



SRPC
**EU for
Youth**



This project is funded by
the European Union



Government of the Republic of North Macedonia

Technical Assistance to the Sector Reform Performance Contract 'EU for Youth'

EuropeAid/140701/DH/SER/MK

SWG EESP – 16 May 2024 Skopje



Presentation of Fourth Self-Assessment Report for IPA 2019 Sector Reform Contract for Employment and Education “EU for Youth”

- Sector policy reforms in education
 - Sector policy reforms in VET
 - Employment policy performance
 - Sector policy reforms in employment
 - Review of the progress achieved in the indicators
 - Summary of the disbursement request
- Discussion,
 - Concluding remarks
 - Next steps for submission of SAR



SECTOR POLICY REFORMS IN EDUCATION

Overview of strategic framework

- Education Strategy 2018-2025 – Annual report on implementation of MoES' Work program for 2023
- Legislation (new draft law on Vocational Education and Training, new Draft Law on Adult Education AE, new Law on Secondary Education and Amendments on Law for Textbooks for Primary and Secondary Education)
- Concept for post-secondary education
- Smart Specialization Strategy of the Republic of North Macedonia 2024-2027 (S3-MK)
- Human Capital Strategy for North Macedonia 2024-2030
- Youth Strategy 2023-2027 was adopted and an AP 2023-2025

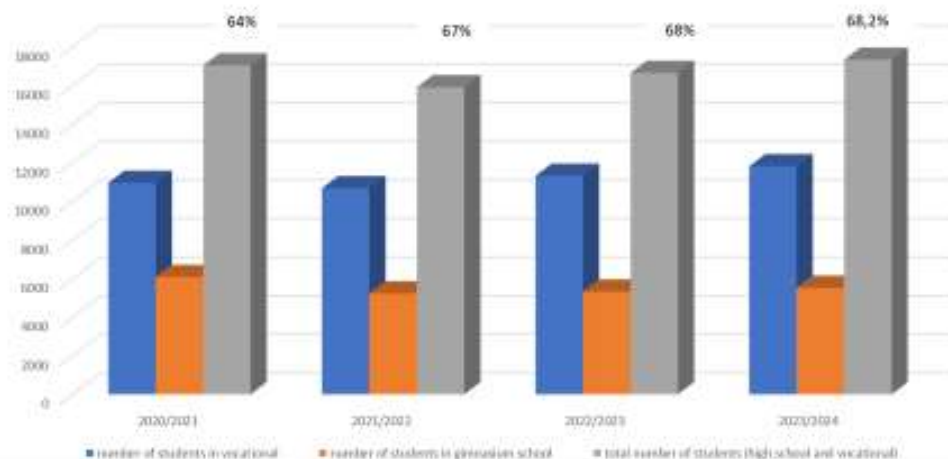
Reforms:

- Financial Reform and Optimisation
- Rationalization of the network of schools
- Infrastructure of student dormitories
- Enrollment in vocational education
- Work based Learning – WBL
- Scholarships
- Salary Increase for Teachers and School Employees
- Financial Support for Students from Low-Income Families
- Validation of non-formal and informal learning
- Inclusive education
- Digitalization
- Integration of Lifelong Learning Competencies
- Ensuring Quality Education
- Career Development for Educators
- Interdisciplinary approach to learning
- Multiculturalism and interethnic dialogue

SECTOR POLICY REFORMS IN VET

Increasing the coverage in vocational education and training

TOTAL STUDENTS ENROLLED IN THE FIRST YEAR OF SECONDARY EDUCATION



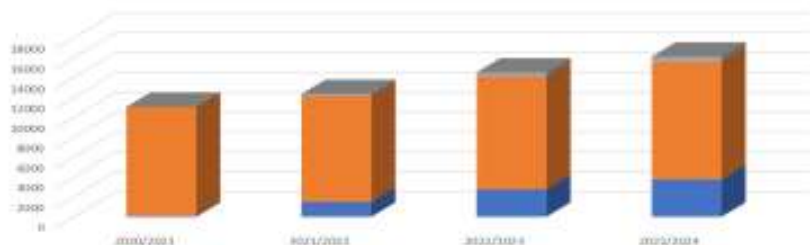
School Year	Number of Students in VET	Number of students in Gymnasiums	Total number of students (средно и средно стручно)
2020/2021	10961	6086	17047
2021/2022	10683	5233	15916
2022/2023	11328	5326	16654
2023/2024	11822	5521	17343

Substantial efforts have been made to increase enrollment in vocational education, resulting in 68.2% of secondary students opting for vocational schools over gymnasiums in the 2023/2024 academic year. Scholarships totaling 1500 were awarded to students enrolled in vocational education programs that incorporate practical training with increased hours

SECTOR POLICY REFORMS IN VET

Harmonization of vocational education and training with the labour market needs

NUMBER OF STUDENTS AND NUMBER OF COMPANIES IN DUAL EDUCATION IN FIRST YEAR OF EDUCATION



■ number of students in dual vocational education ■ number of students in vocational education ■ number of companies involved in dual education

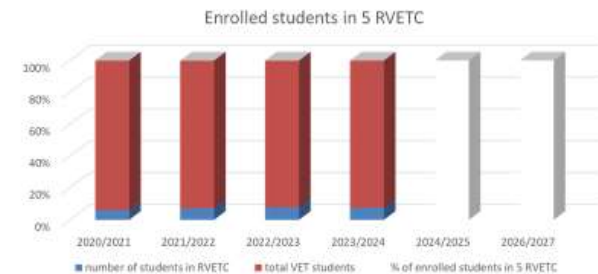
School Year	Number of students in Dual Education	Number of students in VET	Number of Companies in Dual Education
2020/2021	98	10961	16
2021/2022	1486	10683	210
2022/2023	2763	11328	450
2023/2024	3855	11822	560

For the academic year 2023/2024, enrollment policies were established through the social dialogue initiative "Learn Smart, Work Professionally", collaborating with municipalities and companies

6475 free positions across 259 dual vocational education programs were provided. This marks a significant increase from previous academic years, with 223 dual programs in 2022-2023, 97 in 2021-2022, and 11 in 2020-2021. **3855 students are enrolled in dual classes** in the first year of study

Improving the learning environment and the quality of vocational education and training

- **3 Regional Centres for Vocational Education and Training** – operating, reconstructions ongoing, prepared tenders for supply of equipment, staffing and HRD completed; **2 new RVETCs** opened



school year	number of students in RVETC	total VET students	% of enrolled students in 5 RVETC
2020/2021	712	10961	6.5
2021/2022	841	10683	7.9
2022/2023	979	11328	8.6
2023/2024	969	11822	8.2
2024/2025 (prognosis)	915	10774	8.5
2026/2027 (prognosis)	1039	11234	9.25

In the school year 2022/2023 altogether 969 students are enrolled in the 1st year of study in all VET programmes in the five RVETCs, which is 8.2% of the total number of students in VET. *(476 students were enrolled in the three RVETCs under the SRPC).*

The Ministry of Education and Science is foreseeing until 2027 to have 8 Regional Vet Centers – one Regional VET Center per region, which will accommodate approx. 9.25% of all VET students in the country

Reconstruction projects for state schools, including the completion of the RVETC in Kumanovo, and ongoing reconstruction of other educational facilities, have progressed. Two new regional VET centers were established in Strumica and in Veles, effective from January 1, 2024.

Tracer system

Continuous monitoring of students' achievements during and after completion of their education

Регистрацијата е ЕДНОСТАВНА, ЛЕСНА И БРЗА:

Следете го линкот <http://anketi.mon.gov.mk/> или скенирајте го QR кодот



Сите лични податоци се заштитени во согласност со законодавството.

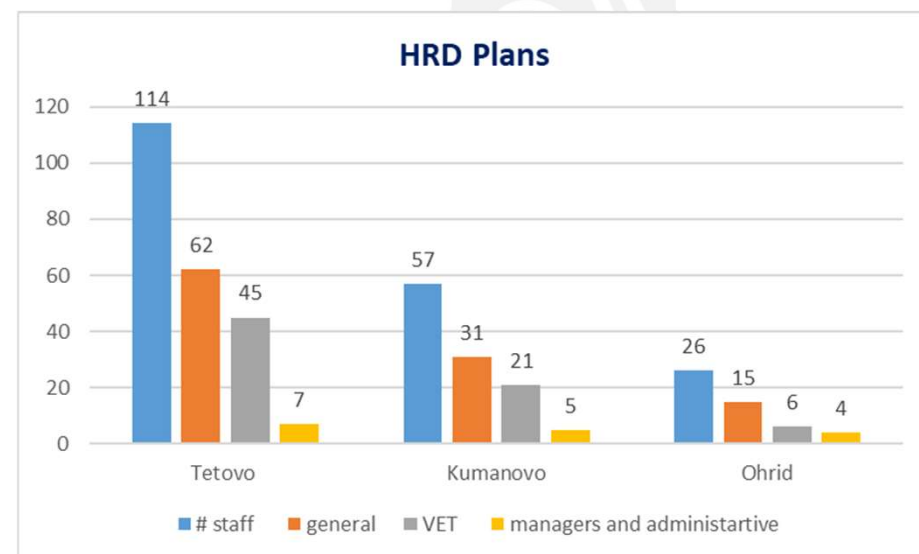
The tracer system was established as a web-based platform for communication with the graduates. Each VET&AE graduate should easily to register to the system placed on official web of the MoES

<https://anketi.mon.gov.mk/#/login>

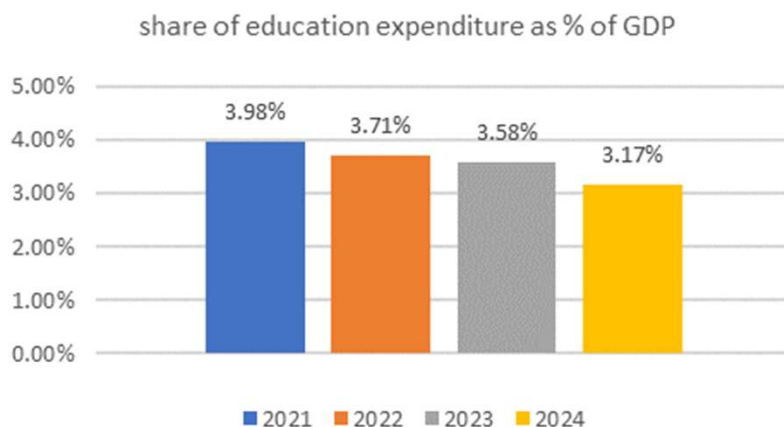
Implementation of the Tracer system covers all 75 VET schools and 79 AE providers countrywide, and the targeted population is approximately 10 000 graduates from 2022/2023 cohort

Improving the capacities of human resources – 3 RVETCs

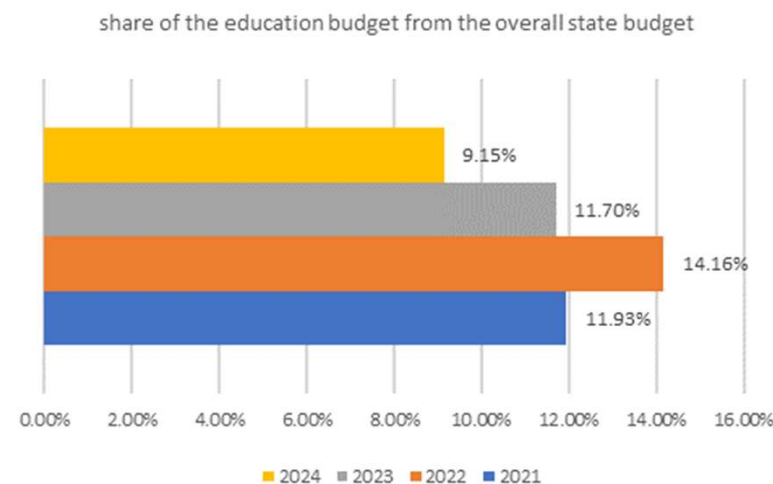
- All the 3 RVETCs completed HRDPs – 196 staff members were trained.



FINANCING OF THE EDUCATION REFORMS



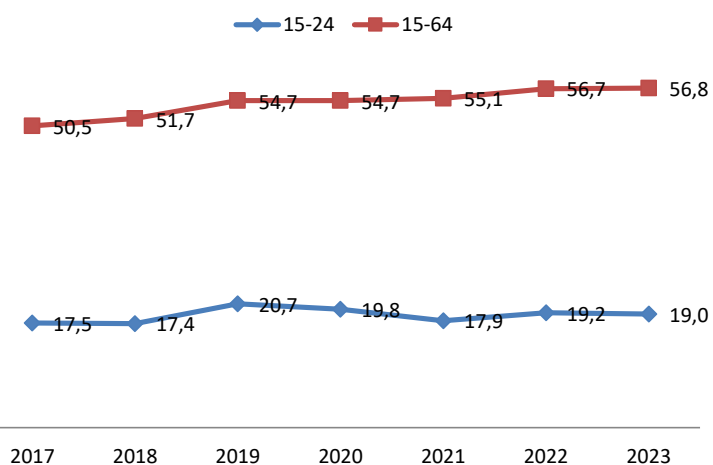
In 2023, public spending on education and training amounted to 3.58 % of GDP which is below the average EU-level (5%); the share of education funding expressed as a proportion of GDP decreases in 2023. The education budget also decreases as a share of the overall state budget in 2023.



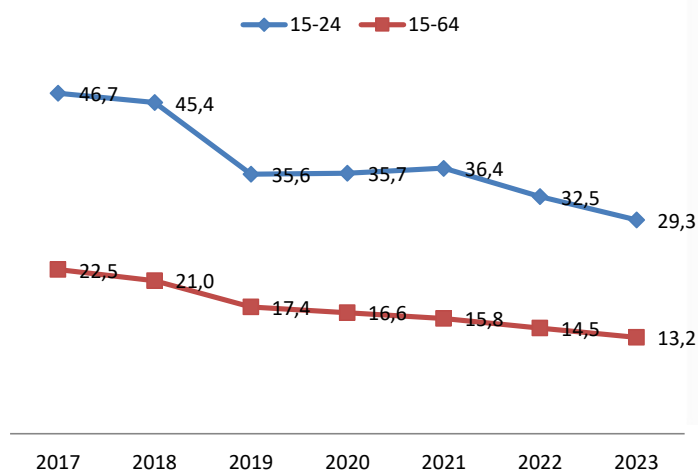


EMPLOYMENT POLICY PERFORMANCE AT GLANCE

Employment rate (in %)



Unemployment rate (in %)



*Decline of
unemployment rate
(20 - 64)
- 1.4%*

↓ 45.4%
Employment rate

↓ 13.1%
Unemployment rate

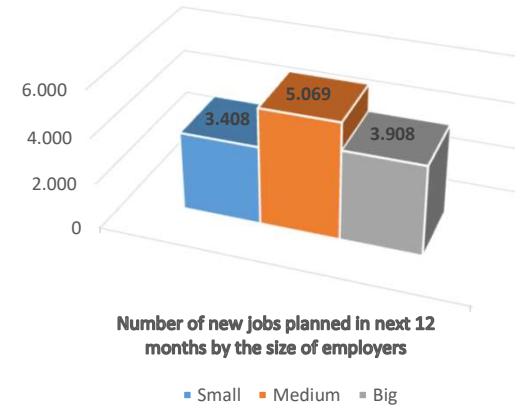
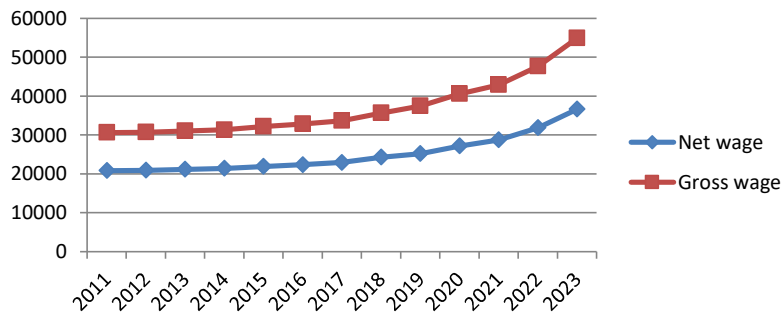
↓ 24.9%
Youth unemployment rate

↓ 9.7%
Long-term
unemployment rate



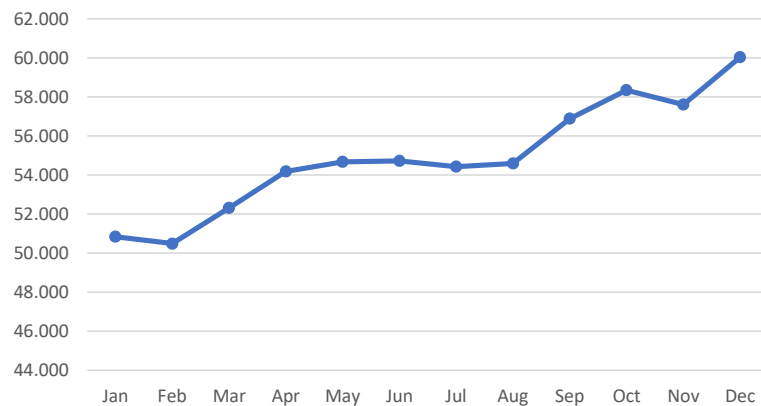
LABOUR MARKET PERFORMANCE AT GLANCE

Average net and gross wage development

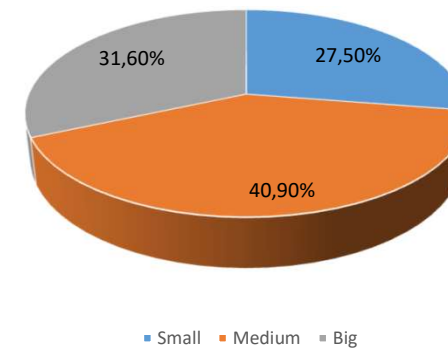


Number of new jobs planned in next 12 months by the size of employers

2023 Average monthly gross wage paid per employee



Share of employers planning to create job in next 12 months by the size





Sector Policy Reforms- Employment

Strategic response

Altogether 12,788 persons benefited from ALMM (46% women)

23,619 youth enrolled in Youth Guarantee (YG) (51.5% female); 43 % received a positive offer within 4 months

Employment Service Agency provided 24,216 people with a job search assistance (57% - female, 36% - young up to 29)

New Law on Youth Allowance was adopted

1,756 persons involved in 'Activation of unemployed Roma' programme (44% - female; 30% - youth)

Strengthen national social dialogue and collective bargaining; collective agreement for the public sectors and e-register for collective agreements

22,938 inspection supervisions by the Labour Inspectorate further strengthened

New Strategy for Formalization of the Informal Economy 2023-2027 and an Action Plan

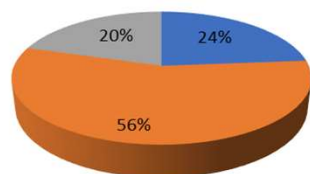
New Action Plan for Health and Safety at Work for 2024-2025 is being developed

YOUTH GUARANTEE – ANNUAL PROGRESS

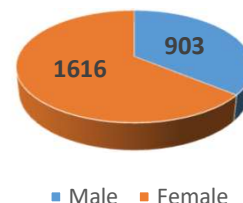


YG participants by education, 2023

■ Elementary ■ Secondary ■ Tertiary



2023 outreach activities results - NEET persons registered as jobseekers



The NEET rate among young people 15-29 in North Macedonia has shown a trend of decrease, but a slight increase from 2022

2023 - 23.7%
2022 - 22.8%,
2020 - 26.2%
2019 - 24.6%
2012 - 32.1%

Number of participants registered in YG (entry level)	No. of persons registered in YG got employed within 4 months	No. of young people registered in the YG scheme got offered active labour market measures	YG exit (Percentage of participants who successfully completed the Youth Guarantee)
23,619 persons (12,182 women)	8,404 (3,595 women)	1,849	10253 (43%)

Youth Guarantee in the targeted regions in 2023 (with financial support by EU – IPA II SBS)

Number of participants registered in YG (entry level)	No. of persons registered in YG got employed within 4 months	No. of young people registered in the YG scheme got offered active labour market measures	YG exit (Percentage of participants who successfully completed the Youth Guarantee)
9893 persons (5088 women)	3047 (1536 women)	765 (408 women)	3812 (38.5 %)

Nationality	Macedonian	Albanian	Roma	Turkish	Other
YG exit (Percentage of participants who successfully completed the Youth Guarantee in the three regions)	47.2%	33.5%	22.4%	31.9%	39.8%

NATIONAL EMPLOYMENT STRATEGY 2021—2027

EMPLOYMENT ACTION PLAN 2021— 2023

Improve the quality of education and training outcomes for all

Vertical skills mismatch with labour market needs for individuals aged 15 to 64 is **below 25% (45.1%)**

Improved average score of 410 of students in the Programme for International Student Assessment (PISA) in 2025 **(376)**

A 30% increase in the share of **adults** (25-64 years) **in training (8.7%)**

45% of persons aged 16-74 have digital skills **(34.6%)**

75% of the working-age population with medium and high-level skills **(76.8%)**

By 2027, North Macedonia spends 4.2 per cent of GDP annually on education **(3.3 percent)**

TARGETS 2027

Enhance the role of economic and enterprise development policies in generating decent jobs

The **employment-to-population ratio** (15-64) **increases to 60 per cent (56.8 percent)**

Decrease in youth unemployment (15-24) to **27 per cent and to 23 per cent** for the cohort 15-29 **(29.3 percent and 24.9 percent respectively)**

The share of temporary work over total employment will have been stabilized at 16 per cent for adults and 25 per cent for young people (15-24) **(17.1 and 31 percent respectively)**

The share of low-paid workers will have decreased to 15 per cent by 2027 **(16 percent)**

Strengthen the inclusiveness of labour market policies

The **gender employment gap** declines to **15 percentage points (17.8 pp)**

Long-term unemployment declines by **10 percentage points (74 percent)**

The **share of people** at risk of **poverty** **decreases to 18% (21.8%)**

Percentage of **registered unemployed participating to ALMPs** will have increased to **18 per cent (10.2 per cent)**

The Youth Guarantee will provide an offer within four months to at least 40 per cent of total youth registering on an annual basis **(43 per cent)**

NATIONAL EMPLOYMENT STRATEGY 2021—2027

EMPLOYMENT ACTION PLAN 2021—2023

Improve the quality of education and training outcomes for all

Reformed education and training system

The vocational education and training offer at post-secondary non-tertiary level is widened, also through work-based learning.

A better offer of adult learning opportunities, including for digital skills, and the possibility for individuals to have their prior learning recognized.

Increasing public investment and the revision of the education funding mechanism

The Education Management of Information system (EMIS) is strengthened

POLICY OUTCOMES

Enhance the role of economic and enterprise development policies in generating decent jobs

The national business development policy effectively supports enterprises to innovate, expand their productive capacity and create more and better jobs for all.

The measures implemented by the Innovation and Technology Development Fund as well as other funding institutions foster output growth, promote firms' competitiveness and improve employment growth.

Reduced informal employment among workers at the low end of the salary scale and promoted women's participation in the labour market

Strengthen the inclusiveness of labour market policies

Relaxed eligibility criteria for accessing passive labour market measures

The Employment Service Agency (ESA) is provided with the human, financial and technological means to expand service and programme delivery, implement effective activation strategies and contribute to the achievement of employment policy objectives

The capacity of the Labour Inspectorate to enforce employment protection legislation and equality in the labour market is enhanced.

Implementation of dedicated employment service and programme lines for groups at risk in the labour market

PROGRESS AGAINST THE OVERALL SRPC OBJECTIVE INDICATOR

**Enhanced
employment of
young women and
men**

Baseline (year):	30.9 per cent (2018)
- Women 15-24	12.2 per cent (2018)
- Women 25-29	41.6 per cent (2018)

Final target (2024):	32.8 per cent
- Women 15-24	13.0 per cent
- Women 25-29	42.9 per cent

2023 data:	33.6 percent
- Women 15-24:	13.1 percent
- Women 25-29:	54.5 percent

I1 - Early leavers from education and training rate by sex (18-24) (sex-disaggregated)

2023 annual target: N/A

2021 annual target: decrease in the early leavers rate by 0.5 percentage point compared to the national average of 8.5% in 2017

Final target 2024: decrease in the early leavers rate by 1 percentage point compared to the national average of 8.5% in 2017

2019 data
7.1%

Source: SSO

2020 data
5.7%

Source: SSO

2021 data
4.6%

Source: SSO

2022 data
6.2%

Source: SSO

2023 data
XX%

Source: SSO



Achieved in previous period

I3 - Regional VET Centres established in the target regions

2022 annual target: N/A

Final target 2024: 3 Regional VET centres obtained accreditation for at least two VET qualifications (profiles)

2023 result:

- Construction and repair work in RVETC Kumanovo are completed.
- Reconstruction of RVETC Ohrid is ongoing, completed at **72%**. The expected deadline for the full completion of the construction works in RVETC in Ohrid - in the autumn of 2024.
- Construction project of the RVETC Tetovo has started; expected to be finalised in 2025.
- The tender procedures for supply of equipment are expected to be announced.
- The accreditation documentation for the first series of 5 qualifications was completed in previous periods (2022 and 2023); the documentation for the remaining qualifications will be completed until September 2024.

Source: Action Plan for monitoring the SRPC indicators (v6).

I4 - Number of VET qualifications open for validation of non-formal and informal learning

2023 annual target: N/A

Final target 2024: 6 VET qualifications open for non-formal and informal learning

Status as of the end of 2023:

- The six qualifications for non-formal VET to be opened for VNFIL in the RVETCs were selected in June 2022.
- Development concept for the establishment of a Regional VET Centre.
- Preparation of the 3 RVETCs for implementation of a system for VNFIL is ongoing.
- the New Adult Education law is **not adopted yet**.

Source: Annual report of MoES on the implementation of the 2023 Work program

I5 - Percentage of Regional VET Centres staff trained in line with the Human Resource development plan / Percentage of Regional VET Centres Staff trained to work with students with special educational needs

Final target 2023: 100 % of the staff trained; 35 % of the staff trained to work with adults and children with special educational needs.

2023 result:

- **100% of permanent full-time VET teachers** in the three RVETCs received an average per person 30.31 full time working days of training for professional development; **target achieved – 134%**
- **100% of the permanent full-time VET teachers** in the three RVETCs received an average per person 14.33 full-time working days of internship in companies; **target achieved – 153%**
- **100% of the permanent full-time non-teaching staff** in the three RVETCs received an average 32.2 working days of training, including on-the-job training, where relevant and depending on their functions; **target achieved – 161%**
- **77% of all staff-members** have received training on inclusiveness; **target achieved – 221%**

Source: TA report 'Review the implementation of SRPC Indicator 5 – execution of the HRD Plans'



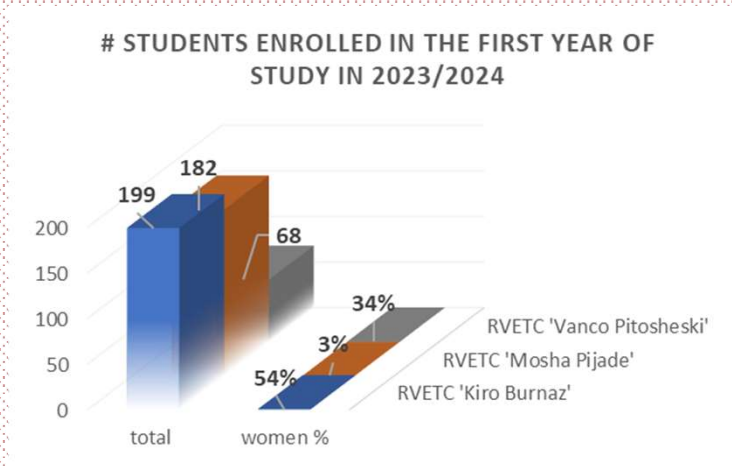
Achieved

19 - Number of students enrolled and supported in accredited VET programmes in established Regional VET centres

2023 annual target: N/A

Final target 2024: 540 students complete 1st year of all VET programs in 3 Regional VET centres in the school year 2023/2024

Status as of the end of 2023:



In the academic year 2023/2024, a total of 449 students were enrolled in the three Regional VET centers, of which 135 (30%) are girls. Considering the observed trend of increasing interest in RVETCs following the renovation of their material-technical base, including student dormitories, the indicator 9 is determined to be realistically achievable

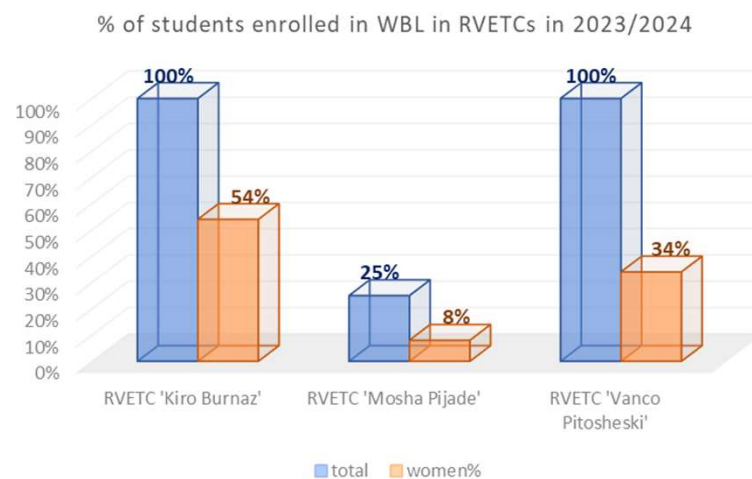
Source: Annual report of MoES on the implementation of the 2023 Work program

I10 - Expansion of Work Based Learning

2023 annual target: N/A

Final target 2024: By end of June 2024, 1200 students from target regions are certified to conclude work based learning for the school year 2023/2024

Status as of the end of 2023:



During the 2023/2024 academic year, in the three RVETCs, a total of 313 students (approximately 70%), of which 132 (42%) girls, were included in the first year of training in Work-Based Learning (WBL) activities. Given the increasing trend and interest of students in WBL, and the policy of the Ministry of Education and Science (MoES) to encourage and expand work-based learning activities across the entire VET system, the indicator 10 is determined to be realistically achievable

Source: Annual report of MoES on the implementation of the 2023 Work program

I2 – Percentage of YG participants who successfully completed YG (exit level)

2023 annual target: 40%

Final Target 2023 (April 2024): By end April 2024, at least 40 per cent of young people not in education, employment, or training, registered for 2023 under the YG scheme in the target regions successfully complete the programme (as per the approved methodology for registration and calculation of success rate).

2023 result: **38.5 %**

Performance of Youth Guarantee by regions in 2023		
Region	Number of participants registered in YG (entry level)	YG exit (Percentage of participants who successfully completed the Youth Guarantee)
Polog	4430	1658 (37.5%)
North-east	2738	1215(44.3%)
South-west and Prespa	2725	939 (34.5%)



Achieved 96.3 per cent of the target value

16 - Number of participants (sex disaggregated) registered in the Youth Guarantee (entry level)

2023 annual target: N/A

Final target 2022: 9700 new participants in targeted regions, 14955 cumulative

Final target result: 26443 new participants in targeted regions, 31698 cumulatively

2023 result: 9,893 (in the target regions)

Nationality	Total	Macedonian	Albanian	Roma	Turkish	Other
Number of participants registered in YG (entry level)	9893 persons (5086 women)	3892 persons (1974 women)	4987 persons (2638 women)	417 persons (189 women)	366 persons (172 women)	231 persons (113 women)

Youth Guarantee in the targeted regions (with financial support by EU – IPA II SBS)	
Number of participants registered in YG (entry level)	
2020	10354 persons (5184 women)
2021	7874 persons (3906 women)
2022	8219 persons (4091 women)
2023	9893 persons (5086 women)



Achieved in previous period

17 - Number of Youth Guarantee staff trained, sex disaggregated, (6 full day training days per person)

2023 annual target: N/A

Final target 2022: 70 new, 92 cumulative

2023 result: 30 trained employees of the ESA



Achieved in previous periods

18 - Number of ESA centres modernised/upgraded (in the target regions)

2023 annual target: N/A

Final target 2022: 6 new, 9 cumulative

2023 result: 1

Make it Work

ВРЕДНОСТ
9,212,212.61 денари
145,330 €

Реновиран Центар за Вработување во Охрид

Модернизација, Санација и Адаптација

- Извршена е целовита инсталација на електрична проводница (клетки, електромери, каблови, електропанели, преобразувачи)
- Направена е реконструкција на водоводот и канализационна мрежа
- Сменила е надворешната ПМС станица
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Make it Work

ВРЕДНОСТ
10,000,002.04 денари
306,387 €

Реновиран Центар за Вработување во Тетово

Модернизација, Санација и Адаптација

- Извршена е целовита инсталација на електрична проводница (клетки, електромери, каблови, електропанели, преобразувачи)
- Направена е реконструкција на водоводот и канализационна мрежа
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- Сменила е надворешната ПМС станица

Make it Work

ВРЕДНОСТ
11,204,402.16 денари
198,000 €

Реновиран Центар за Вработување во Куманово

Модернизација, Санација и Адаптација

- Извршена е целовита инсталација на електрична проводница (клетки, електромери, каблови, електропанели, преобразувачи)
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Make it Work

ВРЕДНОСТ
7,873,956.40 денари
128,547 €

Реновиран Центар за Вработување во Струга

Модернизација, Санација и Адаптација

- Извршена е целовита инсталација на електрична проводница (клетки, електромери, каблови, електропанели, преобразувачи)
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- Сменила е надворешната ПМС станица

Make it Work

ВРЕДНОСТ
17,506,330.99 денари
287,216 €

Реновиран Центар за Вработување во Кичево

Модернизација, Санација и Адаптација

- Извршена е целовита инсталација на електрична проводница (клетки, електромери, каблови, електропанели, преобразувачи)
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- Сменила е надворешната ПМС станица

Make it Work

ВРЕДНОСТ
2,534,959.69 денари
41,353 €

Реновиран Центар за Вработување во Кичево

Модернизација, Санација и Адаптација

- Извршена е целовита инсталација на електрична проводница (клетки, електромери, каблови, електропанели, преобразувачи)
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VALUE OF THE DISBURSEMENT REQUEST FOR 2023 - VARIABLE TRANCHE

Indicator	Annual Target for 2023	Outcome	Action	Value
Progress against the general conditions	Fixed tranche			EUR 0
I1 - Early leavers from education and training rate	N/A	N/A	No change	EUR 0
I2 - Percentage of YG participants who successfully completed YG (exit level)	By end April 2024, at least 40 per cent of young people not in education, employment, or training, registered for 2023 under the YG scheme in the target regions successfully complete the programme (as per the approved methodology for registration and calculation of success rate).	38.5 per cent (in April 2024) Achieved 96.3 per cent of the target value	Indicator completed	EUR 606,690
I3 - Regional VET centres established in the target regions	N/A	N/A	Implementation period extended with the second SRPC amendment	N/A
I4 - Number of VET qualifications open for VNFIL	N/A	N/A	Implementation period extended with the second SRPC amendment	N/A
I5 - Percentage of Regional VET Centres staff trained in line with the HR development Plan (of whom percentage trained to work with students with special educational needs)	100 % of the staff trained 35% of the staff trained to work with adults and children with special education needs	Achieved	Indicator completed	EUR 280,000
I6 - Number of participants registered in the YG	N/A	Achieved in previous period	Indicator completed	N/A
I7 - Number of YG staff trained (in the target regions)	20 employees of the ESA involved in the implementation of the YG in the target regions receive at least 6 full-time training days	Achieved in previous period	Indicator completed	N/A
I8 - Number of ESA centres modernised/upgraded (in the target regions)	N/A	N/A	N/A	N/A
I9 - Number of students enrolled and supported in accredited VET programs in established Regional VET centres	N/A	N/A	no change	N/A
I10 - Expansion of Work based learning	N/A	N/A	no change	N/A
Total disbursement request Fixed tranche and variable tranche				EUR 886,690.00

Discussion

Next steps

Submission



CONCLUDING REMARKS





THANK YOU