



## FIELD SURVEY

"Identification of existing opportunities for vocational training for returning migrants in Albania: gaps and recommendations"



This material was prepared in the framework of the project "Support to the implementation of the Albanian National Strategy on Migration". This project is funded by the European Union and the Italian Government and implemented by IOM and the Government of Albania



**FIELD SURVEY**  
**“Identification of existing opportunities for vocational training for returning  
migrants in Albania:  
gaps and recommendations”**

December 2008

Opinions expressed in this publication do not reflect the official opinion of the European Union, Italian Government and International Organization for Migration (IOM).

IOM is not responsible for the use of the information included in this material.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental body, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

Publisher: International Organization on Migration (IOM)

Rr. Brigada VIII, Vila Nr. 3 Tiranë, Shqipëri

Tel:+355 42 257 836/7

Fax: +355 42 257 835

Email: [iomtirana@iom.int](mailto:iomtirana@iom.int)

Internet: <http://www.albania.iom.int>

© 2009 International Organization for Migration, Albania

---

*All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the publisher.*

## **ACKNOWLEDGEMENTS**

The team of 2A Consortium would like to acknowledge the officials of the Ministry of Labour, Social Affairs and Equal Opportunities who were consulted in the framework of this project for their precious assistance and collaboration. In particular, we extend our thanks to the representatives of the Directorate of Employment Policies, the Directorate for Migration Policies and the National Employment Service, including Public Vocational Training Offices and Regional Employment Offices throughout Albania, for their continuous support in the development of this study.

This study was made possible thanks to the constant support of the IOM team, which works for the implementation of the Project “Support to the implementation of the Albanian National Strategy on Migration”.



## TABLE OF CONTENTS

ABBREVIATIONS	7
INTRODUCTION	8
a. Survey methodology	8
b. Sample selection	8
c. Data collection, processing and reporting	9
1. PROFESSIONS AND QUALIFICATIONS MOST IN DEMAND BY THE LABOUR MARKET, BY GEOGRAPHIC AREA	9
1.1 Labour market and its main trends	9
1.1.1 Professions and qualifications most in demand by region	10
1.2. Migrants returning to the Albanian labour market: trends in return	11
1.2.1 How do migrants influence the labour market and the employment rate?	12
1.2.2 How should migrants influence vocational training?	12
1.3. Returned migrants and remittances	13
2. THE CURRENT SCALE OF PUBLIC AND PRIVATE VOCATIONAL TRAINING SERVICE PROVIDED TO PEOPLE IN GENERAL AND TO RETURNED MIGRANTS	14
2.1 Policies, legal and institutional grounds for vocational training at national level	14
2.2 Features, similarities and specificities of public and private vocational training centres and needs assesment	16
2.3 Funding sources	19
2.4 Vocational training services for returned migrants	21
3. SURVEY MAIN FINDINGS	21
3.1 Detailed analysis of the training programmes of private and public VTCs	21
3.2 Needs assessment and training quality	24
3.3 Relations between REO, VTC and employers	24
3.4 Main findings on returning migrants	29
3.4.1 Analysis of demographic, educational and economic data of interviewed returning migrants	29
3.5 Pre-emigration situation analysis for migrants	33
3.6 Emigration situation analysis for migrants	33
3.7 Analysis of returned migrants situation	34
3.7.1 Current involvement of returned migrants in VTC in Albania	40
3.7.2 Qualification of returned migrants	41
3.7.3 The relations with REO and VTC	42
3.8 Main findings from business questionnaires	45
3.8.1 Data on business employment	45
3.8.2 Business perception analysis on vocational training services provided by public and private VTCs	47
3.9 Summary of Findings	52
3.10 The reflection of labour market demands in VTC curricula and programmes	53

3.10.1	Types and quality of Vocational Training, against the professions in demand by labour market	53
3.10.2	Migrants employment opportunities and challenges	54
3.10.3	Propensity of business community to hire vocationally trained migrants	55
3.11	Cooperation Strategies between VTC, REO and businesses: needs assessment	56
4	MAIN RECCOMENDATIONS	57
5.	ANNEXES	59
5.1.	List of Tables	59
5.2.	List of Graphs	62
5.3.	Bibliography	63

## ABBREVIATIONS

ACER	Albanian Centre of Economic Research
ASETT	Albanian Socio Economic Think Tank
BoA	Bank of Albania
CoM	Council of Ministers
EEE-P	Equity and Excellence in Education Programme
EU	European Union
GDP	Gross Domestic Product
ILO	International Labour Organization
INSTAT	National Institute of Statistics
IOM	International Organization for Migration
IPS	Integrated Planning System
MoES	Ministry of Education and Science
MoLSAEO	Ministry of Labour, Social Affairs and Equal Opportunities
MTB	Mid-Term Budget
NAVET	National Agency for Vocational Education and Training
NEVTC	National Education and Vocational Training Council
NES	National Employment Service
NGO	Non-Governmental Organization
NSDI	National Strategy for Development and Integration
REO	Regional Employment Offices
SAA	Stabilization and Association Agreement
SIDA	Swedish International Development Cooperation Agency
SME	Small and Medium Enterprises
VTE	Vocational Training and Education
VTC	Vocational Training Centres
WB	World Bank



## INTRODUCTION

This national survey on the identification of existing vocational training opportunities for returned migrants in Albania was created and conducted as part of ongoing activities by the Government of Albania and the International Organization for Migration (IOM) to implement the National Strategy for Migration 2005-2009<sup>1</sup>. The survey forms part of the project: “Support to the implementation of the Albanian National Strategy on Migration”, funded by the European Commission and the Italian Government. IOM selected 2A Consortium, composed of the Albanian Centre of Economic Research (ACER) and the Albanian Socio Economic Think Tank (ASET), to create and conduct the survey.

The main scope of the survey is to identify current opportunities for vocational training for returned migrants to Albania and to outline relevant gaps to be addressed through capacity-building initiatives.

2A Consortium performed the survey according to the following specifications:

- Assess the current level of public and private vocational training services in Albania provided to returnees, including identification of gaps and needs, in cooperation with the National Employment Service (NES);
- Provide in-depth comparative evaluation of vocational training opportunities vis a vis job market requirements, using the following indicators:
  - Types of provided vocational training vs. professions in demand by the market;
  - Quality of the training provided vs. level of proficiency required in the market;
  - Frequency in updating theoretical materials and technologies used to provide training vs. market operation;
  - Typology of vocational training services per region;
- Assess the current enrolment level of returned migrants into the vocational training services delivered in Albania;
- Provide a series of recommendations for future developments of the public vocational training system in Albania.

### a. Survey methodology

The project used a mixture of qualitative and quantitative methods, preliminary desk research of relevant literature and field meetings with experts and various institutions, informed the development of the survey methodology and sample identification. The survey was carried out through interviews, by means of questionnaires.

The survey included direct interviews with 100 migrants, 30 businesses, 12 Regional Employment Offices (REO) and National Employment Service (NES), 10 Public Vocational Training Centres, (VTC), and 12 private VTCs, based on three different types of questionnaires.

### b. Sample selection

The sample selection process was divided into two stages. The first stage defined the geographic distribution and number of interviews. The second stage selected the migrants, businesses and institutions to be interviewed.

---

<sup>1</sup>The study is part of Measure 3 of the National Action Plan on Migration: “Assess real opportunities provided by the Employment and Vocational Training Strategy to Returned Migrants.”

In the course of sample selection, the following criteria were used:

- a. Selection of areas with higher economic growth and employment rates. The following cities, Tirana, Shkodra, Durrës, Vlora and Korça, were selected for sampling. These places are of interest as they cover a large and varied area of the country, represent a significant proportion of the national labour market, represent border areas and have relatively high concentrations of returned migrants.
- b. In the absence of national statistics on employment of returned migrants, the sample for the survey was selected from each of the sample areas, Tirana, Shkodra, Durrës, Vlora and Korça. The number selected from each was based upon the number of returned migrants registered in regional employment offices (from 1 January 2007 onwards) and on the number of returned migrants recorded as trained by the VTCs in each of the areas.
- c. The businesses were selected for interview in a ratio dependent upon the number of businesses registered in each of the sample areas as of December 31, 2007 (30 businesses in total).
- d. The staff of the NES (central office Tirana) and the 12 REOs (one in each of the 12 prefectures of Albania), were interviewed as part of the survey. The staff of 10 public Vocational Training Centres (from across Albania) were interviewed for the survey. One private Vocational Training Centre in each prefecture (12 in total), was selected for interview. Of the 12 private VTCs, one third were Non Profit Organisations (NPOs).

### **c. Data collection, processing and reporting**

The team of experts created three types of questionnaire, one each for migrants, businesses and institutions. The questionnaires were developed to provide information for a clear and complete analysis of the characteristics of returned migrants and of the issues related to vocational training development in Albania.

The statistical experts of the 2A Consortium then developed a survey plan, based upon questionnaire use. A pre-testing phase, on a 5% random sample, was conducted to confirm the ease of use of questionnaires and appropriateness of questions and responses to project needs.

The data processing used Statistical Processing Data Software (SPSS) and was conducted by a statistical expert. Furthermore, various reporting forms, including correlations and cross-tabulation, were prepared to interpret the findings and to elaborate conclusions and recommendations.

A final report was prepared at the conclusion of the project. The report included the findings of the survey conducted during the period of May – June 2008 and reflected recommendations provided by IOM.

This report considers the findings of the desk research, looking at the needs of the labour market and the impact of returned migrants on local markets. The report then reviews vocational training provision in Albania and its impact upon returning migrants. The report then moves on to present the findings of the survey, identifying the current demands for and provision of vocational training and analyses the findings. The report concludes with a series of recommendation.

## **1. PROFESSIONS AND QUALIFICATIONS MOST IN DEMAND BY THE LABOUR MARKET, BY GEOGRAPHIC AREA.**

### **1.1 Labour market and its main trends**

The structural changes that accompanied the transition period in Albania had a significant impact on the labour market for a number of reasons:

- The transition process led to a redistribution of resources between sectors, with the less productive sectors closing and the more productive expanding. This movement saw the closure of older companies and the development of small new private businesses. As a result, numerous obstacles to market entry and the increase in number of small and medium enterprises, caused a dramatic reduction in the capacity to employ the labour force that was released by the closing industries and a resulting increase in the numbers of unemployed.
- The transition process required restructuring of businesses during and after privatisation, cost reduction, retraining of employees and investment in new technology.
- Direct foreign investments have involved the introduction of new production and management techniques and technology and impacted the labour market through employment and training.
- As a result of the impact of opening the economy towards foreign markets, a redistribution of the labour force and resources has occurred within companies and among the various sectors of the economy.
- The process also has an important regional dimension, as the regions have restructured at different rates and to varying degrees. The capital city and surrounding areas has seen a faster and greater degree of restructuring to other areas. Unemployment has increased outside of those areas and the unemployed have very limited access to vocational education and training.

The Albanian economy is based upon agricultural production. The sector accounts for 94%<sup>2</sup>, of small and medium enterprises and is characterised by a high degree of informality. A drastic increase has been seen in the employment rate of the private non-agricultural sector, providing the majority of jobs (around 56%)<sup>3</sup>. The typical Albanian enterprise is small, around one third of employees work in family businesses. The remainder of employment in the private sector is in services, health and education, textiles and food and the energy and transport sectors.

Running a business in Albania reportedly presents a number of obstacles and challenges dealing with competition from the informal sector, cumbersome bureaucratic practices and other administrative difficulties, for example business registration. There are reportedly similar problems in the legal and administrative systems, inefficient property registration and tax systems, etc<sup>4</sup>. These obstacles are reportedly worse in Albania than in other South East European countries making it difficult to attract both local and foreign investment<sup>5</sup>. Economic development is further compromised by weaknesses in infrastructure, transport and communication.

### **1.1.1 The professions and qualifications most in demand, by region**

A distinct feature of unemployment in Albania is the evident variation between regions. During 2007, the northern region had an unemployment rate of 23.2%; the central region 11.7% and the same figure was reported in the south<sup>6</sup> of the country (11.7%).

The fragmentation of the labour market reflects the previous dependence on state owned industry, employees untrained for the new market conditions and reduced employment rates, following restructuring (Fields, 2005). The Albanian labour market is characterised by its fragility, caused by,

<sup>2</sup>European Training Foundation, "The Contribution of Human Resources Development to Migration Policy in Albania", 2007, p. 11

<sup>3</sup>Ibid.

<sup>4</sup>Marta Muço, Peter Sanfey, "Private Sector and Labour Market Developments in Albania: Formal versus Informal" Global Development Network Southeast Europe, April 2004.

<sup>5</sup>A. Gjipali, "A comparative analysis of labour market development during transition in CEEC, with a focus in Albania".

<sup>6</sup>National Employment Service, Statistics 2008

low employment rates, a broad informal economy and the dominance of the agriculture sector for employment.

Scarcity of employment opportunities forced the population to start private profit-making activities. These activities usually generate low levels of income and require minimum qualification. The labour need of the formal sector is very limited, mainly for service provision to the public sector and some private businesses, e.g. banks, tourism and the construction industry.

The public sector remains the largest employer in Albania. The professions and qualifications most in-demand are in public administration, health and education. In the state sector, “75% of the employees are budgetary, with the main part constituted by the public administration with 34% of the total employment; education with 20%, health with 14%; energy and water supply with 9%; transport and telecommunication with 6%”<sup>7</sup>. As described above, this reflects structural changes in the national economy. Employment in the state sector is increasingly oriented to privatisation, in sectors such as, energy, mining and processing industry, telecommunication, health and education.

The most in-demand professions and qualifications in the private sector are the following, “specialist in the processing industry (38%), construction (26%), trade and services (24%), where only 2% of the employees are returned migrants”<sup>8</sup>. Looking at the geographic distribution of employment, a transfer of activities to larger, urban, areas has occurred, to allow businesses to be more competitive. This move has been associated with an increased rate of unemployment in smaller towns e.g. in the regions of Dibra, Berat, Fier, and Kukës<sup>9</sup>.

Viewed from a conventional regional division of the country, it is evident that the northern region has a higher number of unemployed, who benefit from economic assistance schemes (24%)<sup>10</sup>. Such high unemployment rates are associated with a lack of motivation to seek work. The underlying cause of these problems is the closure of state enterprises, low levels of investment, poor infrastructure and emigration and the lack of qualified workers. The most sought after professions tend to be in the private sector, including construction, services and trade. The central region, which has a higher percentage of the total population (35%)<sup>11</sup>, apparently saw little change in its unemployment rate of 12.5%<sup>12</sup> during 2006-2007. In some of the larger cities, e.g. Durrës and Korça, the professions and qualifications in demand are oriented more to tourism, clothing manufacture and construction or seasonal services. In the southern region, the unemployment rate (12%)<sup>13</sup> causes concern for unemployed men. Many employment opportunities come from the processing industry (in Vlora and Fier), where demand is focussed on qualified women.

## **1.2 Migrants returning to the Albanian labour market: trends in return**

Data from MoLSAEO<sup>14</sup> indicates that around 1 million people, of a population of 3.4 million, have emigrated from Albania. This number of emigrants represents 22-25% of the total population and around 35% of the economically active population. Further, according to estimates, 50% of the migrants choose Greece as their destination, 25% choose Italy and 25% choose the countries of the European Union (United Kingdom, Germany, and Switzerland), US and Canada. Albania has an emigration flow (emigrated active population/total active population) which is 5-6 times higher than the 5-6% average of developed countries.

---

<sup>7</sup>“Qemal Stafa” Foundation, “Labour Market Development, employment and unemployment”, April 18, 2008, Pg. 11

<sup>8</sup>Ibid. Pg. 13

<sup>9</sup>Ibid. Pg. 20

<sup>10</sup>NES, Statistics 2007, Tirana

<sup>11</sup>Ibid.

<sup>12</sup>Ibid.

<sup>13</sup>Ibid.

<sup>14</sup>“Albania: Migration and Development, Exiting from Vulnerability in Global Migration System”, Dr. Kosta Barjaba, MoLSAEO, Presentation, 2007, Tirana;

Return migration to Albania is both voluntary and forced. Until the mid 1990s, forced return was the most common form, mainly from Italy and Greece. Volunteer and organised return is a more usual practice from the United Kingdom, Belgium and Germany. In our sample survey, 67% of returns were voluntary, 32% were forced returns, by state authorities and 1% had returned through the help of return programs. Greater attention is being paid to return policies, creating programmes for successful migrants. An example of such programmes is Brain Gain Albania, Council of Ministers<sup>15</sup> that aims to integrate members of the Diaspora, who study or work abroad, into leadership and management positions in the Albanian administration.

The process of return migration is linked to a number of social and economic factors. The phenomenon has the potential to affect growth in the Albanian economy, through the capital of returned migrants, their work experience acquired abroad and new ideas. The impact of the return of some of these migrants may balance the decrease in remittances experienced in the last few years.

### **1.2.1 How do migrants influence the labour market and the employment rate?**

The domestic labour force represents an unexploited force for development. This potential is undermined by the size of the informal sector and high unemployment rates and by the lack of appropriate training for the unemployed. Albania remains a country exporting migrants and it relies on substantial emigrant remittances, which contribute significantly to its GDP.

Given the relationship between migration and human capital and its impact upon Albanian development, future interventions should take into account the influence of emigration on skill formation and as well as the participation of the labour force in the domestic and international market. A comprehensive short and long-term evaluation of labour market dynamics is required, to assess the impact of migration, education and training policies.

There is no doubt that “emigration reduces the available domestic labour force and, as a result, the potential economic growth of the country in a quantitative way.” Albania has a high rate of population growth, compared to other European countries and therefore a growing labour force. However, the emigration process, particularly the numbers spilling out of northern and southern regions, is causing a decrease, rather than the expected increase in the size of the labour force.

There are other difficulties affecting the labour market. There is a relatively low demand for employment in the formal economy. The development of the most productive sectors of the economy is hampered by an inefficient transport system, communication and infrastructure. Such ineffective conditions contribute to ongoing international migration. Albanians see emigration as a survival strategy, due to poor living conditions in the country, demonstrated by high migration rates. Approximately 860,000 migrants or 27.5% of the total population left the country during a 15-year period (1990-2005)<sup>16</sup>.

The relationship between capacity, unemployment, poverty and migration on one hand and the degree of influence of migration on the labour market on the other, requires an appropriate combination of policy interventions. Only by addressing a range of fields, including employment, education, training of adults and migration, will policy have the required impact.

### **1.2.2 How should migrants influence vocational training?**

There appears to be a correlation between employment experience gained during migration and post-return employment experience. According to some research, Albanians return and invest in the work profile developed during migration<sup>17</sup>. However, only a proportion of returned migrants are able to use

---

<sup>15</sup>Republic of Albania Council of Ministers available at: [www.braingain.gov.al](http://www.braingain.gov.al)

<sup>16</sup>IOM: 2007, Migration Profiles

<sup>17</sup>Labrianidis et al. 2005 and Kilic et al. 2007

the skills gained abroad by opening businesses on their return to Albania. 63.0%<sup>18</sup> of returned migrants report that their migration experience enabled them to find a better job upon return to Albania. Others report difficulties in fitting in with the labour market and are unprepared for its demands, in terms of skills and training. It is important that VTCs are approachable and able to provide appropriate services to returning migrants and are able to support their employability in Albania's labour market, which might be different from that of host countries.

Returning migrants should inform VTCs of the types of training they require and did not obtain during their temporary migration, in order to best harmonise supply and demand in the labour market<sup>19</sup>. Returning migrants who face unemployment are more likely to re-emigrate. Repeat migration is linked to education and training for employment and savings from earlier migration. Reasons for re-migration include unemployment, employment in unsatisfactory work, poor living standards and lack of qualifications, necessary to find work. Finding a job upon return from migration depends largely on migrant's skills. If vocational training is appropriate to the needs of the labour market, then returning migrants may be less likely to re-migrate.

Vocational Training Centres should encourage the participation of returning migrants in their programmes and tailor programmes to suit the needs of this group. Additionally, VTCs may use their contact with migrants, to develop systems for identification and registration of unemployed returning migrants, according to their skill base, to improve the delivery of employment support services. This would provide a greater benefit than simply that to individual migrants, as employment at levels appropriate to experience and education makes the best use of available resources and benefits the whole society. Furthermore, the breadth of experience of various working cultures held by returning migrants may be an 'added value' for capacity building in VTCs.

### **1.3 Returned migrants and remittances**

Albania is facing a series of challenges while it continues to accelerate economic growth and to increase its competitive skills, as part of its efforts towards European integration. Remittances remain an important source of foreign finance at a time when the country is trying to reduce poverty. During the last 15 years (since 1992), it has been estimated that around Euro 6.6 billion has entered Albania in remittances. This represents about 13% of the country's GDP and exceeds the official foreign aid level, making Albania one of the most remittance dependent countries in the world<sup>20</sup>. Furthermore, remittances fund around 60% of Albania's market deficit, competing with the level of foreign direct investments<sup>21</sup> in the country. Because of this influence, it must be acknowledged that remittances are an important investment source and that migrants are an important target group, in relation to commercial and economic agreements.

A series of studies<sup>22</sup> show that the returned migrants use their savings from emigration to fund small enterprises and to buy equipment, to improve the productivity of their business activities. Likewise, work abroad appears to be a good learning opportunity for migrants, to enhance skills. Upon return, migrants have the opportunity to start businesses similar to those they worked in abroad. A portion of savings is used for business investment but it is believed that most of it is used for consumption of goods. This money may also fund houses, small projects, infrastructure, and privatization of small assets and create jobs. The development of existing businesses and the start of new businesses require a qualified labour force, which matches the current labour market demands. As a result, business

---

<sup>18</sup>Data come from the survey "Conducting a local survey to identify existing vocational training opportunities for returned migrants and outline gaps in Albania", 2008

<sup>19</sup>This issue has not been included in the questionnaire, but it is the opinion of 2A Consortium experts.

<sup>20</sup>IOM Information

<sup>21</sup>Ibid.

<sup>22</sup>Nicholson, 2001 and 2002; Labrianidis and Hatziprokopiu, 2005

development is related, inter alia, with vocational training of employees.

The overall impact of remittances on the local economy is still unknown. A considerable portion of remittances will enter the country through the informal transaction market, making it hard to measure the total amount and its direct influence.

## **2. THE CURRENT SCALE OF PUBLIC AND PRIVATE VOCATIONAL TRAINING SERVICE PROVIDED TO PEOPLE IN GENERAL AND TO RETURNED MIGRANTS**

### **2.1 Policies, legal and institutional grounds for vocational training at national level**

In the framework of Albania's commitments to EU and NATO integration, as well as the progress in attaining the Millennium Development Goals 2015, the Albanian Government approved in November 2005 an Integrated Plan System (IPS), which includes two fundamental processes:

- The medium-term and long-term processes of strategic planning, which is the National Strategy for Development and Integration (NSDI) that establishes strategic priorities and goals; and
- The Mid-Term Budget Programme (MTB), which requires each ministry to draw up a three-year plan on the achievement of the targets and goals of the budget programs in accordance with ceiling levels of expenses established in the fiscal charts.

During 2007, the Government of the Republic of Albania worked intensively to draft the NSDI document, which contains 24 sector strategies and 8 cross-cutting strategies that include education and vocational training<sup>23</sup>.

The Albanian Government approved the new 2007-2013 Sector Strategy on Employment and Vocational Training by the end of 2007, which included the action plan, prepared during 2006-2007 by the Albanian MoLSAEO. This strategy aims to lay the foundations for improving the employment service system and vocational trainings, and to apply active and passive employment programs<sup>24</sup>. The strategy on returned migrant policies describes one of the necessary steps as drawing up an evaluative report on the existing opportunities for vocational training provided to returned migrants. This requirement also forms part of the National Action Plan on Migration<sup>25</sup>.

More specifically, the strategy foresees the improvement of the employment and vocational training service system, to be implemented through the following measures:

- (i) establish a modern and single employment service system across the entire country
- (ii) establish and develop partnerships with other stakeholders in the labour market;
- (iii) develop information technology (IT) in employment services, as a key factor to improve service quality;
- (iv) enhance contacts with enterprises and businesses;
- (v) human resources development;
- (vi) improve collaboration with private employment services;
- (vii) establish a unique and qualitative system of Education and Vocational Training (VET), capable to contribute to the continuous development of professional capacities and active citizenship of youngsters and adults;

---

<sup>23</sup>Republic of Albania, Council of Ministers ([www.km.gov.al](http://www.km.gov.al))

<sup>24</sup>Sector Employment Strategy 2007 – 2013 (Page 3) (<http://www.mpcs.gov.al/strategji-standarte>)

<sup>25</sup>National Action Plan on Migration - A.1 Fight against migration causes - Measure 3 Evaluation of concrete possibilities that provides Strategy for Employment and Vocational Training for returned migrants. Activity 1 Implementation of evaluative report on identifying existing opportunities for vocational training for returning migrants and to outline gaps in Albania

- (viii) provide professional qualifications in accordance with the country's economic and social development demands, in the framework of regional and European integration.

The main goal of the Sector Strategy on Employment and Vocational Training is the gradual reduction of the unemployment rate in EU countries by 2013, through the application of employment policies that will aim at ensuring full employment, improvement of quality and productivity of work and the enforcement of social cohesion. In the frame of this strategy, the need of vocational training for returned migrants is apparent, in order to address economic and social problems. Such measures are fundamental to tackling the main causes of migration.

The Albanian Government has also approved the 2004-2015 National Strategy for Pre-University Education<sup>26</sup>. The Strategy focuses on five main pillars: improving administration, improving the quality of teaching and learning, enhancing pre-university education funding, capacity building and human resources development, and education and vocational training development in the pre-university education framework. The objectives for education and vocational training are twofold, an increase in enrolment from 17% to 40% of the total of registered persons and an increase in the cost of education from 3.7% to 5% of Gross Domestic Product (GDP).

On March 29, 2002, the Government approved the Law No. 8872, "On Education and Vocational Training in the Republic of Albania," which governs the current activity of vocational training services in Albania.

As part of the Stabilisation and Association Agreement (SAA), the Government of Albania needs to reach compliance with EU standards for education and vocational training. To achieve this goal, a National Agency for Vocational Education and Training (NAVET) was formed in 2007, with the following aims:

- To develop Vocational and Education Training (VET) in compliance with the needs of the modern technology and according to the needs of the labour market and social development of the country.
- To ensure social partnership at all levels and during all planning stages, development and implementation of VCT programmes.
- To integrate education, vocational training and employment for lifelong learning.
- To support the European development dimension of VCT integration by ensuring recognition of qualifications and approximation of competencies with the EU market.

The NAVET is subordinate to the Albanian Ministry of Education and Science (MoES), but it also cooperates with the MoLSAEO. The 2007 EU Progress Report on Albania<sup>27</sup> recognised progress in the field of employment in its review of employment and social policies. However, progress on reform to the labour market and employment quality, remains poor. Difficulties exist in implementing active employment policies, as well as in funding allocation to support integration of vulnerable groups. Strengthened policy integration is required, on active labour market policies and vocational education and training, supported by the appropriate distribution of funds<sup>28</sup>.

<sup>26</sup>Council of Ministers of the Republic of Albania ([www.km.gov.al](http://www.km.gov.al))

<sup>27</sup>EU Progress Report 2007 for Albania, Pg. 32-33 [http://www.delalb.ec.europa.eu/files/albania\\_2007\\_progress\\_reports\\_en.pdf](http://www.delalb.ec.europa.eu/files/albania_2007_progress_reports_en.pdf)

<sup>28</sup>In the framework of 2008 IPS of MoLSAEO, the following draft decisions are in process be approved by 2008 and the following draft laws are going to be submitted to the Albanian Government: "On Some Changes and Additions to Law No.8872, dated 29.03.2002, "On Education and Vocational Training in the Republic of Albania," "On Albanian Framework of Qualifications," "On Some Changes and Additions to Decision No. 42 of the Council of Ministers, dated 17.01.1998, "On Approval of National Employment Service Statute", amended, "On Organization and Functioning of EVT National Council," "On Modalities of Executing Internships in Enterprises by Students of Technical and Vocational Training and Types of State Support, "On Definition of Competition Procedures for Public or Private Institutions Providing Vocational Training, Funded by Employment Offices," "On Establishing Measures and Respective Structures to Encourage and Support Reintegration of Migrants into Economic, Political and Social Life of the Country through Creating Fiscal Facilities and Implementation of Business Development Programmes, Employment and Vocational Training Through Employment". (MoLSAEO – Integrated Plan 2008 (<http://www.km.gov.al/skedaret/1215508767-Plani%20i%20Integruar%20MPCSSHB%20-%202008.pdf>))



The education and vocational training sector in Albania comprises two main subsectors:

- (i) early VET (vocational training), under the responsibility of MoES; and
- (ii) continued VET (vocational training), under the responsibility of MoLSAEO.

The MoLSAEO is responsible for all aspects related of employment and vocational training, which are implemented by subordinate institutions of MoLSAEO, the National Employment Service<sup>29</sup>, Regional Employment Offices and Vocational Training Centres.

The Vocational Training Directorate supports and coordinates the development of vocational training activity in collaboration with the REOs and public VTCs, as well as with various internal and external stakeholders of these institutions. Currently, there are 10 public vocational trainings centres. The VTCs operate in the following cities, Tirana 1, Tirana 4, Vlora, Durrës, Elbasan, Korca, Shkodra, Gjirokastra, and Fier. The final VTC is a mobile centre operating in the northeast of the country. A Further 120 private vocational training centres are operational throughout Albania, 14 of which are NPOs.

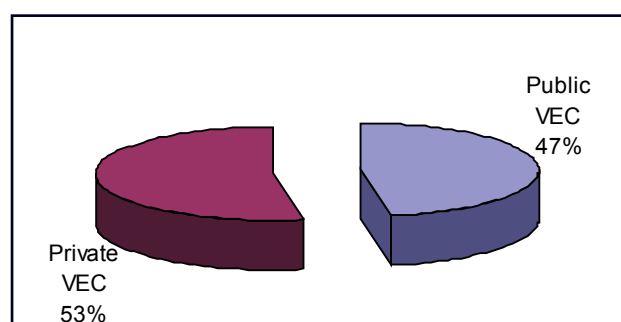
The NES is responsible for coordinating the implementation of Government policies for vocational training and retraining for the unemployed. The NES is responsible for, monitoring public VTCs, overseeing the licensing of all institutions providing vocational training, including private, non-profit-making and state institutions, with regard to curricula development..

## 2.2 Features, similarities and specificities of public and private vocational training centres and needs assesment

Vocational training centres organise courses of varying lengths, these range from 6-7 weeks to 4 months in public centres and from 1 week to 2 years in private centres. The VTCs offer a variety of subjects, foreign languages, computing, secretarial skills, vehicle mechanics, hairdressing and cosmetics, tailoring, repair of electrical goods, plumbing, electrician, radio and TV repair, metalwork, welding etc. The most popular courses are those that relatively quickly, offer skills matched to job availability in the labour market, thus increasing the chance of quick employment. These include courses for beauticians and hairdressing, tailoring, vehicle mechanics, computing and plumbing.

Data from 2007<sup>30</sup> reports that 15,708 persons were trained, 53% at private centres and the other 47%, at public centres. Public centres registered 7,400 persons, 55% female and 45% male. Of the 7,400 registered, 7,028 completed courses and achieved qualifications.

**Graph 1. Trained persons per type of centre**

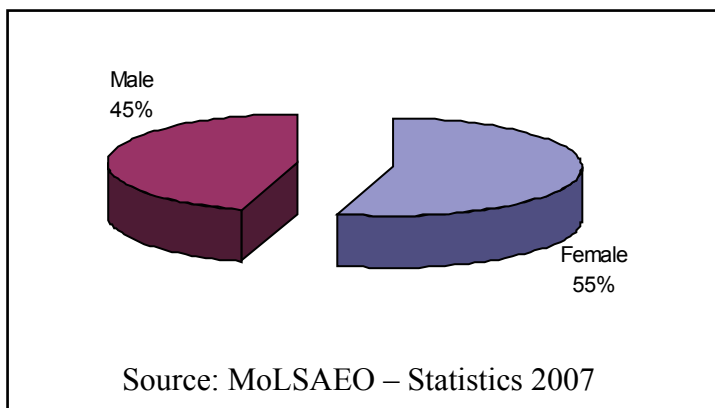


Source: MoLSAEO – Statistics 2007

<sup>29</sup>National Employment Service is a public autonomous service, which provides services and implements employment policies in the labour market through a network of 36 Employment Offices, which include 12 Regional Offices and 24 Local Offices. The services provided by the NES include: (i) registration of unemployment jobseekers; (ii) intermediation for employment (comparison between request and demand for employment); (iii) orientation and consulting for unemployed jobseekers; (iv) preparation of employment benefits documentation; (v) orientation on vocational training courses; (vi) collection of information on the labour market; (vii) implementation of programmes for employment stimulation.

<sup>30</sup>MoLSAEO – Statistics 2007

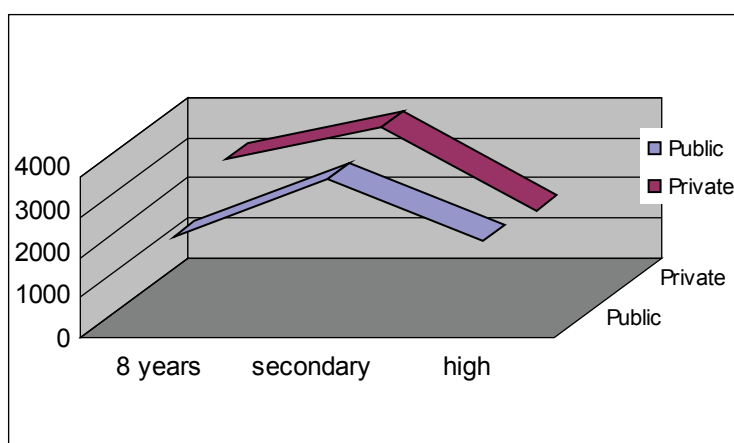
**Graph 2. Vocational training in public centres according to gender**



The age group most likely to use the services of the public VTCs is 34 years old (87%); those between 21 and 34 years old comprise 51% of service users. 73.4% of service users have completed secondary and vocational education.

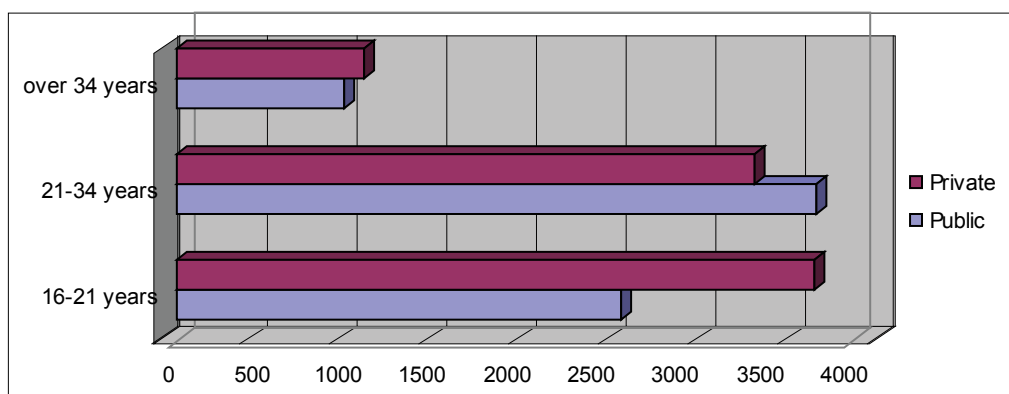
Within the private VTCs, 44.2% of service users have secondary education, while 35.1% have completed primary education and 20.7% have a university degree. Of private VTC service users, 45.5% are aged up to 21 years, 41.2% are aged from 21 to 34 years and 13.3% of service users are over 34 years old.

**Graph 3. Vocational training in public and private VTCs according to education**



Source: MoLSAEO – Statistics 2007

**Graph 4. Trained persons in public and private centres according to age**



Source: MoLSAEO – Statistic 2007

Around 53.7% of participants registered with public and private VTCs are unemployed, 8.6% report finding employment after training, (this number varies according to the type of course and geographic area).

The prefecture of Durrës has the highest number of trainees, at 20.9% of the total, followed by Tirana with 18.5% (Table 2). There are 4004 female trainees and 3296 males. Durres and Vlora trained the most women and girls, 808 female trainees from each. Vlora trained the highest percentage of females, 80.3% of 1005 trainees, followed by Gjirokastra, with 60% of 453 trainees. Tirana had the most male trainees (728), followed by Elbasan with 528. Fier trained the highest percentage of males, 67% of a total 413 trainees.

Elbasan trained 850 unemployed individuals, the highest number across the country. Shkodra reports the highest percentage of unemployed participating in vocational training, at 84% of 608 total trainees.

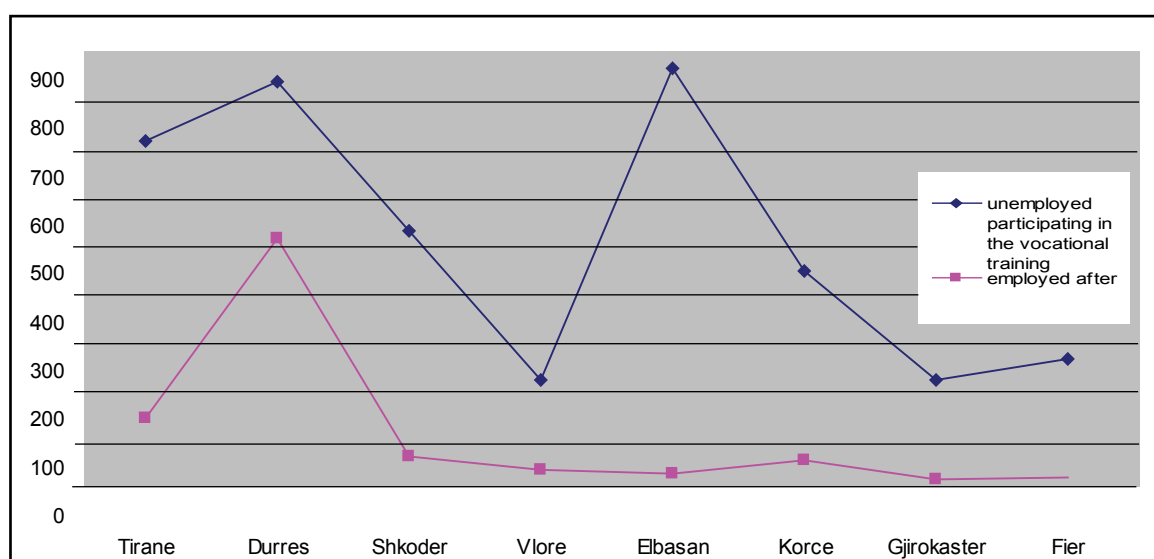
Tirana has the highest percentage of trainees completing courses and receiving qualifications, while Durres reported the highest number of trainees gaining employment after qualification.

**TABLE 1. VOCATIONAL TRAININGS IN PUBLIC CENTERS**

District	Total registered	From those		Unemployed Participants at the training	% of the Unemployed participants	Total Number of certified persons	Employed After the end of the training course
		Female	Male				
Tirana	1376	648	728	700	51	1284	127
Durrës	1549	808	741	822	53	1442	496
Shkodra	608	341	267	513	84	604	47
Vlora	1005	808	197	207	21	972	18
Elbasan	1076	564	512	850	79	1066	13
Korça	920	525	395	429	47	907	38
Gjirokastra	453	274	179	206	45	422	0
Fier	413	136	277	250	61	331	3
<b>Total</b>	<b>7400</b>	<b>4104</b>	<b>3296</b>	<b>3977</b>	<b>54</b>	<b>7028</b>	<b>742</b>

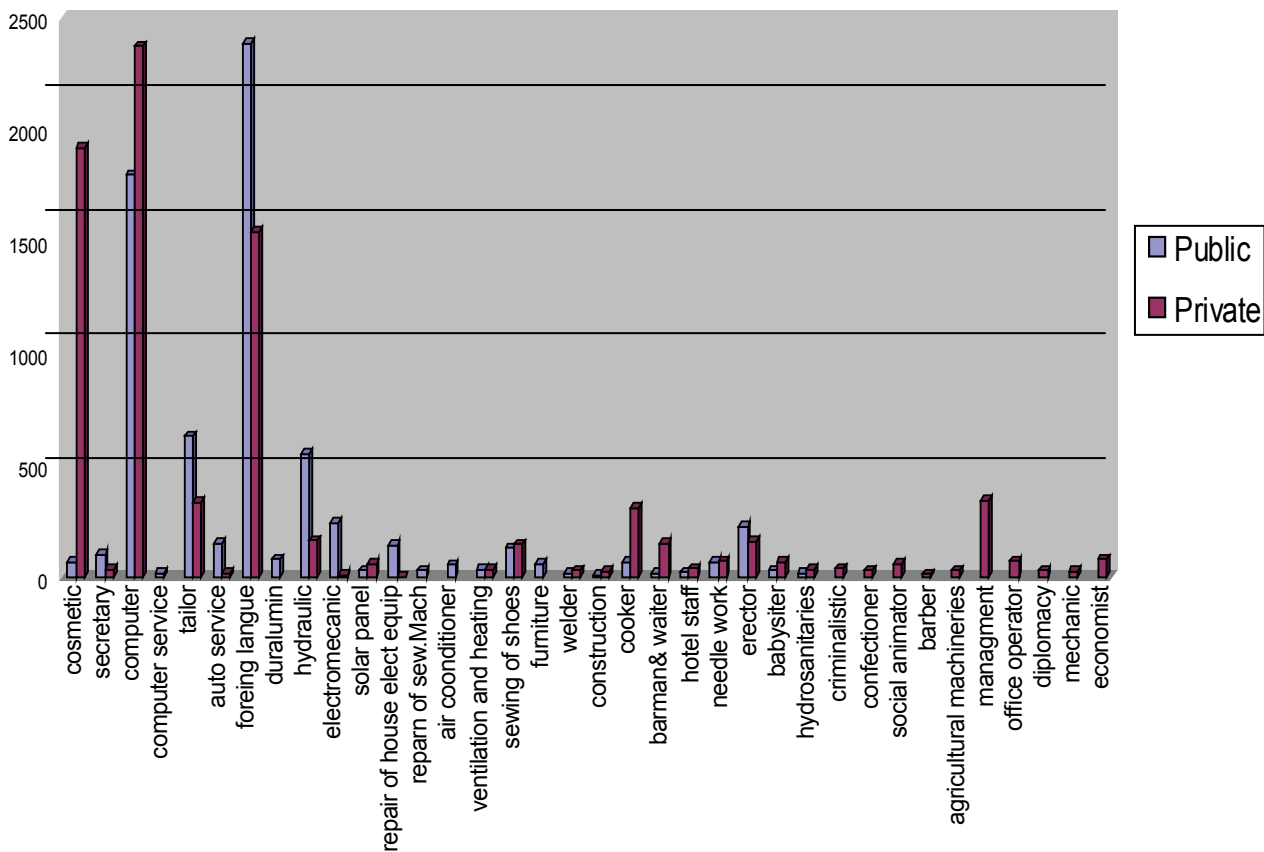
Source: MoLSAEO – Statistics 2007

**Graph 5. Unemployed participants at vocational training of public VTCs and employed participants after the end of the courses**



Source: MoLSAEO – Statistics 2007

**Graph 6. Trained according to professions at public and private centres**



The most popular training courses in public VTCs are language courses (34%) and computer courses (25.6%), followed by tailoring (9%), plumbing 7.9%, repairing electrical goods (3.5%) and electrician (3%). Other courses account for 2% of total. Private VTCs report the following preferences, computer courses (28.7%), beautician (23.1%) and foreign languages (18.6%), followed by management (4.2%), tailoring (4%) and cooking (3.7%).

### 2.3 Funding Sources

Public institutions for vocational training are governed by statute (2003) and are funded by state budgets, income generated by selling services, donations and other contributions.

#### a) State funding

The state contribution is calculated based on the training capacity of each institution, based on the total cost per trainee. A significant part of the budget of public VTCs is generated by the fees paid by trainees. An order issued by MoLSAEO<sup>31</sup> determines the fees for both unemployed and employed trainees in public VTCs, depending on the type of course. For some categories of unemployed and vulnerable people, e.g. members of the Roma community, trafficked women and girls, former convicts, orphans and people with disabilities, no fees are applied.

Although almost all recent governments have declared education and vocational training a priority, these campaign statements have not been supported by clear actions and interventions for sectoral development. Public expenditure for education and training has seen a marked decrease from 5% of GDP (very close to the average of OECD countries) to less than 3%. The same decrease was seen in public expenditure on education as a percentage of total public expenditure.

<sup>31</sup>MoLSAEO, Order No. 782, April 4, 2006

## **b) EU-funded Projects**

Technical assistance from the EU supports the Albanian Government in VTC reform. The 2002 – 2004 CARDS programme provided Euro 149.9 million to Albania, of which Euro 42.4 million was focused on economic and social development. In 2008, the EU CARDS 2006 programme will include the project “Vocational Training Centres in Albania”, with a total value of Euro 1.3 million. In 2008, MoLSAEO will also benefit from the CARDS 2006 funds through the programme, “Improved labour market structures in employment inspections and employment services”.

With a total budget of Euro 26.16 million (from which Euro 9.3 million was delivered during the 2000-2006 period), Tempus has been one of the key instruments of support for university education reform in Albania, since 1992. The European Training Foundation (ETF) is working on embedding the EU’s Education and Training, 2010 agenda into the national system, through working on qualifications, quality assurance, career counselling and supporting the application of human resources development initiatives, emerging from the European Charter on Small Enterprises.

## **c) Projects funded by other donors**

The MoES is implementing the second year of the “Equity and Excellence in Education” Programme (EEE-P)<sup>32</sup> that supports education reform in Albania. There are plans to extend the Programme to a four-year period (2006-2010), with a 75 million USD budget. Other donors of the VTCs are Swisscontact, Kultur Kontakt, and IIZ/DVV, with their Education for the Adults programme in Albania – a PARSH project. The Swiss Government is financing a support program for five vocational training schools in Albania (Beqir Çela School in Durrës, the mechanics and agriculture school in Lushnjë, Stiliano Bandilli School in Berat and Ali Myftiu and Sali Ceka Schools in Elbasan).

In mid-2007, GTZ started a new program that will be extended to 2013, with the aim of supporting the Albanian Government with VTC reform, by creating university education and vocational training programmes comparable with those offered by professional colleges, in Germany. UNICEF has funded projects for early and mandatory education, working at national level on institution consolidation and locally, on collaboration between schools and the community.

In September 2006, Albania signed the Decent Work Country Programme with the International Labour Organization (ILO). The main goal of the programme is promotion of opportunities for both women and men to achieve decent and productive work under conditions that are free, equal, secure and provide human dignity.

The Swedish International Development Cooperation Agency (SIDA) supported the NES to use updated technology. The project started in mid-2004, providing Euro 1.4 million for personnel training and computerisation. During 2008, the project “Assistance for the reinforcement of the employment and vocational training in NES” will be funded by the Italian Government for Euro 600,000. In 2008, the Government of Ireland will fund Euro 700,000 for the project, “Employment, Vocational Training Opportunities and Migration Policy Measures to Prevent and Reduce Trafficking in Women in Albania, Moldova and Ukraine ILO/Migrant (Second Phase)”.

A positive initiative started in July 2008 by MoLSAEO was the signing of an agreement with the Government of the Swiss Confederation, for the implementation of a VTC support programme. The agreement supports the establishment and functioning of the Mobile Vocational Training Centre for the north-eastern area, which offers vocational training for unemployed persons from 6 districts. The Swiss Government, through this agreement, provides a financial grant/aid up to 435.000 CHF

---

<sup>32</sup>Law No. 9603, dated 28.7.2006, “On Ratification of Financial Agreement between the Republic of Albania and International Development Association (IDA) for the project “Equity and Excellence in Education”

(about Euro 3 million) for the programme during implementation of the first phase (1) from the first of January 2007, until 31 December 2008.

The “AlbVET” program will support the reform in education and vocational training and it is proposed that it will include the following components:

- Supporting local providers of vocational training schools and of public VTCs.
- The renovation and improvement of vocational schools and public VTC premises;
- Support for materials;
- Funding of mobile vocational training centre for the northeast area.

Currently, the mobile vocational training centre for the northeast area is providing language and computer courses in the cities of Puka, Kukës and Tropoja. Other courses will begin, once equipment is available for tailoring, hair styling, etc. These courses are directed at integrating youth and unemployed jobseekers registered with the REO, into the labour market.

## **2.4 Vocational training services for returned migrants**

The National Strategy on Migration is a policy paper developed in compliance with European standards on migration management, it addresses many aspects related to vocational training and the employment of potential returnees and returned migrants. The strategy was drafted by the Albanian Government in collaboration with IOM. This study is one of the requirements of the strategy, to identify existing vocational training opportunities for returned migrants and to outline gaps in service provision. The strategy recommends the expansion of reintegration services<sup>33</sup> in order to support sustainable return through: (i) elaboration and implementation of joint employment programs with private businesses; (ii) offering counselling, career services, job placement and vocational training.

The survey demonstrates that the return and reintegration policies for migrants affect 50% of the public VTCs and around 30% of the private VTCs. No public VTC has information on returned migrants, while 90.6% of the private VTC declared that they do not have information on returned migrants. An overwhelming majority of returned migrants did not attend any vocational training (72%). There is a weak correlation between the desire to attend training and the age of participants. There is a slightly positive trend for the young to participate in trainings. Returned migrants are more likely to remain untrained in rural areas than in urban areas.

## **3. SURVEY MAIN FINDINGS**

### **3.1 Detailed analysis of the training programmes of private and public VTCs**

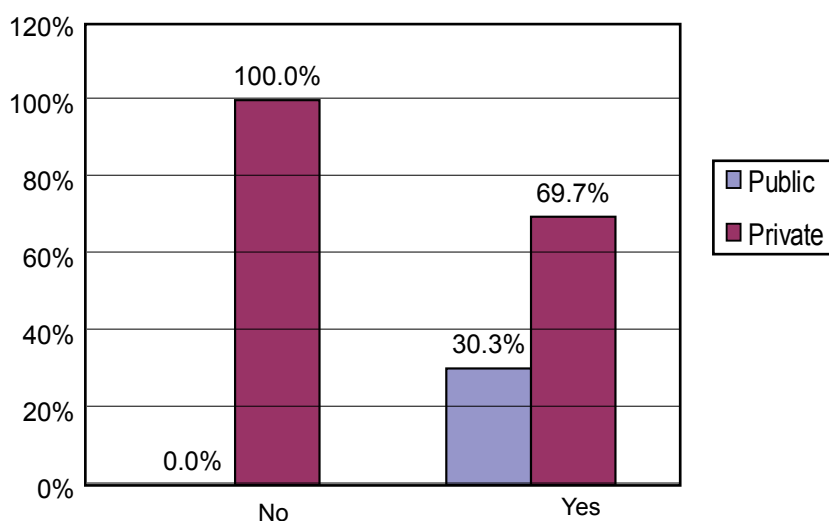
In this survey, 23.8% of the sampled VTCs are public, while 76.2 % are private. In order to make a better comparison, the following analysis is based on a comparison of answers from public VTCs with the private ones.

In order to have a view on the flexibility of programmes offered by the VTC, the questionnaire included the question: “Are your programs standard?” The answers to this question show that the public VTCs work with standard programmes, as do the majority of private VTCs (23/33=69.7%). Only a small number of private VTCs (30.3%) offer flexibility in their programmes. The programmes have a standard level but within this standardisation, a higher flexibility is required, to respond to market demands, to businesses and to migrants.

---

<sup>33</sup>Employment Sectorial Strategy 2007 - 2012

**Graph 7. Standardisation and specification of programmes according to type of centre**



To obtain information on the types of preparation and quality of modules, the survey included the question: **“Who prepares the training modules?”** The public VTCs answered that the NES prepared modules on a case-by-case basis, with the help of the businesses, as did the centres’ specialists. While the private VTCs reported that the modules are prepared on a case-by-case basis by the specialized staff of the centre, by lecturers and foreign specialists in the respective fields.

The survey included a question on the **“criteria applied in selection of professional staff”** (instructors and other needed staff in the VTC), to obtain more information on the quality of modules, teaching and assistant teaching staff. The answers show that the private VTCs apply criteria related to work experience, CVs, recommendations, work methodology etc. The public VTCs apply criteria related to competition and professional capabilities, education and work experience, qualifications and testing.

The connection between migrant reintegration policies and training programmes has been surveyed through the question, **“Does the return and reintegration policies influence the types of training offered by you?”** The answers show that 50% of public VTCs and 68.8% of private VTC admitted that they are influenced by those policies in the types of training they offer (Table 2). If we compare these answers with those given by businesses and migrants (see analysis below), it is clear that the VTCs have to react faster to reintegration policies and market needs.

**TABLE 2. INFLUENCE OF RETURN AND REINTEGRATION POLICIES ON PROGRAMME PROVISION**

Center	No	Yes	Total
Public	5	5	10
Private	22	10	32
<b>Total</b>	<b>27</b>	<b>15</b>	<b>42</b>

Comparative analysis of the answers from private and public centres on policies for returning migrants shows that the return and reintegration policies for migrants have a greater influence on the programmes of private centres (66.6%) than public centres (33.3%).

**Graph 8. Influence of return Policies upon training provision**

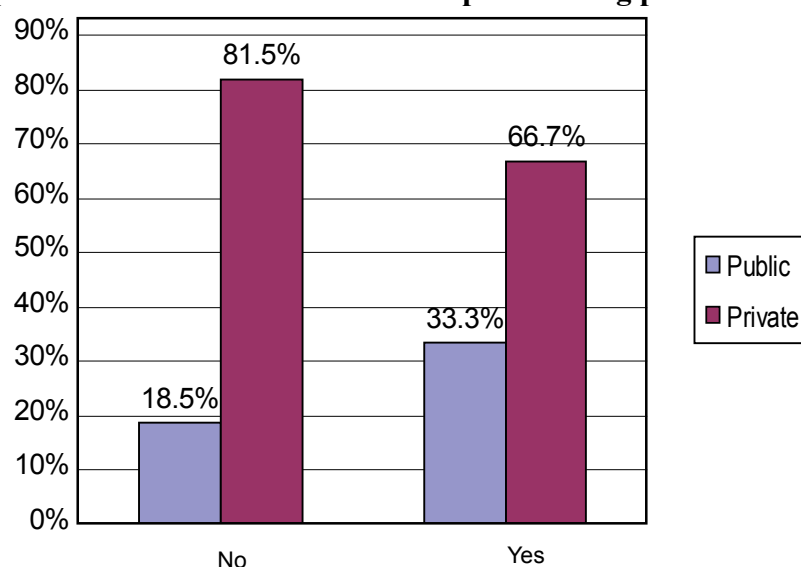


Table 3, below, details responses to the survey question: **“Do you have indicators on number of courses, number of trainees and their results?”** This question was posed to focus on the work of the centres from a quantity and quality perspective. This question was answered positively by almost all of the public VTCs (9 out of 10). The majority of private VTCs also answered positively, (75%). The centres plan and analyse their work, demonstrating an important ability to reflect on performance and to react in order to satisfy the market’s needs.

**TABLE 3. INDICATORS ON NUMBER OF COURSES, TRAINEES AND THEIR RESULTS**

Do you have programme indicators on no. of courses, no. of trainees or their results?			
Centre	No	Yes	Total
Public	1	9	10
Private	8	24	32
<b>Total</b>	<b>9</b>	<b>33</b>	<b>42</b>

The following question was posed, to survey monitoring systems of VTCs: “Who monitors you regarding the quality of provided professional training programmes?” Public VTCs reported monitoring by, “internal control and control by more senior institutions, NES, organisations that support the courses, MoLSAEO and the centre itself”. The private VTCs reported monitoring from a variety of sources including, Executive Board of the association based in Tirana, MoLSAEO, NES, donors and the Director of Centre. Thus, the private VTCs ‘self-monitor’ and experience some monitoring from state bodies but no external monitoring exists. Three private VTCs declared no monitoring activity.

**TABLE 4. ARE THE VTC MONITORED AND BY WHOM ARE THEY MONITORED**

Center	Not monitored	Others are monitored by
Public	0	Internal control and higher institutions, NES, organizations that support the courses, MoLSAEO and the center itself
Private	3	From the association executive board based in Tirana and by MoLSAEO, NES, donors, General Directorate, from the director of the center, regional directorate.

The survey showed (Table 5, below) that the frequency of monitoring in private VTCs is 4.8 times per year on average and in 3.4 times per year in public VTCs.



**TABLE 5. FREQUENCY OF MONITORING DURING 2007**

If Yes, how many times have you been monitored during 2007?												
	0 times	1	2	3	4	5	6	8	12	20	Many times	Total
Private	1	6	4	5	1	1	1	1	2	2	1	25
Public	1	2		1					1		1	6
<b>Total</b>	2	8	4	6	1	1	1	1	3	2	2	31

### 3.2 Needs assessment and training quality

The following question: “Do you think that your staff needs training to enhance professionalism?” was put to assess the extent to which staff are trained to the required level. Of all VTCs surveyed, 87.5% reported a need for further training, breaking down to 100% of public VTCs and 81.3% of private VTCs, demonstrating room for improvement on staff training. This shortfall is based not only upon actual work experience but also upon an understanding of the market and its demands for higher standards to meet needs.

**TABLE 6. NEEDS FOR TRAINING OF VTC STAFF**

Center	No	Yes	Total
Public	0	10	10
Private	6	26	32
<b>Total</b>	<b>6</b>	<b>36</b>	<b>42</b>

The survey considered the quality of training within VTCs, questioning the evaluation results from training. Self-evaluation consistently received a higher mark than that given for other training sources. The evaluation of training for public VTCs provided by them was 7.7 out of 10 and for general training in Albania, 7.3 out of 10. The evaluation of private VTCs for their own training was 6.7 out of 10. The range of scores given by public VTCs is very low (from 6 to 9), while the range of private VTCs is wider (from 4 to 10).

**TABLE 7. SELF-EVALUATION AND EVALUATION OF OTHER VTCS**

Average evaluation for each training		
Center	From your self	Level of training in Albania
Public	6(1),7(2),8(6),9(1)	6(2),7(3),8(5)
Private	4(1),5(1),6(2),7(5),8(7),9(6), 10(10)	4(1),5(7),6(5),7(9),8(9),9(1)

### 3.3 Relationships between REO, VTC and employers

The question, “Do you ask the opinion of private businesses on training programmes?” was posed to analyse the relationship between VTCs and businesses and others interested in training. The VTCs gave overwhelmingly positive answers, 100% of public VTCs and 84.4% of private VTCs indicated that they consulted. Conversely, the businesses interviewed declared a low level of collaboration with VTCs, (see chapter 3.8.2, Table 83).

Similarly, the VTCs declare high levels of consultation with potential trainees. In response to the question “Do you ask the opinions of the persons who need training”, 90% of public VTCs and 96.9% of private VTCs state that they ask for the opinions of potential trainees on training.

**TABLE 8. LEVEL OF COMMUNICATION WITH PRIVATE BUSINESS COMPANIES ON PROGRAMMES**

Center	No	Yes	Total
Public	0	10	10
Private	5	27	32
<b>Total</b>	<b>5</b>	<b>37</b>	<b>42</b>

**TABLE 8.1. LEVEL OF COMMUNICATION WITH PERSONS WHO NEED THE TRAINING**

Center	No	Yes	Total
Public	1	9	10
Private	1	31	32
<b>Total</b>	<b>2</b>	<b>40</b>	<b>42</b>

The question, “**Are the training programmes made public?**” provides information on public access to vocational training. Certainly, the information is in the public domain as it forms part of VTC marketing, but the question explores how efficient is the distribution of information and to what extent it reaches interested parties (in this case, the focus is returned migrants). A large number of returned migrants reported that they had no interest in and no knowledge of the VTCs. From the survey, 9% of interviewed migrants did not know of the existence of REOs and 77% of respondents did not trust the REO. These results raise questions about the effectiveness of the publicity programmes and marketing of the VTCs.

MoLSAEO and associated institutions should diversify the types of publicity available and should focus publicity materials and campaigns towards specific social groups. Appropriate budget allocations should be made available.

The methods currently used to publicise training programmes include, print and electronic media, publicity campaigns, meetings, brochures, posters and internet and also through clients and with the help of REOs.

**TABLE 9. LEVELS OF PUBLICITY FOR THE TRAINING PROGRAMMES**

Are the training programmes made public			
Center	No	Yes	Total
Public	0	10	10
Private	0	32	32
<b>Total</b>	<b>0</b>	<b>42</b>	<b>42</b>

The proportion of returned migrants to the total number of trainees provides information on access and applicability of training. This information was requested for both public and private VTCs. The reported results were very low, 0.06% for public VTCs and 7.82% for private VTCs. In conclusion, either the VTCs did not collect information on the status of trainees (whether or not they are return migrants) or the VTCs did not focus training towards the needs of returned migrants.

**TABLE 10. THE NUMBER OF TRAINED MIGRANTS AS COMPARED TO THE TOTAL**

Migrants trained in the private centers/Total trained in the private center	317/4052=7.82%
Migrants trained in the public centers/Total trained in the public centers	5/8250=0.06%

Particular attention was paid to the relationships between VTCs and businesses on a number of issues including, employment possibilities for trainees, business opinions on future training content and the relationship of the VTC with trainees. The question “**Do you have contacts with the businesses**

in the region for the employment of the trainees?” seeks to provide information on the VTC – business relationship and on the support and “marketing” of trainees, to increase employment possibilities after training. The survey results show that 30% of public VTCs and 43.8% of private VTCs have no relationship with businesses, to promote the employment of trainees.

**TABLE 11. RELATION WITH PRIVATE BUSINESSES FOR THE EMPLOYMENT OF TRAINEES**

<b>"Do you maintain contacts with the businesses in the region for the employment of the trainees?"</b>			
<b>Centers</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	3	7	10
Private	14	18	32
<b>Total</b>	<b>17</b>	<b>25</b>	<b>42</b>

The question “Do you consider business opinions concerning the types and future need for trainings?” received a majority of positive responses. However, as was found with the answers to the question “Do you consult the private businesses concerning the programs”, it seems that the VTC responses are very optimistic and positive when compared to the answers given by businesses and migrants, regarding their knowledge and relations with VTCs.

**TABLE 12. THE VIEWS OF BUSINESS ON FUTURE TRAINING**

<b>Do you consider business opinions for types and future need for trainings?</b>			
<b>centres</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
public	0	10	10
private	9	23	32
<b>Total</b>	<b>9</b>	<b>33</b>	<b>42</b>

The large majority of VTCs (90.5% of both public and private VTCs) state that they take into account the views of trainees, when developing training programmes.

**TABLE 13. THE VIEWS OF TRAINEES ON FUTURE TRAINING**

<b>Do you consider the opinions of the trainees concerning the types and future needs of training?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	1	9	10
Private	3	29	32
<b>Total</b>	<b>4</b>	<b>38</b>	<b>42</b>

The two following tables offer an understanding of retraining, in figures. The answers to the question “**Is there any request for retraining to update knowledge from people who have been trained some years before?**”, show that in 64.3% of the cases there are requests for retraining (20% in public VTCs and 78.1% in private VTCs). The available supply of retraining appears to be relatively high and equally available between private and public VTCs. Retraining is offered by 81% of all VTCs, (80% of public VTCs and 81.3% of private VTCs).

Where supply is apparently higher than the demand, there is a need to strengthen the relationship with business and better publicise the updates and new courses to former trainees. The types of retraining offered by the VTCs include, knowledge update, supplementary knowledge, particular programmes, advanced courses and courses shaped by specific trainee requests.

**TABLE 14. RETRAINING AND KNOWLEDGE UPDATING DEMANDS**

Is there any request for retraining to update knowledge from people trained some years before?			
Centre	No	Yes	Total
private	7	25	32
public	8	2	10
<b>Total</b>	<b>15</b>	<b>27</b>	<b>42</b>

**TABLE 14.1. RETRAINING AND KNOWLEDGE UPDATING SUPPLY**

Do you offer retraining for updating knowledge for people trained some years before?			
Centre	No	Yes	Total
public	2	8	10
private	6	26	32
<b>Total</b>	<b>8</b>	<b>34</b>	<b>42</b>

The question: “Do you provide data about the returning migrants?” was included to supply specific information on returning migrants. The responses demonstrate that none of the public VTCs and only 9.4% of the private VTCs collect migration related data on trainees. Obviously, these findings must be viewed in light of the fact that, as migration is a complex phenomenon, it is difficult to identify returning migrants as a separate group, in concrete terms.

**TABLE 15. DO VTCS PROVIDE DATA ABOUT RETURNED MIGRANTS**

Do you provide data about the returned migrants?			
Center	No	Yes	Total
public	10	0	10
private	29	3	32
<b>Total</b>	<b>39</b>	<b>3</b>	<b>42</b>

Collaboration between VTCs is viewed as valuable and important. Cooperation between public VTCs may occur because of formal collaboration with the responsible Ministry. However, private VTCs, also report relatively high levels of collaboration, (65.6%).

**TABLE 16. COLLABORATION WITH OTHER VTCS**

Do you collaborate with other vocational training centres?			
Centre	No	Yes	Total
Public	0	10	10
Private	11	21	32
<b>Total</b>	<b>11</b>	<b>31</b>	<b>42</b>

Where centres respond positively on the collaboration with other VTCs, the types of collaboration reported include, exchanging experience, seminars organised in-country or abroad, different consultations and module exchanges, etc.

When asked about collaboration with business, the VTCs reported the following links according to business requests including, ongoing contacts, mutual recommendations, exchange information through practices and social introduction etc.

The two following tables give information on evaluations received by VTCs from trainees, through questionnaires or other forms of evaluation. The results show that a high percentage of trainees give evaluations. Results show that 78.6% of VTCs use questionnaires to evaluate training quality, (70%

of public VTCs and 81.3% of private VTCs). Other types of evaluation are used by a considerable percentage of VTCs (90.5%), comprised of 90% of public VTCs and 90.6% of private VTCs.

**TABLE 17. EVALUATION THROUGH QUESTIONNAIRES FOR TRAINING QUALITY**

<b>Do you receive evaluation through questionnaires from the trainees on the quality of training offered?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	3	7	10
Private	6	26	32
<b>Total</b>	<b>9</b>	<b>33</b>	<b>42</b>

**TABLE 17.1. EVALUATION OF OTHER FORMS REGARDING THE TRAINING QUALITY**

<b>Do you receive evaluations in any other forms on the quality of trainings offered?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	1	9	10
Private	3	29	32
<b>Total</b>	<b>4</b>	<b>38</b>	<b>42</b>

The survey considered whether fees should be raised, to improve training quality. Of the respondents, 40% of public VTCs and 65% of private VTCs (51.4% in total) agreed that fees should be raised to improve training. However, the result should be interpreted carefully, almost a half of respondents did not think that fees should be raised and it is assumed that VTC clients are unemployed and would therefore be unable to meet demands for higher fees.

**TABLE 18. THE RAISING FEE LEVELS TO INCREASE TRAINING QUALITY**

<b>Do you think higher training fees are needed to enhance the quality of the vocational trainings?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	6	4	10
Private	12	20	32
<b>Total</b>	<b>18</b>	<b>24</b>	<b>42</b>

Table 19 gives the results for the question, ‘Is there transparency for the work done by the vocational education centres?’ The VTCs claim a high level of transparency for their work. 90% of public VTCs and 71.9% of private VTCs (total 76.2% of all VTCs) claim transparency in their work. The VTCs declare that their reporting is delivered on an annual, semester or even a monthly basis.

**TABLE 19. LEVEL OF TRANSPARENCY AT VTC**

<b>Is there transparency for the work done at the vocational education centres?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	1	9	10
Private	9	23	32
<b>Total</b>	<b>10</b>	<b>32</b>	<b>42</b>

Additionally even those VTCs that claimed no transparency for their work were largely of the view that there should be transparency. When asked whether transparent reporting should be mandatory, 80% of VTCs responded that it should be, while only 20% of VTCs believe that reporting should be not obligatory.

A focus of the survey was also the meeting of demands for training and courses (demand) and the need to enhance capacities to meet these demands (supply). From the following two tables it can be seen that only 23.8% of VTCs do not meet the demand for trainings and courses (18.8% of private VTCs and 40% of public VTCs). The need to increase capacity is reported by 85.7% of VTCs (100% of public VTCs and 81.3% of private VTCs).

**TABLE 20. LEVEL OF MEETING DEMAND BY VTC**

<b>Do you meet all the demands for trainings/courses?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Private	6	26	32
Public	4	6	10
<b>Total</b>	<b>10</b>	<b>32</b>	<b>42</b>

**TABLE 21. THE NEED TO INCREASE CAPACITY AND FUNDS TO PROVIDE MORE TRAINING**

<b>Do you think you need to increase the capacities and have more funds for providing more trainings/courses?</b>			
<b>Centre</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Public	0	10	10
Private	6	26	32
<b>Total</b>	<b>6</b>	<b>36</b>	<b>42</b>

When asked about additional needs, the private VTCs reported the following: additional workshops and classrooms, new courses, funds to train as specialised trainers, equipment and logistics, enlargement of current premises, additional laboratories, need for library, gym, and increase the knowledge and skills of trainers. The public VTCs reported the following needs: to widen availability of the types of courses in construction and clothes manufacturing, fully equip training facilities, staff training, higher salaries for instructors, fund rental of new training facilities and cover increased operating expenses.

When asked about the need for new courses, the private VTC responded that they worked to improve existing courses and to provide new programmes. Staff do receive ongoing training and courses are updated, external experts were hired for internal training. The public VTCs reported a slightly different situation, prioritising the following: ongoing professional training for instructors and exchange of experience with centres within the country and abroad.

### **3.4 Main findings on returning migrants**

#### **3.4.1 Analyses of demographic, educational and economic data of the interviewed returning migrants**

The demographic, education and economic variables of interviewed migrants were as follows:

1. The total number of interviewed returned migrants =100.
2. The interviewed group was comprised of 24% females and 76% males.
3. The group was comprised of, 22% unemployed, 26% self-employed, 7% employed in public sector and 45% employed in private business or other.
4. The level of education reported: 3% with elementary education, 24% secondary education, 1% two years technical education, 19% secondary technical education, 35% high school education and 18% university education.
5. The structure by age group: 7% age 18-24 years old, 45% age 25-34 years old, 34% age 35-44 years old, 13% age 45-54 years old, and 1% over 54 years old.
6. The place of residence: 86% urban and 14% rural.

The tables below present relationships between the variables of gender, age, civil status and place of residence with the status of employment and level of education of the interviewed migrants.

**TABLE 22. MIGRANTS BY GENDER AND EMPLOYMENT STATUS**

Employment Status						
Gender	Unemployed	Self-employed	Empl. in public sector	Emp. in private business	Other	Total
Female	6	5	4	9	0	24
Male	16	21	3	36	0	76
<b>Total</b>	<b>22</b>	<b>26</b>	<b>7</b>	<b>45</b>	<b>0</b>	<b>100</b>

**TABLE 23. MIGRANTS BY GENDER AND EDUCATION**

Education level									
Gender	No education	Elem.	Second.	2 ys techn.	High technical	General High school	University	Postgraduate	Total
Female	0	1	7	0	3	10	3	0	24
Male	0	2	17	1	16	25	14	1	76
<b>Total</b>	<b>0</b>	<b>3</b>	<b>24</b>	<b>1</b>	<b>19</b>	<b>35</b>	<b>17</b>	<b>1</b>	<b>100</b>

**TABLE 24. MIGRANTS BY AGE AND EMPLOYMENT STATUS**

Employment Status						
Age	Unemployed	Selfemployed	Employed in public sector	Employed in private business	Other	Total
18-24	3	1	0	3		7
25-34	8	9	3	25		45
35-44	6	14	2	12		34
45-54	5	1	2	5		13
over 54	0	1				1
<b>Total</b>	<b>22</b>	<b>26</b>	<b>7</b>	<b>45</b>	<b>0</b>	<b>100</b>

**TABLE 25. MIGRANTS BY AGE AND LEVEL OF EDUCATION**

Educational Level									
Age	No educ.	Elem.	Secondary	2 ys techn.	High technical	General high school	University	Postgraduate	Total
18-24	0	1	3	0	0	3			7
25-34			10	0	7	19	8	1	45
35-44		2	7	1	8	12	4		34
45-54			4	0	4	1	4		13
over54							1		1
<b>Total</b>	<b>0</b>	<b>3</b>	<b>24</b>	<b>1</b>	<b>19</b>	<b>35</b>	<b>17</b>	<b>1</b>	<b>100</b>

**TABLE 26. MIGRANTS BY CIVIL STATUS AND EMPLOYMENT STATUS**

Employment Status						
Civil Status	Unemployed	Self-employed	Employed in public	Employed in private business	Other	Total
Single	7	10	1	12	0	30
Married	15	16	6	30		67
Separated				2	0	2
Divorced				1		1
Widow						0
<b>Total</b>	<b>22</b>	<b>26</b>	<b>7</b>	<b>45</b>	<b>0</b>	<b>100</b>

**TABLE 27. MIGRANTS BY CIVIL STATUS AND EDUCATION LEVEL**

Education Level									
Civil Status	No educa.	Elem.	Secondary	2 ys technic.	High Techn.	General High school	University	Postgraduate	Total
Single	0	0	7	0	6	13	4	0	30
Married		3	17	1	12	21	12	1	67
Separated						1	1		2
Divorced					1				1
Widow									0
<b>Total</b>	<b>0</b>	<b>3</b>	<b>24</b>	<b>1</b>	<b>19</b>	<b>35</b>	<b>17</b>	<b>1</b>	<b>100</b>

**TABLE 28. MIGRANTS BY PLACE OF RESIDENCE AND EMPLOYMENT STATUS**

Employment Status						
Residence	Unemployed	Selfemployed	Employed in public	Private business	Other	Total
village	4	7	0	3	0	14
city	18	19	7	42	0	86
<b>Total</b>	<b>22</b>	<b>26</b>	<b>7</b>	<b>45</b>	<b>0</b>	<b>100</b>

**TABLE 29. MIGRANTS BY RESIDENCE AND EDUCATION LEVEL**

Education level									
Residence	No educ.	Elem.	Secondary	2 ys techn.	High Techn.	General High school	University	Postgraduate	Total
Village	0	1	8		3	2			14
City		2	16	1	16	33	17	1	86
<b>Total 0</b>		<b>3</b>	<b>24</b>	<b>1</b>	<b>19</b>	<b>35</b>	<b>17</b>	<b>1</b>	<b>100</b>

The following table provides information on the professions of the respondents and their distribution by age and residence. The respondents had a wide allocation of professions and classification of professions into broader groups was not possible.



**TABLE 30. MIGRANTS BY AGE, RESIDENCE AND TYPES OF PROFESSIONS**

Profession	Age					Residence		
	18-24 years old	25-34 years old	35-44 years old	45-54 years old	Over 55 years old	Village	City	Total
Worker	1	13	7	4	0	6	19	25
Construction worker	3	3	4	1	0	1	10	11
Electric specialist	0	1	2	1	0	1	3	4
Plumber	0	3	1		0	0	4	4
Waiter/barman	1	3			0	0	4	4
Butcher	0	1			0		1	1
Haridresser	0	3	3		0		6	6
Teacher	0	2	1	1	0		4	4
Tailor	1	2			0		3	3
Carpenter	0	1	2	1	0	1	3	4
Trader	0	0	4		0	1	3	4
Manager	0	1	1		0		2	2
Mechanic	0	1	1		0	2		2
Military	0	1	1		1	0	3	3
Agronomist	0	0	1	2	0	0	3	3
Cooker	0	1	1		0	0	2	2
Lawyer	0	1			0	0	1	1
Engineer	0	1			0	0	1	1
Sanitary	0	0	1	1	0	1	1	2
Student	0	2	1		0	0	3	3
Nurse	0	1			0	0	1	1
Economist	0	3	2		0	0	5	5
Farmer	1				0	0	1	1
Bootmaker	0	1			0	0	1	1
Technician	0	0	1	2	0	1	2	3
<b>Total</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>14</b>	<b>86</b>	<b>100</b>

The respondents provided the following information on the time of year that return occurred. The majority of migrants return in the period, March -August (spring and summer). The rate of return decreases during autumn and winter.

**TABLE 31. MIGRANTS BY AGE, GENDER, RESIDENCE AND PERIOD OF RETURNING PER MONTHS**

Nomination	When did you return in Albania												Total
	January	February	March	April	May	June	July	August	Septem.	October	November	December	
18-24 ys	0	1	1	0	2	0	1	0	0	2	0	0	7
25-34 ys	1	3	6	4	2	4	8	7	3	3	3	1	45
35-44 ys	1	1	4	1	7	4	4	2	4	2	0	4	34
45-54 ys	0	3	1	2	0	3	0	0	1	1	2	0	13
Over 55				1									1
<b>Total</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>8</b>	<b>11</b>	<b>11</b>	<b>13</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>100</b>
Female	2	2	0	2	2	5	4	3	2	1	1	0	24
Male	0	6	12	6	9	6	9	6	6	7	4	5	76
<b>Total</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>8</b>	<b>11</b>	<b>11</b>	<b>13</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>100</b>
Village	0	0	1	0	3	2	2	1	0	1	1	3	14
City	2	8	11	8	8	9	11	8	8	7	4	2	86
<b>Total</b>	<b>2</b>	<b>8</b>	<b>12</b>	<b>8</b>	<b>11</b>	<b>11</b>	<b>13</b>	<b>9</b>	<b>8</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>100</b>

### 3.5 Pre-emigration situation analyses for migrants

The following complex table presents the migrants' family situation before migration. In this table family income levels and living standards before emigration are considered by age group, gender and urban or rural residency.

**TABLE 32. MIGRANTS BY AGE, GENDER, RESIDENCE AND FAMILY INCOMES AND STANDARDS**

Nomination	Family Income							Family living standards before emigration					
	Higly increased	increased	Not changed	decreased	Strongly decreased	Refuse answering	Total	Very bad	Bad	Average	Good	Very good	Total
18-24 Ys	0	1	2	2	1	1	7	1	0	6			7
25-34 Ys	0	5	18	19	2	1	45	4	11	24	6		45
35-44 Ys	1	3	13	12	4	1	34	3	11	18	2		34
45-54 Ys	0	0	6	4	2	1	13	3	7	3			13
Over 55	0	0	1				1			1			1
<b>Total</b>	<b>1</b>	<b>9</b>	<b>40</b>	<b>37</b>	<b>9</b>	<b>4</b>	<b>100</b>	<b>11</b>	<b>29</b>	<b>52</b>	<b>8</b>	<b>0</b>	<b>100</b>
Female	0	2	10	10	2	0	24	1	9	14			24
Male	1	7	30	27	7	4	76	10	20	38	8		76
<b>Total</b>	<b>1</b>	<b>9</b>	<b>40</b>	<b>37</b>	<b>9</b>	<b>4</b>	<b>100</b>	<b>11</b>	<b>29</b>	<b>52</b>	<b>8</b>	<b>0</b>	<b>100</b>
Village	0	0	6	5	3	0	14	2	6	6			14
City	1	9	34	32	6	4	86	9	23	46	8		86
<b>Total</b>	<b>1</b>	<b>9</b>	<b>40</b>	<b>37</b>	<b>9</b>	<b>4</b>	<b>100</b>	<b>11</b>	<b>29</b>	<b>52</b>	<b>8</b>	<b>0</b>	<b>100</b>

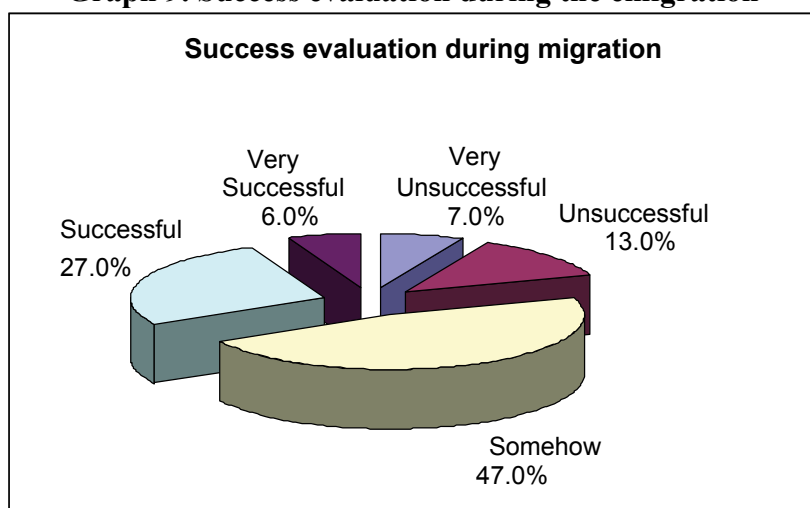
The table shows that family income was more likely to decrease among older than younger migrants, gender does not affect this finding. Family income was more likely to decrease among those living in rural than urban areas. Female migrants are more likely to report poor living standard, prior to migration than are male migrant, as are rural migrants compared to urban migrants.

This is explained by the general economic situation and living standards of Albanian families.

### 3.6 Emigration situation analysis for migrants

Migrants generally give a positive evaluation of the success of their emigration period. Only 20% of respondents viewed migration as unsuccessful, with 47% viewing it as neither unsuccessful, nor successful, and 33% as successful.

**Graph 9. Success evaluation during the emigration**



The following table considers the situation of migrants during the emigration period, alongside demographic variables of gender, age and residence. Males and females reported in the same ratios on their success in migration, (i.e. no relation is observed between gender and success in emigration). There is a slightly tendency for a correlation between age and success of the emigration period, where older ages tend to be more satisfied with achievements from the period of emigration.

In addition, there is a trend for migrants from rural areas to evaluate the emigration period as more successful, compared to the migrants from urban areas. There is also a slight tendency for married migrants to evaluate the period of emigration as more successful, compared to single migrants.

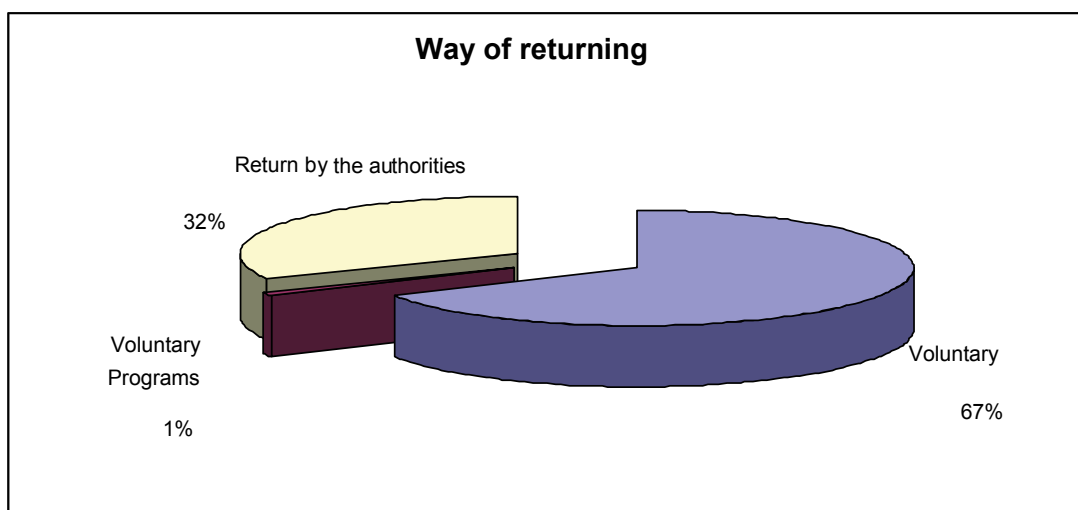
**TABLE 33. MIGRANTS BY GENDER, AGE, RESIDENCE, STATUS AND EVALUATION OF EMIGRATION PERIOD**

Evaluate the period you were in emigration														
	Gender		Age					Civil Status				Residence		
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
Very unsuccessful	1	6	2	3	1	1	0	3	4	0	0	0	0	7
Unsuccessful	3	10	2	2	4	5	0	4	9	0	0	0	2	11
Somehow	12	35	2	21	18	5	1	13	32	1	1	0	5	42
Successful	8	19	1	15	10	1	0	7	20	0	0	0	6	21
Very successful	0	6	0	4	1	1	0	3	2	1	0	0	1	5
<b>Total</b>	<b>24</b>	<b>76</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

### 3.7 Analysis of returned migrants' situation

In order to understand the experience of return, respondents were asked about the type of return that they experienced. Of the sample group, 67% returned voluntarily, 32% experienced return that was forced by authorities, and only 1% returned through voluntary return programmes.

**Graph 10. Migrants Type of Return**



Looking at the type of return by demographic variables it appears that:

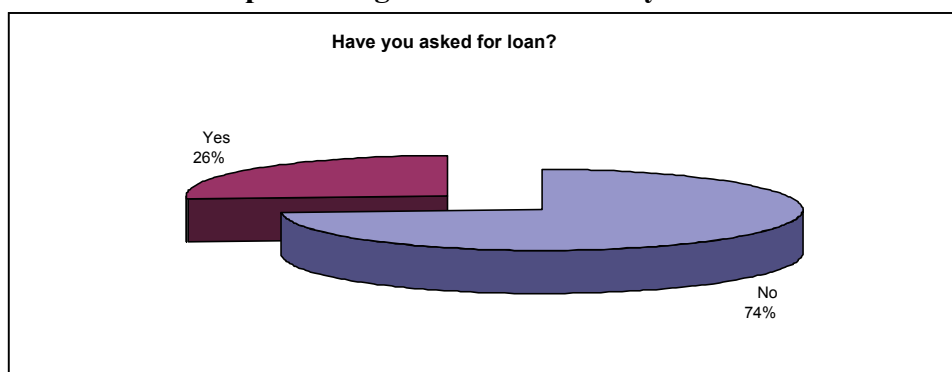
- Forced return is more common among male than female returnees
- Forced return is more common among younger migrants and older migrants tend to make voluntary returns
- Civil status seems to have no major impact upon the type of return
- Rural or urban origins seem to have no impact on the type of return.

**TABLE 34. MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY AND TYPE OF RETURN**

The return to Albania was voluntary?														
	Gender		Age					Civil Status					Residency	
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
Voluntary	23	44	3	26	27	10	1	23	42	1	1	0	10	57
Voluntary programs	0	1	0	0	1	0	0	1	0	0	0	0	0	1
Authorities	1	31	4	19	6	3	0	6	25	1	0	0	4	28
<b>Total</b>	<b>24</b>	<b>76</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

The survey sought information on the availability of loans, to support new business for returning migrants. The graphs below show that three-quarters of returning migrants have not sought loans. Incentives are required to support the availability of loans for returning migrants, to enable the migrants to transfer the skills, work culture and qualifications earned abroad to emerging small and medium enterprises and to support a reduction in unemployment among respondents (reported at 22%)

**Graph 11. Migrant distribution by loan demands**



Responses on loan demands and demographic variables tell us the following:

- Men were more likely to request loans than were women.
- Loan requests were more likely to come from the 25-44 age group, than from younger people or older adults
- Single respondents were slightly more likely to seek loans than married respondents
- Migrants returning to urban areas were more likely to seek loans than were their rural counterparts.

**TABLE 35. MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY, AND REQUEST FOR LOANS**

After you return did you ask for credit?														
	Gender		Age					Civil Status					Residency	
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
No	19	55	7	30	26	11	0	20	52	1	1	0	10	64
Yes	5	21	0	15	8	2	1	10	15	1	0	0	4	22
<b>Total</b>	<b>24</b>	<b>76</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

The preference for return to rural or urban areas was analysed by asking returned migrants about their preference for place of residence. Returning migrants answered that they would choose to live in Tirana (42%), or a big city (28%), followed by a preference to live abroad (15%) or in a small city (12%). Only 3% of the returning migrants chose to live in a village.

Older returning migrants were more likely to choose to live in a rural area than younger respondents, who prefer Tirana or other large cities.

**TABLE 36. MIGRANTS BY AGE AND RESIDENCE CHOICE**

If you would choose where to live?						
age	in village	in small city	in big city	in Tirana	in other country	Total
18-24	0	1	1	4	1	7
25-34	0	8	10	17	10	45
35-44	1	1	17	12	3	34
45-54	2	2	0	8	1	13
over 54				1		1
<b>Total</b>	<b>3</b>	<b>12</b>	<b>28</b>	<b>42</b>	<b>15</b>	<b>100</b>

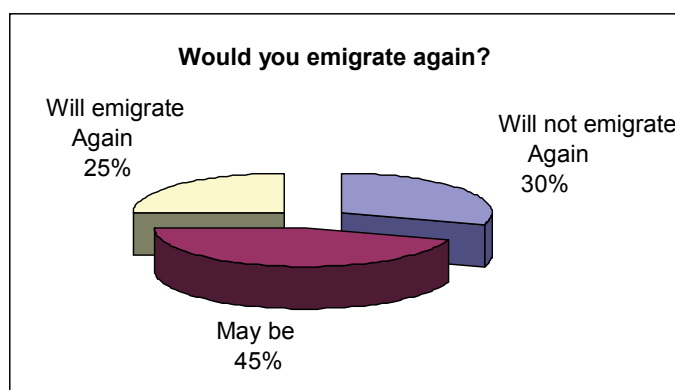
Respondents were asked to evaluate their view on return to Albania. Of those interviewed, 40% consider return to be a natural step and 14% as a positive step (constituting 54% of the sample of returned migrants). 30% of respondents have an indifferent attitude and only 12% consider return as a personal failure. The oldest age group tends to consider return as a positive or natural step, compared to younger ages, which are more likely to consider return as a failure or be indifferent to the prospect.

**TABLE 37. MIGRANTS BY AGE AND EVALUATION FOR THEIR RETURN IN ALBANIA**

Evaluate your return in Albania						
age	positive step	natural step	indifferent	personal failure	other	Total
18-24	0	1	2	3	1	7
25-34	8	13	16	6	2	45
35-44	4	18	10	1	1	34
45-54	1	8	2	2		13
over 54	1					1
<b>Total</b>	<b>14</b>	<b>40</b>	<b>30</b>	<b>12</b>	<b>4</b>	<b>100</b>

To gain a different perspective the survey asked respondents for their views on re-migration. The responses showed a balance of views, with 45% of returned migrants considering the option but not giving a preference, ‘maybe’, while 25% stated a preference for re-emigration and 30% do not wish to re-emigrate.

**Graph 12. Migrant’s distribution according to the wish of migrating again**



Looking at re-emigration against demographic variables:

- The respondents from the youngest age groups are more likely to wish to re-emigrate than those from older age groups
- Civil status does not appear to affect re-emigration wishes
- Likewise, there seems to be no connection between the place of residence (city – village) and the desire to re-emigrate.

As shown in the following table, the wish to emigrate does appear to be linked to gender or place of residence, whereas it has a strong link with the age. Younger respondents have stronger wishes to re-migrate than do older people, this trend is strongest in the 18-24 age group (5/7=71.4%) and 25-34 age group (17/45=37.8%), with a significant decrease among older age groups.

**TABLE 38. MIGRANTS BY GENDER, RESIDENCY, AGE AND LEVEL OF WISH TO MIGRATE AGAIN**

Migrate again	Gender		Residence		Total	Age					Total
	F	M	Village	City		18-24 yrs old	25-34 yrs old	35-44 yrs old	45-54 yrs old	over 55 yrs old	
no	4	24	5	23	28	1	11	8	7	1	28
very little	1	9	3	7	10	1	2	5	2		10
little	2	6	0	8	8	0	5	3	0		8
average	10	14	1	23	24	0	10	10	4		24
some how more	5	8	3	10	13	2	6	5	0		13
a lot	2	15	2	15	17	3	11	3	0		17
<b>Total</b>	<b>24</b>	<b>76</b>	<b>14</b>	<b>86</b>	<b>100</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>100</b>

As shown below there is a strong wish to start a private business among returning migrants, 63% express a strong wish to start a business, compared to 16% who have no such ambition.

Women are more likely to wish to start a business than are men. Returned migrants to rural areas are more likely to wish to start a business than those returned to urban areas. Age does not appear to be a determining factor in desire to start a business.

**TABLE 39. MIGRANTS BY GENDER, RESIDENCY, AGE AND WISH TO START A PRIVATE BUSINESS**

Start private business	Gender		Residence		Total	Age					Total
	Female	Male	Village	City		18-24 ys	25-34 ys	35-44 ys	45-54 ys	over 55	
do not want	2	3	2	3	5	0	1	3	1		5
very little	1	3	0	4	4	0	0	3	1		4
little	1	6	2	5	7	1	3	2	1		7
average	4	17	2	19	21	1	10	5	4	1	21
somehow more	2	10	2	10	12	0	5	5	2		12
a lot	14	37	6	45	51	5	26	16	4		51
<b>Total</b>	<b>24</b>	<b>76</b>	<b>14</b>	<b>86</b>	<b>100</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>100</b>

When asked about their wish to find a better job placement, the majority of the returned migrants expressed that they had just such a wish (72%). Further, the survey indicates that this wish is stronger among females than males, and also stronger among residents of urban areas, than those from rural areas. The data shows little correlation between age and desire to find a better job, this desire is high for all age groups.

**TABLE 40. MIGRANTS BY GENDER, RESIDENCE, AGE AND LEVEL OF HOPE TO FIND A BETTER JOB**

To find a better job	Gender		Residence		Total	Age					Total
	F	M	Village	City		18-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	Over 55 yrs	
do not wish	1	10	2	9	11	1	4	6	0		11
very little	1	4	2	3	5	0	2	3	0		5
little	1	2	0	3	3	0	3	0	0		3
average	1	8	3	6	9	0	4	3	1	1	9
somehow more	9	9	1	17	18	1	10	2	5		18
a lot	11	43	6	48	54	5	22	20	7		54
<b>Total</b>	<b>24</b>	<b>76</b>	<b>14</b>	<b>86</b>	<b>100</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>100</b>

The survey considered the wishes of returned migrants, related to study. The following table shows that the majority of the returned migrants do not wish to attend further studies, rather they see working as their future. Only 19% of respondents indicate a wish for further study, while 71% of returned migrants do not wish to undertake further study. Women are more likely to wish to study than males and residents of urban areas are more likely to wish to return to study than those from rural areas. Members of younger age groups are more likely to wish to return to study than are older respondents.

**TABLE 41. MIGRANTS BY GENDER, RESIDENCY, AGE AND LEVEL OF WISH TO STUDY**

To follow the studies	Gender		Residence		Amount	Age					Total
	F	M	Village	City		18-24 yrs	25-34 yrs	35-44 yrs	45-54 yrs	Over 55 yrs	
do not wish	12	38	11	39	50	2	16	21	10	1	50
very little	1	10	2	9	11	0	4	5	2		11
little	2	8	1	9	10	1	6	2	1		10
average	1	9		10	10	2	6	2	0		10
somehow more	3	4		7	7	0	5	2	0		7
a lot	5	7		12	12	2	8	2	0		12
<b>Total</b>	<b>24</b>	<b>76</b>	<b>14</b>	<b>86</b>	<b>100</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>100</b>

Respondents were questioned on the assistance they received as returning migrants. The responses show that returned migrants received little assistance and support for their return. The middle-aged, males and urban inhabitants report higher levels of assistance, than those from the other, respective, categories.

**TABLE 42. MIGRANTS BY GENDER, RESIDENCE, AGE, AND EVALUATION OF ASSISTANCE GIVEN UPON RETURN FROM MIGRATION**

Assistance given when returning from the migration												
Denomination	0	1	2	3	4	5	6	7	8	9	10	Amount
18-24 ys	6		1									7
25-34 ys	27	3	3	4	2	1		1	3		1	45
35-44 ys	21	3	5	2	1		1	1				34
45-54 ys	10	1		2								13
Over 55 ys				1								1
<b>Total</b>	<b>64</b>	<b>7</b>	<b>10</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>100</b>
Female	15	2	2	1	1				3			24
Male	49	5	8	7	2	1	1	2			1	76
<b>Total</b>	<b>64</b>	<b>7</b>	<b>10</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>100</b>
Village	8	3	1	1				1				14
City	56	4	9	7	3	1	1	1	3		1	86
<b>Total</b>	<b>64</b>	<b>7</b>	<b>10</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>100</b>

The survey sought to understand the vocational training received by respondents during their respective migrations. Around one third of respondents (34%) reported some training during migration, 68% received no training. Demographic variables reveal the following:

1. Men are almost twice as likely to receive training as women (38.2% compared to 20.8%)
2. There appears to be no correlation between age and training
3. Single people report a 40% training rate compared to that of 29.9% for married respondents
4. There appears to be no relationship between the place of residence (village, city) and trainings received during the emigration period.

**TABLE 43. MIGRANTS BY GENDER, STATUS, PLACE OF RESIDENCE AND TRAINING FOLLOWED IN EMIGRATION**

Have you been trained with courses and in job trainings for any of the professions learned in emigration?														
	Gender		Age					Civil Status					Residence	
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
No	19	47	5	29	23	9	0	18	47	1	0	0	9	57
Yes	5	29	2	16	11	4	1	12	20	1	1	0	5	29
<b>Total</b>	<b>24</b>	<b>76</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

As demonstrated below, an analysis of the validity (in Albania) of the training certificates gained during migration is difficult to make, as 73.5% (almost 3/4) of the respondents did not receive a training certificate.

**TABLE 44. MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY AND VALIDITY OF TRAINING CERTIFICATE AWARDED IN EMIGRATION**

How valid and recognised was the training certificate that you took in the trainings abroad for the Albanian labour market?															
	Gender		Age					Civil Status					Residency		
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City	
I was trained but not awarded with a certificate	2	23	1	9	10	4	1	9	14	1	1	0	4	21	
Was not evaluated and no body recognised it	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
It was evaluated and recognised in very few cases	1	2	1	2	0	0	0	0	3	0	0	0	0	3	
It was evaluated and recognised in few cases	1	1	0	2	0	0	0	1	1	0	0	0	0	2	
Medium evaluation and recognition	0	1	0	0	1	0	0	1	0	0	0	0	1	0	
Evaluated and well recognised	1	1	0	2	0	0	0	0	2	0	0	0	0	2	
Highly evaluated and recognised	0	1	0	1	0	0	0	1	0	0	0	0	0	1	
<b>Total</b>	<b>5</b>	<b>29</b>	<b>2</b>	<b>16</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>12</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>29</b>	

When looking at those respondents awarded with a training certificate, the numbers are, relatively, very low, (only 9 out of 34, of respondents, 26.5%). Thus, the conclusions that may be drawn are not reliable. The respondents who obtained certificated replied that their certificates were recognised and in some cases were highly recognised and valued.

The responses, shown below, were coded from 1 to 5, where 1= valued and recognized in very few cases and 5 = highly recognized and valued. The average of the responses was 2.56, so the value was slightly under the average level (3 = Medium value and recognition).



**TABLE 45. CALCULATION OF SPECIFIC WEIGHT OF TRAINING VALUE AND CERTIFICATES OF TRAINEES AND THOSE AWARDED A CERTIFICATE**

	I was trained but didn't receive certificate	Nobody valued & recognized it	Valued & recognized in very few cases	Valued & recognized in few cases	Medium value & recognition	Well valued & recognized	Highly valued and recognized	Total
Total	25	0	3	2	1	2	1	34
Specific weight toward the trainees	73.5%	0.0%	8.8%	5.9%	2.9%	5.9%	2.9%	100.0%
Specific weight toward those who received a certificate	NA	0.0%	33.3%	22.2%	11.1%	22.2%	11.1%	100.0%
	NA	NA	1	2	3	4	5	
	NA	NA	0.33	0.44	0.33	0.89	0.56	2.56

### 3.7.1 Current involvement of returned migrants in VTC in Albania

Of 12 REOs taking part in the survey, 11 declared that their relationship with VTCs are institutionalised and as required by legislation governing both cooperation and monitoring of the VTCs by the REOs.

According to the survey, the training curricula of public VTCs are, as a rule, approved by the National Employment Service and developed in line with labour market dynamics.

While the curricula are up to date, not all courses organised in the Vocational Training Centres are currently compliant with labour market demands. This point was highlighted in the NES report, where the relations between the Employment Office and the Public Vocational Training Centres were identified as below required standards but where improvements had been observed<sup>34</sup>.

The private Vocational Training Centres are more flexible in responding to requests from business and labour market needs for more diverse programmes. The public VCTs state that their programmes tend to be short-term and not approved..

The assistance provided by the REOs to VTCs varies but generally consists of the following, contacts, leaflets, job fairs, visits to VTCs, publication of courses, recommendation for opening new courses, mediation etc.

The REOs collect feedback from the people who need training, and evaluate the opinion of unemployed jobseekers during registration, as well as through questionnaires (Vlora case), in order to study the labour market situation. The REOs compile regional labour market studies for the NES but there seems to be no overall study of the labour market available to REOs.

Returned migrants do not represent a special category in the REO registers, they are categorised alongside all unemployed jobseekers. The REOs do not collect special records on returned migrants and they are identified only if they self-declare, when registering as unemployed. From the respondents the survey ascertained that only 2% are registered as unemployed, 10% were not aware of the existence of REOs and 19% do not believe that REOs would be effective in solving unemployment.

It is interesting that REOs do not report that they support exchange of experience between VTCs, as the REOs view the VTCs in as being in competition with one another. However, the VTCs, themselves, reported that 74% do exchange experience between themselves. Thus the REOs should be more responsive towards the VTCs, not only performing a monitoring function but also supporting experience

<sup>34</sup>National Employment Service, "Labour Market Study for January – April 2007 and projections for May – December 2007", p.39

exchange to improve the quality of the vocational training, in line with labour market conditions. Almost all the Regional Employment Offices surveyed declared that contacts with business in the region, to support employment of returned migrants, are made during visits to businesses. However, the REOs do not evaluate the skills of jobseekers during interview but they do draw some information from the registration process.

The response of the REOs on questions regarding the influence of the return and reintegration policies for returned migrants into the training programmes is quite negative. At least 35% of the VTCs report that policies are taken into consideration. However, this cannot be correct as 28% of the private and public VTCs declare that their programmes are not standard and typical. Thus, the REOs seem to express the idea that policies for the return and reintegration of migrants do not influence the types of programmes provided by VTCS, while more than one-third of VTCs report that the policies are taken into consideration, when developing and providing training programmes.

Despite the fact that REOs recognise the transparency of VTCs, this relationship should be institutionalised to enhance the credibility of the activities of the VTCs, through greater transparency of activity.

The REOs possess data on the number of courses and trainees but do not hold statistics on job placement of trainees. This occurs for a number of reasons, there is a lack of information collected from trainees on their eventual employment and much employment is in the informal sector. Clearly, the relationship between REOs and VTCs needs to be strengthened to satisfy the need for data collection.

Despite inconsistencies on the evaluation of training quality, the REOs seem to grade the public and private VTCs at almost the same level (8.2 and 8.3, respectively). However, this is higher than the rating given by VTCs for national level training (6.8).

The Sector Strategy for Employment 2007 – 2013, establishes the need for capacity building of the NES and REOs, as well as the designation of tailored vocational training programmes for returning migrants.

### **3.7.2 Qualification of Returned migrants**

The survey reports that 54% of respondent returnees have secondary education and 18% have university or postgraduate education. Therefore, 2/3 of migrants have a medium or high level of education, and their emigration constitutes a loss for the country.

On the other hand, the education level of returnees should be seen as closely related to the fact that intellectuals and students studying abroad tend not to return. According to surveys from different organisations, 50% of lecturers, intellectuals and scientific researchers, the majority of whom trained abroad, have left Albania since 1990. Approximately 66% of those studying in Western Europe or the USA have not returned to Albania since 1990 or have emigrated<sup>35</sup>. This type of emigration continues and a large group of successful students remain abroad after concluding their studies.

The level of education is not always related to levels of qualification. However, it does seem to be related to the ability to integrate into the labour market. It is predominantly a phenomenon of youth, (the average age of interviewed migrants is 34.8 year old) and younger people are better educated than in the past. Even higher levels of skills can be improved through vocational training courses. In this regard, it seems strange that 56% of the interviewed migrants do not wish to attend vocational training; this attitude is even stronger among men (63%) than women. This is even more disturbing when it is recognised that only 28% of returnees have accomplished vocational education courses during emigration.

---

<sup>35</sup>UNDP, "From Brain Drain to Brain Gain: Mobilising Albania's Skilled Diaspora, a policy paper for the Government of Albania", Tirana, April 2006

A clear distinction occurs when the respondents are analysed by district. 85% of migrants from the rural areas consider training useless, they may believe that the market does not require such skills and they can easily find employment. The same reaction results from questions on training, with 78% of respondents from rural areas not wishing to receive training. When migrants are asked where they prefer to reside, only 3% of them wish to live in a village, 40% in a city, 42% in Tirana and 15% somewhere abroad.

Women seem to be aware of the risk of “isolation” in the home and 66.6% of them wish to receive training. A considerable number of women received no training during migration (37.5%), as opposed to only 25% of men.

### 3.7.3 The relations with REO and VTC

In order to analyze the views of returning migrants on training, the respondents were asked for their views on training and 56% of the interviewed returned migrants do not wish to participate in training courses. Moreover, the data show that:

- The higher the age, the less likely the respondent is to be interested in training courses
- Proportionally, more women than men wish to participate in training
- The desire to receive training does not appear to be influenced by the civil status of respondents.
- Returned migrants living in urban areas, show a greater wish for training than those in rural areas.

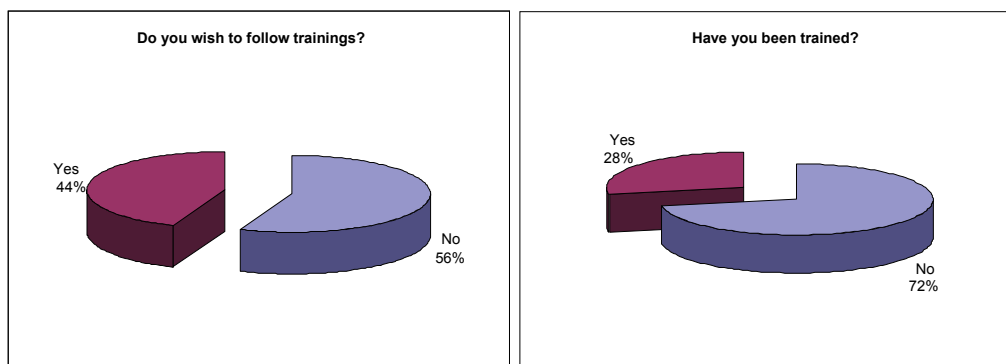
**TABLE 46. MIGRANTS BY AGE, GENDER, STATUS, RESIDENCE AND WISH TO FOLLOW TRAININGS**

Do you wish to follow training courses?														
	Gender		Age					Civil Status					Residency	
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
No	8	48	4	22	19	10	1	17	37	1	1	0	11	45
Yes	16	28	3	23	15	3	3	13	30	1	0	0	3	41
<b>Total</b>	<b>24</b>	<b>76</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>4</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

The wish to participate in the training courses was analysed in relation to whether or not previous training was received. Participation in training was also examined against demographic variables, to try to determine the reasons why a certain portion of returned migrants received no training.

The two graphs below demonstrate that although only 28% of respondents had received previous training, 44% of those interviewed still wished for training. It appears that there is a demand for training among migrants, regardless of whether previous training was received.

**Graph 13. Comparing the returned migrants distribution by their wish for trainings and previous training experience**



The study reveals that women are more likely to participate in training than men and participants are more likely to be from the age group 25 – 44, than other age groups. Single people are more likely to take part in training than are married people and returned migrants living in urban areas are more likely to participate than those in rural areas.

**TABLE 47. MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY AND PARTICIPATION IN TRAININGS**

Have you been trained in any profession?														
	Gender		Age					Civil Status					Residence	
	Female	Male	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
No	15	57	7	30	13	11	1	18	52	1	1	0	12	60
Yes	9	19	0	15	11	2	0	12	15	1	0	0	2	26
<b>Total</b>	<b>24</b>	<b>76</b>	<b>7</b>	<b>45</b>	<b>24</b>	<b>13</b>	<b>1</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

The survey question “why you do not take part in training courses” reveals that 35% of respondents were unaware of the existence of such courses, while 39% were unable to give an answer.

**TABLE 48. MIGRANTS BY AGE, AND REASON OF NOT PARTICIPATING IN COURSES**

Nomination	Reason of not taking part in training courses								total
	have not heard of such trainings	are long-term	are too short-term	are too expensive	time is not appropriate	the training I need is not delivered	no answer		
18-24 ys	1					1	5	7	
25-34 ys	16			4	5	5	15	45	
35-44 ys	9		1	4	2	2	16	34	
45-54 ys	8					2	3	13	
over 55	1							1	
<b>Total</b>	<b>35</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>39</b>	<b>100</b>	
female	7	0	1	1	2	3	10	24	
male	28			7	5	7	29	76	
<b>Total</b>	<b>35</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>39</b>	<b>100</b>	
Village	6			2	1	1	4	14	
City	29		1	6	6	9	35	86	
<b>Total</b>	<b>35</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>7</b>	<b>10</b>	<b>39</b>	<b>100</b>	

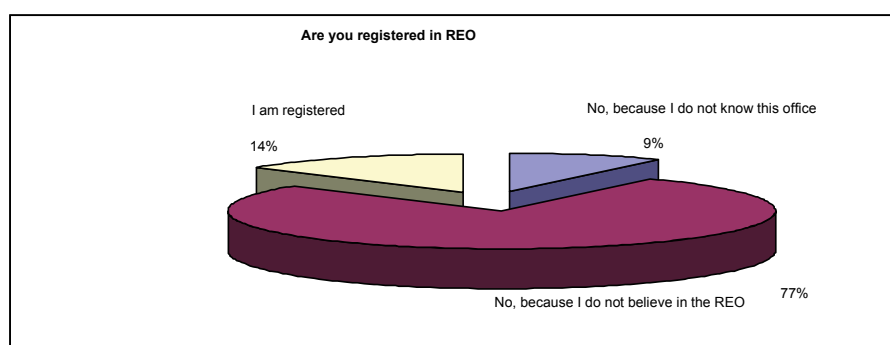
The negative responses to **training** are related to their timing and cost.

Analysing only those respondents who gave an answer (61 from 100):

- 57.4% of those giving an answer had never heard of the trainings
- 16.4% state that the trainings offered are inappropriate to their needs
- 13.1% state that the training courses are too expensive
- 11.5% of them claim that the time of trainings is inappropriate
- 1% states that the courses are too short-term.

When the survey reviewed attitudes towards the REOs, the respondents demonstrated a lack of confidence in the service of the REOs. 77% of respondents do not ‘believe’ in the REOs, 9% were unaware of their existence. Only 14% of respondents had registered at the REOs.

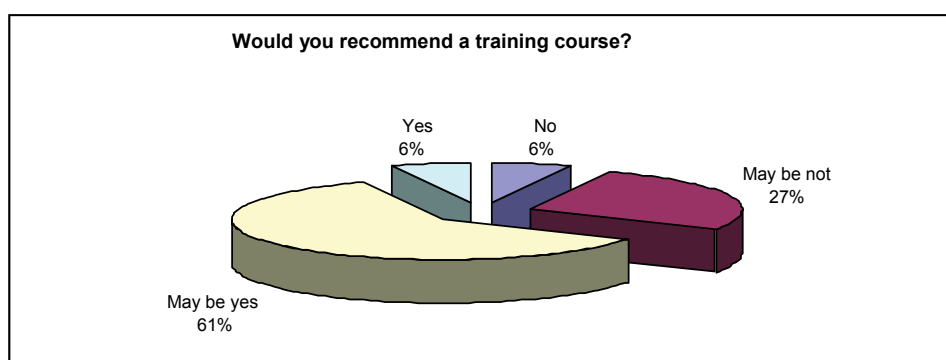
**Graph 14. Distribution of migrants by registration at REO**



Additionally respondents were asked whether they would recommend VTC training to relatives or other returned migrants, this was further analysed by demographic variables.

The question, would you recommend training to relatives or other people received an overall positive response. ‘Yes’ or ‘maybe’ was the answer given by 67% of respondents, 33% replied ‘no’ or ‘maybe not’.

**Graph 15. Distribution of migrants by recommendation given to others to follow trainings**



Analysing this question by demographic variables, it appears that:

- The age group 25-44 is more likely to recommend training to others
- The civil status (single, married) does not influence the rate of recommendation
- Urban residents are more likely to recommend training, than those from rural areas.

**TABLE 49. MIGRANTS BY AGE AND RECCOMENDATION FOR TRAINING**

If you would have relatives or friend returning from the emigration, would you recommend the trainings?												
	Age					Civil Status					Residence	
	18-24	25-34	35-44	45-54	over 54	Single	Married	Separated	Divorced	Widow	Village	City
No	2	3	1	0	0	1	5	0	0	0	1	5
Maybe Not	2	12	7	5	1	10	17	0	0	0	4	23
Maybe	0	29	24	8	0	19	42	2	1	0	9	55
Yes	3	1	2	0	0	0	3	0	0	0	0	3
<b>Total</b>	<b>7</b>	<b>45</b>	<b>34</b>	<b>13</b>	<b>1</b>	<b>30</b>	<b>67</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>86</b>

Where an evaluation of training quality was given by respondents, the average mark for quality was 5.8. This figure comes from only 18 of 100 respondents, as 82% were unable to evaluate. The age group from 25-34 were more likely to evaluate than other groups.

**TABLE 50. MIGRANTS BY AGE, GENDER, RESIDENCY AND EVALUATION OF TRAININGS QUALITY**

Nomination	Trainings quality evaluation											No answer	Total	
	0	1	2	3	4	5	6	7	8	9	10			
18-24 ys	0	0	0	0	0	0	0	0	0	0	0	0	7	7
25-34 ys	0	0	0	1	1	1	3	2	2	1	0		34	45
35-44 ys	2	0	0	0	0	0	1	3	1	0	0		27	34
45-54 ys													13	13
over 55													1	1
<b>Gjithsej</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>0</b>		<b>82</b>	<b>100</b>
female							2	1	3				18	24
male	2			1	1	1	2	4		1			64	76
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>0</b>		<b>82</b>	<b>100</b>
village	1												13	14
City	1			1	1	1	4	5	3	1			69	86

### 3.8 Main findings from business questionnaires

#### 3.8.1 Data on business employment

The business questionnaire was designed to analyse business recruitment methods and required qualifications. levels. The question “do you consider primary the professional qualification level when recruiting?” generated a positive response from 86.7% of respondent businesses. The remaining 13.3% of respondents are businesses that do not require professional skills. These include companies dealing in textiles, hotels and restaurants and businesses based on unqualified manual labour or who offer on-the-job training.

**TABLE 51. HOW MUCH DO BUSINESSES CONSIDER THE PROFESSIONAL QUALIFICATION IN THE RECRUITMENT OF YOUNG WORKERS**

“When recruiting young workers, do you primarily evaluate the qualification level?”	No	Yes	Total
<b>Type of activity</b>			
Construction company		6	6
Trade		2	2
Transport line	1		1
Mineral processing		2	2
Textile	2		2
Hairdresser		1	1
Hotel/restaurant	1	6	7
Mechanic restoration		1	1
Illuminated bill boarding		1	1
Joinery		3	3
Production and sales of Bread		1	1
Production and sales of Thermo-isolation materials		1	1
Aluminium products		1	1
Shoes		1	1
<b>Total</b>	<b>4</b>	<b>26</b>	<b>30</b>

The survey demonstrates that 63.3% of companies declare that they employ inexperienced recruits in their businesses. However, the strength of preference for inexperienced recruits indicates that this is an active preference for employers and not simply because they cannot find experienced or qualified recruits.

**TABLE 52. BUSINESSES BY EMPLOYMENT OF RECRUITS**

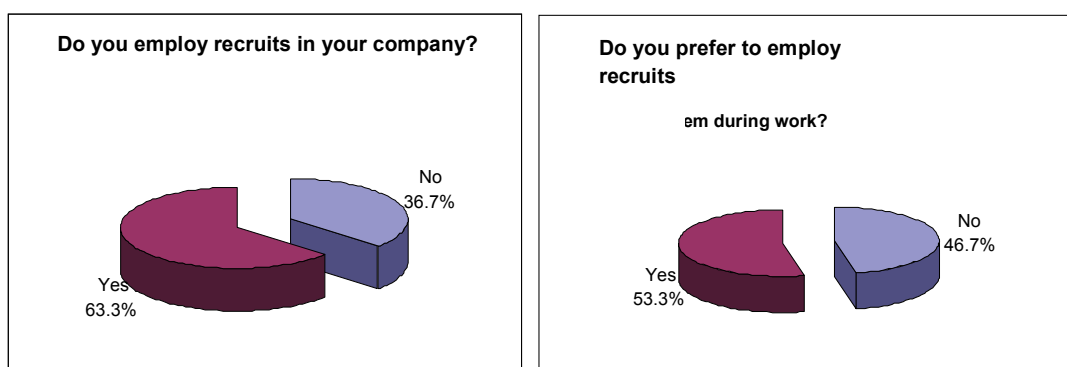
Do you employ recruits in your company			
Type of activity	No	Yes	Total
Construction company	2	4	6
Trade	1	1	2
Transport line	1		1
Mineral processing		2	2
Textile		2	2
Hairdresser	1		1
Hotel/restaurant	3	4	7
Mechanic restoration		1	1
Illuminant advertisements	1		1
Joinery	2	1	3
Production and sales of Bread		1	1
Production and sales of Thermo-izolation materials		1	1
Aluminium products		1	1
Shoes		1	1
<b>Total</b>	<b>11</b>	<b>19</b>	<b>30</b>

It appears that **the preference of employing recruits by businesses (63.3%)** is somehow stronger than **the preference to employ recruits and train them (53.3%)** (See the graphs below). However, given the limited sample size, there is no significant difference between the two responses.

**TABLE 53. BUSINESSES EMPLOYING RECRUITS AND OFFERING IN-SERVICE TRAINING**

Do you prefer to employ recruits in your business and train them during work?			
Activity type	No	Yes	Total
Construction company	4	2	6
Trade	2		2
Transport line	1		1
Mineral processing	1	1	2
Textile		2	2
Hairdresser	1		1
Hotel/restaurant	3	4	7
Mechanic restoration		1	1
Illuminant advertisements		1	1
Joinery	2	1	3
Production and sales of Bread		1	1
Production and sales of Thermo-isolation materials		1	1
Aluminium products		1	1
Shoes		1	1
<b>Total</b>	<b>14</b>	<b>16</b>	<b>30</b>

**Graph 16. Comparison of business distribution by employment recruits and in-house trainings**



Comparing the two graphs, it transpires that businesses prefer to train in-house, rather than at a VTC.

### 3.8.2 Business perception analysis on vocational training services provided by public and private VTCs

A set of questions was developed to analyse the relationship between businesses and returned migrants and with VTCs and REOs. The question: “Would you prefer to employ returned migrants”, generates a positive response from businesses. It appears that business owners perceive there are benefits to the education and work experience gained abroad. In some cases, although not common, there is no distinct preference to employ returned migrants; this is true for companies operating in trade, transport, and minerals. This appears to be due to specific requirements of these businesses. The fact that 80% of respondent businesses indicated a preference for employing returned migrants, demonstrates that the businesses value education and experience gained abroad and wish to benefit from this experience.

**TABLE 54. BUSINESSES BY PREFERENCE FOR EMPLOYING RETURNING MIGRANTS**

Would you prefer to employ returned migrants ?			
Activity type	No	Yes	Total
Construction company	1	5	6
Trade	2		2
Transport line	1		1
Minerals processing	2		2
Textile		2	2
Hairdresser		1	1
Hotel/restaurant		7	7
Mechanic restoration		1	1
Illuminant advertissments		1	1
Joinery		3	3
Production and sales of Bread		1	1
Production and sales of Thermo-isolation materials		1	1
Aluminium products		1	1
Shoes		1	1
<b>Total</b>	<b>6</b>	<b>24</b>	<b>30</b>

The answer to the question: “Does your business cooperate with the VTCs?” demonstrates that the level of cooperation between business and VTCs is very low. 36.7% of businesses report no relationship with VTCs, 56.7% have few contacts and 3.3% had rare to average contact.

**TABLE 55. BUSINESSES BY LEVEL OF COOPERATION WITH VTC**

Do your business have cooperation with businesses ?							
Activity type	No	very rarely	rare	average	often	very often	total
Construction company	4	2					6
Trade	2						2
Transport line	1						1
Minerals processing	1						1
Textile	2						2
Hairdresser	1	4	1	1			7
Hotel/restaurant		2					2
Mechanic restoration		1					1
Illuminant advertissments		1					1
Joinery		3					3
Production and sales of Bread		1					1
Production and sales of Thermo-isolation materials		1					1
Aluminium products		1					1
Shows producing		1					1
<b>Total</b>	<b>11</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>30</b>

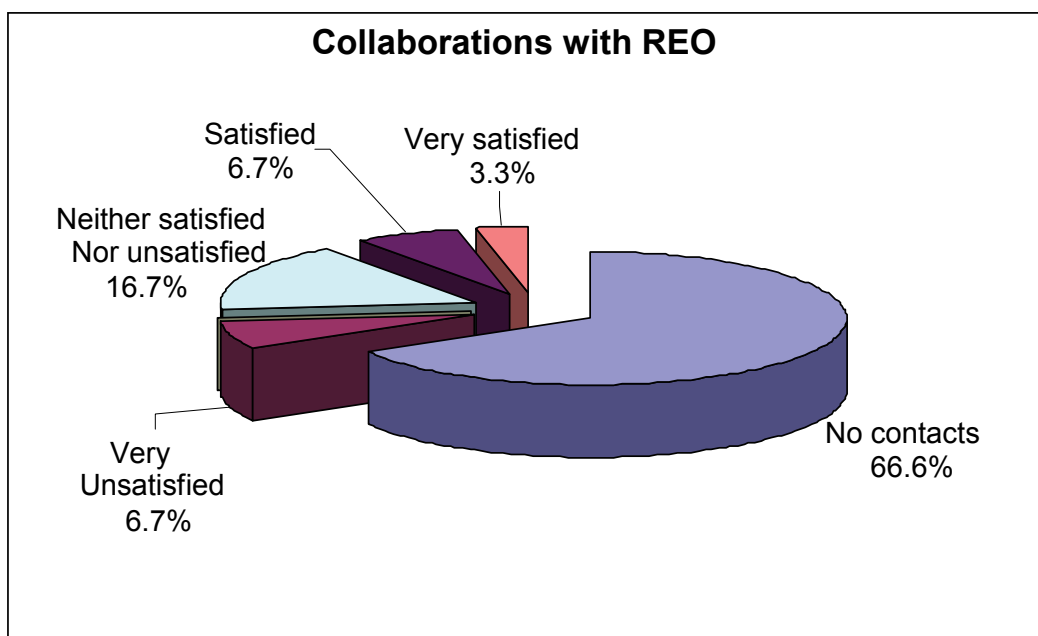


Similar responses are found to the question: “How do you evaluate your collaboration with REOs”? It transpires that 66.7% of businesses have no collaboration with REOs, 6.7% report that they are very dissatisfied with their collaboration, 16.7% are neither satisfied nor unsatisfied, 6.7% are satisfied and only 3.3% seem very satisfied.

**TABLE 56. BUSINESSES BY LEVEL OF COLLABORATION WITH REO**

Estimate the collaboration with REOs							
Activity type	do not have	very satisfied	unsatisfied	neither satisfied, nor unsatisfied	satisfied	very satisfied	Total
Construction company	3	1		2			6
Trade	1						1
Transport line	5			1		1	7
Mineral processing	2						2
Textile	1						1
Hairdresser	1						1
Hotel/restaurant	1						1
Mechanic restoration 3							3
Illuminant advertisements 1							1
Joinery	2						2
Production and sales of Bread		1		1			2
Production and sales of Thermo-isolation materials						1	1
Aluminium products					1		1
Shoes				1			1
<b>Total</b>	<b>20</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>30</b>

**Graph 17. Distribution of businesses by collaboration with REO-s**



When asked “Would you pay more a returned migrant who is expert in his/her job in order to keep him/her in your business”, 5/6 of respondent businesses were prepared to invest in returned migrants and would pay an employee more to retain him/her.

**TABLE 57. BUSINESSES BY VIEWS ON RETAINING SKILLED STAFF**

<b>Would you pay more a returned migrants who is expert in his job in order to keep him/her in your business?</b>			
<b>Activity type</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Construction company	1	5	6
Trade	1	1	2
Transport line	1		1
Mineral processing		2	2
Textile	1	1	2
Hairdresser		1	1
Hotel/restaurant	1	6	7
Mechanic restoration		1	1
Illuminant advertisements		1	1
Joinery		3	3
Production and sales of Bread		1	1
Production and sales of Thermo-isolation materials		1	1
Aluminium products		1	1
Shoes		1	1
<b>Total</b>	<b>5</b>	<b>25</b>	<b>30</b>

A series of questions was developed to focus on in-house training and awareness of VTCs in the region. When asked, “**Do you provide training to your employees**”, it appears that 56.7% of the companies provide no training for their employees. Some companies do provide training, in construction, textile, and hotel/restaurants. Training is most likely to be offered by manufactures.

Training appears to be delivered either in-house or by consultants. When asked, “**Who delivers these trainings?**” it seems that either experienced employees or sometimes external consultants and even foreign consultants deliver training. It seems that mentoring and other ‘on the job’ training methods are used, rather than formalised or classroom based training.

**TABLE 58. BUSINESSES BY IN-HOUSE TRAININGS**

<b>Do you offer trainings for uoyr employers ?</b>			
<b>Activity type</b>	<b>No</b>	<b>Yes</b>	<b>Total</b>
Construction company	5	1	6
Trade	2		2
Transport line	1		1
Mineral processing		2	2
Textile	1	1	2
Hairdresser	1		1
Hotel/restaurant	5	2	7
Mechanic restoration	1		1
Illuminant advertisements	1		1
Joinery		3	3
Production and sales of Bread		1	1
Production and sales of Thermo-isolation materials		1	1
Aluminium products		1	1
Shoes production		1	1
<b>Total</b>	<b>17</b>	<b>13</b>	<b>30</b>

In answer to the question, “Do you know whether there is a public or a private vocational training center in the area where you work?” 53% respond that they have no knowledge of local VTCs. It appears that those companies that offer training also know of the VTCs in their area.

**TABLE 59. BUSINESSES BY KNOWLEDGE ON THE VTC IN THEIR AREA**

Do you know whether there is a public or a private vocational education center in the area where you work?			
Activity type	No	Yes	Total
Construction company	3	3	6
Trade	2		2
Transport line	1		1
Mineral processing		2	2
Textile		2	2
Hairdresser		1	1
Hotel/restaurant	4	3	7
Mechanic restoration	1		1
Illuminant advertisements	1		1
Joinery	3		3
Production and sales of Bread		1	1
Production and sales of Thermo-ization materials		1	1
Aluminium products	1		1
Shoes production		1	1
<b>Total</b>	<b>16</b>	<b>14</b>	<b>30</b>

The relationship between businesses and VTCs appears to be poor and the 28.6% of the companies (4/14) that know of a VTC in their area have no contact with them. Only 7.1% of the companies tend to evaluate their relationship with the VTCs as average, while none of them report frequent or very frequent contacts.

**TABLE 60. BUSINESSES BY LEVEL OF CONTACTS WITH THE VTC OF THE REGION**

If yes, have you trained your employed in these centres?							
Activity type	No	Quite rare	Rarely	Average	Often	Very often	Total
Construction company	2		1				3
Trade							0
Transport line							0
Mineral processing	2						2
Textile		2					2
Hairdresser		1					1
Hotel/restaurant		1	1	1			3
Mechanic restoration							0
Illuminant advertisements							0
Joinery							0
Production and sales of Bread							0
Production and sales of Thermo-isolation materials			1				1
Aluminium products			1				1
Shoes production		1					1
<b>Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>14</b>

The answer to the question, “When you need new employees, how do you find them?” demonstrates that the basis for recruitment in Albania, even for private businesses, is connections “between friends and relatives”. This was the response given by 60% of businesses interviewed; use of media was cited by 26.7% of respondents. Only 6.7% advertised at REOs, demonstrating once more the poor relationship between businesses, REOs and VTCs.

**TABLE 61. BUSINESSES BY METHODS OF FINDING NEW EMPLOYEES**

When you need new employees, how do you find them?					
Activity type	Advertise in media	Advertise at the REO	Friends/relatives	Other	Total
Construction company	1		5		6
Trade	1			1	2
Transport line			1		1
Mineral processing			2		2
Textile	1		1		2
Hairdresser			1		1
Hotel/restaurant	2	1	3	1	7
Mechanic restoration			1		1
Illuminant advertisements			1		1
Joinery	1		2		3
Production and sales of Bread			1		1
Production and sales of Thermo-isolation materials		1			1
Aluminium products	1				1
Shoes production	1				1
<b>Total</b>	<b>8</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>30</b>

During the transition period, the claim “partnerships do not work in Albania” is often heard. This is the answer the majority of respondents provided to the question: “Do you consider an appropriate partner to be a returned migrant, who has capital and professionalism needed for your business?” Almost 50% of the businesses responded negatively, 40% replied, ‘maybe not’ and only 10% replied with a ‘maybe yes’.

**TABLE 62. BUSINESSES BY PARTNERSHIP OPPORTUNITIES WITH A RETURNED MIGRANT**

Do you consider as appropriate partner to be a returned migrant, who has capital and professionalism needed for your business?					
Activity type	No	Maybe not	Maybe yes	Yes	Total
Construction company	4	2			6
Trade	2				2
Transport line		1			1
Mineral processing		2			2
Textile	1	1			2
Hairdresser	1				1
Hotel/restaurant	5	2			7
Mechanic restoration			1		1
Illuminant advertisements		1			1
Joinery	1	1	1		3
Production and sales of Bread	1				1
Production and sales of Thermo-isolation materials		1			1
Aluminium products		1			1
Shoes production			1		1
<b>Total</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>30</b>

### **3.9 Summary of Findings**

#### **From the migrants questionnaire**

- Employment. Employment status: unemployed 22%, self-employed 26%, in the public sector 7%, in private business 45%. The employment rate is higher among younger age groups. There is no evidence of a link between civil status and employment status.

- Education. Elementary Education 3%; Secondary 24%; Technical 2 years 1%; High School level 54%; University 17% and Postgraduate 1%.

- Training. The majority of migrants have never participated in a professional training (72%), whereas 56% do not wish to take part in such trainings. The incidence of training does not vary by age. A higher level of training tends to be accomplished by single, rather than married people. Whereas, more married people wish to take part in trainings than singles, this appears to be related to an intention to acquire a new profession in preference to re-migration. There seems to be no link between the desire for training and age. There is a slight positive trend for younger age groups to participate in training. Those from rural areas appear less likely to participate in training than those from urban areas. Only 67% replied positively when asked whether they would recommend training to their relatives. Those from older age groups or married people are more likely to recommend training. This appears to be linked to a wish to avoid re-migration and to be stable in Albania. There is no obvious link between likelihood to recommend training and place of residence.

- The success in emigration and return. There is a balanced evaluation of success or failure during the emigration, 47% of respondents' state that it was neither successful nor unsuccessful. Those from rural areas are more likely to view migration as successful, than those from urban areas. Members of younger age groups are most likely to view migration as a success, while there appears to be no link between civil status and perceptions of success.

40% of the interviewed persons consider return to Albania to be a natural step and another 30% are indifferent to return. 14% of the respondents consider return to be a positive step and return is considered a failure by 12%. To resume, 2/3 are voluntary returnees and 1/3 are deportees, with only 1% returning through assistance programmes. The manner of return is not age-related. There is a strong wish to return to live in big cities (28%) and in Tirana (42%), or in another country (15%). There is an evident relationship between age and place of residence, with the youngest intending to move to Tirana or other countries.

- The request for loans. 74% have not asked for loans. Those who are married are more likely to seek loans than those who are single and respondents from urban areas, more than are those from rural areas.

- Trust. There is an obvious lack of confidence in the work of REOs, 3/4 of the respondents had never registered because of this lack of confidence in the REO. Uncertainty is demonstrated when questioned on intentions to re-emigrate, as 45% of the respondents reply "maybe", 30% "no" and 25% "yes". There is a trend among younger people to migrate again but there is no relationship between civil status and the wish to migrate again. The same applies to the variable of the place of residence and the wish to migrate again.

#### **Businesses questionnaire**

1. About 80% of businesses express a willingness to employ returned migrants. Only businesses involved in commerce, transport lines and mineral processing would not seek to employ re turned migrants.(One of six respondent construction companies also replied negatively.)
2. There is very poor cooperation between business and the VTCs. Two-thirds of businesses reported no cooperation, 57% reported very rare cooperation, 3.3% rarely, and 3.3% on average, 0% often and 0% very often.

3. Collaboration between businesses and the REOs is also poor, with 37% of respondent businesses reporting no contact at all. Of the 1/3 that do cooperate with REOs, 20% are very unsatisfied, 50% neutral, 20% satisfied and 10% very satisfied with the cooperation.

### **Questionnaire of Vocational Training Centres**

- Programmes and qualifications. The public centres have standard and typical programmes, while the private centres report only 30% of their programmes designed according to standards and typical formats. The existence of programme indicators concerning the number of courses, number of trainees and their results is reported by 90% of public VTCs and by 75% of private VTCs. The need to enhance capacities is reported by 100% of the public VTCs and 81% of the private VTCs. The need to train the staff to enhance their professional skills is reported by 100% of public VTCs and by 81% of the private VTCs. At least 90% of the public VTCs declare they take into account the views of trainees when developing courses, whereas 97% of private VTCs report this.

- Relations with migrants. The migrant return and reintegration policy impacts 50% of public VTCs and 30% of private VTCs. None of the public VTCs retains or collects data on returned migrants; the same applies for 90.6% of private VTCs. Data from the survey shows that, of those trained, 1.5% of the migrants received training in public VTCs and 98.5% in private VTCs. The same data demonstrates that 67.1% of the trainees come from public VTCs. The ratio of trained migrants to total trained is 0.06% for public VTCs and 7.82% of the private VTCs.

- Transparency and monitoring. Transparency at work exists for 90% of public VTCs and 72% of the private VTCs. The monitoring in public centres is performed by “internal audit and supervising institutions, National Employment Service, the organization that supports the training courses, the Ministry of Labour, Social Affairs and Equal Opportunities and the Centre itself”. From the private VTC perspective, there is no monitoring at 9.4%, while the rest is monitored by “the executive board of the centre based in Tirana and from the MoLSAEO, NES, donors, General Directory, the leadership of the centre, Regional Directory”. The training programmes are publicised by 100% of VTCs.

- Evaluation. The self-evaluation of public VTC training quality was 7.7 points out of 10 and for the training in general in Albania was 7.3 of 10. The respective self-evaluation for private VTC was 8.3 of 10 and for the training in general in Albania, 6.7 of 10.

- The relation with businesses. 100% of the public VTCs declare that they consult with private businesses regarding training programmes, while only 85% of the private VTCs do so. The businesses report rare contacts with the VTCs, (see above). Moreover, 70% of public VTCs declare contacts with regional businesses for job placement for trainees, while only 56% of the private VTC maintain contacts with the businesses in the region. 100% of public VTCs report that they take into account the view of businesses when developing future training programmes, while only 72% of the private VTC do the same.

## **3.10 The reflection of labour market needs in the VTC curricula and programmes**

### **3.10.1 Types and quality of the Vocational Training against the professions in demand by labour market**

There is a positive relationship between labour market demands and curricula and programmes provided by the public and private VTCs.

Businesses admit their wish to employ qualified workers, although some wish to employ inexperienced recruits and train employees in-house. Business shows some indifference toward the presence of training operators in their region, as do migrants.

As far as the quality of the service is concerned, we can compare the opinions given by the private

and public VTCs with the perceptions of business and migrant respondents. Public and private VTCs give a high evaluation for the quality of the trainings programs they deliver, although they also admit problems and some aspects that need progressive improvement. The evaluation of public VTCs for the quality of their programs varies, 6(1) 7(2) 8(6) 9(1), whilst the private VTC evaluation varies at the following rate, 4(1) 5(1) 6(2) 7(5) 8(7) 9(6) 10(10). The evaluation rate of private VTCs is wider due to the competition between these centres, encouraging to them to improve the quality and content of training programmes. The interviewed staff of public and private VTCs evaluate their work based upon their relationships with trainees and businesses, to update and continuously improve the curricula and training programmes.

The respondents from private and public VTCs admit to receiving requests from trainees to update their knowledge and further improve the training programmes. The survey reports that 64.2% of VTCs declare that they receive continuous requests for updating knowledge and retraining, 78% of which are private VTCs and only 20% are public VTCs. As far as the reaction of VTCs towards these requests, 82% of private VTCs provide retraining and update knowledge and only 8% of the public VTCs are responding positively.

Taking the above into consideration, the private centres are more eager to react positively towards requests for updating knowledge and training programmes. To do this, they try to be updated on the respective fields of interest. However, this is more evident in private centres, for beauticians and hairdressers, who must be updated with new techniques and follow seminars on a regular basis and exchange experiences with colleagues within the country and abroad. Despite the individual attempts of private VTCs to update their knowledge and programmes, there is an evident lack of specific update systems. The directors of the private VTC declare that, despite their willingness, it is very difficult to find solid programs, which are well organized and sustainable over time.

As far as the professions and knowledge of auto service, hydraulic, welding etc. are concerned, it is difficult to provide materials and premises for training. Moreover, the quality of trainers is also an issue. A considerable portion of trainees at public VTCs are over 45 years old, meaning that they qualified before 1990 from courses organised by the MoLSAEO, but not updated with new professional techniques.

### **3.10.2 Migrants Employment Opportunities and Challenges**

Migrants leave the country for a variety of reasons, unemployment, lack of skills, social reasons, family, health, etc. They do not always have a desire to participate in training courses or programmes. Most emigrate for economic reasons and so tend to seek employment to ensure a higher standard of living than that left behind. It is rare for them to attend training, (only 28% are trained and 72% are not).

There is a balanced view of the success or lack of success of the emigration experience, 47% state that it was neither successful nor unsuccessful. Those from rural areas tend to view migration as more successful than those from urban areas, because employment in agriculture offers more opportunities to rural habitants (especially in Greece and Italy) than to those coming from the city. However, 67% of the interviewed migrants declare they had made a voluntary return to their own country, with the hope to reintegrate through employment opportunities. It may be that only 26% seek loans upon return because return is accompanied with the transfer of savings from the emigration period. Another reason for low rates of seeking loans could be that the majority of the returned migrants come from rural areas and coverage of rural areas by the banking system is much more restricted than that of urban areas.

The return to Albania is perceived as a natural step (40%) or with indifference, (30%). While 14%, consider it as a positive step and 12% as a failure. Two-thirds of the returnees return on voluntary basis and 1/3 were deported. Only 1% returned with the assistance of emigration programmes. Voluntary

return is not conditioned by age. The desire to live in Tirana is reported by 42% of respondents, in big towns 28% and in any other state 15%. There is a distinct relationship between age and location, where the youngest are more inclined to live in Tirana or in other countries.

The majority of migrants (72%) state that they have never received vocational training and 56% of respondents declared they did not intend to attend any training courses, as they viewed the courses as insufficient to assist employment prospects. According to the survey, the preference for training does not depend upon age. Single people are more likely to seek training than are married people. Married people perhaps wish to acquire a profession to avoid re-migration.

The survey shows that the trend to remain untrained is higher in villages than in cities. 67% of the respondents replied “yes” and “maybe yes” to the question of whether they would recommend training to relatives, returning from migration. Members of older age groups and married people have a greater likelihood of recommending training to relatives, because they wish to remain settled, in Albania and not re-emigrate.

There is lack of confidence towards REOs, with three quarters of returned migrants reporting that they had not registered because of this lack of confidence. An exception to this is for beauty centres, which experience a high level of request for qualification and requalification courses. This service is provided almost 100% by private VTCs (1921 of trainee hairdressers are within private VTCs, compared to 71 public VTCs)<sup>36</sup>. Statistical data issued by MoLSAEO, shows that every region has one public VTC and 6 or 7 private VTCs. As they are more numerous and offer a paid for service, private VTCs train more people than public VTCs.

A comparison of economic status pre and post emigration shows a more or less constant economic situation. About 52% of migrants admit that before leaving their country they had ‘average’ living conditions and incomes, while 40 % report that their economic situation has not changed since return, while 37% report a worse situation. There is no evident relationship between gender or place of residence.

With regard to the preference to start a business, returned migrants’ report that they would like to invest the expertise, skills and money acquired through emigration in their home country. 51% wish to start a private business, while 21% report only an average wish to start a business, as it is regarded as a difficult venture. Of the respondent females (24% of the total sample), 46% of the group wish to start a business, preferences stated are beauty centres and hairdressers. Women tend to be less involved in decision-making positions and entrepreneurship. The wish to start a business is related to place of residence (86% city and 14% rural). Thus, 42.8% of migrants living in villages have a preference to start a new business and 55.8% of migrants living in a city having such a wish. This can be explained by the fact that the opportunities to start a business are greater in urban than rural areas, where agriculture is the main source of income. In Albania, agricultural production represented 21% of GDP in 2006<sup>37</sup>.

Whether return is voluntary or forced assistance and support for return remains a major problem for returning migrants. The majority of returning migrants face problems reintegrating into social life because of the great change that Albania has undergone. Migrants require assistance and support for return, 64% declare that they receive no support or concrete assistance from private or state bodies.

### **3.10.3. Propensity of business community to hire vocationally trained migrants**

Upon migration, migrants must integrate into labour markets and may only have skills or training inappropriate to this market. However, upon return the migrants may well hold new knowledge and skills, of value to local businesses.

---

<sup>36</sup>Statistics 2007, MoLSAEO

<sup>37</sup>Sectoral Strategy of Agriculture and Food, 2007-2013, MAFCP



Despite the fact that businesses show interest and preferences to conduct their own employee training, there is a positive trend to hire qualified workers, those with skills and knowledge gained abroad. In this context, migrants are a potential source for employers, compared to domestic workers who may not have necessary skills or possess few qualifications gained within the Albania<sup>38</sup>.

The survey reports that the highest preference to employ returned migrants is given by the service industry, businesses operating in hotel–tourism, construction, furniture and some of those operating in the commercial field, manufacturing, mines processing, etc. These service sectors are actually the most dynamic in the country<sup>39</sup>.

The recruitment practices reported by businesses reveal poor collaboration with REOs and private and public VTCs. Businesses admit that they prefer to advertise jobs in media, take recommendations and only in a few cases rely upon REOs or VTCs. There is little data on returned migrants and recruitment, as businesses do not collect data.

### **3.11 Collaboration Strategies between VTC, REO and businesses: needs assessment**

The establishment and interdependence of the institutions is sanctioned and regulated by laws.. The legal grounds for support to returned migrants is provided by the Law “On emigration of the Albanian citizens for employment purposes”. According to Article 13 of the law, “The state shall encourage the voluntary return of migrants to their homeland and their reintegration to the economic and social life of the country, through the creation of legal, financial and fiscal facilities and implementation of business, employment and vocational training development programs”. The Ministry of Labour, Social Affairs and Equal Opportunities is the institution tasked with the responsibility for social protection of returnees.

The law on consular functions (article 4, paragraph 3) guaranties financial assistance, in special cases, for Albanian citizens to return to Albania, upon approval by the Ministry of Foreign Affairs. The National Strategy for Economic and Social Development (2001) does not contain any reference to returned migrants and it has little reference to the law on consular functions. The REOs work as an intermediate structure between the NES and the unemployed..

In light of weak relations with the private sector, REOs do not seem to be viewed as the most reliable source for information on the job placement of unemployed people or returned migrants.

VTC – The vocational training system is obliged to create an appropriate budget for vocational training, create the necessary infrastructure through public and private VTCs in the country, select the appropriate human resources to manage these structures, assure the provision of necessary material, tools, etc. The actual education system and vocational education in Albania is weak from a quantity and quality perspective. In general, there is a lack of appropriate infrastructure, insufficient funding, low level of human resources and inadequate managerial methods<sup>40</sup> .

The survey produces some conclusions, regarding the performance of these structures.

- Little collaboration is observed between REOs and VTCs
- Within their work practice, REOs express little interest in reintegration of returned migrants to the labour market. This was especially evident during interviews with REO directors, where very little documentation is found on returned migrants

---

<sup>38</sup>See the tables for businesses at the annexes

<sup>39</sup>Ibid

<sup>40</sup>Sectoral Strategy of Employment and Vocational Education 2007-2013

- The relationship and collaboration between local business and employees seems unclear. Business and migrants are unenthusiastic and do not believe in the performance of these employment structures.

Businesses – Businesses seems to be the most active entities in providing qualified human resources. The recruitment methods are varied, advertisement in the written and visual media, as well as through traditional methods of personal contacts, recommendations etc. There is no evidence to show REOs and VTCs as recruitment resources.

#### **4. MAIN RECCOMENDATIONS**

*Recommendations on policy level*

1. The Albanian government must focus on the development of programmes to support returned migrants and more importantly, create the appropriate conditions within Albania for return and reintegration. These include economic stabilisation, employment creation and stable financial structures to absorb savings and facilitate their use as an investment tool within local economies.
2. Creation of financial support mechanisms to support the development of private business initiatives by returned migrants. Technical and financial incentives should be offered to companies employing returned migrants.
3. Policy support should be offered to use emigrant savings more productively and for employment creation
4. Return migration can be encouraged by supporting migrants' participation as shareholders in investment projects, guaranteeing participation in government concessions with preferential terms and the development of social funds for housing, since most migrants sell their houses and upon return housing is a major concern.

*Recommendations on strategic level*

1. Better relationships must be developed between businesses and VTCs to improve collaboration and reciprocal support.
2. Public information must be developed on REOs and VTCs mission and programmes
3. There is need to integrate and harmonise the projects and activities of non-profit organisations with state structures, in the field of migration. This would enable development and implementation of appropriate supporting policies on migration, in general and return migration, in particular.
4. When considering the development of the job market in Albania, it is clear that improvements to the vocational education and training system are required, offering services in a variety of sectors including, agro business, gastronomy and tourism, creating a work force with more practical experience than theoretical knowledge.
5. Considering the tendency to open new universities in less developed areas, it is important that schools' curricula and new training courses be related to the region or town where they exist; even to develop specific priorities for these locations. For example, in Saranda, professional training schools and curricula would be better developed in accordance with possible employment in town: tourism, gastronomy, diving, manufacturing, archaeology, foreign languages, agro business, fishery specialist, wood working etc. On the other hand, in mountainous regions such as Kukes, the possible priorities would be mountain or rural tourism, alpine geography, woodworking, veterinary technical, gastronomy and kitchen services, environment etc.
6. A systemic transformation is required at national level for professional training provision, in particular for regions where there are currently no vocational education centres. A focus might be upon rural and local development, opening vocational training centres to prepare

students for specific professions in sectors where there is a labour shortfall and through this employment cycle to increase economic productivity.

#### *Recommendations on administrative level*

1. Vocational Training Centres and Regional Employment Offices should collect statistical information on migrants and reasons for return and evaluate potential that makes them valuable in the labour market.
2. Vocational Training Centres should adapt their training programmes to the demands of returned migrants, in order to provide them with training that is in line with market demands and allows them to develop their skills to find work in different sectors.
3. VTCs should find ways to benefit from the skills and expertise that returned migrants could offer to their employers.
4. An impetus should be given for the employment of young returned migrants, with high professional skills, as trainers in the most in-demand professions.
5. Improvement of private employment agencies in the labour market may be achieved through more collaboration with public employment services. The following measures may improve the practice of private agencies: aim to increase private employment interest to provide their services to the domestic market, strict control at the moment of licensing to ensure that those who are licensed are able to provide quality services and create monitoring mechanisms (with the private employment agency forum) to guarantee transparency in activities and to avoid illegal practices.

#### *Recommendations on operational level*

1. Returned migrants should be provided with general assistance. A more organized reintegration of returned migrants would ensure orientation towards vocational training centres and would facilitate the work of these centres to receive and collate full information on the number of returned migrants approaching them. This would be useful for the development of specific programmes and organisation of trainings and most importantly, for their future employment.
2. It is necessary to recognise diplomas and certificates of returned migrants.
3. Both private and public VTCs require further qualification of the training staff and enhancement of professional skills, high priority must be given to resolving these concerns.
4. Collaboration of VTCs with business is reflected in the hairdressing sector where, upon qualification, young students are hired or start a private business activity. In these cases, a periodic upgrading of skills is required.
5. VTCs should be quick in responding to market needs and migrant reintegration policies in developing training programmes.
6. VTCs should further develop their physical, financial and material capacities and achieve better management standards.
7. Establishment and development of partnership relations with other stakeholders in the labour market, with special focus on business, universities, INSTAT, research institutes and various donors. More attention should be paid to studies and applications in the field of labour market, capacities, development of human resources and vocational training.
8. In the coming years it is necessary that employment and vocational training services further upgrade their operations, management and services infrastructure, to enable a constant transformation of these institutions to provide services both to job-seeking unemployed individuals (including migrants) and businesses.
9. Upgrade of computerized system of information for employment services, creating more opportunities to identify appropriate candidates for job vacancies and for those who try to find a job – more opportunities to look for an appropriate job, as adjusted to the education of each person.

## 5. ANNEXES

### 5.1. List of Tables

TABLE 1.	VOCATIONAL TRAININGS IN THE PUBLIC CENTERS	18
TABLE 2.	INFLUENCE OF RETURN AND REINTEGRATION POLICIES ON PROGRAMME PROVISION	23
TABLE 3.	INDICATORS ON NUMBER OF COURSES, TRAINEES AND THEIR RESULTS	24
TABLE 4.	ARE THE VTC MONITORED AND BY WHOM ARE THEY MONITORED	25
TABLE 5.	FREQUENCY OF MONITORING DURING 2007	25
TABLE 6.	NEEDS FOR TRAINING OF VTC STAFF	25
TABLE 7.	SELFEVALUATION AND EVALUATION OF OTHER VTCS	26
TABLE 8.	LEVEL OF COMMUNICATION WITH PRIVATE BUSINESS COMPANIES ON PROGRAMMES	26
TABLE 8.1.	LEVEL OF COMMUNICATION WITH PERSONS WHO NEED THE TRAINING	26
TABLE 9.	LEVEL OF PUBLICITY FOR THE TRAINING PROGRAMMES	27
TABLE 10.	THE REPORT OF THE TRAINED MIGRANTS TOWARD THE TOTAL	27
TABLE 11.	THE RELATION WITH THE PRIVATE BUSINESSES FOR THE EMPLOYMENT OF THE TRAINEES	27
TABLE 12.	THE VIEWS OF BUSINESS ON FUTURE TRAINING	28
TABLE 13.	THE VIEWS OF TRAINEES ON FUTURE TRAINING	28
TABLE 14.	RETRAINING AND KNOWLEDGE UPDATING DEMANDS	29
TABLE 14.1.	RETRAINING AND KNOWLEDGE UPDATING SUPPLY	29
TABLE 15.	DO VTCS PROVIDE DATA ABOUT RETURNMIGRANTS	29
TABLE 16.	COLLABORATION WITH OTHER VTCS	29
TABLE 17.	EVALUATION THROUGH QUESTIONNAIRES FOR TRAINING QUALITY	30
TABLE 17.1.	EVALUATION OF OTHER FORMS REGARDING THE TRAINING QUALITY	30
TABLE 18.	THE RAISING OF FEE LEVELS TO INCREASE TRAINING QUALITY	30
TABLE 19.	LEVEL OF TRANSPARENCY AT VTCS	31
TABLE 20.	THE LEVEL OF DEMAND FULFILLMENT BYTHE VTC	31
TABLE 21.	THE NEED TO INCREASE CAPACITY AND FUNDS TO PROVIDE MORE TRAINING	31
TABLE 22.	MIGRANTS BY GENDER AND EMPLOYMENT STATUS	32
TABLE 23.	MIGRANTS BY GENDER AND EDUCATION LEVEL	32
TABLE 24.	MIGRANTS BY AGE AND EMPLOYMENT STATUS	33
TABLE 25.	MIGRANTS BY AGE AND LEVEL OF EDUCATION	33
TABLE 26.	MIGRANTS BY CIVIL STATUS AND EMPLOYMENT STATUS	33
TABLE 27.	MIGRANTS BY CIVIL STATUS AND EDUCATION LEVEL	34
TABLE 28.	MIGRANTS BY PLACE OF RESIDENCE AND EMPLOYMENT STATUS	34
TABLE 29.	MIGRANTS BY RESIDENCE AND EDUCATION LEVEL	34
TABLE 30.	MIGRANTS BY AGE, RESIDENCE AND TYPES OF PROFESSIONS	35

TABLE 31.	MIGRANTS BY AGE, GENDER, RESIDENCE AND PERIOD OF RETURNING PER MONTHS	36
TABLE 32.	MIGRANTS BY AGE, GENDER, RESIDENCE AND FAMILY INCOMES AND STANDARDS	36
TABLE 33.	MIGRANTS BY GENDER, AGE, RESIDENCE, STATUS AND EVALUATION OF EMIGRATION PERIOD	38
TABLE 34.	MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY AND TYPE OF RETURN	39
TABLE 35.	MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY, AND REQUEST FOR LOANS	39
TABLE 36.	MIGRANTS BY AGE AND RESIDENCY SELECTION	40
TABLE 37.	MIGRANTS BY AGE AND EVALUATION FOR THEIR RETURN IN ALBANIA	40
TABLE 38.	MIGRANTS BY GENDER, RESIDENCY, AGE AND LEVEL OF WISH TO MIGRATE AGAIN	41
TABLE 39.	MIGRANTS BY GENDER, RESIDENCY, AGE AND WISH TO OPEN A PRIVATE BUSINESS	42
TABLE 40.	MIGRANTS BY GENDER, RESIDENCY, AGE AND LEVEL OF HOPE TO FIND A BETTER JOB	42
TABLE 41.	MIGRANTS BY GENDER, RESIDENCY, AGE AND LEVEL OF WISH TO STUDY	43
TABLE 42.	MIGRANTS BY GENDER, RESIDENCY, AGE, AND EVALUATION OF THE ASSISTANCE GIVEN AT THE MOMENT OF THE RETURN FROM MIGRATION	43
TABLE 43.	MIGRANTS BY GENDER, STATUS, PLACE OF RESIDENCE AND TRAINING FOLLOWED IN EMIGRATION	44
TABLE 44.	MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY AND VALIDITY OF TRAINING CERTIFICATE AWARDED IN EMIGRATION	44
TABLE 45.	CALCULATION OF SPECIFIC WEIGHT OF TRAINING VALUE AND CERTIFICATES OF TRAINEES AND THOSE AWARDED A CERTIFICATE	45
TABLE 46.	MIGRANTS BY AGE, GENDER, STATUS, RESIDENCE AND WISH TO FOLLOW TRAININGS	48
TABLE 47.	MIGRANTS BY GENDER, AGE, STATUS, RESIDENCY AND PARTICIPATION IN TRAININGS	49
TABLE 48.	MIGRANTS BY AGE, AND REASON OF NOT PARTICIPATING IN COURSES	49
TABLE 49.	MIGRANTS BY AGE AND RECCOMENDATION FOR TRAINING	51
TABLE 50.	MIGRANTS BY AGE, GENDER, RESIDENCY AND EVALUATION OF TRAININGS QUALITY	51
TABLE 51.	HOW MUCH DO BUSINESSES CONSIDER THE PROFESSIONAL QUALIFICATION IN THE RECRUITMENT OF YOUNG WORKERS	52
TABLE 52.	BUSINESSES BY EMPLOYMENT OF RECRUITS	52
TABLE 53.	BUSINESSES EMPLOYING RECRUITS AND OFFERING IN-SERVICE TRAINING	53
TABLE 54.	BUSINESSES BY PREFERENCE FOR EMPLOYING RETURNING MIGRANTS	54
TABLE 55.	BUSINESSES BY LEVEL OF COOPERATION WITH VTC	55

TABLE 56.	BUSINESSES BY LEVEL OF COLLABORATION WITH REO	55
TABLE 57.	BUSINESSES BY VIEWS ON RETAINING SKILLED STAFF	56
TABLE 58.	BUSINESSES BY IN-HOUSE TRAININGS	57
TABLE 59.	BUSINESSES BY KNOWLEDGE ON THE VTC IN THEIR AREA	58
TABLE 60.	BUSINESSES BY LEVEL OF CONTACTS WITH THE VTC OF THE REGION	58
TABLE 61.	BUSINESSES BY METHODS OF FINDING NEW EMPLOYEES	59
TABLE 62.	BUSINESSES BY POSSIBILITIES OF PARTNERSHIPS WITH A RETURNED MIGRANT	60

## 5.2 List of Graphs

GRAPH 1.	TRAINED PERSONS PER TYPE OF CENTRE	16
GRAPH 2.	VOCATIONAL TRAINING IN PUBLIC CENTRES ACCORDING TO GENDER	16
GRAPH 3.	VOCATIONAL TRAINING IN THEPUBLIC AND PRIVATE VTCS ACCORDING TO THE EDUCATION	17
GRAPH 4.	THE TRAINED PERSONS IN THE PUBLIC AND PRIVATE CENTRES ACCORDING TO AGE	17
GRAPH 5.	UNEMPLOYED PARTICIPANTS AT THE VOCATIONAL TRAINING OF THE PUBLIC VTC AND EMPLOYED PARTICIPANTS AFTER THE END OF THE COURSES	18
GRAPH 6.	TRAINED ACCORDING TO THE PROFESSIONS IN THE PUBLIC AND PRIVATE CENTRES	19
GRAPH 7.	STANDARDISATION AND CHARACTERIZATION OF PROGRAMMES ACCORDING TO TYPE OF CENTRE	23
GRAPH 8.	INFLUENCE OF RETURN POLICIES UPON TRAINING PROVISION	24
GRAPH 9.	SUCCESS EVALUATION DURING THE EMIGRATION	37
GRAPH 10.	MIGRANTS TYPE OF RETURN	38
GRAPH 11.	MIGRANT’S DESTRIIBUTION BY LOAN DEMANDS	39
GRAPH 12.	MIGRANT’S DISTRIBUTION ACCORDING TO THE WISH OF MIGRATING AGAIN	41
GRAPH 13.	COMPARING THE RETURNED MIGRANTS DISTRIBUTION BY THEIR WISH FOR TRAININGS AND PREVIOUS TRAINING	48
GRAPH 14.	DISTRIBUTION OF MIGRANTS BY REGISTRATION AT REO	50
GRAPH 15.	DISTRIBUTION OF THE MIGRANTS BY RECCOMANDATION GIVEN TO OTHERS TO FOLLOW TRAININGS	50
GRAPH 16.	COMPARING THE DISTRIBUTION OF BUSINESS BY EMPOYING RECRUITS AND IN-HOUSE TRAININGS	53
GRAPH 17.	DISTRIBUTION OF BUSINESSES BY COLLABORATION WITH REO-S	56

### 5.3. Bibliography

A. Gjipali, “A comparative analysis of labour market development during transition in CEEC, with a focus in Albania”.

Dr. Kosta Barjaba, “Albania: Migration and Development, Exiting from Vulnerability in Global Migration System”, Prezantim, 2007, Tiranë

EU Progress Report 2007 for Albania, 2007 ([http://www.delalb.ec.europa.eu/files/albania\\_2007\\_progress\\_reports\\_en.pdf](http://www.delalb.ec.europa.eu/files/albania_2007_progress_reports_en.pdf))

European Training Foundation, “The Contribution of Human Resources Development to Migration Policy in Albania”, 2007

IOM: 2007, Migration Profiles

Labrianidis et al. 2005 dhe Kilic et al. 2007

Marta Muço, Peter Sanfey, “Private Sector and Labour Market Developments in Albania: Formal versus Informal”, Global Development Network Southeast Europe, Pril 2004

National Employment Service, “Labour Market Study for January – April 2007 and projections for May – December 2007”

Nicholson, 2001 dhe 2002; Labrianidis dhe Hatziprokopiu, 2005

“Qemal Stafa” Foundation, “Labour market development, employment and unemployment”, 18 Prill 2008

Sectoral Strategy of Agriculture and Food, 2007-2013

Sectoral Strategy of Employment and Vocational Education 2007-2013

UNDP “From Brain Drain to Brain Gain: Mobilising Albania’s Skilled Diaspora, a policy paper for the Government of Albania”, Tirana, April 2006



---

This material was prepared in the framework of the project “Support to the implementation of the Albanian National Strategy on Migration”.

This project is funded by the **European Union** and the **Italian Government** and implemented by **IOM** and the **Government of Albania**.

---

International Organization for Migration (IOM)  
Rr. Brigada VIII, Vila Nr. 3 Tirana, Albania  
Tel: +355 42 257 837; +355 42 271628/29  
Fax: +355 42 257 835  
[www.albania.iom.int](http://www.albania.iom.int)

European Commission Delegation in Albania  
ABA Business Building  
Rr. Papa Gjon Pali II (floor 15,16,17)  
Tirana, Albania  
Tel: +355 4 222 8320  
Fax: +355 4 223 0752  
[www.delab.ec.europa.eu](http://www.delab.ec.europa.eu)