

NATIONAL CAREER GUIDANCE SYSTEM IN NORTH MACEDONIA

3 February 2022, 10.00h (webinar)



Legislative Framework

- Key areas:
 - Education (primary, general secondary, secondary VET, university, etc.)
 - Employment (Employment Service Agency/ESA),
 - Youth
- Regulation
 - Laws and additional administrative acts
 - Strategic documents

Legislative framework/education

- Provisions on career guidance (CG) in key laws:
 - Law on primary education, 2019 (art. 47): gives responsibility for career guidance work with 8th and 9th graders to school pedagogues and psychologists;
 - Law on vocational education (art. 32). New law is being prepared, which will have more focus on CG
 - Law on higher education, 2018 (art. 68): requires each university to establish at least one career center.
 - Law on adult education (art. 36)

Legislative framework/education

- Key strategic document: Education Strategy 2018-2025 (with an action plan)
 - reports on CG work in the previous period
 - indicates CG priorities in various levels of education
- Report on the Implementation of the Education Strategy 2018-2015 for 2019 and 2020
 - reports on progress in CG in secondary VET (guide, program, etc.)

Legislative Framework/Employment

- Key systemic law – Labor Code (are. 25, par. 11)
- Law on employment and insurance in the case of unemployment: has several provisions on CG services provided by ESA (section 7, art. 20-24).
 - Art. 20 – defines CG services (testing, discussion, provision of LMI, etc.)
 - Art. 21 – lists the beneficiaries
 - Art. 23 – refers ESA to cooperation with educational and other institutions
 - Art. 24 – specifies that ESA should indicate a job post to the beneficiary following the CG

Legislative Framework/Employment

- National Employment Strategy 2021-2027
 - has focus on CG; discusses challenges; CG is incorporated in a few objectives
- Operational Plan for ALMPs 2021
 - lists CG among the regular services provided by ESA

Legislative Framework/Youth

- Law on youth participation and youth policies, 2020
 - has a general provision on CG
- Action plan on youth employment 2016-2020
 - had a specific focus on CG; specific measures, financial resource allocations

Activities and services/education

- The Program for professional orientation of students of 8th and 9th grade of primary schools was developed in 2020
- The annual programs of many primary schools have elaborated sections on CG
 - Activities:
 - workshops,
 - lectures,
 - assessments,
 - visits,
 - short videos,
 - presentations of occupations, etc.

Activities and services/education

- Secondary and secondary VET
 - school annual programs include CG
 - some of the high schools report having career centers
 - BIPO – mobile app and web page
- Higher education:
 - career centers
 - web services, information
- Not enough public data on specific activities delivered or beneficiaries served

Activities and services/Employment

- ESA
 - regular provision of CG services (personal plan, counseling, etc.)
 - The new Employment Strategy 2021-2027 reports that:
 - in 2019 over 95% of the unemployed (or around 144.000 persons) “received labor market information and counseling”, whereas
 - only 3% (4.281 persons (most of whom young people received career guidance
 - The e-rabota portal provides services (LMI, a personal account, etc.)

Activities and services/projects

- Several large EU projects in the broader area:
 - *Sector Reform Contract EU for Youth (SRPC EU for Youth):* budget support for VET reform and Youth Guarantee
 - *Increasing attractiveness, inclusiveness and relevance of VET and Adult Education Location -Europe (non-EU)/Republic of North Macedonia*
- Education4Employment (funded by SDC)
- UNDP works directly with ESA on strengthening its capacity for provision of CG services

Activities and services/projects

- zanimanja.mk (MLSP with support from ILO)
 - guide.me (support from the City of Skopje)
 - mladihub (National Youth Council/support from the British Embassy)
 - other projects
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- Private sector (job search portals, provision of LMI, etc.)

Technology

- Many ICT-based services
 - e-rabota.mk
 - zanimanja.mk
 - guide.me
- Use of video format for provision of information
- ICT services are usually self-service. No additional support, blended service, etc.

Key Findings & Recommendations

- The system is in early stage of development: there is no common understanding on what constitutes career guidance.
 - ***Broad national debate is required on developing a common definition of career guidance.***
- At present there is no consistent terminology for career guidance work. Different laws and strategic document use different terminology.
 - ***Coordination over key terminology is needed (can be part of the debate indicated above)***

Key Findings & Recommendations

- There is no clear or common understanding on the profile and the required competencies of the career guidance professional (too much focus in competencies in psychology; too little on labor market expertise).
 - ***Clarification of key competencies of CG professionals is needed.***
- There is very little data on career guidance work which has actually been done and on the effects of such work
 - ***Significant monitoring, reporting, documentation, and evaluation effort is needed in this regard.***

Key Findings & Recommendations

- There is no data on how job seekers find jobs, and what kind of career advice job seekers need and where they get it.
 - ***More research is needed in this regard, and preferably based on longitudinal data, which could delineate some relevant trends over the midterm.***
- There is some partial data on career guidance supply. However, there is no data what is the career guidance demand.
 - ***Data collection on CG demand is needed.***
- There has not been enough systematic training for CG professionals, especially in the education system.
 - ***Large-scale training effort is needed, to follow after definitional and competence issues have been resolved.***

THANK YOU

risto.karajkov@deso.mk