

TRACER STUDY REPORT

WHAT HAPPENS TO
VOCATIONAL
EDUCATION
GRADUATES AFTER
LEAVING SCHOOL?

Findings from tracer at
the provider level, Cohort
2021-2022

OCTOBER 2023

Një projekt i Agjencisë Zvicerane për
Zhvillim dhe Bashkëpunim SDC



Shkollëmatra e Shqipërisë
Konfederata e Shqipërisë
Konfederata e Shqipërisë
Konfederata e Shqipërisë

Agjencia Zvicerane për Zhvillim
dhe Bashkëpunim SDC

Një partneritet me:



Ministria e Arsimit dhe Sportit

Zbatuar nga:



swisscontact

© 2023 Skills for Jobs

This report was prepared by Irma Semini, Monitoring and Results Measurement Specialist at the 'Skills for Jobs' Project.

About 'Skills for Jobs' Project

'Skills for Jobs' (S4J) is a project of the Swiss Agency for Development and Cooperation (SDC) and implemented by Swisscontact Albania. S4J addresses the main challenges of the Albanian Vocational Education and Training (VET) system by focusing on ensuring systemic change, capacity development and empowerment of key actors. Based on this approach, S4J supports partner VET providers in Albania in terms of employers' and partners' relations, diversification of VET offer, new ways of inclusive learning and quality, work-based learning in cooperation with employers, and organisational development.

Disclaimer

The views and conclusions presented in this publication do not necessarily represent the opinions of the Swiss Government or the Swiss Agency for Development and Cooperation (SDC). This publication is the sole intellectual property of 'Skills for Jobs' (S4J). Reproduction or transmission of any part of this publication in any form or by any means requires prior written permission from the copyright holder.

Table of contents

List of Figures.....	4
List of Tables.....	4
Key findings.....	5
Methodology.....	8
Sampling.....	9
Tracer results.....	12
Employment outcomes of graduates.....	12
Labor outcomes based on vocational directions.....	14
Status of employed graduates.....	15
Patterns of labour market transition.....	15
Work conditions.....	17
Salary range.....	20
Matching level of study.....	21
Perceived job stability and satisfaction.....	23
Status of self-employed graduates.....	26
Status of unemployed graduates.....	27
Graduates pursuing further qualifications.....	31
Retrospective evaluation of the provider.....	34
Appendixes.....	39

List of Figures

FIGURE 1: PHASES OF IMPLEMENTING A PROVIDER-BASED TRACER.....	9
FIGURE 2: SAMPLING BY GENDER (2016 – 2022).....	10
FIGURE 3: LABOUR MARKET OUTCOMES ONE YEAR AFTER GRADUATION (%) 2016 – 2022.....	12
FIGURE 4: LABOUR MARKET OUTCOMES ONE YEAR AFTER GRADUATION BE GENDER (%) 2016 – 2022.....	13
FIGURE 5: TIME STARTING THE FIRST EMPLOYMENT FOR ALL GRADUATES' COHORTS (%) 2016 – 2022.....	15
FIGURE 6: TIME STARTING THE FIRST EMPLOYMENT FOR ALL GRADUATES' COHORTS BY GENDER (%) 2016 – 2022.....	16
FIGURE 7: FULL TIME VS PART TIME EMPLOYMENT (%) 2016 – 2022.....	18
FIGURE 8: TYPE OF WORK CONTRACTS (%) 2016 – 2022.....	18
FIGURE 9: AWARENESS OF EMPLOYERS' CONTRIBUTION PAYMENT (%) 2016 – 2022.....	19
FIGURE 10: COMPANY SIZE PERCENTAGE (2016 – 2022).....	20
FIGURE 11: JOB RELATED TO EDUCATION (%) 2016 – 2022.....	21
FIGURE 12: JOB RELATED TO EDUCATION BY DIRECTION (%) 2016 – 2022.....	22
FIGURE 13: PERCEIVED REASONS BEHIND THE MISMATCH (%) 2018 – 2022.....	23
FIGURE 14: PERCEIVED JOB SECURITY OF THE CURRENT JOB (%) 2016 – 2022.....	23
FIGURE 15: SATISFACTION WITH CURRENT JOB (%) 2016 – 2022.....	25
FIGURE 16: SCOPE OF SELF-EMPLOYMENT ACTIVITY RELATED TO EDUCATION (%) 2016 - 2022.....	26
FIGURE 17: PERCENTAGE OF UNEMPLOYED GRADUATES DURING 2016 – 2022.....	27
FIGURE 18: REASONS NOT LOOKING FOR A JOB (%) 2020 – 2022.....	28
FIGURE 19: PERCENTAGE OF UNEMPLOYED GRADUATES BEING EMPLOYED AT LEAST ONCE AFTER GRADUATION (2016 – 2022).....	29
FIGURE 20: PERCENTAGE OF QUALIFICATION PURSUED BY TYPE (2016 – 2022).....	31
FIGURE 21: PERCENTAGE OF CURRENT QUALIFICATIONS RELATED TO PREVIOUS EDUCATION (2020 – 2022).....	32
FIGURE 22: REASONS FOR PURSUING STUDIES/TRAINING (%) 2016 – 2022.....	33
FIGURE 23: PERCENTAGES OF SCHOOL SUPPORT IN FINDING FIRST JOB (2016 - 2022).....	34
FIGURE 24: UTILIZATION OF SCHOOL/STUDIES KNOWLEDGE IN CURRENT JOB (%) 2016 – 2022.....	35
FIGURE 25: RELEVANCE OF CURRENT POSITION TO STUDIES (%) 2016 - 2022.....	35
FIGURE 26: GRADUATES WHO WOULD CHOOSE SAME FIELD OF STUDY OR SCHOOL AGAIN (%) 2018 - 2022.....	37

List of Tables

TABLE 1: SAMPLING BY VET PROVIDERS (2016 – 2022).....	9
TABLE 2: SAMPLING PERCENTAGE BY DIRECTIONS (2016 – 2022).....	11
TABLE 3: LABOR MARKET OUTCOMES ONE YEAR AFTER GRADUATION BY VOCATIONAL DIRECTION (%) 2016 – 2022.....	14
TABLE 4: MEANS USED FOR ACQUIRING FIRST TIME EMPLOYMENT (%) 2016 – 2022.....	16
TABLE 5: NET MONTHLY INCOME (%) 2016 – 2022.....	20
TABLE 6: PERCEIVED MAIN REASONS BEYOND UNEMPLOYMENT (%) 2016 – 2022.....	28
TABLE 7: AREA NEEDS IMPROVEMENT “TO A HIGH/VERY HIGH EXTENT” (%).....	37
TABLE 8: PERCENTAGES OF GRADUATES' FUTURE EMPLOYMENT AND EDUCATION/TRAINING GOALS IN THE NEXT 2 YEARS (2016 – 2022).....	38

Executive Summary

This report presents the results of tracking graduates from the six initial providers supported by S4J, commencing with the 2015-2016 cohort. It summarizes key findings from the 2022 Tracer Study and highlights significant trends that have emerged between 2016 and 2022.

The key findings are grouped into five categories as follows.

Key findings

Employment outcomes of graduates

- In 2022, 71.4% of graduates were employed or self-employed within/after a year of graduation, marking a notable increase from 33.3% in 2016. As in previous years, male graduates maintained a higher employment rate compared to their female counterparts, with 75.7% of males employed versus 49.4% of females.
- For the 2021 – 2022 cohort, graduates of 'Tourism & Hospitality' had the highest employment rate at 76.5%, closely followed by graduates in 'Electrotechnics' at 75%, and those in 'ICT' at 62.5%.
- Only 4.6% of graduates in 2022 were earning less than the minimum wage, following a decline trend from 20.5% in 2016. Meanwhile, during the same period, the percentage of graduates earning more than 80,000 ALL significantly rose from 2.3% in 2016 to 24.3% in 2022.

Status of employed graduates

- 70.7% of graduates in 2022 started their first job before graduation, following a steady increase from 32.6% in 2016. Notably, the percentage of graduates starting their first job one year after graduation, initially at 14% in 2016, decreased to zero in subsequent years.
- Personal connections, including family, friends, and acquaintances, have consistently served as the primary method of employment for graduates, despite a decline from 76.7% in 2016 to 56.4% in 2022. The second most common cited was through apprenticeships in businesses, showing a notable increase from 7% in 2016 to 18% in 2022.
- 55.7% of graduates in 2022 confirmed that their job was related to their studies, while 44.3% indicated otherwise. Over the years 2016 - 2022, more than half of graduates, averaging 54.4%, consistently reported that their current jobs were related to their education.

- 'Not finding a job related to their studies' was reported as the primary reason for the job-education mismatch by 40% of graduates in 2022, followed closely by 38.1% who reported that their current jobs offered better payment and conditions.
- 65.3% of graduates in 2022 felt secure in their current job. Perceptions of job security varied, with a significant drop from 85.3% in 2016 to a low of 48.1% in 2018. However, in the last two survey years, job security improved, reaching 65.3% in 2022.
- 74.7% of graduates in 2022 were 'satisfied' or 'very satisfied' with their current jobs, with a notable increase in those reporting 'very satisfied' (31.1%) compared to 13.7% in 2021. Over the years, graduates consistently expressed a high level of job satisfaction, with an average of 69.2%.

Status of unemployed graduates

- The percentage of unemployed graduates decreased significantly, dropping from 35.6% in 2016 to 16% in 2022, which represents the lowest unemployment rate over the years. 57.8% of unemployed graduates in 2022 were actively seeking employment at the time of the interview, while 42.2% were not.
- In 2022, the top three reasons cited by unemployed graduates for not actively seeking a job were: 'I do not feel like working at the moment' (44.7%), 'Waiting to start a new job soon' (18.4%), and 'Taking care of children/family' (15.8%). In the last three years, data showed an increasing trend in graduates not seeking employment due to not feeling like working, rising from 19.1% in 2020 to 44.7% in 2022. While the intention to leave the country as a reason declined from 44.7% in 2016 to 13.2% in 2022.
- 'Lack of work experience' (25%), 'Job opportunities not related to my studies' (19.2%), and 'Shortage of jobs in my region' (11.5%) were cited by graduates in 2022 as the main three reasons for unemployment.
- In 2022, graduates primarily left their previous jobs for 'personal reasons' (50%), with 'termination of working contracts' (7.1%) and 'job/position not matching education' (11.9%) also significant. These top reasons have consistently factored into job departures from 2016 to 2022.

Graduates pursuing further qualifications

- In 2022, 11.3% of graduates pursued further studies or vocational training, with a trend ranging from 9.9% in 2021 to 23.5% in 2016. Among them, the majority (85.2%) were attending university, 11.1% chose vocational training centers and only a few (3.7%) attended professional colleges.

- 65.2% of graduates pursuing further qualifications in 2022 studied in the same field as their previous education, reflecting an 8-percentage point decrease from 2021 and a 3-percentage point decrease from 2020.
- In 2022, the motivations for pursuing further studies among graduates were as follows: 52.6% sought higher qualifications, 22.2% aimed to improve their job prospects, 20.7% pursued another professional career, 1.5% due to job unavailability, and 3% for other reasons.

Retrospective evaluation of the provider

- 23.8% of graduates in 2022 believed that their schools didn't provide any assistance regarding employment opportunities. The remaining reported that schools guided them on various employment opportunities (38.1%), assisted them in learning how to search and apply for jobs (35.2%), helped establish contacts with potential employers (24.8%).
- In 2022, 42.2% of graduates reported 'high' to 'extremely high' utilization of their knowledge in their current jobs, with 27.9% reporting 'extremely high' utilization, marking an increase from 2016, while other ratings showed fluctuations over the years.
- 41.3% of graduates in the 2022 cohort felt their current jobs were 'very' or 'extremely' related to their previous studies. A comparative analysis showed fluctuations in this perception, ranging from a low of 27.1% in 2019 to a high of 44% in 2021.
- 'Collaboration with businesses' (49.7%), 'cooperation with employment offices' (48.4%), 'apprenticeship at businesses' (48.1%), 'apprenticeship at school' (44.1%) and 'theoretical and practical skills of teachers' (41%) were the top five aspects that schools should improve for better job market preparation, according to the 2022 graduates.
- The majority of graduates in 2022 said they would choose the same field of study (80.2%) and the same school again (76.8%).
- 'Starting their own business' (41.1%), 'getting a job more closely linked to their area of study/training' (26%), and 'emigrating abroad' (19.9%) were identified as the top three goals for the next two years among the 2022 graduates. The goal of 'starting their own business' has seen continuous growth from 16.4% in 2016 to 41.1% in 2022.

Methodology

For the seventh consecutive year, 'Skills for Jobs' Project has been actively supporting the implementation of a provider - based tracer system within its partner providers since September 2017. This year's tracer report presents the results obtained from tracking the graduates of the six initial providers in 2022 and provides a comparative analysis, beginning with the 2015 - 2016 cohort. Specifically, the providers in 2022 are as follows: 'Kolin Gjoka' in Lezha, 'Kristo Isak' in Berat, 'Pavaresia' and 'Tregtare' in Vlora, 'Gjergj Canco' in Tirana and 'Hamdi Bushati' in Shkodra.

Provider-based tracing represents a convenient tool that serves as a basis for determining providers' capability in preparing graduates that meet the demands of the labour market. It also complements the tracing system at the national level.¹

In line with these aims, the two major objectives of the provider-based tracer are:

- To determine empirically the labour market outcomes of VET graduates (objective indicators).
- To assess the horizontal link between education and work by graduates' retrospective evaluation (subjective indicators).

Every year, the implementation of tracer studies for each provider includes three fundamental phases, as follows:

- I. The initial step involves the preparation phase, commonly referred to as pre-tracing. During this phase, the target population (graduate cohort) and the time after graduation are determined. Subsequently, a pre-tracer questionnaire is administered to gather baseline data from future graduates. This data includes information about their subjective career plans and expectations, socio-demographic characteristics, and contact information. Pre-tracing takes place each May, approximately 3 - 4 weeks before the graduates depart from their respective institutions.
- II. The second step is known as the tracer phase, during which tracing data is collected using a quantitative approach, specifically employing a cross-sectional research design. Since 2017, a standardized questionnaire has been the primary tool for data collection. This questionnaire includes a consistent set of core questions, which are reviewed annually to ensure alignment with the latest developments in Albania.

¹ See Schomburg (2016) for a more detailed overview of institutional tracer studies.

In terms of the sampling approach, given the small size of the target population at the provider level, a census approach was chosen. Data collection is carried out through Computer-Assisted Self-Interviewing (CASI) using the Kobo Toolbox Platform². For specific information on sampling and response rates over the years, consult Appendix A.

- III. The third step involves data cleaning and analysis. Following data cleaning procedures, the data is processed and analyzed using SPSS software to present findings through descriptive and relational statistics. Individual reports are prepared for each provider, and a comparative report is also generated. These reports are then disseminated to VET providers in dedicated participatory workshops.

Figure 1: Phases of implementing a provider-based tracer.

Pre - tracing	Tracing	Data analysis and dissemination
• Pre-tracer of the senior students graduating in June • Survey frame built using pre-tracer	• Every June • Data collection one year after graduation • Steps undertaken to increase response rate	• Data analysis • Dissemination plan • Use of tracer data

Sampling

In 2022, the seventh wave of tracing involved a total of 577 graduates from the 2021 - 2022 cohort across six partner provider schools.

In 2022 - Table I below - the largest share of graduates came from 'Hamdi Bushati' School, comprising 25% of the total. 'Gjergj Canco' School followed closely with 22.4%, and 'Kolin Gjoka' School had 18.5% of the graduates.

Table I: Sampling by VET providers (2016 – 2022)

2016	2017	2018	2019	2020	2021	2022
------	------	------	------	------	------	------

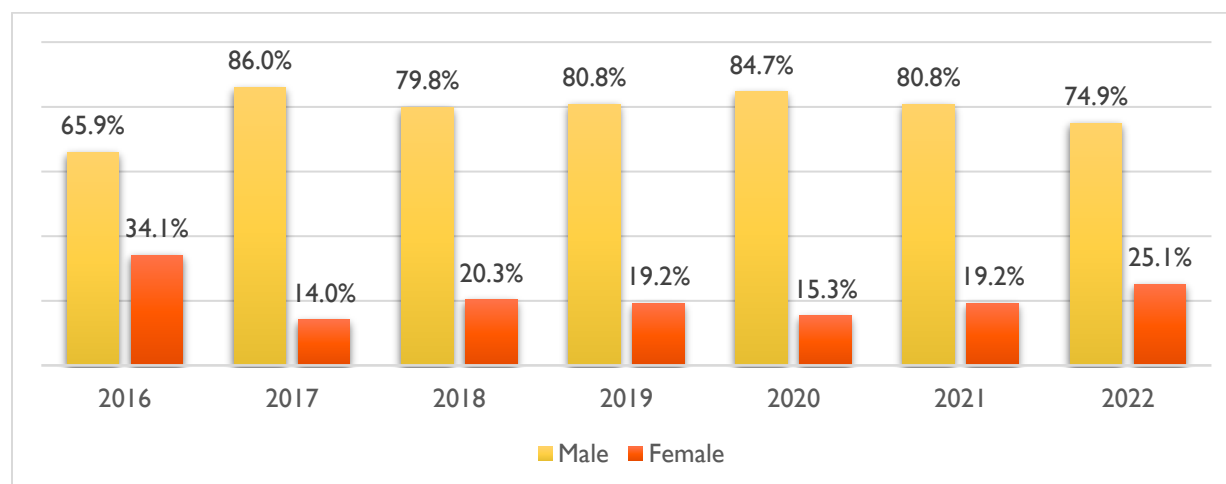
² <https://www.kobotoolbox.org/> -

Tregtare	6.1%	5.2%	11.2%	10.6%	11.4%	10.5%	10.6%
Pavarësia	15.2%	16%	15.1%	13.5%	18.6%	20.6%	17.5%
Kristo Isak	30.3%	2.2%	17.4%	5.4%	7%	6.5%	6.1%
Kolin Gjoka	48.5%	18.2%	11.4%	13.5%	17.3%	19.7%	18.5%
Hamdi Bushati	0%	25.1%	14.9%	13.8%	15.9%	15.8%	25%
Gjergj Canco	0%	33.3%	30%	43.2%	29.8%	26.9%	22.4%
Total	100%	100%	100%	100%	100%	100%	100%

Base: N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577

As shown in Figure 2 below, the 2022 sampling frame consists of 74.9% males and 25.1% females. Over the years from 2016 to 2022, the majority of graduates were males, averaging 79%

Figure 2: Sampling by gender (2016 – 2022)



Base: N (2016) =132, N (2017) =363, N (2018) =400, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577

Regarding the sampling distribution by directions, in 2022, 39.9% of graduates were from 'Tourism and Hospitality', followed by 20.8% of graduates from 'ICT' and 15.9% of graduates from 'Electronics' – Table 2 below. The proportion of graduates from 'Tourism and Hospitality' has followed an upward trend in the last four years, from 16.2% in 2019 to 39.9% in 2022. In contrast, the proportion of graduates from 'Economy and Business' has declined consistently from 44.7% in 2016 to 9.4% in 2022.

Table 2: Sampling percentage by directions (2016 – 2022)

	2016	2017	2018	2019	2020	2021	2022
Office administration	22.0%	0%	2.3%	0%	0%	0%	0%
Agriculture	0%	0%	5%	0%	0%	0%	0%
Economy and Business	44.7%	27.2%	16%	19.2%	16.6%	11.9%	9.4%
Electro-technics	0%	10.4%	8.3%	11.5%	0%	0%	0%
Electronics	6.1%	13.1%	17%	23.6%	24.2%	18.5%	15.9%
Tourism & Hospitality	10.6%	15.5%	24.8%	16.2%	26.7%	29.9%	39.9%
Thermo-hydraulic	2.3%	0.9%	1%	2.2%	2.5%	1.4%	2.3%
Mechanics	0.8%	4.2%	3.8%	3.2%	3.2%	5.8%	2.8%
Transport Vehicle Services	3%	5.1%	4.8%	3.2%	5.4%	4.9%	3.1%
Food technology	0%	0%	1%	0%	0%	0%	0%
Textile	0%	3.9%	2.8%	3.4%	2%	2%	3.1%
ICT	10.6%	19.7%	13.5%	17.4%	19.3%	22.6%	20.8%
Social and health services	0%	0%	0%	0%	0%	2.9%	2.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Base: N (2016) =132, N (2017) =335, N (2018) =400, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577

In 2022, at the time of the interview 81.6% of graduates lived in Albania, same as in 2021. While the rest of them, 18.4% live abroad – such as in Italy (5.7%), Germany (4.5%) and England (2.4%) or other countries.

The next section provides a summary of the results, primarily focusing on the 2021 - 2022 cohort, while also making comparisons between cohorts from 2016 to 2022. Since for the first cohort 2015 – 2016 the data are available only for four providers - out of six in total - the comparative analysis is limited. In this report the descriptive statistics present only the aggregate level information from all providers, while separated tracer reports were developed and published for each individual provider.

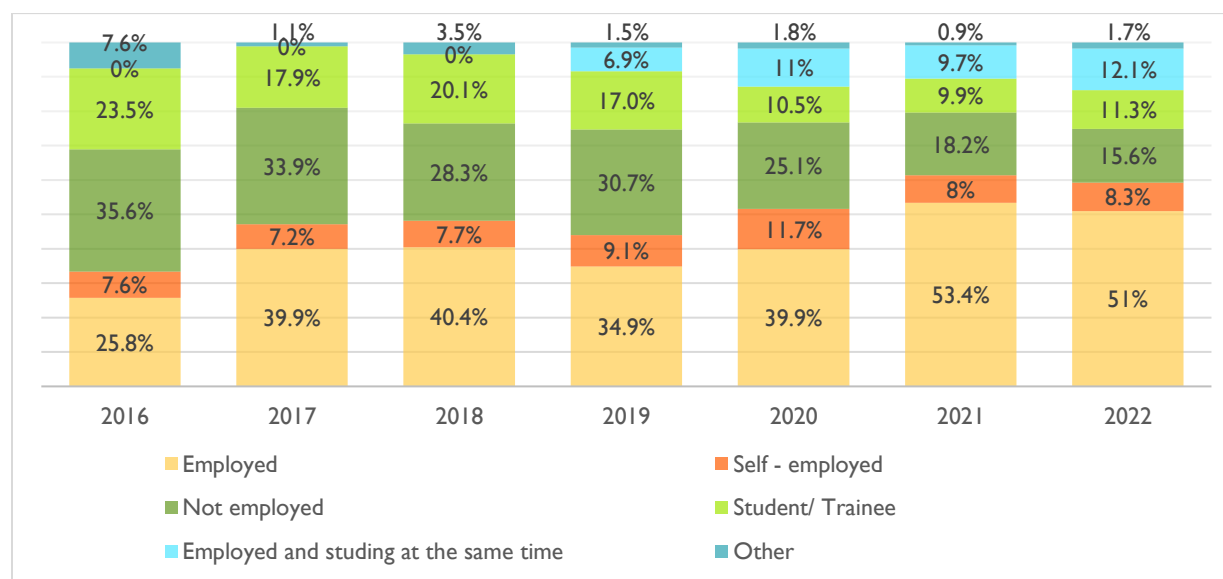
Tracer results

Employment outcomes of graduates

In 2022, the results show that 71.4% of graduates were employed or self – employed within/after a year of graduation, 15.6% were unemployed while 11.3 % were students/ trainers - pursuing further studies or vocational training courses at the time of the interview.

The following visualization – Figure 3 – shows the status of employed graduates across the years 2016 – 2022. The percentages of employed and self - employed graduates have constantly increased across the years – from 33.3% in 2016 to 71.4% in 2022. On the other hand, data show a declining trend in the share of graduates without employment. Specifically, the percentage decreased from 35.6% in 2016 to 15.6% in 2022. Meanwhile, the percentage of those who were pursuing further studies or vocational courses have fluctuated across the years, with the lowest percentage recorded in 2021 (9.9%) and highest in 2016 with 23.5%. Overall, data reveal that results in this category have been stable over the years.

Figure 3: Labour market outcomes one year after graduation (%) 2016 – 2022



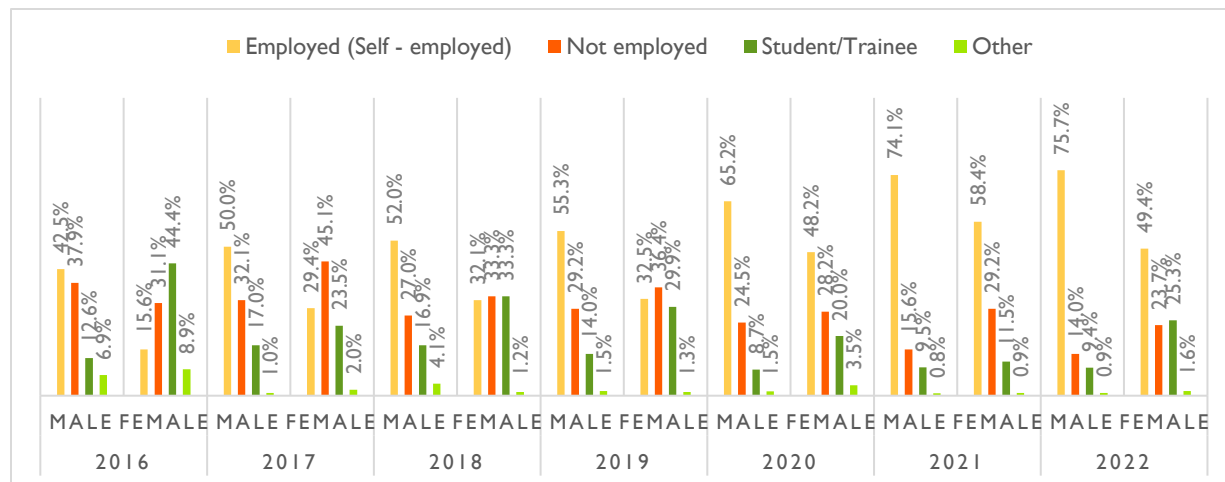
Base: N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577

Note: Results are rounded to the nearest integer. Due to rounding, percentages may not always appear to add up to 100%.

Regarding gender differences, figures show that like previous cohorts, even in 2022 males have a higher rate of employment compared to females graduates of the same year – 75.7% versus 49.4%. As shown in Figure 4, the gender gap in employment has been present across the years, from 2016 to 2022. However, data indicates a notable increase in the percentage of employed (including self-employed) female graduates

from 15.6% in 2016 to 49.4% in 2022. In terms of pursuing further studies, female graduates consistently had higher percentages compared to male graduates in all years. For 2022 graduates, 25.3% of females pursue further studies compared to 9.4% of males.

Figure 4: Labour market outcomes one year after graduation by gender (%) 2016 – 2022



Note: Results are rounded to the nearest integer. Due to rounding, percentages may not always appear to add up to 100%.

Base: N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577

Labor outcomes based on vocational directions.

Analyzing the 2022 data of employment outcomes based on directions, figures show that most of graduates came from Tourism & Hospitality with 76.5%, followed closely by the graduates of Electrotechnics with 75% and ICT with 62.5%.

From a comparative perspective, as presented in Table 3 below, the employment status of graduates varied significantly across different fields during the period from 2016 to 2022. Overall, the fields of 'Economy & Business', 'Electrotechnics', and 'Tourism & Hospitality' witnessed increasing employment rates, while 'ICT' showed steady employment rates. Specifically, the percentage of graduates employed or self-employed in 'Economy & Business' has fluctuated, ranging from 28.8% in 2016 to 64.3% in 2021. On the other hand, the percentage of unemployed graduates in this direction was highest in 2016 with 42.4% but significantly decreased to 16.7% in 2022. As for the Electrotechnics direction, the share of employed or self-employed graduates rose from 25% in 2016 to 75% in 2022. Likewise, the shares of employed or self-employed graduates of 'Tourism & Hospitality' direction had witnessed an increasing trend over the period 2016 to 2022, rising from 57.1% in 2016 to 80.1% in 2021. Meanwhile, the percentage of employed or self-employed graduates of the 'ICT' direction has fluctuated over the years, with an upward trend in the last three years.

Table 3: Labor market outcomes one year after graduation by vocational direction (%) 2016 – 2022

Directions	Employment status	2016	2017	2018	2019	2020	2021	2022
Economy & Business	<i>Employed or self employed</i>	28.8%	34.1%	31.3%	33.3%	52.2%	64.3%	55.6%
	<i>Unemployed</i>	42.4%	38.5%	37.5%	44.9%	32.6%	30%	16.7%
	<i>Student/Trainee</i>	22%	22%	25.3%	29.7%	21.8%	14.1%	5.7%
Electrotechnics	<i>Employed or self employed</i>	25%	59.1%	51.5%	50.0%	62.7%	69.7%	75.0%
	<i>Unemployed</i>	50%	18.2%	32.4%	32.3%	26.1%	11.9%	17.4%
	<i>Student/Trainee</i>	25.0%	22.7%	16.2%	17.7%	9.0%	17.4%	6.5%
Tourism & Hospitality	<i>Employed or self employed</i>	57.1%	59.6%	58.6%	59.1%	68.2%	80.1%	76.5%
	<i>Unemployed</i>	28.6%	34.6%	16.2%	25.8%	23.0%	15.9%	14.3%
	<i>Student/Trainee</i>	7.1%	3.8%	18.2%	9.1%	6.1%	3.4%	7.8%
ICT	<i>Employed or self employed</i>	42.9%	33.3%	55.6%	47.9%	56.1%	63.2%	62.5%
	<i>Unemployed</i>	28.6%	39.4%	13.0%	21.1%	22.4%	19.5%	16.7%
	<i>Student/Trainee</i>	21.4%	27.3%	27.8%	28.2%	19.6%	17.3%	19.2%

Base: N (2016) =132, N (2017) =335, N (2018) =400, N (2019) =406, N (2020) = 554, N (2021) = 588, N (2022) = 577

Status of employed graduates

This sub section presents the data related to the status of employed graduates in 2022, while making comparisons with previous cohorts – when applicable. Specifically, it will provide data on following themes such as graduates transition to the labor market, their work conditions, salary ranges as well as data regarding field of study relevance with current job.

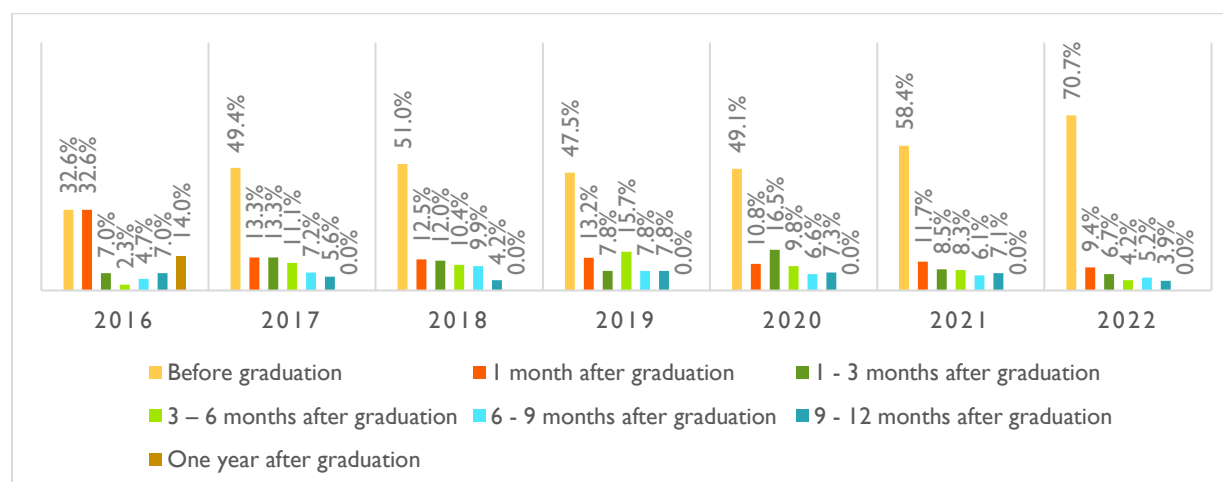
Patterns of labour market transition

As shown below in Figure 5, the percentage of graduates who started their first job before graduating increased steadily over the years, raising from 32.6% in 2016 to 70.7% in 2022.

On the other hand, the percentage of graduates who started their first job within 1 month after graduation, despite some fluctuations, has declined from 32.6% in 2016 to 9.4% in 2022. Similarly, the percentage of graduates starting their first jobs 1 to 3 months after graduation remained relatively stable with the lowest score recorded 6.7% in 2022 and highest at 16.5% in 2020.

In contrary, the share of graduates who took longer than 6 months to get their first job have fluctuated but remained low over the years – with an average of 6.8% for those who started working 6 to 9 months after graduation and an average of 6.1% for those employed 9 to 12 months after graduation. It's worth noting that the percentage of graduates who started their first job one year after graduation, which was recorded 14% in 2016 dropped to zero in the subsequent years.

Figure 5: Time starting the first employment for all graduates' cohorts (%) 2016 – 2022



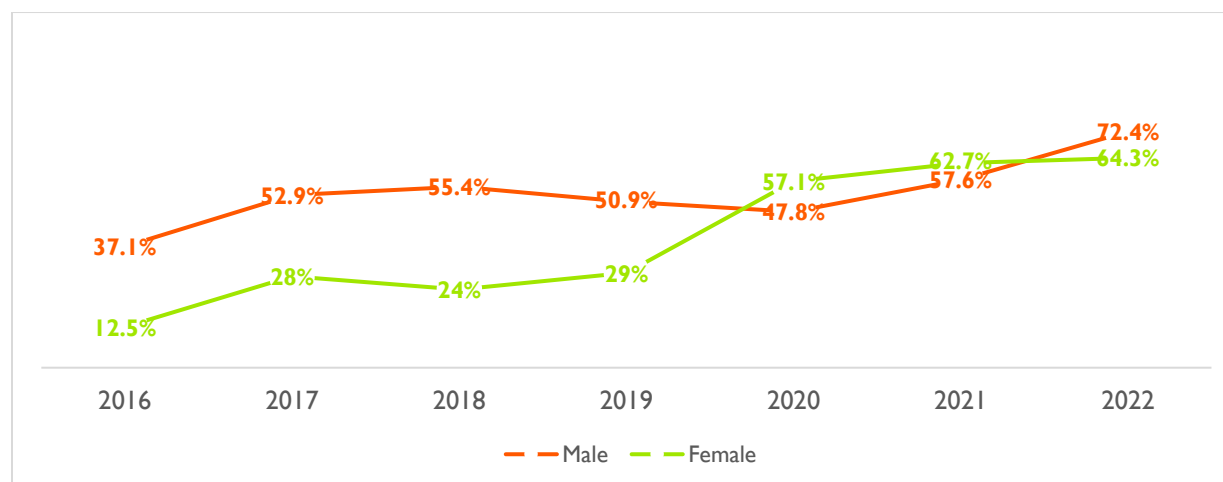
Base: N (2016) =43, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406

Note: Including those who were not working at the time of the interview.

When looking at the transition of graduates into the labor market from a gender perspective, data shows that - throughout the years - male graduates have consistently had a higher rate of employment before

graduation compared to females. Specifically, as illustrated below at Figure 6, the percentage of male graduates who started their first job before graduation has consistently been higher than that of female graduates, raising from 37.1% in 2016 to 72.4% in 2022. In contrary, the percentage of female graduates who found employment before graduation fluctuated over the years, starting with a lower score of 12.5% in 2016, reaching the highest peak in 2021 (69%) and declining to 64.3% in 2022.

Figure 6: Time starting the first employment for all graduates' cohorts by gender (%) 2016 – 2022



Base: N (2016) =, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406

Note: Including those who were not working at the time of the interview

When referring to the means of acquisition of employment, data show that throughout the years (2016 – 2022), more than half of graduates reported personal connections such as family, friends, or acquaintances as their primary channel/means of finding employment. Even though the figures have declined - from 76.7% in 2016 to 56.4% in 2022 – personal connections remain the most prevalent form of finding a job compared to other options listed in Table 4 below. The second most common means for acquiring employment is through apprenticeship in businesses, which has shown a notable upward trend over the years, starting at 7% in 2016 and rising to 18% in 2022. Meanwhile, the use of job advertisements as a means of finding employment has remained relatively stable, with a slight increase over the years, maintaining an average of 9.7%.

Table 4: Means used for acquiring first time employment (%) 2016 – 2022.

	2016	2017	2018	2019	2020	2021	2022
Job advertisement (websites, social media, newspapers, etc.)	9.3%	8.9%	5.2%	7.8%	9.8%	14.1%	13.1%

Personal connections, through family, friends, acquaintances	76.7%	68.9%	64.6%	66.7%	66.8%	51.1%	56.4%
Through my apprenticeship in the business	7.0%	6.1%	8.9%	8.3%	10.8%	15.6%	18%
By contacting directly with my employer (e.g., sending my CV, etc.)	7.0%	8.9%	13.0%	7.8%	6.6%	7.5%	4.7%
Through the teaching staff	0.0%	0.6%	2.1%	3.4%	2.2%	5.4%	4.9%
Through the Employment Office	0.0%	2.8%	1.0%	0.5%	0.6%	1.0%	0.0%
Through the career center/development unit of my school	0.0%	2.8%	1.6%	3.4%	1.6%	3.4%	2.2%
Other	0.0%	1.1%	3.6%	2.0%	1.6%	1.9%	0.7%

Base: N (2016) =43, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406

Note: Results are rounded to the nearest integer. Due to rounding, percentages may not always appear to add up to 100%.

Note: Including those who were not working at the time of the interview

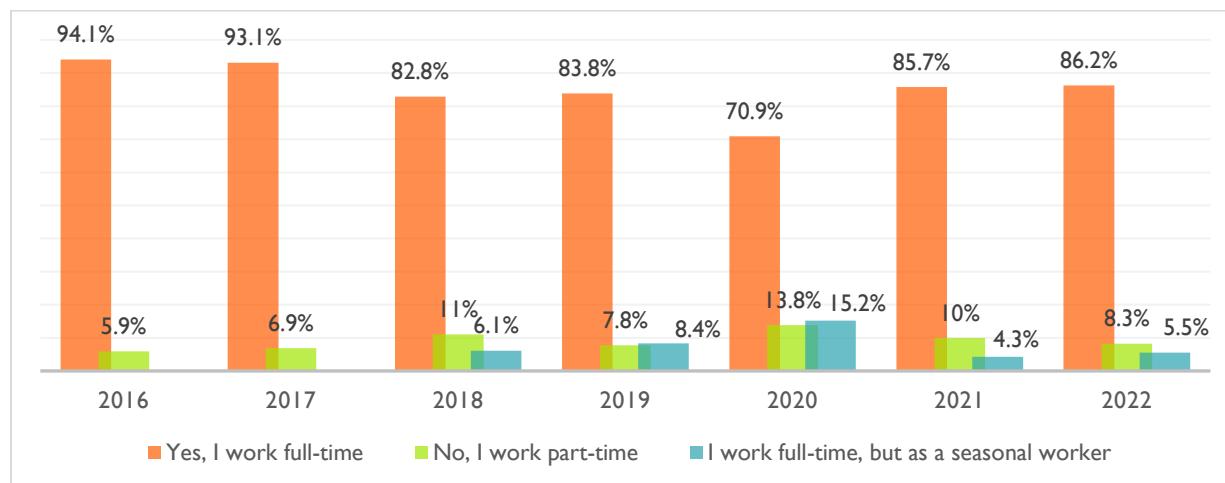
In 2022 cohort, among employed graduates, at the time of the interview, 25% were still working at their first job, 12.5% had changed one job and 17.5% had changed two jobs. Moreover, graduates who reported changing their job reported that the main reasons for leaving their previous job were being offered a better salary (36.8%), followed by personal reasons (24.5%) and better working conditions (15.5%). From a comparative perspective, offering of a better salary was ranked as the primary reason for leaving previous jobs – with an average of 44% over the period 2016 -2022. *Details can be found at Appendix B.*

Among the graduates who reported finding their first job through their apprenticeship in the business (n=73), more than half of them (51.7%) were still working at the same business at the time of the interview. *Please refer to Appendix C for data over the years on this matter.*

Work conditions

Findings in 2022 show that among employed graduates, 86.2% had a full-time job followed by 8.3% employed part-time and 5.5% having a full-time job as a seasonal worker – Figure 7. From a comparative perspective, during the period 2016 – 2022, most employed graduates had a full- time job with the highest percentage of 94.1% in 2016 and a notable drop to 70.9% in 2020. The percentage of graduates working part-time has slightly increased, remaining relatively stable between 5.9% in 2016 to 13.8% in 2020. Meanwhile, the percentage of seasonal workers had fluctuated, it witnessed a notable increase from 6.1% in 2018 to 13.8% in 2020, and then decreased to 4.3% in 2021.

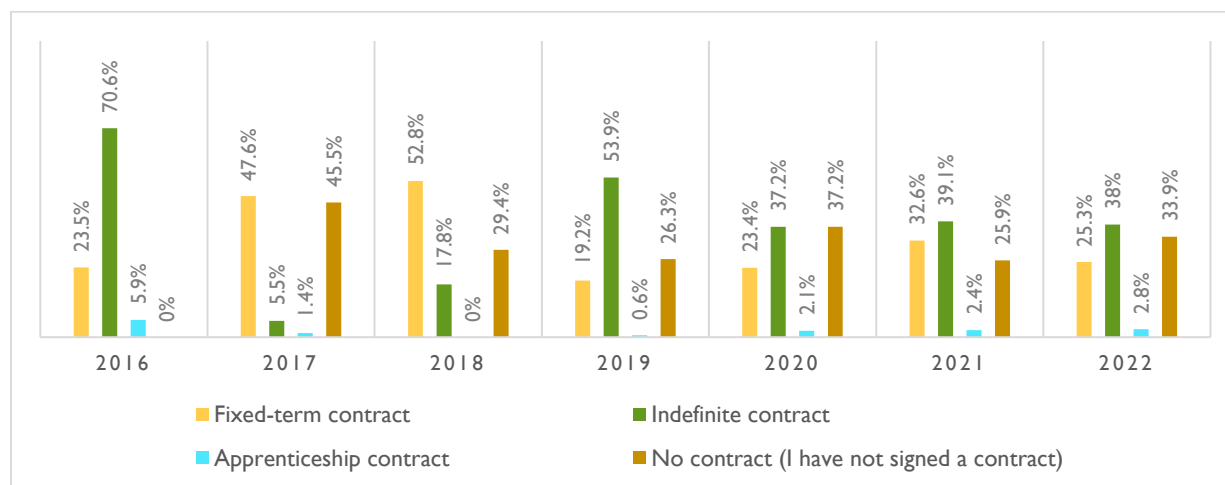
Figure 7: Full time vs part time employment (%) 2016 – 2022



Base: N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363.

In 2022 results, data related with assigned work contracts show that 66.1% of graduates had a work contract with their actual employee, while 33.9% of them were without contracts. As per the type of work contract assigned, 38% of graduates had an indefinite contract, 25.3% had a fixed-term contract while a few had apprenticeship contracts – 2.8%. The percentage of graduates without assigned contracts has declined over the years, from 45.5% in 2017 to 33.9% in 2022.

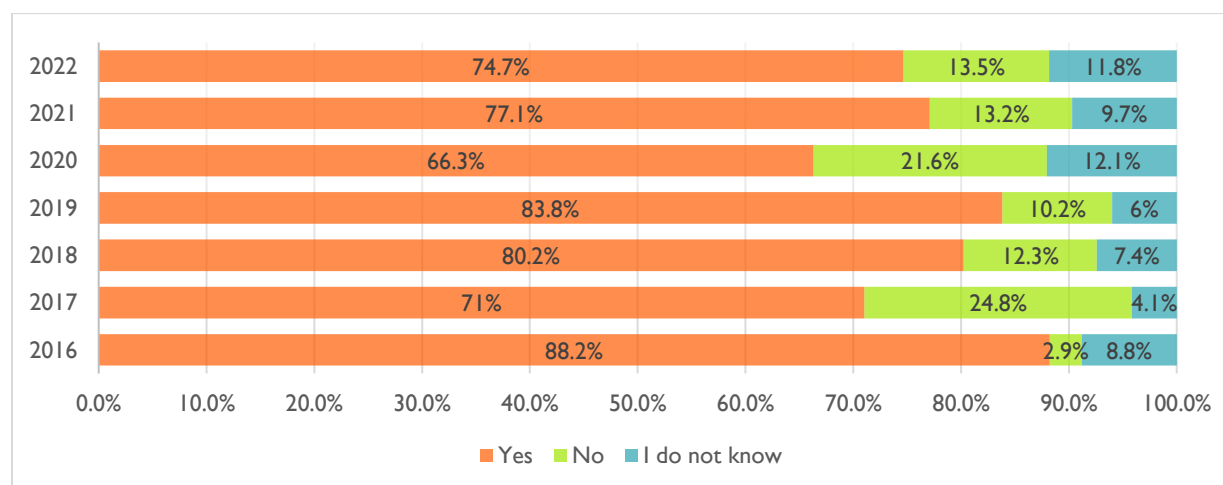
Figure 8: Type of work contracts (%) 2016 – 2022



Base: N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363.

In 2022, findings from the graduate cohort indicate that 74.7% of respondents were aware that their current employer covered their social and health insurance contributions. Meanwhile, 13.5% of graduates reported that their insurances were not covered by their employer, and 11.8% said that they were not informed about this matter – presented in Figure 9 below. Over the period of 2016 to 2022, an average of 77.3% of graduates reported that their insurance was paid by their employer, with the percentage ranging from a high of 88.2% in 2016 to a low of 66.3% in 2020. In contrast, the percentage of graduates who reported that their insurance was not paid for by their employer had some variation, recording a high of 24.8% in 2017 and a low of 10.2% in 2019. While graduates who indicated that they did not know about the payment of their insurance showed fluctuating data, with a high of 12.1% in 2020.

Figure 9: Awareness of employers' contribution payment (%) 2016 – 2022

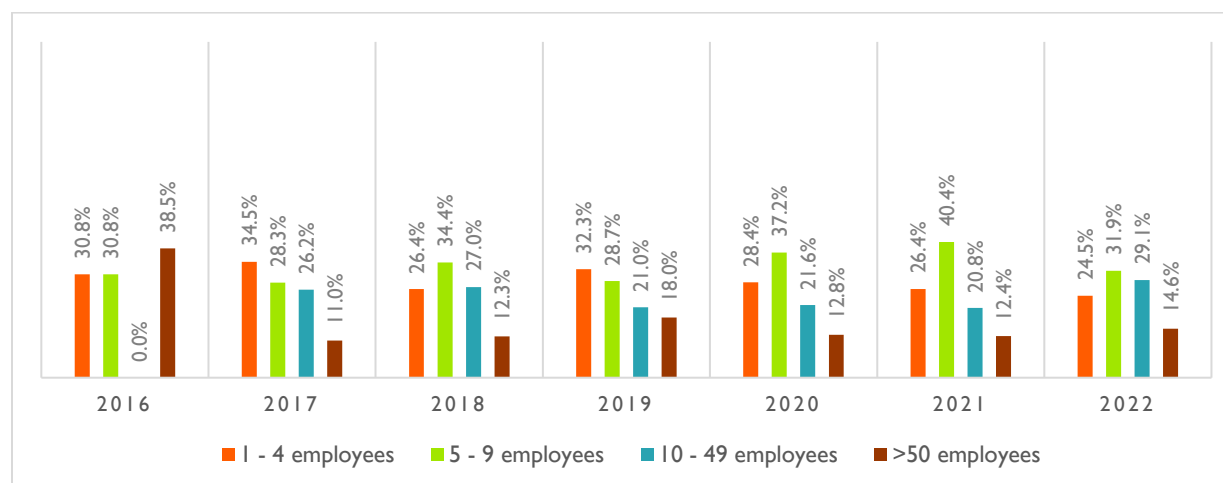


Base: N (2016) = 34, N (2017) = 145, N (2018) = 163, N (2019) = 167, N (2020) = 282, N (2021) = 371, N (2022) = 363

Regarding the size of the company where graduates were working, in 2022, over half of the graduates (56.3%) were employed in small-sized companies with up to 9 employees, while 29.1% worked in companies with 10 to 49 employees. The remaining 14.6% were employed in businesses with more than 50 employees.

Referring to Figure 10 below, when analyzing the data from 2016 to 2022, most of graduates were consistently employed in small-sized companies (1-9 employees), with a slight decline in recent years, while the proportion of graduates working in companies with 10 - 49 employees and those in companies with more than 50 employees showed varying trends, with an increase in the latter category in 2022.

Figure 10: Company size percentage (2016 – 2022)



Base: N (2016) =26, N (2017) =145, N (2018) =163, N (2019) =164, N (2020) = 282, N (2021) = 371, N (2022) = 364

Salary range

As presented in Table 5 below, in 2022, the salary range of graduates was as follows: the largest share (28.5%) was those who reported a net monthly income of 30,001–50,000 ALL, followed by those who reported a net monthly income more than 80,001 ALL (24.3%) and those who earned between minimum wage up to 35, 000 ALL. Only 4.6% of graduates had a net monthly income less than the minimum wage.

Between 2016 to 2022, figures showed a decline in graduates earning less than the minimum wage, the percentages steadily decreased from 20.5% to 4.6% in 2022. In the meantime, for the same period, data indicate a notable shift towards higher monthly income. Specifically, graduates reporting net monthly incomes between 50,001 and 80,000 ALL increased from 6.8% in 2016 to 11.2% in 2022, and those earning more than 80,001 ALL significantly increased from 2.3% in 2016 to 24.3% in 2022.

Table 5: Net monthly income (%) 2016 – 2022

	2016	2017	2018	2019	2020	2021	2022
Less than the minimum wage	20.5%	14.6%	10.9%	15.2%	12.1%	8.1%	4.6%
Minimum wage – 35,000 ALL	50%	61.4%	46.4%	35.3%	28.8%	20.6%	18%
35,001 – 50,000 ALL	15.9%	18.7%	21.9%	26%	36.3%	31.1%	28.5%
50,001 – 65,000 ALL	4.5%	2.3%	10.9%	8.8%	9.2%	12.2%	13.4%
65,001 – 80,000 ALL	6.8%	1.8%	4.7%	9.8%	2.6%	9.1%	11.2%
More than 80,001 ALL	2.3%	1.2%	5.2%	4.9%	11%	18.9%	24.3%
Total	100%	100%	100%	100%	100%	100%	100%

Base: N (2016) =44, N (2017) =171, N (2018) =192, N (2019) =204, N (2020) = 347, N (2021) = 418, N (2022) = 411

Note: For employed and self-employed graduates over the years

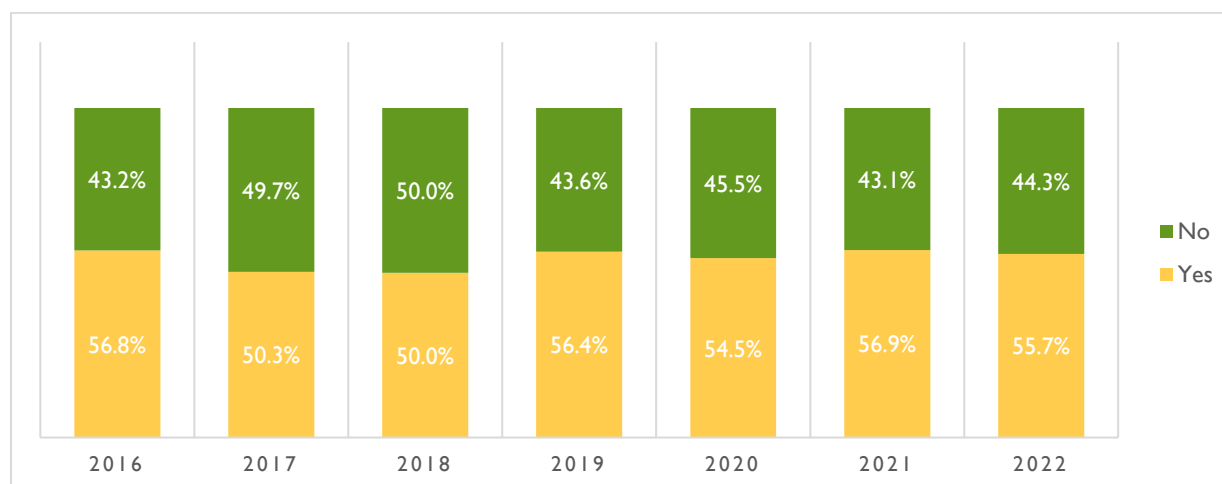
Regarding the net monthly income distribution by directions, data reveal that in 2022, graduates saw an improvement in salary distribution. Specifically, the rates of graduates earning less than the minimum wage in 2022 decreased for all directions as follows: 8.9% in 2021 to 0.0% for 'Economy & Business'; from 13.2% in 2021 to 0.0% for 'Electrotechnics'; from 3.5% in 2021 to 2.3% for 'Tourism & Hospitality' and from 8.3% in 2021 to 8% for ICT. Compared to other groups, graduates in 'Electrotechnics' experienced the most substantial improvement in salary distribution in 2022 compared to the previous year, with a notable increase in those earning between 65,001 and 80,000 ALL, from 9.2% to 16.2%. For more information on distribution of net monthly income by direction refer to Appendix D.

In 2022, there was a notable improvement in salary distribution for both male and female graduates compared to previous years. In 2022, the percentage earning less than the minimum wage decreased from 7.4% in 2021 to 3.9% for males, and for females from 12.1% in 2021 to 8.1%. On the other hand, a notable increase was observed in the percentage earning more than 80,001 ALL, rising from 22.2% in 2021 to 27.3% in 2022 for males, and from 27.3% in 2021 to 29.7% in 2022 for females. Please consult Appendix E for detailed information on this matter.

Matching level of study

In 2022, 55.7% of respondents answered, 'Yes' when asked whether their job was related to their studies, while 44.3% said 'No'. Over the course of the years 2016 – 2022, more than half of graduates – on average 54.4%, consistently reported that actual job was related to their education.

Figure 11: Job related to education (%) 2016 – 2022.

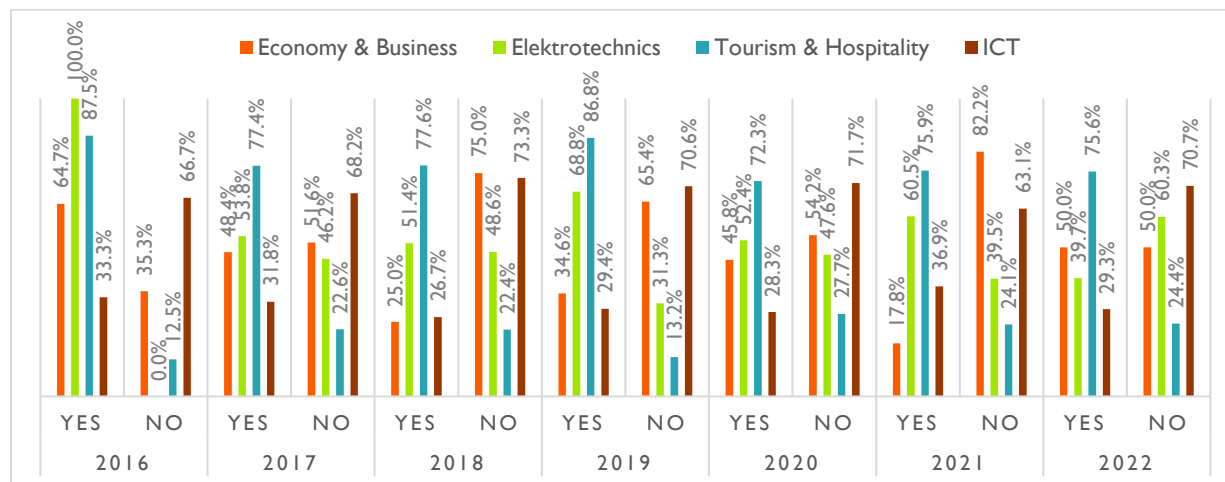


Base: N (2016) = 44, N (2017) = 171, N (2018) = 194, N (2019) = 204, N (2020) = 347, N (2021) = 418, N (2022) = 411.

Note: For employed and self-employed graduates over the years

In 2022, as presented in Figure 12, data shows that for the 'Economy & Business' direction, 50% of graduates felt their education prepared them, while 50% disagreed. In 'Electrotechnics,' 60.5% of graduates disagreed that their education prepared them, and 39.5% agreed. For 'Tourism & Hospitality,' 75.6% of graduates felt prepared, while 24.4% did not. In the 'ICT' direction, 29.3% agreed that their education prepared them, and 70.7% disagreed.

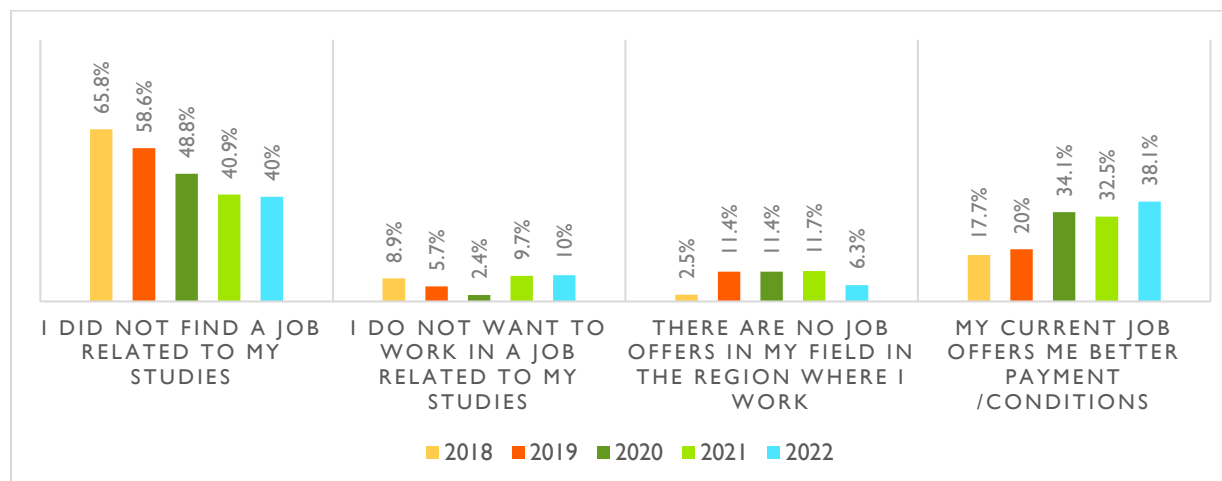
Figure 12: Job related to education by direction (%) 2016 – 2022



Base: N (2016) = 44, N (2017) = 160, N (2018) = 192, N (2019) = 204, N (2020) = 347, N (2021) = 418, N (2022) = 411

In 2022, graduates attributed the mismatch between their job and educational background to various reasons, with the primary reason being 'not finding a job related to their studies,' cited by 40%. This was followed by 38.1% who mentioned that their current jobs offered better payment/conditions. Additionally, 10% reported not 'wanting to work in a job similar to their field of studies,' while the remaining 6.3% stated that 'there were no job offers in the regions where they work' as the reason. Over the years, the percentage of graduates who cited 'I did not find a job related with my studies' has steadily decreased from 65.8% in 2016 to 40% in 2022. In contrast, the percentage of graduates mentioning the reason 'my current job offers me a better payment/conditions' has increased gradually between 2016 and 2022, from 17.7% to 38.1%.

Figure 13: Perceived reasons behind the mismatch (%) 2018 – 2022



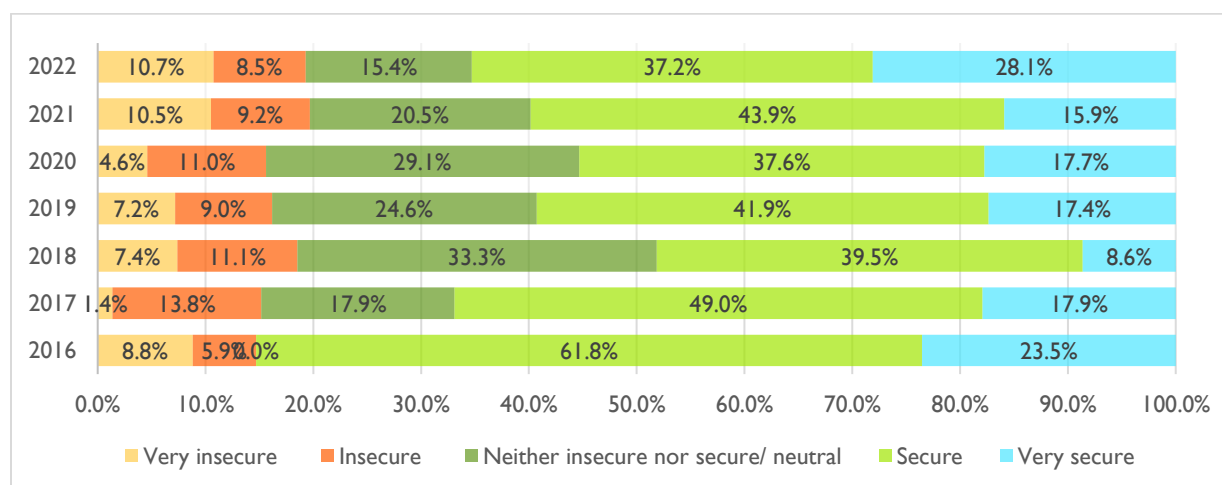
Base: N (2018) =79, N (2019) =70, N (2020) =123, N (2021) =154, N (2022) = 160

Perceived job stability and satisfaction

This sub section provides data regarding graduates' perception on job security/stability and satisfaction during 2016 – 2022.

As visualized in Figure 14, in 2022, most of graduates (65.3%) reported feeling secure or very secure about their current job. However, over the years, graduates' perceptions of job security have fluctuated. Specifically, in 2016, the majority of graduates felt secure or very secure (85.3%), a percentage that dropped in the subsequent years, reaching a low point in 2018 (48.1%). Then the percentages started an upward trend, with a notable increase during the last two years of the survey, with 59.8% in 2021 and 65.3% in 2022.

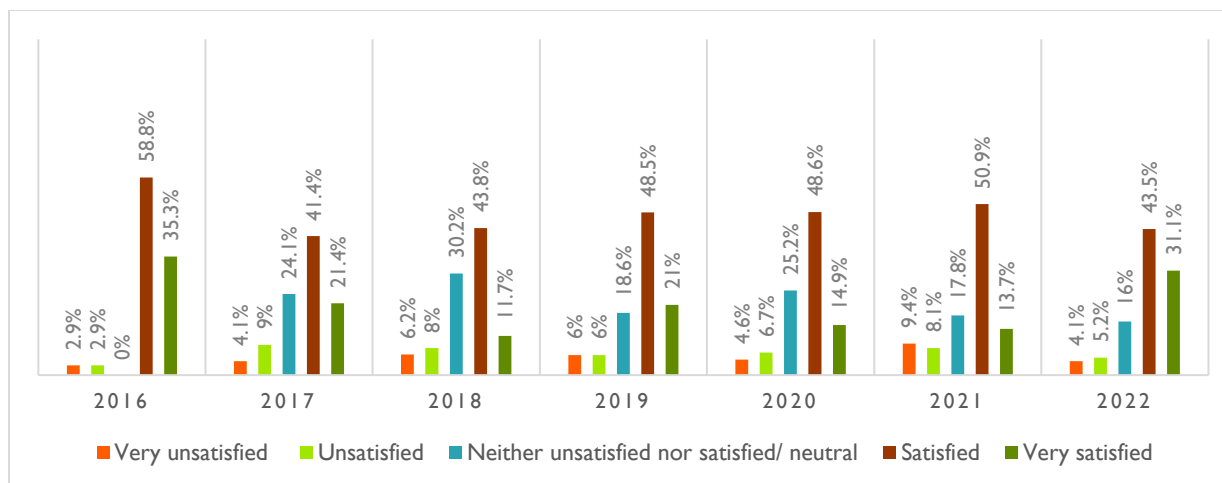
Figure 14: Perceived job security of the current job (%) 2016 – 2022



Base: N (2016) =34, N (2017) =145, N (2018) =162, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363

Regarding their level of satisfaction with their current job, in 2022, 74.7% of graduates reported being 'satisfied' or 'very satisfied' with their jobs, with a notable increase in the rates of graduates who reported being 'very satisfied' (31.1%) compared to 13.7% in 2021. As shown in Figure 15, a consistent majority of graduates have expressed a higher level of satisfaction over the years, with an average of 69.2%.

Figure 15: Satisfaction with current job (%) 2016 – 2022



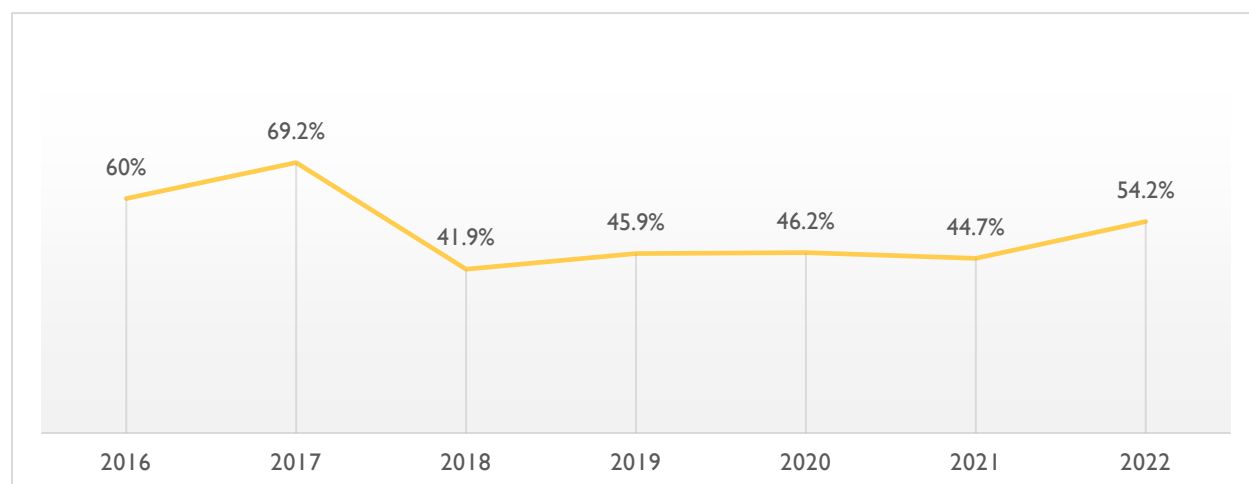
Base: N (2016) =34, N (2017) =145, N (2018) =162, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363

Status of self-employed graduates

As illustrated at Figure 3 above, in the employment outcome session, self-employed graduates represented a smaller portion of the total graduates across the years, ranging from 7.2% in 2016 to the highest of 11.7% in 2020. In comparison to other groups, this category of graduates remained consistent over time without experiencing any significant variations in their numbers.

Figure 16 below presents data regarding the relationship between self-employment activity and education. Overall, figures show that there was some fluctuation during 2016 – 2022 on this matter, with the highest percentage at 69.2% in 2017 and the lowest at 41.9% in 2018, but in 2022, it increased to 54.2%.

Figure 16: Scope of Self-Employment Activity Related to Education (%) 2016 - 2022



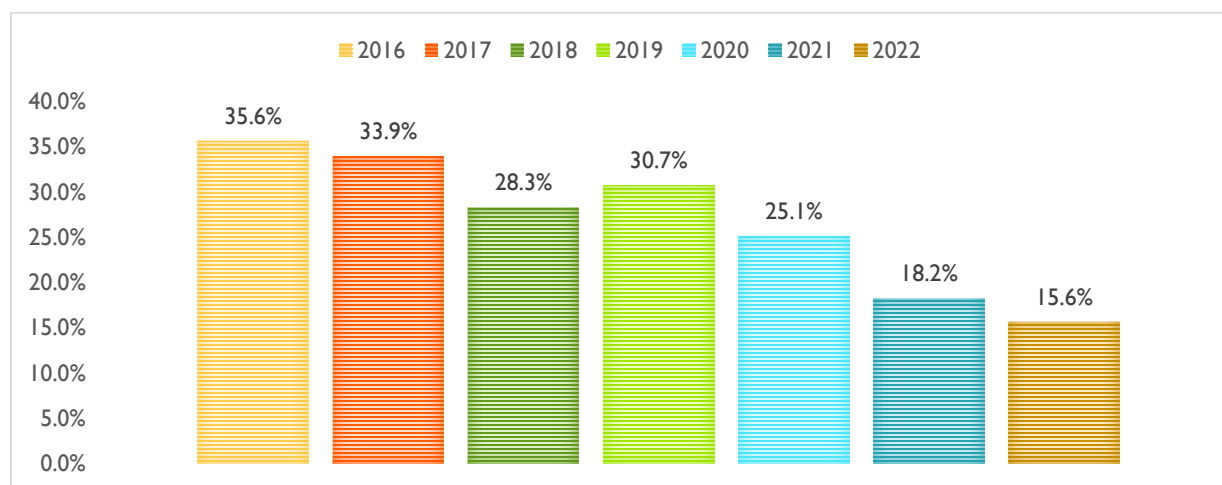
Base: N (2016) = 132, N (2017) = 363, N (2018) = 403, N (2019) = 407, N (2020) = 554, N (2021) = 588, N (2022) = 577

In 2022, among self-employed graduates who stated that their current job was not aligned with their education, the reasons they cited were as follows: 45.5% mentioned that 'My current job offers me better payment/conditions,' while 26.7% cited 'I did not find a job related to my studies' as the reason. Over the years from 2016 to 2022, the most frequently cited reason for having a job unrelated to their educational background has been 'accepting a job that offers better payment/conditions,' averaging 47.9% compared to other options. Regarding the time needed to start their business after graduation, half of graduates in 2022 said it was a family business (50%), while 22.9% reported starting the business before graduation. 66.7% of graduates of the 2021 – 2022 cohort viewed self-employment as their permanent activity, while 18.8% were uncertain or did not know, and 14.6% considered it as a temporary endeavor until they secure stable employment in a company. *For detailed information on self-employed graduates' data please refer to Appendix F.*

Status of unemployed graduates

In 2022, out of the 577 graduates interviewed, 90 individuals, constituting 15.6%, were unemployed. The data, as depicted in Figure 17, reveals a consistent and substantial decrease in the unemployment rate among graduates, declining from 35.6% in 2016 to 15.6% in 2022.

Figure 17: Percentage of unemployed graduates during 2016 – 2022

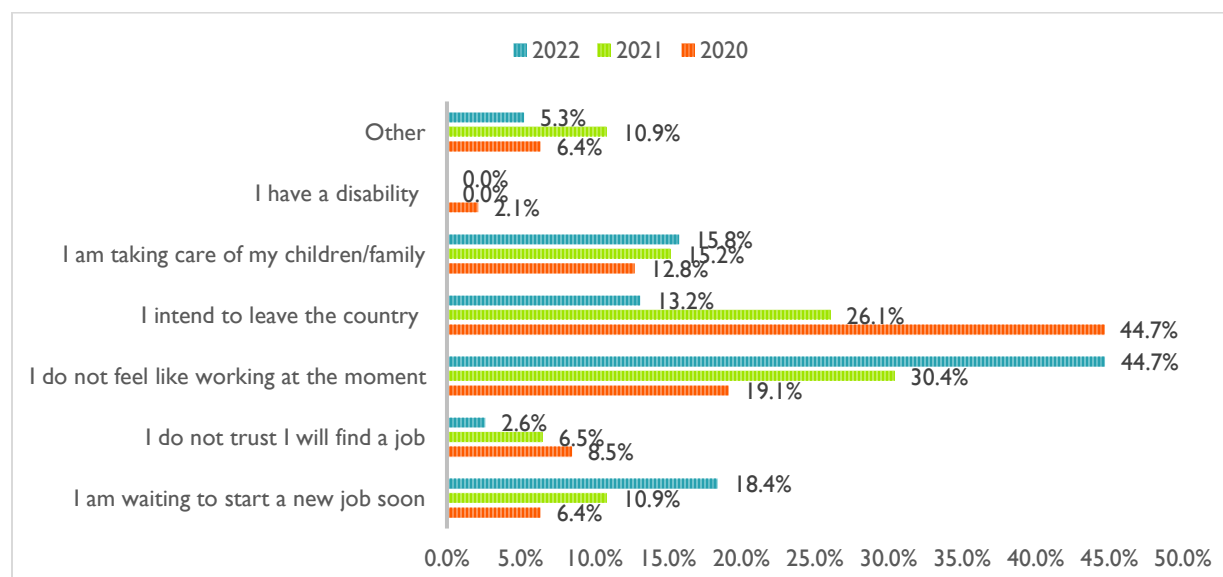


Base: N (2016) = 132, N (2017) = 363, N (2018) = 403, N (2019) = 407, N (2020) = 554, N (2021) = 558, N (2022) = 577

In 2022, during the time of the interview, the data reveals that more than half of the graduates (57.8%) were actively seeking a job, while 42.2% were not. Over the course of the last three years, from 2020 to 2022, the percentages of unemployed graduates who were actively seeking employment remained relatively stable, with a slight increase from 66.2% in 2020 to 57.8% in 2022.

As per the reasons for not seeking employment mentioned among unemployed graduates in 2022, the primary reasons were as follows; 'I do not feel like working at the moment' (44.7%), 'Waiting to start a new job soon' (18.4%) and 'Taking care of children/family' (15.8%). When analyzing the data from a comparative perspective, as presented in Figure 18 below, figures reveal that the primary reason mentioned is 'I do not feel like working at the moment' following an upward trend, with the highest percentage each year, from 19.1% in 2020 to 44.7% in 2022. On the other hand, data shows a declining trend in graduates' intention to leave the country as a reason for not seeking employment over the specified years, from 44.7% in 2016 to 13.2% in 2022. Meanwhile, the rates of unemployed graduates who mentioned as a reason for not seeking employment taking care of children/family has remained relatively stable within 12.8% to 15.8% between 2016 – 2022.

Figure 18: Reasons not looking for a job (%) 2020 – 2022.



Base: N (2020) = 47, N (2021) = 46, N (2022) = 38

In 2022, among the main reasons beyond unemployment, graduates cited as the top three the following: 'Lack of work experience' (25%), 'Job opportunities do not relate to my studies' (19.2%) and 'Shortage of jobs in my region' (11.5%).

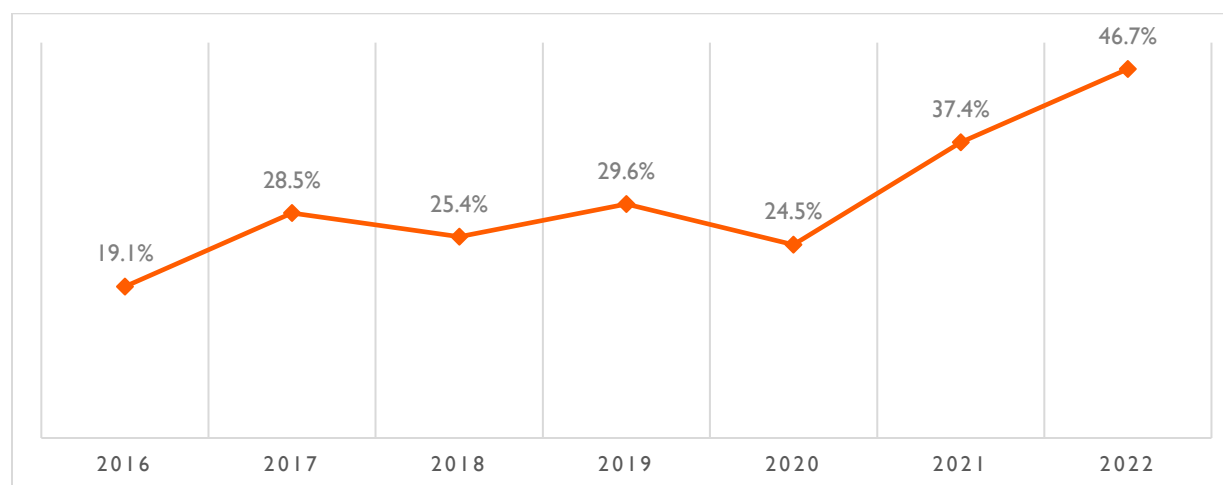
Table 6: Perceived main reasons beyond unemployment (%) 2016 – 2022

	2016	2017	2018	2019	2020	2021	2022
Lack of work experience	12.8%	10.6%	14.0%	9.5%	16.3%	19.7%	25%
Knowledge obtained in school do not match with labour market	8.5%	5.7%	7%	3.2%	1.1%	3.3%	5.8%
Job opportunities do not relate to my studies	8.5%	12.2%	21.1%	10.3%	20.7%	19.7%	19.2%
Lack of contacts/links in finding a job	27.7%	15.4%	14%	15.9%	29.3%	18%	15.4%
Shortage of jobs in my region	21.3%	16.3%	19.3%	15.9%	21.7%	9.8%	11.5%
Engaged in child/household care	4.3%	23.6%	11.4%	7.1%	2.2%	0%	1.9%
Other	12.8%	16.3%	0.0%	11.9%	7.6%	26.2%	15.4%
Limited resources to be self-employed	4.3%	0%	13.2%	0%	0%	0%	0%

From the situation created by the Due to the situation triggered by COVID-19-19 pandemic	NA	NA	NA	26.2%	NA	NA	NA
Don't know how to apply for a job	NA	NA	NA	NA	1.1%	3.3%	5.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Base: N (2016) =47, N (2017) =123, N (2018) =114, N (2019) =126, N (2020) = 92, N (2021) = 61, N (2022) = 52							

The results of the tracer study in 2022 indicate that nearly half of the unemployed graduates (46.7%) had secured employment at least once after their graduation. When looking at the results over the years, as illustrated in Figure 19, data show a fluctuating trend, with the percentage of graduates who have been employed at least once since graduation ranging from 19.1% in 2016 to a notable increase of 46.7% in 2022, with the lowest percentage of 24.5% recorded in 2020, corresponding to Covid-19 pandemic.

Figure 19: Percentage of unemployed graduates being employed at least once after graduation (2016 – 2022)



Base: N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577

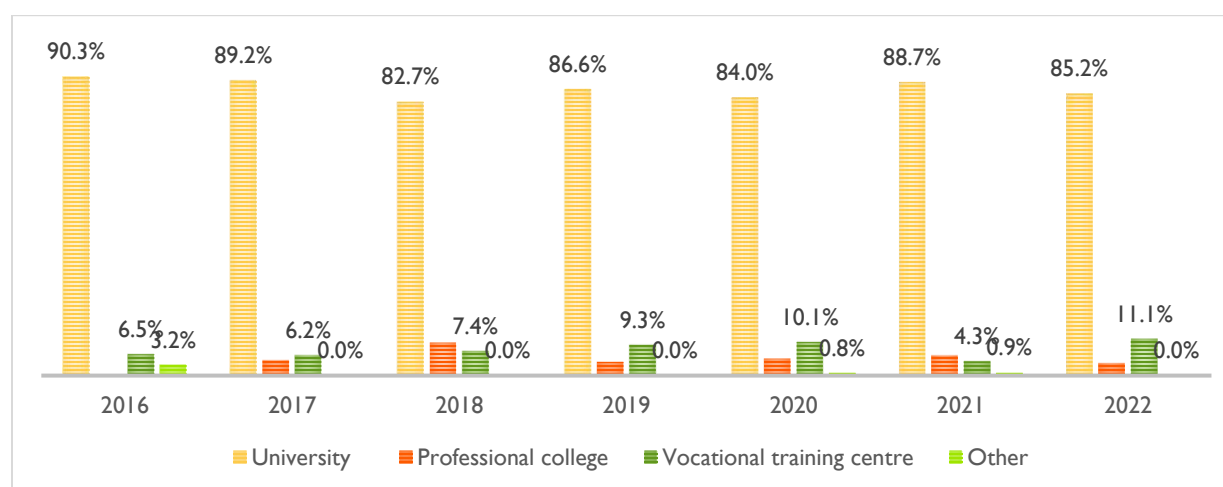
Among the three main reasons mentioned for leaving their previous job, graduates in 2022 have reported the following: 'For personal reasons' (50%), 'Termination of working contract' (7.1%) and 'The job/position did not match my education' (11.9%). Throughout the years 2016 to 2022, the primary reasons for leaving jobs varied, with 'For personal reasons' and 'Termination of working contracts' remaining consistently significant.

Graduates pursuing further qualifications

In the 2022 cohort, 11.3% of the total sample chose to pursue further qualifications. Among them, the majority (85.2%) were attending university, 11.1% chose vocational training centers and only a few (3.7%) attended professional colleges.

Data over the years indicate that attendance at university - compared to other categories - has the highest percentage of students, despite experiencing minor fluctuations. As shown in Figure 20, the graduation rates in universities reached 90.3% in 2016 as the highest peak and then declined to their lowest point of 84% in 2020. On the other hand, graduation rates in professional colleges remained significantly lower compared to university attendance, with the highest percentage recorded in 2018 at 9.9%. As for graduates attending vocational centers, the data revealed an upward trend starting from 6.5% in 2016 and increasing to 10.1% in 2020. However, in 2021, there was a noticeable decline to 4.3%, which was followed by a significant rebound to 11.1% in 2022.

Figure 20: Percentage of Qualification Pursued by Type (2016 – 2022)

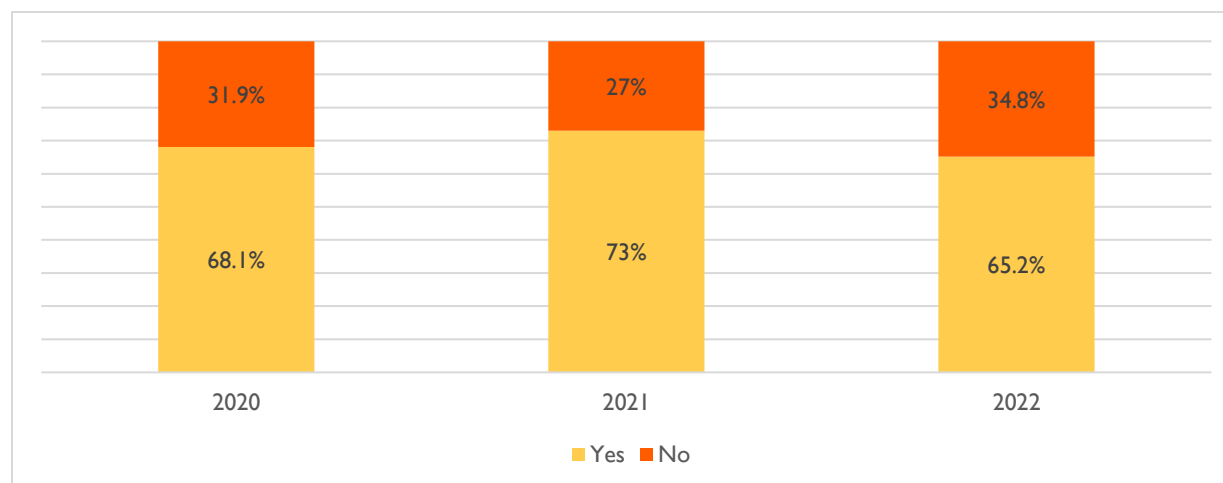


Base: N (2016) = 31, N (2017) = 65, N (2018) = 81, N (2019) = 97, N (2020) = 119, N (2021) = 115, N (2022) = 135

Over the last three years, there was a significant increase in the proportion of students attending public institutions, with a notable rise from 55.5% in 2020 to 65.2% in 2022, indicating a growing trend in public institution preference. Meanwhile for the same period, there was a consistent decline in the percentage of students attending private institutions, with a decrease from 44.5% in 2020 to 34.8% in 2022. *For detailed information please refer to Appendix G.*

In the 2022 cohort of graduates, 65.2% of those pursuing further qualifications were studying in the same topic as their previous education, marking an 8-percentage point decrease from the previous year in 2021 and a 3-percentage point decrease compared to 68.1% in 2020 – Figure 21 below.

Figure 21: Percentage of Current Qualifications Related to Previous Education (2020 – 2022)



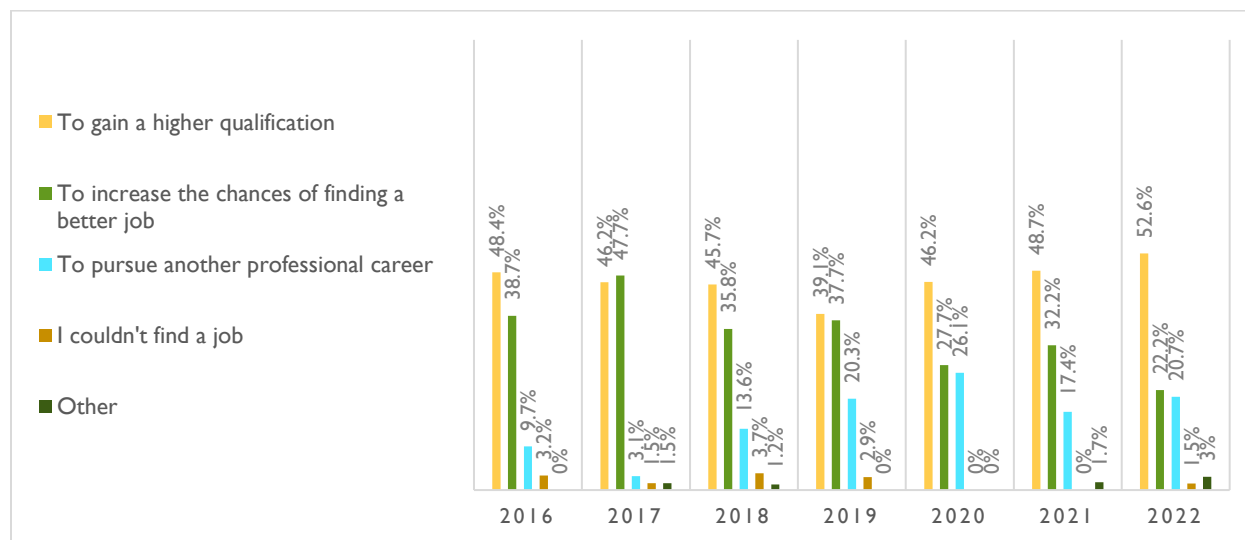
Base: N (2020) = 119, N (2021) = 115, N (2022) = 135

Regarding the motivations for pursuing further studies, in 2022, half of graduates - 52.6% - sought to gain higher qualifications, 22.2% did so to increase their chances of finding a better job, 20.7% to pursue another professional career, 1.5% because they couldn't find a job, and only a few of 3% for other reasons.

From a comparative perspective, as presented in Figure 22 below, the data indicates that, in 2022, a higher percentage of graduates were motivated to gain a higher qualification compared to previous years, while the pursuit of further education to improve job prospects saw a significant decline from 2020, suggesting a shifting emphasis in graduate motivations. As per the motivation to increase the chances of finding a better job, over the same period data show that there were some fluctuations, with a peak at 47.7% in 2017 but a decline to 22.2% in 2022.

Meanwhile, data related to the motivation of pursuing another professional career show an upward trend, increasing from 9.7% in 2016 to 26.1% in 2020, with fluctuations. Then it declined to 17.4% in 2021 and increased to 20.7% in 2022.

Figure 22: Reasons for Pursuing Studies/Training (%) 2016 – 2022



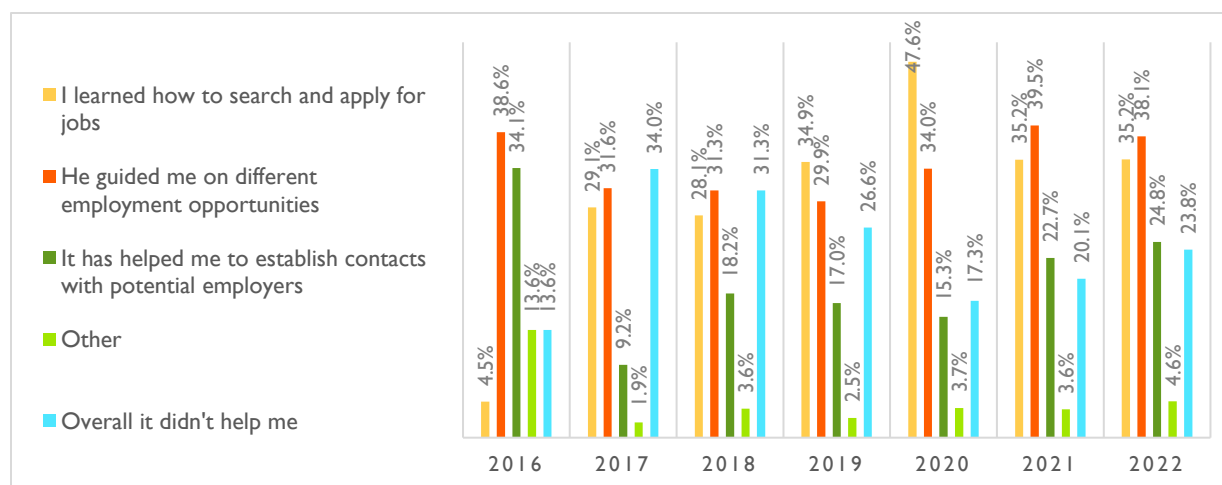
Base: N (2016) =31, N (2017) =65, N (2018) =81, N (2019) =97, N (2020) = 119, N (2021) = 115, N (2022) = 135

Retrospective evaluation of the provider

In Figure 23, data show that 38.1% of graduates felt that their school provided guidance on various employment opportunities. Additionally, 35.2% reported that their school assisted them in learning how to search and apply for jobs, while 24.8% mentioned that it helped them establish contacts with potential employers. Only 23.8% of graduates believed that their school did not provide such assistance.

Data spanning from 2016 to 2022 indicates a range of experiences among respondents. Only a small percentage, varying from 4.5% to 47.6%, reported learning how to search for and apply for jobs in school. On average, approximately 38% of respondents believed that school provided guidance on different employment opportunities. A minority of respondents, ranging from 9.2% to 24.8%, felt that school did not assist in establishing contacts with potential employers. In contrast, most respondents, varying from 66% to 86.4%, expressed that school did not offer substantial assistance in their overall job preparation.

Figure 23: Percentages of school support in finding first job (2016 - 2022)

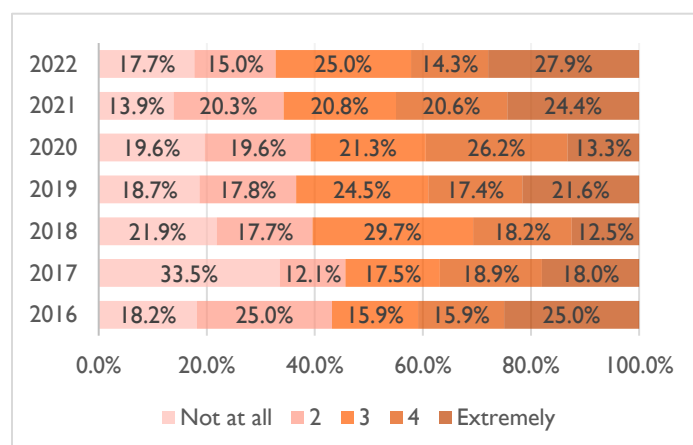


Base: N (2016) =44, N (2017) =206, N (2018) =191, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412

Note: For visualization purposes, all categories are grouped within one Figure, showing only the 'Yes' option. This is the reason why the percentages mentioned exceed 100%.

Graduates were also asked about the extent utilization of knowledge acquired during their studies and the relevance of their current positions to their studies, as depicted in Figure 24 and Figure 25 below.

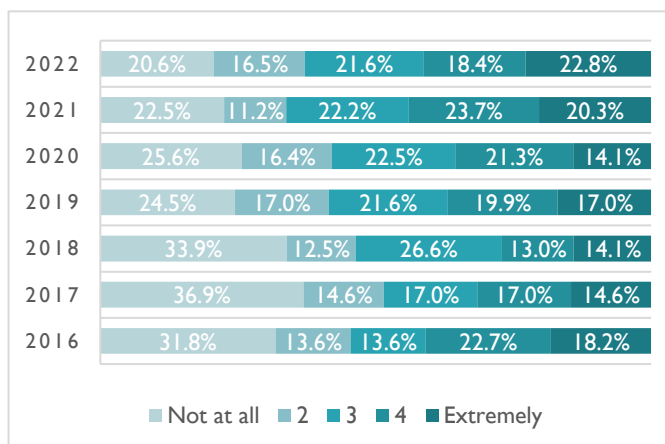
Figure 24: Utilization of school/studies knowledge in current job (%) 2016 – 2022



In 2022, 42.2% of graduates reported high to extremely high levels of knowledge utilization in their current jobs. Trends over the years have shown variation. In 2022, 27.9% reported extremely high utilization, marking an increase from 2016, while other ratings fluctuated, indicating changing patterns.

Figure 25: Relevance of current position to studies (%) 2016 - 2022

In the 2022 cohort, 41.3% of graduates stated that their current positions were very or extremely related to their previous studies. When viewed from a comparative perspective, the data reveal fluctuations in the extent to which graduates perceived their studies as very or extremely related to their current positions. This perception ranged from a low of 27.1% in 2019 to a high of 44% in 2021.



In 2022, graduates identified that the top five aspects in school that should be improved to better prepare them for the job market included the following: 'collaboration with businesses' (49.7%), 'cooperation with employment offices' (48.4%), 'apprenticeship at businesses' (48.1%), 'apprenticeship at school' (44.1%) and 'theoretical and practical skills of teachers' (41.0%).

If we narrow down the analysis to the three most frequently mentioned areas for improvement from 2016 to 2022, we find that 'collaboration with businesses' averaged 49.8%, while 'cooperation with employment offices' and 'apprenticeship at businesses' each averaged 49.3%. Please refer to Table 7 below for details regarding the listed areas for improvement over the years.

Table 7: Area needs improvement “to a high/very high extent” (%)

	2016	2017	2018	2019	2020	2021	2022
Infrastructure	43.2%	35.9%	32.8%	32.8%	30.5%	48.5%	36.7%
Curricula			20.8%	31.1%	34.1%	50.4%	37.3%
Texts and teaching materials	40.9%	29.6%	20.8%	40.1%	37.9%	53.3%	38%
Teaching methods	38.6%	23.8%	20.3%	37.3%	34.7%	54.1%	40.9%
Theoretical and practical skills of teachers			26.0%	36.1%	33.8%	53.2%	41%
Apprenticeship at school	43.2%	43.7%	41.7%	50%	47.8%	56.5%	44.1%
Apprenticeship at business	36.4%	48.1%	44.8%	51.5%	54.2%	62.1%	48.1%
Career orientation	27.3%	35.4%	35.4%	40.2%	46.4%	54.6%	46.2%
Collaboration with businesses	34.1%		41.7%	51.9%	63.9%	57.4%	49.7%
Cooperation with employment offices	31.8%	47.1%	40.1%	56%	63.5%	58.2%	48.4%

Note: Table presents only the results for 'to a high/very high extent' from a 5-scale Likert scale ranging from 1 (Not at all) to 5 (Very high extent).

When asked about the willingness to choose the same field of study or school again, results are presented in Figure 26 below. The majority of graduates in 2022 cohort reported that they would choose the same field of study (80.2%) and the same school (76.8%) again.

Overall, the data over the years from 2016 to 2022 indicate that most graduates were satisfied with their choice of field of study, and they were willing to make the same decision even at the time of the interview. Specifically, the percentage of "Yes" responses for the same field of study remained stable, ranging from 80% in 2018 to 80.2% in 2022. Likewise, the percentage of those who would choose the same school again showed a consistent trend, averaging around 81%, with the highest percentage recorded at 85.5% in 2019.

Figure 26: Graduates who would choose same field of study or school again (%) 2018 - 2022.

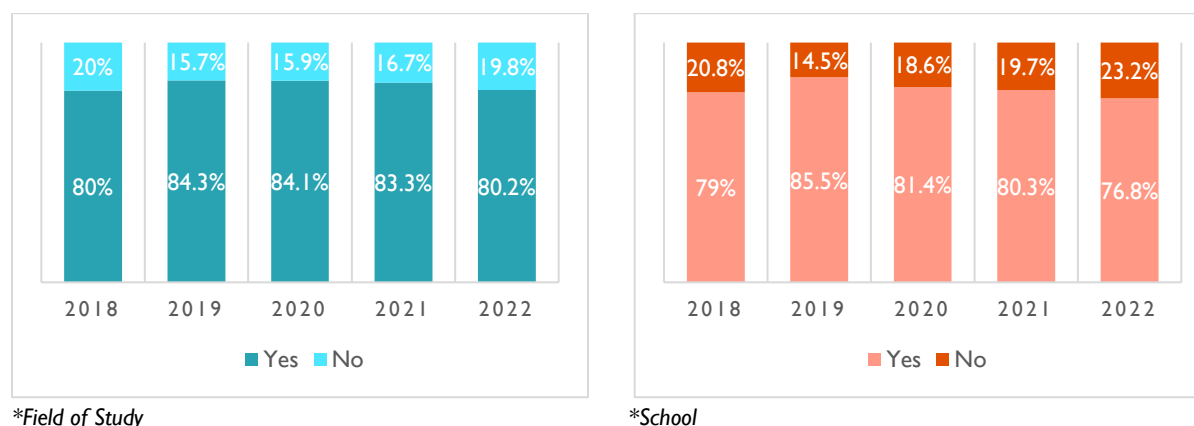


Table 8 provides an overview of graduates' aspirations for the next two years, from the time of the interview. Graduates' of 2022 cohort identified their three top goals as follows: 'starting their own business' (41.1%), 'getting a job more closely linked to their area of study/training' (26%) and 'emigrating abroad' (19.9%).

When looking at the data over the years 2016 to 2022, the goal of ‘starting their own businesses’ has shown a continuous upward trend from 16.4% in 2016 to 41.1% in 2022. As per the goal of ‘getting a job more closely linked to their area of study/training’, data has fluctuated, with the highest percentage of 34.1% in 2020. On average, 22.2% of graduates ‘intended to emigrate abroad’, with the highest percentage of 27.6% in 2020. However, the percentage of those who planned to migrate to another city has significantly declined from 33.6% in 2016 to 1.2% in 2022.

Table 8: Percentages of graduates’ future employment and education/training goals in the next 2 years (2016 – 2022)

	2016	2017	2018	2019	2020	2021	2022
To get employed irrespective of the field	33.3%	12.7%	26.8%	26.5%	19.1%	20.9%	20.3%
To get a job more closely linked to my area of study/training	3.3%	31.1%	31.5%	33.7%	34.1%	31%	26%
To start my own business	16.4%	17.1%	20.8%	26.0%	30.9%	37.8%	41.1%
To pursue further studies	13.9%	27.3%	25.0%	19.2%	19.0%	19.6%	13.9%
To emigrate abroad	5.7%	24.8%	26.3%	25.3%	27.6%	25.5%	19.9%
To migrate to another city in my country	33.6%	0.8%	1.5%	1.2%	1.1%	1.9%	1.2%

Base: N (2016) = 122, N (2017) = 363, N (2018) = 400, N (2019) = 407, N (2020) = 554, N (2021) = 588, N (2022) = 577

Note: Table presents only the ‘Yes’ option

Appendixes

Appendix A: Coverage of the provider-based tracer

COHORT	REGION	PROVIDER	RESPONDENTS /GRADUATES	RESPONSE RATE	% OF TOTAL
2015-2016	Lezha	Kolin Gjoka	64/119	54%	49%
	Berat	Kristo Isak	40/49	82%	30%
	Vlora	Pavaresia	20/73	27%	15%
	Vlora	Tregtare	8/21	38%	6%
	SUBSAMPLE 1		132/263	50%	100%
2016-2017	Lezha	Kolin Gjoka	66/80	83%	18%
	Berat	Kristo Isak	8/8	100%	2%
	Vlora	Pavaresia	59/98	60%	16%
	Vlora	Tregtare	19/19	100%	5%
	Tirana	Gjergj Canco	121/201	60%	33%
	Shkodra	Hamdi Bushati	91/102	89%	25%
	SUBSAMPLE 2		363/508	71%	100%
2017-2018	Lezha	Kolin Gjoka	46/70	66%	11%
	Berat	Kristo Isak	70/72	97%	17%
	Vlora	Pavaresia	61/126	48%	15%
	Vlora	Tregtare	45/48	94%	11%
	Tirana	Gjergj Canco	121/201	60%	30%
	Shkodra	Hamdi Bushati	60/87	69%	15%
	SUBSAMPLE 3		403/604	67%	100%
2018-2019	Lezha	Kolin Gjoka	55/62	80%	14%
	Berat	Kristo Isak	22/23	96%	5%
	Vlora	Pavaresia	55/95	58%	14%
	Vlora	Tregtare	43/46	93%	11%
	Tirana	Gjergj Canco	176/241	73%	43%
	Shkodra	Hamdi Bushati	56/70	80%	14%
	SUBSAMPLE 4		407/537	76%	100%
2019 - 2020	Lezha	Kolin Gjoka	96/113	85%	17%
	Berat	Kristo Isak	39/40	98%	7%
	Vlora	Pavaresia	103/124	83%	19%
	Vlora	Tregtare	63/63	100%	11%
	Tirana	Gjergj Canco	165/208	79%	30%
	Shkodra	Hamdi Bushati	88/95	93%	16%
	SUBSAMPLE 5		554/643	86%	100%
2020 – 2021	Lezha	Kolin Gjoka	116/118	98%	20%
	Berat	Kristo Isak	38/38	100%	6%
	Vlora	Pavaresia	121/149	81%	21%
	Vlora	Tregtare	62/63	98%	11%
	Tirana	Gjergj Canco	158/187	84%	27%
	Shkodra	Hamdi Bushati	93/93	100%	16%
	SUBSAMPLE 6		588/648	92%	100

2021 - 2022	Lezha	Kolin Gjoka	107/110	97%	19%
	Berat	Kristo Isak	35/35	100%	6%
	Vlora	Pavaresia	101/125	81%	17.5%
	Vlora	Tregtare	61/61	100%	10.5%
	Tirana	Gjergj Canco	129/145	89%	22.3%
	Shkodra	Hamdi Bushati	144/144	100%	24.9%
	SUBSAMPLE 7		577/620	94%	100%

Appendix B: What was the main reason for leaving your last job?

	2016	2017	2018	2019	2020	2021	2022
Termination of work contract	7.1%	1.6%	4.8%	7.5%	4.2%	7.1%	5.9%
The job did not match my education	7.1%	9.4%	4.8%	10.4%	11.9%	7.7%	6.8%
I was offered a better pay at the new job	57.1%	42.2%	46.8%	50.7%	36.4%	37.7%	36.8%
I was offered better working conditions at the new job	0.0%	18.8%	19.4%	14.9%	16.1%	18.0%	15.5%
Redundancy in the workplace	0.0%	3.1%	4.8%	0.0%	4.2%	0.5%	0.9%
For personal reasons	28.6%	17.2%	14.5%	7.5%	21.2%	19.1%	24.5%
Other	0.0%	7.8%	4.8%	4.5%	3.4%	3.8%	3.2%
Due to the situation triggered by COVID-19	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%
It was far from my place of residence	0.0%	0.0%	0.0%	0.0%	2.5%	6.0%	6.4%

Appendix C: Do you still work in the same business?

	2019	2020	2021	2022
Yes	40%	61.3%	47.4%	51.7%
No	60%	38.7%	52.6%	48.3%
Total	100.0%	100.0%	100.0%	100.0%

* For those who found the first job through my apprenticeship in the business

Appendix D: Net monthly income by direction in narrative

	2016	2017	2018	2019	2020	2021	2022
Economy & Business							
Less than the minimum wage	5.9%	25.8%	25.0%	23.1%	18.8%	8.9%	0.0%
Minimum wage – 35,000 ALL	64.7%	45.2%	45.0%	50.0%	43.8%	26.7%	20.0%
35,001 – 50,000 ALL	17.6%	25.8%	25.0%	23.1%	20.8%	26.7%	33.3%
50,001 – 65,000 ALL	5.9%	3.2%	5.0%	0.0%	6.3%	8.9%	10.0%
65,001 – 80,000 ALL	5.9%	0.0%	0.0%	0.0%	2.1%	6.7%	6.7%

	More than 80,001 ALL	0.0%	0.0%	0.0%	3.8%	8.3%	22.2%	30.0%
Elektrotechnics	Less than the minimum wage	0.0%	0.0%	5.7%	8.3%	6.0%	13.2%	0.0%
	Minimum wage – 35,000 ALL	50.0%	76.9%	42.9%	39.6%	26.2%	19.7%	10.3%
	35,001 – 50,000 ALL	50.0%	23.1%	20.0%	31.3%	39.3%	38.2%	33.8%
	50,001 – 65,000 ALL	0.0%	0.0%	8.6%	10.4%	10.7%	7.9%	19.1%
	65,001 – 80,000 ALL	0.0%	0.0%	5.7%	6.3%	2.4%	9.2%	16.2%
	More than 80,001 ALL	0.0%	0.0%	17.1%	4.2%	15.5%	11.8%	20.6%
Tourism & Hospitality	Less than the minimum wage	25.0%	22.6%	6.9%	21.1%	13.9%	3.5%	2.3%
	Minimum wage – 35,000 ALL	62.5%	58.1%	41.4%	31.6%	27.7%	14.9%	15.3%
	35,001 – 50,000 ALL	0.0%	12.9%	20.7%	13.2%	33.7%	29.1%	24.4%
	50,001 – 65,000 ALL	12.5%	0.0%	22.4%	10.5%	8.9%	12.8%	14.8%
	65,001 – 80,000 ALL	0.0%	6.5%	6.9%	18.4%	4.0%	14.9%	12.5%
	More than 80,001 ALL	0.0%	0.0%	1.7%	5.3%	11.9%	24.8%	30.7%
ICT	Less than the minimum wage	50.0%	4.5%	3.3%	20.6%	13.3%	8.3%	8.0%
	Minimum wage – 35,000 ALL	16.7%	68.2%	63.3%	26.5%	25.0%	25.0%	20.0%
	35,001 – 50,000 ALL	16.7%	18.2%	16.7%	23.5%	40.0%	28.6%	32.0%
	50,001 – 65,000 ALL	0.0%	0.0%	10.0%	14.7%	11.7%	14.3%	13.3%
	65,001 – 80,000 ALL	16.7%	4.5%	6.7%	8.8%	1.7%	3.6%	5.3%
	More than 80,001 ALL	0.0%	4.5%	0.0%	5.9%	8.3%	20.2%	21.3%

Appendix E: Net monthly income by gender in narrative

		2016	2017	2018	2019	2020	2021	2022
Male	Less than the minimum wage	18.9%	13.5%	6.6%	12.8%	10.8%	7.4%	3.9%
	Minimum wage – 35,000 ALL	48.6%	62.2%	48.8%	35.2%	26.5%	16.5%	13.6%
	35,001 – 50,000 ALL	16.2%	18.6%	22.3%	26.3%	38.6%	31.8%	28.2%
	50,001 – 65,000 ALL	5.4%	2.6%	11.4%	9.5%	10.5%	12.8%	13.9%
	65,001 – 80,000 ALL	8.1%	1.9%	4.8%	11.2%	2.9%	9.4%	13.1%
	More than 80,001 ALL	2.7%	1.3%	6.0%	5.0%	10.8%	22.2%	27.3%
Female	Less than the minimum wage	28.6%	26.7%	38.5%	32.0%	22.0%	12.1%	8.1%
	Minimum wage – 35,000 ALL	57.1%	53.3%	30.8%	36.0%	46.3%	42.4%	37.8%
	35,001 – 50,000 ALL	14.3%	20.0%	19.2%	24.0%	19.5%	27.3%	29.7%

50,001 – 65,000 ALL	0.0%	0.0%	7.7%	4.0%	0.0%	9.1%	10.8%
65,001 – 80,000 ALL	0.0%	0.0%	3.8%	0.0%	0.0%	7.6%	2.7%
More than 80,001 ALL	0.0%	0.0%	0.0%	4.0%	12.2%	1.5%	10.8%

*Total for employed and self-employed graduates

Appendix F: Reasons why the scope of your self-employment activity is not related to education.

	2018	2019	2020	2021	2022
I did not find a job related to my studies	35.3%	25%	31.4%	19.2%	22.7%
I do not want to work in a job related to my studies	0%	10%	5.7%	3.8%	4.5%
There are no job offers in my field in the region where I work	17.6%	10%	14.3%	7.7%	4.5%
My current job offers me better payment /conditions	41.2%	55%	40%	57.7%	45.5%
Other	5.9%	0%	8.6%	11.5%	22.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Time needed to start their business after graduation.

	2016	2017	2018	2019	2020	2021	2022
It is a family business	0.0%	61.5%	53.3%	56.8%	64.6%	42.6%	50.0%
Started the business before my graduation	60.0%	11.5%	16.7%	27.0%	10.8%	14.9%	22.9%
1 month after graduation	10.0%	3.8%	0.0%	0.0%	4.6%	8.5%	2.1%
1 -3 months after graduation	0.0%	11.5%	3.3%	5.4%	6.2%	6.4%	2.1%
3-6 months after graduation	0.0%	7.7%	10.0%	5.4%	6.2%	10.6%	10.4%
6 - 9 months after graduation	10.0%	3.8%	16.7%	5.4%	4.6%	6.4%	6.3%
9 - 12 months after graduation	0.0%	0.0%	0.0%	0.0%	3.1%	10.6%	6.3%
More than one year from the graduation	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix G: Is it a public or private institution?

	2020	2021	2022
Public	55.5%	60%	65.2%
Private	44.5%	40%	34.8%
Total	100%	100%	100%

*For graduates pursuing further qualifications