

# AGENDA

<b>EVENT NAME</b>	Learning programme on measuring labour market outcomes of participants in VET courses – implementation of tracer studies
<b>LOCATION</b>	Prizren (Hotel Theranda)
<b>DATE</b>	3 - 5 May 2017



## SUMMARY

Matching education and training to labour market needs is a key priority in Kosovo<sup>1</sup>. In close coordination with the Kosovo Ministry of Education, Science and Technology (MEST), ETF will organise a learning programme on measuring labour market outcomes of participants in VET courses, with a specific focus on carrying out tracer studies.

The key objective is to enhance participants' theoretical and practical knowledge on methods to assess the relevance of VET courses to labour market needs. One of the main instruments to perform this evaluation is the tracer study. Training will cover strategic issues for implementing tracer studies (such as objectives, design, processing, analysis and use of results for policy-making), practical knowledge in implementation and introduction to QTAFI software (tool for automatic survey administration and data collection). ETF will facilitate an exchange of experience with experts from other countries that are implementing or testing tracer studies within their education and training systems.

The programme will also include an overview of methods and data used in skills needs' research and how to transfer the findings in planning and delivery of training programmes.

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<sup>1</sup> This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence

## Background information

Kosovo faces high youth unemployment and wide gender gaps on the labour market. Improving the relevance of skills to labour market is a crucial element of any strategy to ease youth transition from school to work or to raise the employability level of underrepresented groups in employment. The Government of Kosovo has prioritised VET quality and school to work transition among the commitments taken in national strategies (e.g. development, education, employment) and in the dialogue with the European Union (e.g. Economic Reform Programme; European Reform Agenda; priorities for EU IPA funding).

ETF has been providing support to Kosovo in the area of VET, skills matching and increase of employability over the past years and will continue its support and advice for improving the relevance of skills to labour market.

Securing the initial and continuous VET responsiveness to the labour market relies on accurate and timely information about skills demand and employment outcomes of graduates. One way to achieve that is running regular tracer studies (also known as graduate surveys, alumni surveys, or graduate tracking). Tracer studies are retrospective analyses of graduates through a standardised survey which takes place sometime after graduation (usually between six months and three years). The general objective is to evaluate the impact of education programmes on graduates' transition to employment and on their careers. More concretely, tracer studies can provide information for improving the education and training content and study conditions, shortening the transition of graduates from education to the labour market and better matching of the skills supply with demand.

Currently, there are no regular studies on employment outcomes of VET graduates in Kosovo. In 2016 the ETF has started cooperating with Kosovo education and employment ministries with the aim to build the capacity of VET institutions to carry out regular tracer studies. A first learning event took place at the end of 2016, with participants from the employees of Vocational Training Centers (within the structure of the Ministry of Labour and Social Welfare). Representatives of the Ministry of Education, Science and Technology and the Agency for VET and Adult Education also attended. ETF will continue this cooperation, in 2017, through organisation of the present learning programme and provision of follow up support to run tracer studies (advice, coaching, development of methodological materials). The longer-term objective is to help Kosovo authorities with establishment of regular tracer studies.

## Learning programme

The learning programme is built on the ETF's experience in transition and developing countries focusing on the practical design and implementation of the tracer study and the use of information for policy-making. The programme will consist of theoretical and practical exchange of information and presentation of relevant country cases, built on interactive training methods that would allow participants to share their experiences and views.

In terms of learning outcomes, by the end of this programme, the participants will acquire both theoretical and practical knowledge about:

- skills anticipation and matching methods and tools;
- data and information production, dissemination and use in education, training and employment promotion policies;
- scope, design, instruments and implementation aspects of tracer studies;
- data analysis, interpretation and use of tracer study findings in adjusting the educational and training programmes and other relevant policies and programmes.

The participants will also get the opportunity to know more about various international experiences of using tracer studies. The agenda includes the contribution of experts in the field of education from Estonia and the Republic of Moldova who will share their experience in running or testing tracer studies and other instruments for gathering graduates' feedback about their pathway to work.

## Target participants

The target participants are the employees of Ministry of Education, Science and Technology, Ministry of Labour and Social Welfare, Agency for Vocational Education Training and Adult Education, initial VET Schools, Centers of Competences and representatives of other organisations active in the field of human capital development in Kosovo.

This would ensure a good basis for cross-fertilization and sharing of experience.

## Follow up actions

The present event is linked to a wider package of expertise and support to be provided by the ETF in the next period aimed at preparing a fully adapted tracer methodology and instruments to mirror specific conditions and resources of Kosovo VET system and the profile of graduates.

It is expected that Kosovo counterparts will follow tracer study methodology for regular implementation.

## DAY 1 - Wednesday 3<sup>rd</sup> May

10:00 – 10:30	<p><i>Arrival and registration of participants</i></p> <p><i>Welcome coffee</i></p>
10.30 – 11.30	<p><b>Opening session</b></p> <p><i>Welcome remarks and introduction on the seminar aim and topics</i></p> <p>Valbona Fetiù Mjeku, Ministry of Education, Science and Technology</p> <p>Ferit Idrizi, Agency for Vocational Education and Training and Adult Education</p> <p>Simona Rinaldi, European Training Foundation</p> <p><i>Introduction and expectations from the learning programme</i></p> <p>Event participants</p>
11.30 – 13.00	<p><b>Session 1: Making VET relevant to labour market needs</b></p> <p><i>Context and developments in the European Union and ETF Partner Countries on skills anticipation and matching – the role of tracer studies</i></p> <p>Cristina Mereuta, Labour Market Specialist, ETF</p> <p><i>Reflection of labour market information into career guidance provision in Kosovo. Updates on LUX DEV actions to consolidate the function of career guidance in VET schools and Centres of Competences</i></p> <p>Daniele Passalacqua, Chief Technical Adviser, LUX DEV</p> <p><i>What are the previous experiences in monitoring the transition from school to work of graduates in Kosovo? Share of experiences and lessons</i></p> <p>Event participants</p>
13:00 – 14:00	<p><i>Lunch</i></p>
14:00 – 15:15	<p><b>Session 2: Data and information for evidence based decisions on VET – use of tracer studies</b></p> <p>This session introduces the concept of tracer studies and the different options that exist to design and implement a tracer study. It also shows the implications of the different design options on the implementation, and introduces the key elements that are crucial for running a tracer study (questionnaire, data gathering tool, institutional roles etc.)</p> <p>Martino Rubal Maseda, Statistical Officer, ETF</p>
15:15 – 15:30	<p><i>Coffee break</i></p>
15:30 – 17:00	<p><b>Session 3: Implementation of tracer/feedback surveys and use of results in education and training policies in Estonia</b></p> <p><i>Country case: Estonia – implementation of regular tracer/feedback surveys and use of results in policies</i></p> <p>Kaie Piiskop, Adviser, Curriculum and Methodology Centre, Foundation Innove, Estonia</p> <p>Questions and answers</p>

## DAY 2 - Thursday 4<sup>th</sup> May

09.00 – 10.30	<p><b>Session 4: Regulation, planning and implementation of regular tracer studies in Republic of Moldova</b></p> <p><i>Country case: Republic of Moldova – specific regulation for implementation of regular tracer studies, practical arrangements, responsibilities and use of results</i></p> <p>Vera Chilari, Expert Consultant, Ministry of National Education, Republic of Moldova (excused)</p> <p>Questions and answers</p>
10.30 – 11.00	<p><b>Coffee break</b></p>
11.00 – 13.00	<p><b>Session 5 – Part 1: Implementing Tracer Study: practical steps and tools</b></p> <p>Detailed presentation on key elements for implementing a tracer study: address database of graduates, contacting graduates and reminders, tasks of the team for implementing tracer studies, testing, and response rate. Different methods of data collection, including an introduction to QTAFI (an online platform for gathering the responses of graduates)</p> <p>Questions and answers</p> <p>Martino Rubal Maseda, Statistical Officer, ETF</p>
13:00 – 14:00	<p><i>Lunch</i></p>
14:00 – 16:30	<p><b>Session 5 – Part 2: Implementing Tracer Study: practical steps and tools</b></p> <p>Practical exercises</p> <p>The practical session explores in a practical fashion the key elements for implementing tracer studies</p> <p>Martino Rubal Maseda, Statistical Officer, ETF</p>

## DAY 3 - Friday 5<sup>th</sup> May

09:30 – 11:00	<b>Session 6: The implementation of tracer study in Kosovo, decisions and plans for implementation</b> Review of practical exercises' results Concrete future steps for practical implementation of tracer studies in Kosovo VET system Identification of possible difficulties or risks and solutions Discussion facilitated by MEST, AVETAE and ETF
11.00 – 11.30	<i>Coffee break</i>
11.30 – 12.30	<b>Wrap up and evaluation of the learning programme</b> Delivery of attendance certificates Group photo
12.30 – 14.00	<i>Lunch</i>
	<i>Closure of the event</i> <i>Departure of participants</i>