

FLASH REPORT

Event name

Workshop on measuring skills mismatches in Montenegro and evidence based policy making in education, skills and employment, 7 March 2019, Podgorica (Montenegro)

Main objective/s

The event had as main objective to present the findings of the analysis of skills mismatch incidence in Montenegro and other ETF Partner Countries. It aimed as well at discussing possible solutions to continue the measurement of skills mismatch and explore additional variables that would help planning of policies for matching skills supply and demand. In this context, the ETF also shared the results of data collection on key indicators for education, skills and employment and invited the participants to discuss priorities for further development and capacity building in the area of statistics and data management.

Background

Over the course of 2017 and 2018, the ETF implemented an initiative to assess the feasibility of calculating the incidence of mismatches by relying on data sources that are regularly available, comparable across the ETF Partner Countries and in line with international and European approaches to this subject. A set of country and cross-country reports on the incidence of mismatches in the ETF Partner Countries have been developed and are due for publication in 2019.

SHORT DESCRIPTION OF THE EVENT

Invited participants and attendees were the representatives of Ministry of Labour and Social Welfare, Ministry of Education, Statistical Office of Montenegro, Employment Agency of Montenegro, Centre for Vocational Education and Training of Montenegro, Bureau for Education, Delegation of the European Union to Montenegro, Institute for Strategic Studies and Prognoses.

The ETF specialists and the local and international experts mobilised to carry out the mismatch assessment presented the key outcomes of calculations done using Montenegro data.

Participants discussed the state of play, current initiatives and remaining challenges in developing data management and monitoring systems in areas of education, employment and social inclusion.

KEY OUTCOMES/CONCLUSIONS

As compared to other ETF Partner Countries selected in this exercise, the incidence of over-education is lower, i.e. around 10% of workers who graduated university are employed in jobs requiring education levels below their attainment. For workers with medium-education level such over-education incidence is even lower (around 7-8%).

Though these figures are encouraging the trends are worrisome in particular for women at intermediate level of education as the incidence of mismatch has risen over the analysed years. Sectoral analysis of mismatch incidence revealed certain economic branches where mismatches are likely to occur such as services and sales.

Overall, young people are more exposed mismatch, e.g. insufficient relevance of their competences, such as practical skills, and lengthy transition from school to work.

ETF data collection on education, training and employment revealed Montenegro's good level of preparation for collection, processing and dissemination of relevant data. Education related statistics could be further expanded to include more VET and non-VET disaggregated data. Tracking graduates' outcomes on the labour market is another priority to be addressed in the future. The Ministry explores two routes: survey based data and exploration of the administrative registers' potential (follow up of graduates' transition to employment, unemployment or inactivity through the interrogation of tax, social protection or employment registers). Both options have pros and cons but would provide a complementing picture on education performance/outcomes.

Another strand of future developments in areas of statistics is to bring the statistics on vacancies and labour market policies (i.e. activation programmes) in line with Eurostat standards. Currently, Employment Agency of Montenegro carries out on annual basis the exploration of jobs demand.

The Ministry of Labour and Social Welfare has launched on 8 March 2019, with the support of ILO, a labour market information system and plans to link up with other key players in the country (i.e. Ministry of Education and its education information system). It is expected that such a platform would serve both policy makers and the overall public (students, graduates, workers and jobseekers) to make better choices in career, job search etc.

ETF encouraged Montenegro authorities, in particular the Statistical Office, to continue calculation of key mismatch indicators and use findings to guide education, skills development and labour market activation policies.

Issues related to monitoring and evaluation and expanded gathering, processing and sharing of data remain to be addressed in upcoming strategic/operational actions and possibly with IPA and other externally supported programmes.

ETF follow-up work on skills mismatch incidence in 2019 will include an in depth analysis of skills demand and supply for the priority sectors, including those selected as having potential for smart specialisation, will be carried out in close co-operation with the Ministry of Education and other interested parties and will inform the design of the VET Strategy post 2020.

ETF contact person/s

Cristina Mereuta, Labour Market Specialist, cme@etf.europa.eu

ETF Country Coordinator

Ulrike Damyanovic, Senior VET Specialist - Country Coordinator Montenegro, uda@etf.europa.eu