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
• 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

• 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

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