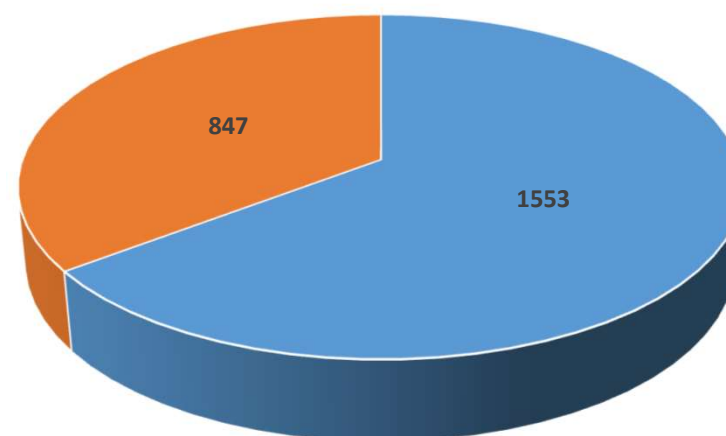
YOUTH GUARANTEE – ANNUAL PROGRESS

Disaggregation of YG participants by education, 2022



■ Elementary ■ Secondary ■ Tertiary

2022 outreach activities results - NEET persons registered as jobseekers



■ Male ■ Female



EMPLOYMENT POLICY DEVELOPMENT

Youth Guarantee Implementation Plan 2023 – 2026
Estimated budget: 55.7 Mil €

- Places great emphasis on monitoring and improving the quality dimension of offers.
- Introduces the Youth Employment Initiative indicators to monitor and verify the quality of -offers.
- Requires mobilization of partnerships.
- Building strong delivery mechanism of authorities and stakeholders

Mapping

Outreach

Preparation

Offer

PROGRESS AGAINST THE OVERALL SRPC OBJECTIVE INDICATOR

**Enhanced
employment of
young women and
men**

Baseline (year):	30.9 per cent (2018)
- Women 15-24	12.2 per cent (2018)
- Women 25-29	41.6 per cent (2018)

Final target (2022):	32.8 per cent
- Women 15-24	13.0 per cent
- Women 25-29	42.9 per cent

2022 data:	34.4 percent
- Women 15-24:	12.7 percent
- Women 25-29:	57.41 percent

I1 - Early leavers from education and training rate by sex (18-24) (sex-disaggregated)

2022 annual target: 6.8

2021 annual target: decrease in the early leavers rate by 0.5 percentage point compared to the national average of 8.5% in 2017

Final target 2023: decrease in the early leavers rate by 1 percentage point compared to the national average of 8.5% in 2017

2019 data
7.1%

Source: SSO

2020 data
5.7%

Source: SSO

2021 data
4.6%

Source: SSO

2022 data
6.2%

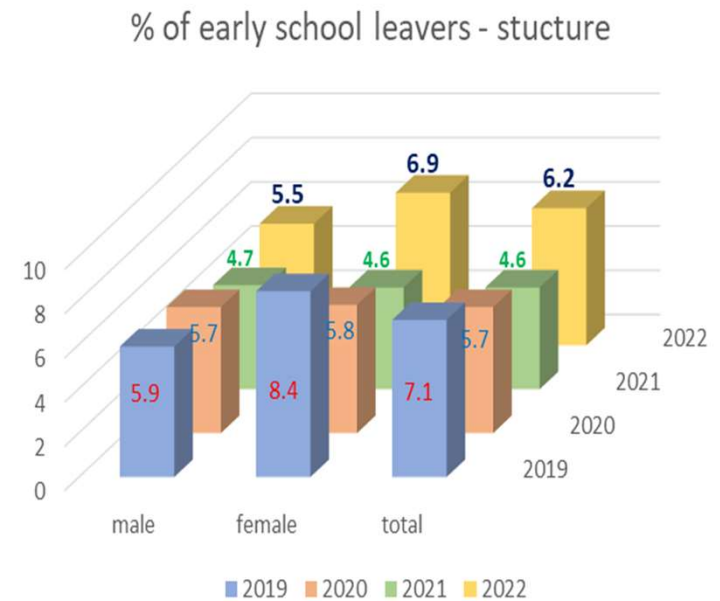
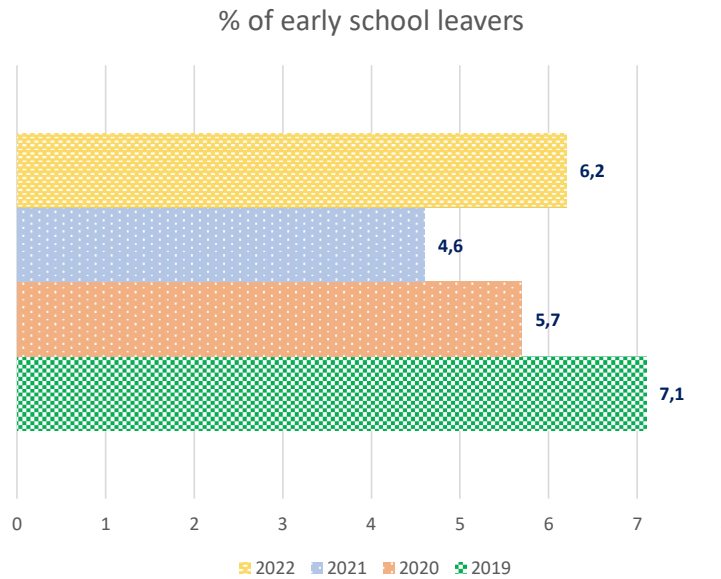
Source: SSO



Achieved

11 - Early leavers from education and training rate by sex (18-24) (sex-disaggregated)

the set target for 2022 of 6.8% has been achieved and exceeded, although there is a significant deterioration compared to 2021. Challenges remain concerning this indicator in terms of maintaining the positive trend and achieving an even greater decrease



Achievec.

Source: 2022 MoES statistics and administrative data

13 - Regional VET Centres established in the target regions

2022 annual target: N/A

Final target 2023: 3 Regional VET centres obtained accreditation for at least two VET qualifications (profiles)

2022 result:

- Development concept for the establishment of a Regional VET Centre
- Construction and repair work in RVETC Kumanovo are completed at 90%; those in RVETC Ohrid are completed at 50%. The expected deadline for the full completion of the construction works in RVETC Kumanovo is at the beginning of the summer 2023, and for the one in Ohrid - in the autumn of 2023. Construction project of the RVETC Tetovo was approved in December 2022; a tender procedure is currently underway for the selection of a supplier to carry out the construction works. The expected period for the completion of construction works is at least 12 months. The **tender procedures for supply of equipment are expected to be announced.**

Source: 2022 Report of the MoES on the implementation of the Education Strategy

I4 - Number of VET qualifications open for validation of non-formal and informal learning

2022 annual target: N/A

Final target 2023: 6 VET qualifications open for non-formal and informal learning

Status as of the end of 2022:

- The six qualifications for non-formal VET to be opened for VNFIL in the RVETCs were selected in June 2022.
- Development concept for the establishment of a Regional VET Centre
- Implementation of a system for VNFIL is provided by the New Adult Education law!
- Challenge: Timely adoption of the new Law on Adult Education

Source: 2022 Report of the MoES on the implementation of the Education Strategy

15 - Percentage of Regional VET Centres staff trained in line with the Human Resource development plan / Percentage of Regional VET Centres Staff trained to work with students with special educational needs

2022 annual target: N/A

Final target 2023: 100 % of the staff trained; 35 % of the staff trained to work with adults and children with special educational needs.

2022 result:

- Capacity Assessment (CA) was carried-out for the three RVETCs
- Capacity Building Response Plan (CBRP) for the RVETCs was suggested. The CBRPs for the RVETCs contain the needed competences of their staff members (teachers, masters, and directors), based mainly on the new functions and roles as they are pre-described in the Draft VET law which is pending adoption.
- HR database completed for the RVETCs
- HRDPs and the training of teachers and professionals is ongoing.

Source: 2022 Report of the MoES on the implementation of the Education Strategy

Proposal for Introduction of two new indicators and for an extended period of SRPC with one additional year, by 2024, which would allow to “recuperate” the funds that were linked to unreached targets and were not disbursed due to above mentioned problems.

Proposed Addendum to the SRPC ‘EU for Youth’

New Indicator 9 “Number of students enrolled and supported in accredited VET programmes in established Regional VET centres

- **Target: ‘540 students complete 1st year of all VET programs in 3 Regional VET centres in the school year 2023/2024.**

New Indicator 10 “Expansion of Work Based Learning”,

- **Target ‘By end of June 2024, 1200 students from target regions are certified to conclude work based learning for the school year 2023/2024.**

I2 – Percentage of YG participants who successfully completed YG (exit level)

Baseline (year): 36 per cent (2018); target regions: 0; roll-out 1st half 2019 – 29 per cent

2022 annual target: At least 25 per cent of young people not in education, employment, or training, registered for 2022 under the YG scheme in the target regions

2022 result: 45 per cent

Nationality	Total	Macedonian	Albanian	Roma	Turkish	Other
YG exit	3744 (1787 women)	1781 (858 women)	1694 (855 women)	78 (31 women)	110 (48 women)	81 (3 women)

16 - Number of participants (sex disaggregated) registered in the Youth Guarantee (entry level)

2022 annual target:

3500 young people are enrolled in the Youth Guarantee in the targeted regions

2022 result: 8215 (in target regions)

Nationality	Total	Macedonian	Albanian	Roma	Turkish	Other
YG entry	8215 (4089 women)	3174 (1533 women)	4235 (2170 women)	321 (146 women)	313 (156 women)	172 (84 women)

17 - Number of Youth Guarantee staff trained, sex disaggregated, (6 full day training days per person)

2022 annual target:

20 employees of the ESA involved in the implementation of the YG in the target regions receive at least 6 full-time training days

2022 result: 23 trained employees of the ESA

Training programmes followed TNA and focused on delivering new as well as upgrade of previous competencies



Achieved

**18 - Number of
ESA centres
modernised/
upgraded
(in the target
regions)**



**Kumanovo, Tetovo, Ohrid,
Makedonski Brod, Gostivar, Kicevo,**



Proposal for Introduction of new annual target for indicator 2, which would allow to “recuperate” the funds that were not disbursed due to partially reached targets for indicator 8 by 2021

Proposed Addendum to the SRPC ‘EU for Youth’

Indicator 2 “Percentage of YG participants who successfully completed YG (exit level)”

- **A new annual target 4 is proposed in line with the new Youth Guarantee Implementation Plan 2023-2026, i.e. 2023 – 35%**

VALUE OF THE DISBURSEMENT REQUEST FOR 2022 - VARIABLE TRANCHE

Indicator	Annual Target for 2022	Outcome	Action	Value
11 - Early leavers from education and training rate	6,8	6.2%	N/A	EUR 350,000
12 - Percentage of YG participants who successfully completed YG (exit level)	At least 25 per cent of young people not in education, employment, or training, registered for 2021 under the YG scheme in the target regions	Achieved 45%	Proposed a new annual target 4 as further support to the implementation of Youth Guarantee in line with the new Youth Guarantee Implementation Plan 2023-2026	EUR 630,000
13 - Regional VET centres established in the target regions	N/A	N/A	Proposed extension of implementation period; proposed a new Indicator 9 as a follow up to indicator 3 and boost the reforms for quality, relevance and attractiveness of VET provision	N/A
14 - Number of VET qualifications open for VNFIL	N/A	N/A	Proposed extension of implementation period; proposed a new indicator 10 as follow up to Indicator 3 and support reforms for implementation of work-based learning in VET.	N/A
15 - Percentage of Regional VET Centres staff trained in line with the HR development Plan (of whom percentage trained to work with students with special educational needs)	N/A	N/A	Proposed clarification of the scope of indicator 5	N/A
16 - Number of participants registered in the YG	3,500 (in the target regions)	Achieved 8,215 (in the target regions),	Indicator completed Final target (2022): 9700 new participants in targeted regions, 14955 cumulative Final result: 26443 new participants in targeted regions, 31698 cumulatively	EUR 950,000
17 - Number of YG staff trained (in the target regions)	20 employees of the ESA involved in the implementation of the YG in the target regions receive at least 6 full-time training days	Achieved (23 employees)	Indicator completed Final target (2022): 70 (6 full-time training days) Final result: 80 (6 full-time training days)	EUR 120,000
18 - Number of ESA centres	N/A	N/A	N/A	N/A

Discussion

Next steps

Submission



CONCLUDING REMARKS





THANK YOU