

# What Happens to Vocational Education Graduates after Leaving School?

**8th Edition Tracer Study: Comparative Analysis of Six Providers, Cohort 2022-2023**

A project of the Swiss Agency for Development and Cooperation SDC



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# What Happens to Vocational Education Graduates after Leaving School?

**8th Edition Tracer Study: Comparative Analysis  
of Six Providers, Cohort 2022-2023**

**September 2024**

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### *About Skills for Jobs*

'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 findings and opinions presented in this report do not necessarily represent the views of the Swiss Government or the Swiss Agency for Development and Cooperation (SDC). The analyses reflect the perceptions of the graduates and are not intended to be a conclusive assessment of the issues under consideration.

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## i. Executive Summary

This report presents the results of tracking graduates from the six initial providers supported by Skills for Jobs (S4J) project, starting with the 2015 - 2016 cohort. It summarizes key findings from the 2023 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 2023, 71.2% of graduates were employed or self-employed within a year of graduation, similar to 71.4% in 2022. Employment rates for male graduates in 2023 were notably higher than those for female graduates, with 75.1% of males employed compared to 55.9% of females, reflecting a persistent gender gap in employment rates over the years.
- Graduates from the Tourism & Hospitality (80%), Electrotechnics (72.9%), and ICT (64.4%) programs reported the highest employment rates among the 2022-2023 cohorts.
- Over the period from 2016 to 2023, there has been a substantial increase in the percentage of graduates earning more than 80,001 ALL, rising from 2.3% to 25.6%. In contrast, the proportion of graduates earning at or below the minimum wage has steadily decreased, with a notable 10-percentage point drop in those earning up to 35,000 ALL in the previous year.

#### *Status of Employed Graduates*

- In 2023, 63.5% of graduates began their first job before graduating, marking a 7-percentage point decline from 70.7% in 2022. Notably, the proportion of graduates who secured their first job one year after graduation has decreased to 0% in recent years, down from 14% in 2016.
- Personal connections (family, friends, and acquaintances) remained the primary method for securing first jobs, with 57.9% of graduates in 2023 relying on these networks. Apprenticeships in businesses emerged as the second most popular method, accounting for 12% of graduates, while job advertisements showed relative stability, averaging around 9.7% over the years.
- The main reasons for job changes in 2023 were better work conditions (29.5%), followed by better salary offers (27.3%) and personal reasons (18.2%).
- In 2023, 62.3% of graduates reported that their jobs were related to their field of study, an increase of 6 percentage points from the previous year's 55.7%. On the other hand, 37.7% of graduates indicated that their jobs were not related to their studies.
- Among those whose jobs did not align with their studies, 36.7% cited better pay or conditions as the reason, 35.9% pointed to a lack of available jobs in their field, 13.3% did

not want to work in their field, and 4.7% mentioned the absence of relevant job offers in their region.

- In 2023, 64.1% of graduates felt either 'secure' or 'very secure' in their current jobs. Although this represents a general upward trend from a low of 48.1% in 2018, it is a slight decrease from the previous year (65.3%).
- In 2023, 70.2% of graduates were either 'satisfied' or 'very satisfied' with their jobs, while 10.7% were 'unsatisfied' or 'very unsatisfied,' and 19.1% felt 'neither satisfied nor unsatisfied.' Over the period from 2016 to 2023, the average job satisfaction rate was 69.3%, with neutral responses ranging from 16% to 30.2%.

### *Status of Unemployed Graduates*

- In 2023, 17.6% of the 511 surveyed graduates were unemployed, marking a slightly 2-percentage point increase from 15.6% in 2022, but a significant drop from 35.6% in 2016. Among the unemployed, 43.3% were actively seeking jobs, while 56.7% were not.
- Of those not looking for work, 27.5% felt unwilling to work now, 25.5% intended to leave the country (a 12-percentage point rise from the previous year), 15.7% were waiting to start a job, and the remaining were either dealing with disabilities or taking care of children or family members, with 13.7%.
- The main reasons cited for unemployment in 2023 were a lack of relevant job opportunities (25.6%), insufficient work experience (23.1%), and lack of contacts or networks (17.9%).
- Personal reasons were the leading cause of job departure in 2023, cited by 51.2% of graduates, consistent with the average of 49.7% from 2016 to 2023. Additionally, 18.6% left due to the distance from their place of residence, and 9.3% left because their work contract ended.

### *Graduates Pursuing Further Qualifications*

- In 2023, 9.8% of graduates (50 out of 511) pursued further qualifications, with 90% choosing university - a trend consistent from 2016 to 2023, averaging 87.1% university attendance.
- Among those pursuing further education in 2023, 56% continued in the same field, the lowest percentage recorded in recent years.
- The primary reasons for further studies in 2023 were gaining higher qualifications (54%) and improving job opportunities (30%), with 12% aiming for a career change and 4% continuing due to job unavailability.

### *Retrospective Evaluation of the Provider*

- In 2023, 39.8% of graduates received guidance on career opportunities, 39.6% got help with job searches and applications, and 26.4% were helped to establish contacts with potential employers. However, 22.3% felt their school provided minimal support to search for a job.



- Just over half (50.8%) of 2023 graduates found the knowledge gained in school to be 'helpful' or 'extremely helpful,' with a slight increase in positive perceptions over the past three years.
- In 2023, 47.4% of graduates reported that their jobs were 'very' or 'extremely' related to their studies, 22.4% were neutral, and 30.2% felt their jobs had little or no match to their studies.
- Graduates identified the top three areas for improvement in schools as 'teacher theoretical and practical skills' (68.9%), 'apprenticeships at bossiness' (66.7%), and 'business collaboration' (64.7%). reflecting a growing demand for practical and business-related experiences.
- In 2023, 81.6% of graduates would choose the same field of study again, up slightly from 80.2% in 2022, and 78.7% would choose the same school again, an increase from 76.8% in 2022.
- The top three goals for 2023 graduates over the next two years were 'starting their own business' (44.6%), 'getting a job related to their studies' (27.4%), and 'emigrating abroad' (19.8%). The desire to start a business has shown a significant upward trend, rising from 16.4% in 2016 to 44.6% in 2023, highlighting a growing entrepreneurial spirit among graduates.

# 1. Methodology

This report is the eighth edition of the provider-based tracer system, supported by S4J, which began in September 2017. It presents a comparative analysis of the outcomes for graduates from six vocational schools, starting with the 2015 - 2016 cohort. The analysis includes data from the most recent 2023 cohort. The six schools included in this study are: '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.<sup>1</sup>

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 involves three fundamental phases:

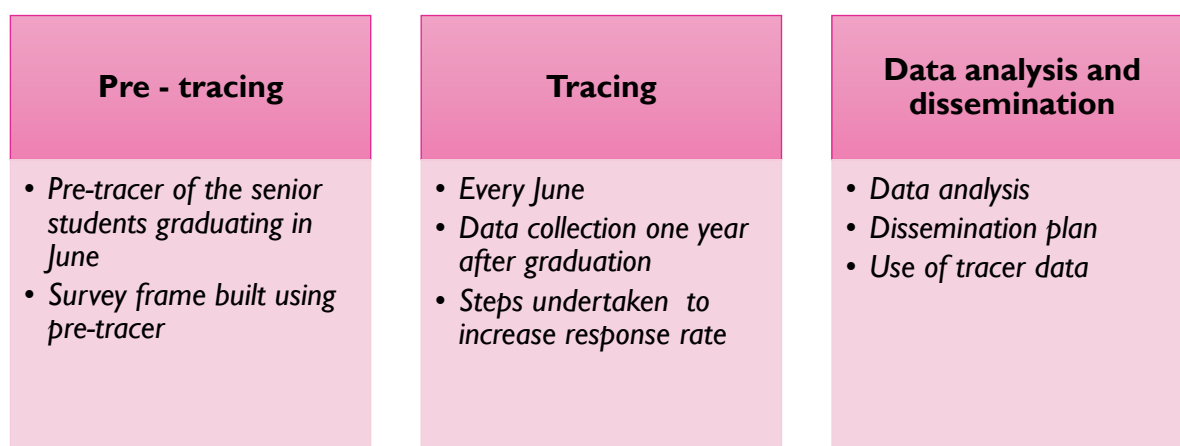
1. **Preparation Phase**, commonly referred to as pre-tracing: This phase involves designing the study framework and determining the target population (graduate cohort) and the time interval after graduation for data collection. During this phase, a pre-tracer questionnaire is administered to future graduates to gather baseline data. This data includes information on their career plans and expectations, socio-demographic characteristics, and contact details. Pre-tracing typically occurs each May, about 3 to 4 weeks before the graduates leave their respective institutions.
2. **Tracer Phase**: The second step is the tracer phase, where data is collected using a quantitative approach with a cross-sectional research design. Since 2017, a standardized questionnaire has been the primary tool for data collection. This questionnaire contains a consistent set of core questions, which are reviewed annually to ensure they remain relevant to the latest developments in Albania. Due to the small size of the target population at the provider level, a census approach is used for sampling. Data collection is conducted through Computer-Assisted Self-Interviewing (CASI) using the Kobo Toolbox platform. For detailed information on sampling and response rates over the years, please refer to Appendix A<sup>2</sup>. *For specific information on sampling and response rates over the years, consult Appendix A.*

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

<sup>2</sup> <https://www.kobotoolbox.org/>

- Data Cleaning and Analysis:** The third step involves data cleaning and analysis. After the data is cleaned, it is processed and analyzed using SPSS software to generate descriptive and relational statistics. Individual reports are prepared for each provider, and a comparative report is also created. These reports are then shared with VET providers through dedicated participatory workshops.

**FIGURE 1: PHASES OF IMPLEMENTING A PROVIDER-BASED TRACER**



## 1.1 Sampling

The 2022-2023 cohort study involved a total of 511 graduates from the six partner vocational schools.

In 2023 - Table 1 below - the largest share of graduates came from 'Hamdi Bushati' School, comprising 29% of the total. 'Gjergj Cancu' School followed closely with 23.3%, and 'Pavaresia' School had 15.5% of the graduates.

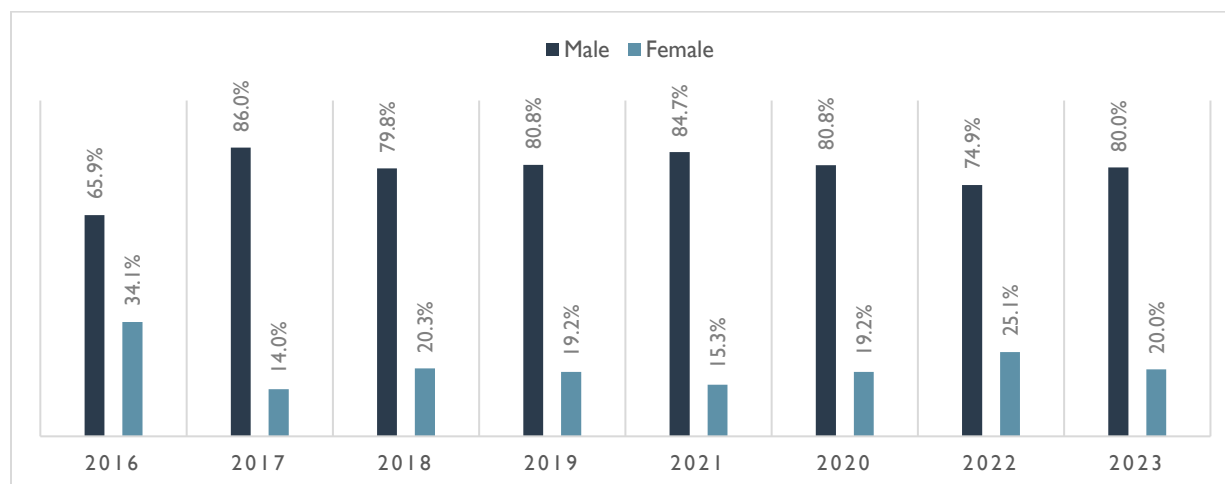
**TABLE 1: SAMPLING BY VET PROVIDERS (2016 – 2023)**

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Tregtare</b>	6.1%	5.2%	11.2%	10.6%	11.4%	10.5%	10.6%	11.2%
<b>Pavaresia</b>	15.2%	16.0%	15.1%	13.5%	18.6%	20.6%	17.5%	<b>15.5%</b>
<b>Kristo Isak</b>	30.3%	2.2%	17.4%	5.4%	7.0%	6.5%	6.1%	5.9%
<b>Kolin Gjoka</b>	48.5%	18.2%	11.4%	13.5%	17.3%	19.7%	18.5%	15.3%
<b>Hamdi Bushati</b>	0.0%	25.1%	14.9%	13.8%	15.9%	15.8%	25.0%	<b>29.0%</b>
<b>Gjergj Cancu</b>	0.0%	33.3%	30.0%	43.2%	29.8%	26.9%	22.4%	<b>23.3%</b>
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Base:** N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511

As illustrated in Figure 2 below, the 2023 sampling frame consists of 80% males and 20% females. From 2016 to 2023, the majority of graduates were males, averaging 79.1%.

Figure 2: Sampling by gender (2016 – 2023)



**Base:** N (2016) =132, N (2017) =363, N (2018) =400, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511

In 2023, the distribution of graduates by directions was as follows: 39.1% from 'Tourism and Hospitality', 18.8% from 'Electronics', and 14.3% from 'ICT' (see Table 2). The proportion of graduates from 'Tourism and Hospitality' has shown a significant upward trend over the past four years, rising from 16.2% in 2019 to 39.1% in 2023. In contrast, the proportion of graduates from 'Economy and Business' has steadily declined, from 44.7% in 2016 to 10.8% in 2023. Additionally, the percentage of graduates from 'ICT' experienced a notable drop in 2023, decreasing by 6 percentage points from 2022 and 9 percentage points from 2021.

TABLE 2: SAMPLING PERCENTAGE BY DIRECTIONS (2016 – 2023)

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Office administration</b>	22.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Agriculture</b>	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Economy and Business</b>	44.7%	27.2%	16.0%	19.2%	16.6%	11.9%	9.4%	10.8%
<b>Electro-technics</b>	0.0%	10.4%	8.3%	11.5%	0.0%	0.0%	0.0%	0.0%
<b>Electronics</b>	6.1%	13.1%	17.0%	23.6%	24.2%	18.5%	15.9%	<b>18.8%</b>
<b>Tourism &amp; Hospitality</b>	10.6%	15.5%	24.8%	16.2%	26.7%	29.9%	39.9%	<b>39.1%</b>
<b>Thermo-hydraulic</b>	2.3%	0.9%	1.0%	2.2%	2.5%	1.4%	2.3%	2.2%
<b>Mechanics</b>	0.8%	4.2%	3.8%	3.2%	3.2%	5.8%	2.8%	3.3%
<b>Transport Vehicle Services</b>	3.0%	5.1%	4.8%	3.2%	5.4%	4.9%	3.1%	3.1%
<b>Food technology</b>	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	2.5%
<b>Textile</b>	0.0%	3.9%	2.8%	3.4%	2.0%	2.0%	3.1%	1.2%
<b>ICT</b>	10.6%	19.7%	13.5%	17.4%	19.3%	22.6%	20.8%	<b>14.3%</b>
<b>Social and health services</b>	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	2.8%	4.7%
<b>Total</b>	100.0 %	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, N (2023) = 511

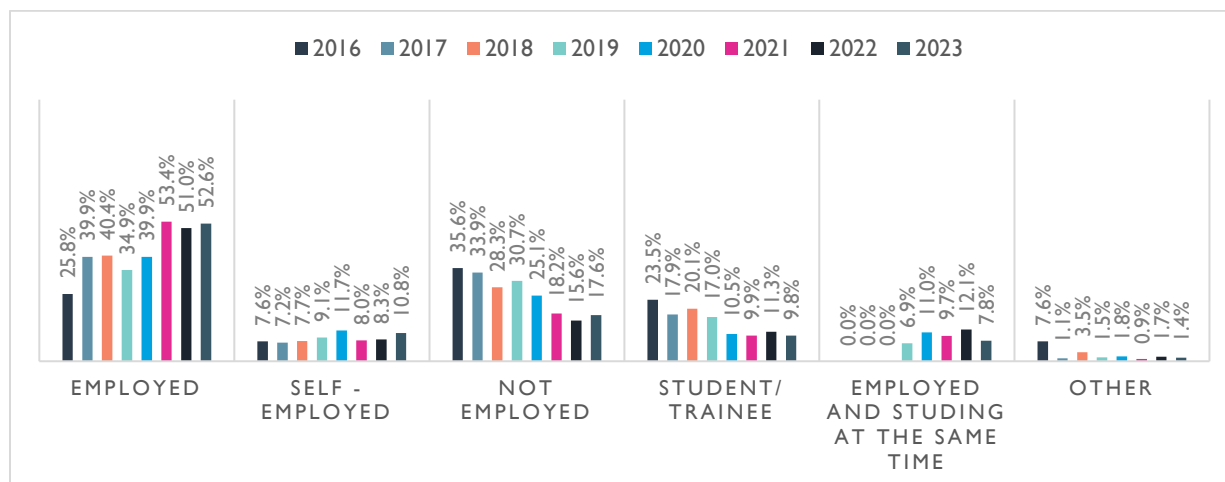
## 2. Tracer Results

### 2.1 Employment Outcomes of Graduates

The results indicate that 71.2% of the 2023 cohort graduates were employed or self-employed within a year after graduation. In contrast, 17.6% were unemployed, while 9.8% were pursuing further studies or vocational training courses as students or trainers at the time of the interview. The remaining 1.4% said other.

Figure 3 below presents the trends over time for employed graduates from 2016 to 2023. The data show an overall improvement in employment outcomes for graduates, with 2023 reflecting a slight increase in both employment (52.6%) and self-employment (10.8%) rates compared to 2022, which were 51% and 8.3%, respectively. On the other hand, although there has been a declining trend in the share of graduates without employment from 35.6% in 2016 to 15.6% in 2022, the findings for 2023 suggest a slight increase in the unemployment rate to 17.6%. Meanwhile, the percentage of graduates pursuing further studies or vocational courses has fluctuated over the years, with the lowest percentage recorded in 2021 (9.9%) and the highest in 2016 (23.5%).

**FIGURE 3: LABOUR MARKET OUTCOMES ONE YEAR AFTER GRADUATION (2016 – 2023)**



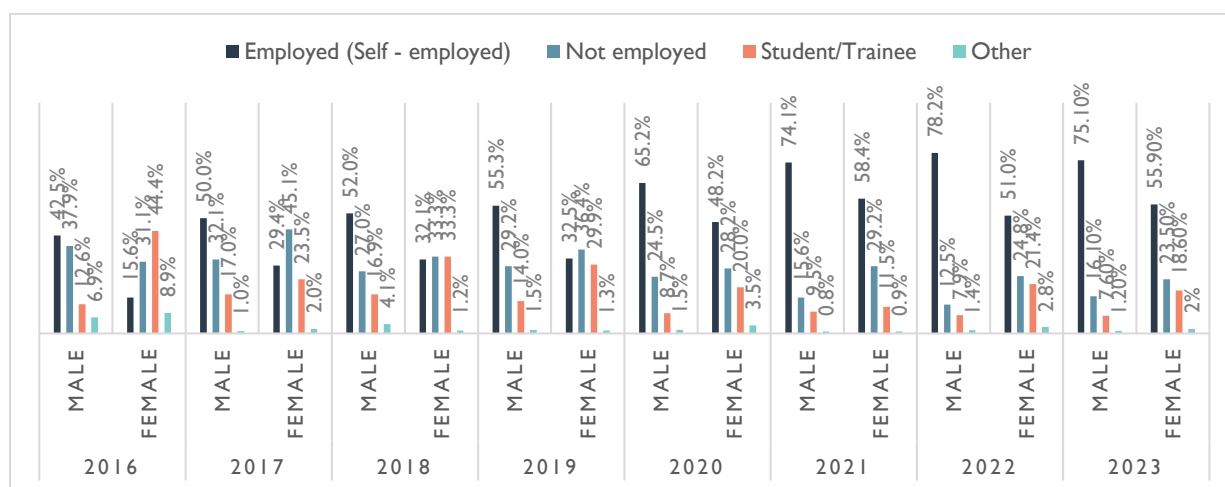
**Base:** N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511

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

When analyzing the results disaggregated by gender, as illustrated in Figure 4, the data show that, similar to previous cohorts, male graduates in 2023 consistently had higher employment rates than female graduates - 75.1% for males compared to 55.9% for females. Additionally, the unemployment rate for female graduates (25.7%) remained higher than that for male graduates (18.8%) in 2023, indicating ongoing disparities in employment outcomes by gender. In terms of

pursuing further studies, the proportion of females has generally been higher than that of males across all years. However, in 2023, there was a slight decrease in this trend, with 7.6% of males and 18.6% of females pursuing further education or vocational training.

**FIGURE 4: LABOUR MARKET OUTCOMES ONE YEAR AFTER GRADUATION BY GENDER (2016 – 2023)**



**Base:** N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511

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

## 2.2 Labor Outcomes Based on Vocational Directions

Data on employment outcomes disaggregated by directions indicate that the highest employment rates among graduates are in ‘Tourism & Hospitality’ (80%), ‘Electrotechnics’ (72.9%), and ‘ICT’ (64.4%).

Table 3 shows variations in graduate employment rates across different fields from 2016 to 2023. The ‘ICT’ direction consistently maintained high employment rates throughout this period, reaching a peak of 64.4% in 2023. Meanwhile, directions of ‘Economy & Business’, ‘Electrotechnics’, and ‘Tourism & Hospitality’ demonstrated a steady upward trend in employment rates, with minor fluctuations year over year.

**TABLE 3: LABOR MARKET OUTCOMES ONE YEAR AFTER GRADUATION BY VOCATIONAL DIRECTION (2016 – 2023)**

Directions	Employment status	2016	2017	2018	2019	2020	2021	2022	2023
<b>Economy &amp; Business</b>	<i>Employed or self employed</i>	28.8%	34.1%	31.3%	33.3%	52.2%	64.3%	55.6%	54.5%
	<i>Unemployed</i>	42.4%	38.5%	37.5%	44.9%	32.6%	30.0%	16.7%	27.3%
	<i>Student/Trainee</i>	22.0%	22.0%	25.3%	29.7%	21.8%	14.1%	5.7%	18.2%
<b>Electrotechnics</b>	<i>Employed or self employed</i>	25.0%	59.1%	51.5%	50.0%	62.7%	69.7%	75.0%	<b>72.9%</b>
	<i>Unemployed</i>	50.0%	18.2%	32.4%	32.3%	26.1%	11.9%	17.4%	13.5%
	<i>Student/Trainee</i>	25.0%	22.7%	16.2%	17.7%	9.0%	17.4%	6.5%	12.5%
<b>Tourism &amp; Hospitality</b>	<i>Employed or self employed</i>	57.1%	59.6%	58.6%	59.1%	68.2%	80.1%	76.5%	<b>80.0%</b>
	<i>Unemployed</i>	28.6%	34.6%	16.2%	25.8%	23.0%	15.9%	14.3%	15.0%
	<i>Student/Trainee</i>	7.1%	3.8%	18.2%	9.1%	6.1%	3.4%	7.8%	3.5%
<b>ICT</b>	<i>Employed or self employed</i>	42.9%	33.3%	55.6%	47.9%	56.1%	63.2%	62.5%	<b>64.4%</b>
	<i>Unemployed</i>	28.6%	39.4%	13.0%	21.1%	22.4%	19.5%	16.7%	21.9%
	<i>Student/Trainee</i>	21.4%	27.3%	27.8%	28.2%	19.6%	17.3%	19.2%	13.7%

**Base:** N (2016) =132, N (2017) =335, N (2018) =400, N (2019) =406, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511

## 2.3 Status of Employed Graduates

This subsection presents data on the employment status of 2023 graduates, comparing their outcomes to those of previous cohorts where applicable. It covers topics such as graduate transitions to the labor market, work conditions, salary ranges, and the relevance of their field of study to current employment.

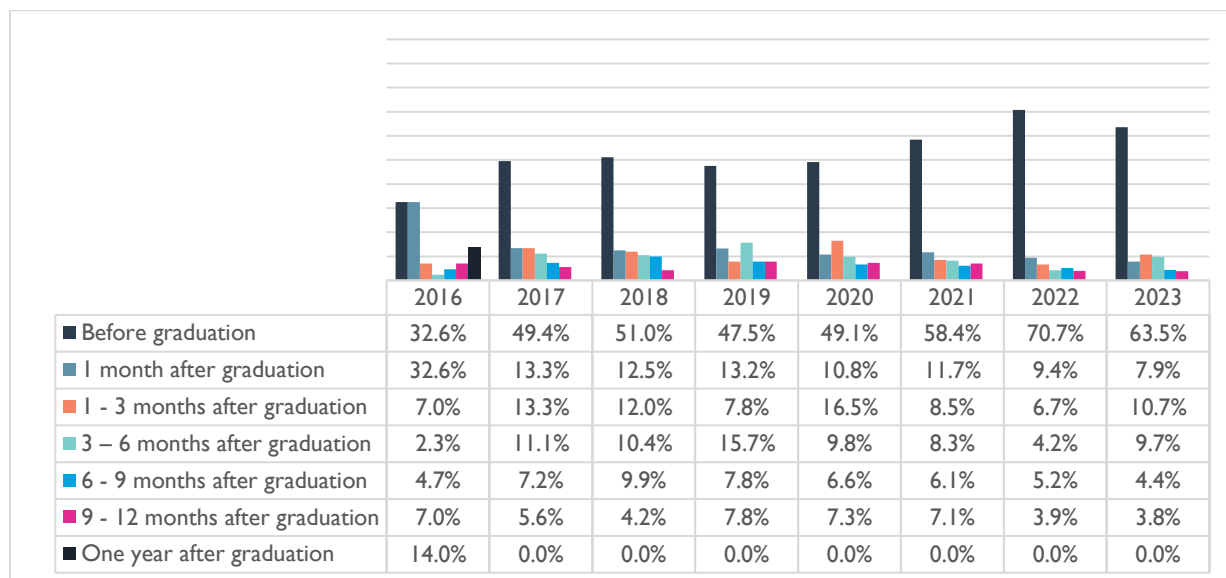
### 2.3.1 Patterns of Labour Market Transition

Data in Figure 5 show that the percentage of graduates who began their first job before graduating steadily increased over the years, rising from 32.6% in 2016 to 70.7% in 2022. However, there was a slight decrease of 6 percentage points in 2023.

Meanwhile, the percentage of graduates securing first time employment at least one month after graduation despite some fluctuations, has declined from 32.6% in 2016 to 7.9% in 2023. The percentage of graduates who began working within 1 to 3 months after graduation remained relatively stable, with a low of 6.7% in 2022 and a high of 16.5% in 2020. Additionally, the percentage of graduates reporting employment 9 to 12 months after graduation has steadily decreased, reaching its lowest point at 3.8% in 2023.



**FIGURE 5: PERCENTAGE OF GRADUATES SECURING FIRST EMPLOYMENT BY COHORT (2016–2023)**

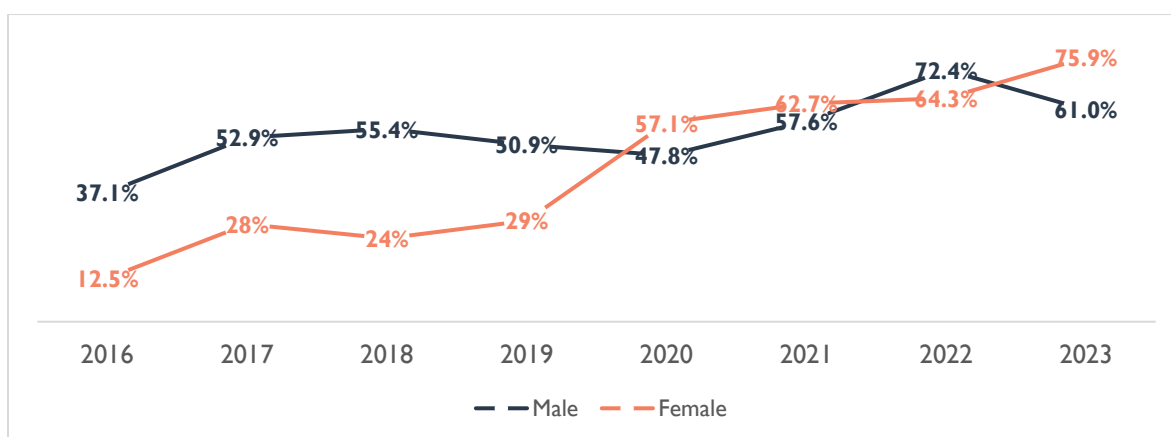


**Base:** N (2016) =43, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406, N (2023) = 318

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

When examining the transition of graduates into the labor market from a gender perspective over the period from 2016 to 2023, the data presented in Figure 6 reveals a persistent gender gap in employment outcomes. Male graduates consistently outperformed female graduates in terms of employment rates. Male graduates experienced a steady increase in employment rates from 2016 to 2022, reaching a peak of 72.4% in 2022. However, in 2023, female graduates demonstrated a notable increase and surpassed their male counterparts, achieving an employment rate of 75.9%.

**FIGURE 6: PERCENTAGE OF GRADUATES STARTING FIRST EMPLOYMENT BY GENDER AND COHORT (2016–2023)**



**Base:** N (2016) =, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406, N (2023) = 318

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

Table 4 presents data on the methods used by graduates to secure their first employment from 2016 to 2023. The data shows that 'personal connections—such as family, friends, and acquaintances' - have consistently been the primary method for graduates to obtain their first jobs. Although reliance on personal connections decreased slightly in recent years, reaching its lowest point of 51.1% in 2021, it remains the most common method compared to other job-seeking methods, with a slight increase to 57.9% in 2023.

'Apprenticeships in business' have become the second most popular method for the 2023 graduates, at 12%. This method has demonstrated a significant upward trend, increasing from 7% in 2016 to 18% in 2022 before slightly decreasing to 12% in 2023. Among the 2023 graduates who found their first job through an apprenticeship in business, a notable 59.5% were still employed with the same business at the time of the interview.

Job advertisements have shown relative stability as a method for finding employment, with a slight increase over the years, averaging around 9.7%. Additionally, there has been a 3-percentage point increase in the use of teaching staff assistance for securing first-time employment among the 2023 graduates, reaching 8.4%.

**TABLE 4: METHODS USED FOR SECURING FIRST-TIME EMPLOYMENT (2016-2023)**

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Job advertisement (websites, social media, newspapers, etc.)</b>	9.3%	8.9%	5.2%	7.8%	9.8%	14.1%	13.1%	9.7%
<b>Personal connections, through family, friends, acquaintances</b>	76.7%	68.9%	64.6%	66.7%	66.8%	51.1%	56.4%	<b>57.9%</b>
<b>Through my apprenticeship in the business</b>	7.0%	6.1%	8.9%	8.0%	10.8%	15.6%	18%	<b>12.0%</b>
<b>By contacting directly with my employer (e.g., sending my CV, etc.)</b>	7.0%	8.9%	13.0%	7.8%	6.6%	7.5%	4.7%	6.5%
<b>Through the teaching staff</b>	0.0%	0.6%	2.1%	3.4%	2.2%	5.4%	4.9%	<b>8.4%</b>
<b>Through the Employment Office</b>	0.0%	2.8%	1.0%	0.5%	0.6%	1.0%	0.0%	0.3%
<b>Through the career center/development unit of my school</b>	0.0%	2.8%	1.6%	3.4%	1.6%	3.4%	2.2%	2.3%
<b>Other</b>	0.0%	1.1%	3.6%	2.0%	1.6%	1.9%	0.7%	2.9%

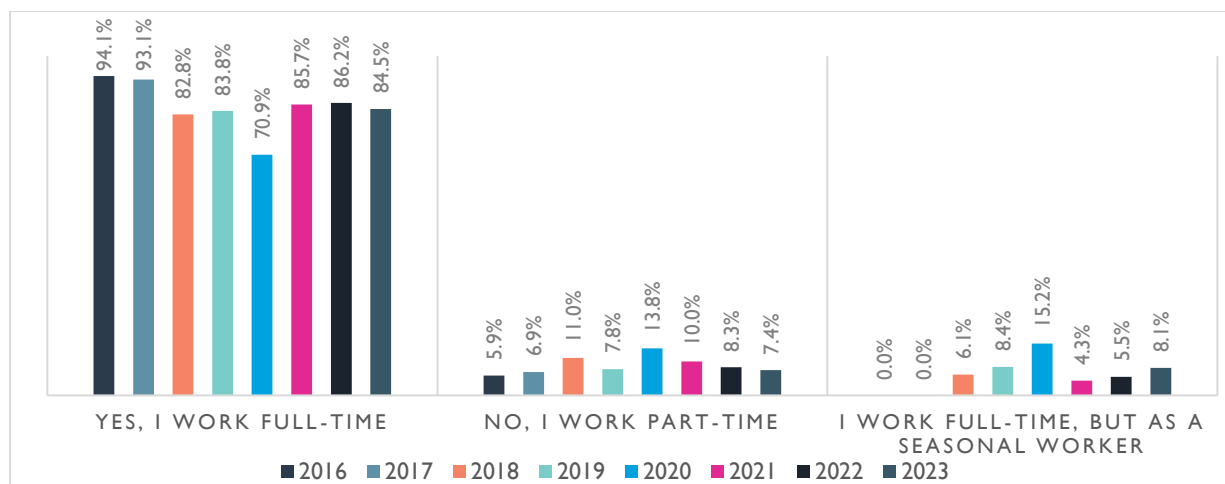
In the 2023 cohort, among employed graduates, 26% were still working at their first job at the time of the interview, 11.2% had changed one job, and 17% had changed two jobs. To understand their reasons for leaving previous jobs, graduates were asked about their main motivations. Results from 2023 show that the primary reason for leaving was better work conditions at the new job (29.5%), followed by better salary offers (27.3%) and personal reasons (18.2%).

Over the period from 2016 to 2023, a better salary was consistently the leading reason for leaving previous jobs, with an average of 41.8%. The data shows that in 2023, the percentage of graduates citing better working conditions as their reason for leaving their job significantly increased to 29.5%, compared to previous years. The proportion of graduates leaving due to better pay decreased to 27.3%, while personal reasons remained relatively stable at 18.2%. *Details and additional information can be found in Appendix B.*

### 2.3.2 Work Conditions

Among the 2023 cohort of employed graduates, 84.5% had full-time jobs, 7.4% worked part-time, and 8.1% were employed full-time in seasonal positions, as shown in Figure 7 below. From 2016 to 2023, the majority of employed graduates held full-time positions. The highest percentage was 94.1% in 2016, then declined significantly to 70.9% in 2020, but has remained relatively stable in the past three years.

**FIGURE 7: FULL TIME VS PART TIME EMPLOYMENT (2016 – 2023)**



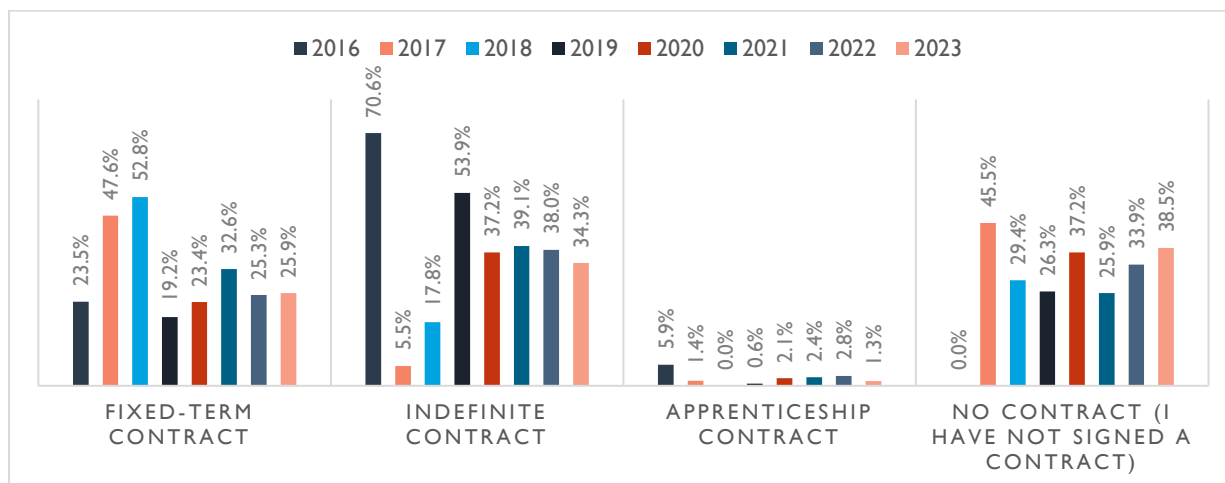
**Base:** N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309

In 2023, as shown in Figure 8 below, the distribution of work contract types among graduates was as follows: 25.9% had a fixed-term contract, 34.3% had an indefinite-term contract, 1.3% had an apprenticeship contract, and 38.5% did not have a contract with their current employer.

Over the period from 2016 to 2023, the percentage of graduates with fixed-term contracts declined significantly. It peaked at 52.8% in 2018 before dropping to a low of 19.2% in 2019. Similarly, the

percentage of graduates with indefinite-term contracts steadily decreased from 53.9% in 2019 to 34.3% in 2023. Additionally, in the last three years, there has been a notable increase in the proportion of graduates without a contract, rising from 25.9% in 2021 to 38.5% in 2023.

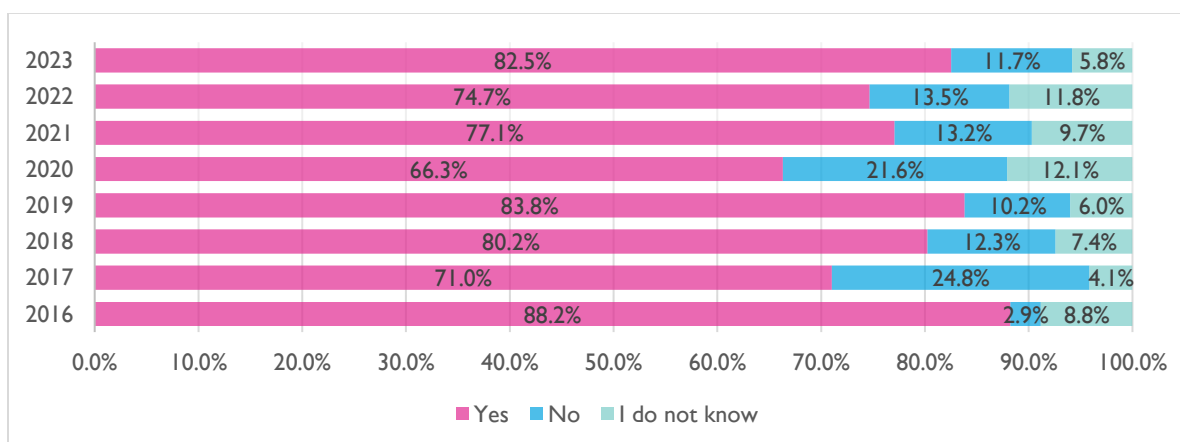
**FIGURE 8: DISTRIBUTION OF WORK CONTRACT TYPES BY YEAR (2016–2023)**



**Base:** N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309

Figure 9 below shows graduates' awareness of their current employer's payment of social and health insurance contributions. In 2023, 82.5% of graduates were aware that their employer paid these contributions, while 11.7% were not aware, and 5.8% did not know. Awareness of this issue has steadily increased over the past three years, rising from 66.3% in 2020 to 82.5% in 2023.

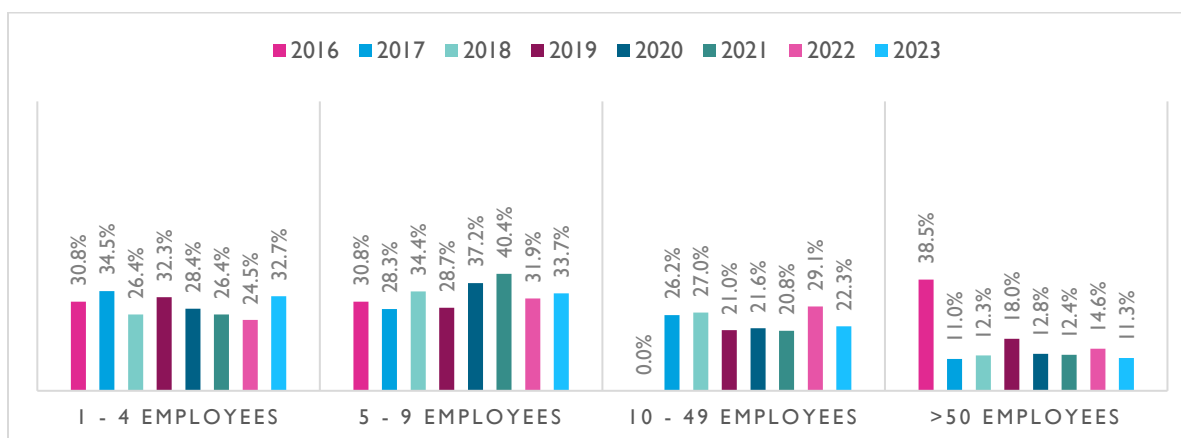
**FIGURE 9: EMPLOYERS' CONTRIBUTION PAYMENT AWARENESS (%), 2016–2023**



**Base:** N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309

Referring to the size of the companies where graduates were employed, as illustrated in Figure 10, in 2023, the majority worked in small-sized companies with up to 9 employees. Additionally, 22.3% were employed in companies with 10 to 49 employees, while 11.3% worked in companies with more than 50 employees.

**FIGURE 10: PERCENTAGE OF COMPANIES BY SIZE (2016–2023) – BASED ON NUMBER OF EMPLOYEES**



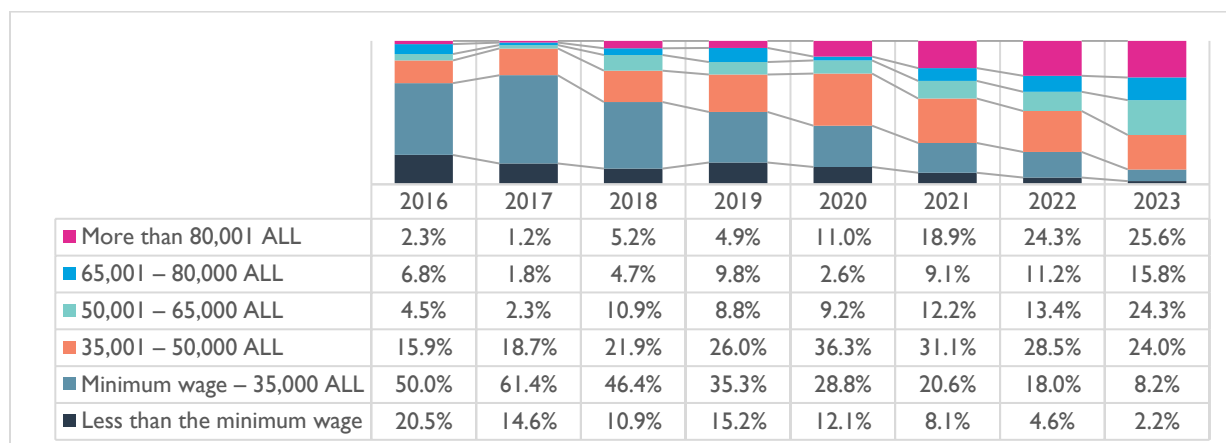
**Base:** N (2016) =26, N (2017) =145, N (2018) =163, N (2019) =164, N (2020) = 282, N (2021) = 371, N (2022) = 364, N (2023) = 309

### 2.3.3 Salary Range

As illustrated in Figure 11 below, regarding net monthly income, the largest share of graduates (25.6%) earned more than 80,001 in ALL. This was followed by 24.3% earning between 50,001 and 65,000 ALL, and 24% earning between 35,001 and 50,000 ALL. Additionally, 15.8% had a monthly income between 65,001 and 80,000 ALL. Meanwhile, 10.4% had a monthly income equal to or less than the minimum wage.

From 2016 to 2023, there has been a significant increase in the percentage of graduates earning more than 80,001 ALL, rising from 2.3% in 2016 to 25.6% in 2023. Additionally, in the last three years, an increase was witnessed also among graduates earning between 50,001 – 80,000 ALL. In contrast, during the same period, the percentage of graduates earning equal to or less than the minimum wage has steadily decreased. Notably, there was a 10-percentage point drop in the previous year among those with a net monthly income up to 35,000 ALL.

**FIGURE 11: NET MONTHLY INCOME DISTRIBUTION (2016–2023)**



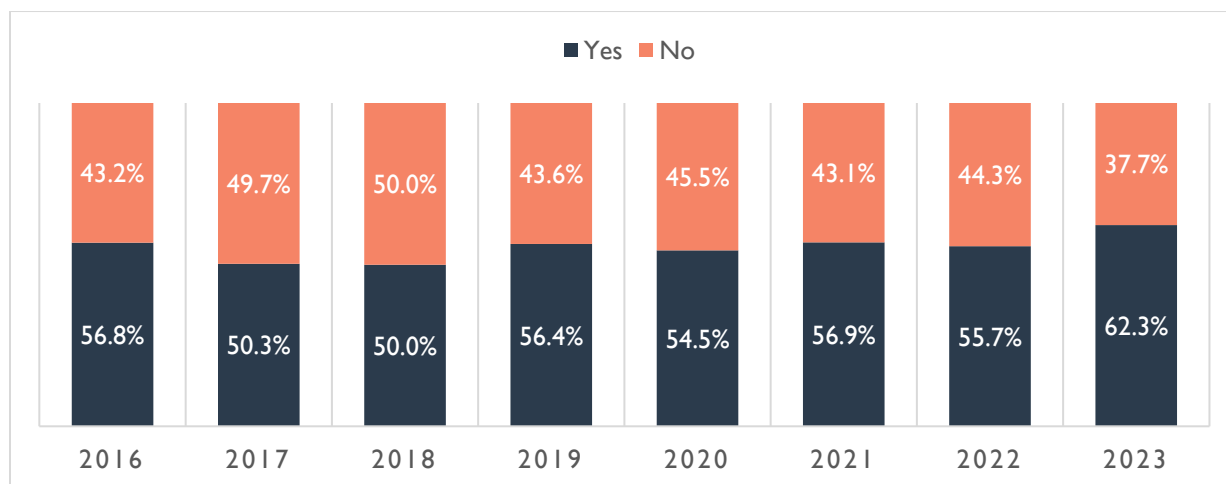
**Base:** N (2016) =44, N (2017) =171, N (2018) =192, N (2019) =204, N (2020) = 347, N (2021) = 418, N (2022) = 411, N (2023) = 317  
**Note:** For employed and self -employed graduates over the years

### 2.3.4 Matching Level of Study

Data on the relevance of graduates' studies to their current work reveals that in 2023, 62.3% of graduates reported that their jobs were related to their studies. In contrast, 37.7% indicated that their jobs were not related to their studies.

Examining the period from 2016 to 2023, as shown in Figure 12, more than half of the graduates, with an average of 55.4%, reported that their current jobs matched their studies. Notably, there was an increase of 6 percentage points in 2023 compared to the previous year, when 55.7% of graduates reported a match between their studies and their jobs.

**FIGURE 12: PERCENTAGE OF JOBS RELATED TO EDUCATION BY YEAR (2016–2023)**



**Base:** N (2016) =44, N (2017) =171, N (2018) =194, N (2019) =204, N (2020) = 347, N (2021) = 418, N (2022) = 411, N (2023) = 318

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

When analyzing the relevance of studies by directions in 2023, graduates from ‘Tourism and Hospitality’ (79%) and ‘Electrotechnics’ (60%) reported that their current jobs closely matched their studies. In comparison, 49% of ICT graduates and only 36% of graduates from ‘Economy & Business’ reported a similar match between their studies and their jobs – Table 5 below.

Looking from a comparative perspective across the years 2016–2023, graduates in the ‘Tourism and Hospitality’ reported that their current jobs closely matched their studies, with an average of 79%. Similarly, graduates from the ‘Electrotechnics’ reported a notable match, with an average of 61% - a significant increase of 20 percentage points from the previous year.

In contrast, graduates from the ‘Economy and Business’ direction showed a variable trend, with an average of 43% over the years. The percentage of job relevance fluctuated significantly, from a high of 65% in 2016 to a low of 18% in 2021, reflecting a diverse range of experiences.

Graduates in the ‘ICT’ reported a lower average job relevance of 31%, with variations over the years, peaking at 49% in 2023 but remaining generally lower compared to other fields.

**TABLE 5: PERCENTAGE OF JOBS RELATED TO EDUCATION BY FIELD OF STUDY (2016–2023)**

	Economy & Business	Electrotechnics	Tourism & Hospitality	ICT
2016	65%	100%	88%	33%
2017	48%	54%	77%	32%
2018	25%	51%	78%	27%
2019	35%	69%	87%	29%
2020	46%	52%	72%	28%
2021	18%	61%	76%	37%
2022	50%	40%	76%	29%
2023	36%	60%	79%	49%

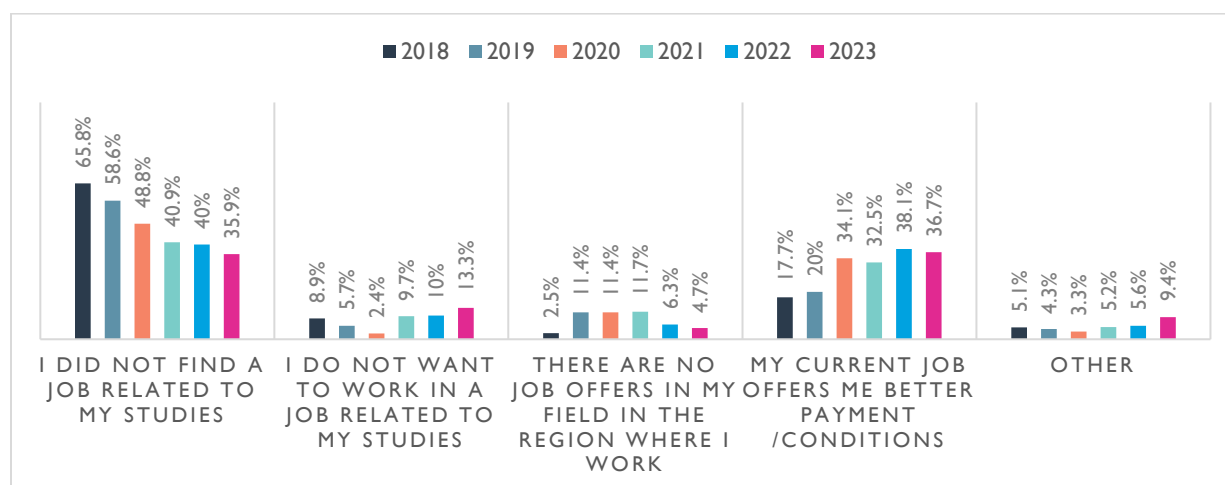
Base: N (2016) =44, N (2017) =160, N (2018) =192, N (2019) =204, N (2020) = 347, N (2021) = 418, N (2022) = 411, N (2023) = 318

Note: The table presents only the percentage of graduates whose jobs are related to their field of study.

In 2023, the reasons for the mismatch between graduates' studies and their current jobs were reported as follows: 36.7% of graduates indicated that their current job offered better pay or conditions, 35.9% cited the lack of available jobs related to their field of study, 13.3% stated that they did not want to work in a job related to their field, and 4.7% mentioned the absence of job offers in their region related to their field of study.

As illustrated in Figure 13, there has been a gradual decline in the percentage of graduates reporting a mismatch between their studies and their jobs from 2018 to 2023. The share decreased significantly from a high of 65.8% in 2018 to a low of 35.9% in 2023. This result aligns with the increase in 2023, where a higher percentage of graduates reported a match between their studies and their jobs (62.3% - Figure 12).

**FIGURE 13: PERCENTAGE OF PERCEIVED REASONS FOR MISMATCH (2018 – 2023)**



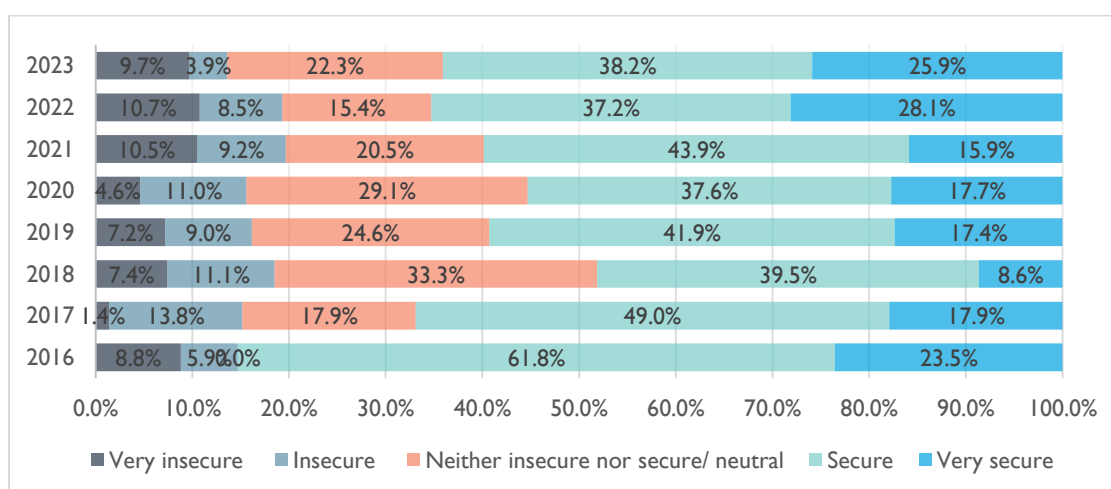
Base: N (2018) =79, N (2019) =70, N (2020) =123, N (2021) =154, N (2022) = 160, N (2023) = 128

### 2.3.5 Perceived Job Stability and Satisfaction

This subsection provides data on graduates’ perceptions of job security, stability, and satisfaction from 2016 to 2023.

As shown in Figure 14, in 2023, most graduates (64.1%) reported feeling either ‘secure’ or ‘very secure’ about their current job. However, perceptions of job security have fluctuated over the years. In 2016, the majority of graduates felt either ‘secure’ or ‘very secure’ (85.3%), but this percentage declined in the following years, reaching a low of 48.1% in 2018. Since then, there has been a general upward trend, with notable increase in the last two years of the tracer survey - 65.3% in 2022 and 64.1% in 2023.

**FIGURE 14: TRENDS IN PERCEIVED JOB SECURITY (2016-2023)**



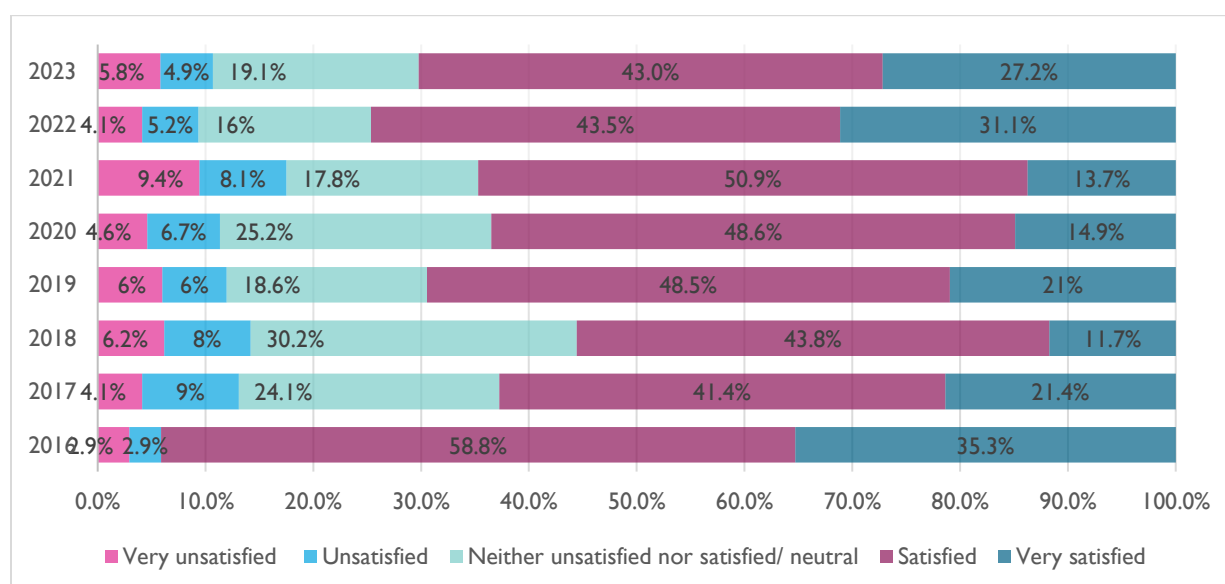
Base: N (2016) =34, N (2017) =145, N (2018) =162, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309



In 2023, 70.2% of graduates reported being either ‘satisfied’ or ‘very satisfied’ with their current jobs. Meanwhile, 10.7% were either ‘unsatisfied’ or ‘very unsatisfied,’ and 19.1% reported feeling ‘neither satisfied nor unsatisfied.’

From 2016 to 2023, most graduates reported feeling either ‘satisfied’ or ‘very satisfied’ with their jobs, with an average satisfaction rate of 69.3%. During this period, the percentage of graduates who felt neutral varied from 16% to 30.2%, with the highest neutral response recorded in 2018 – see Figure 15 below.

**FIGURE 15: PERCENTAGE OF GRADUATES SATISFIED WITH THEIR JOB (2016-2023)**



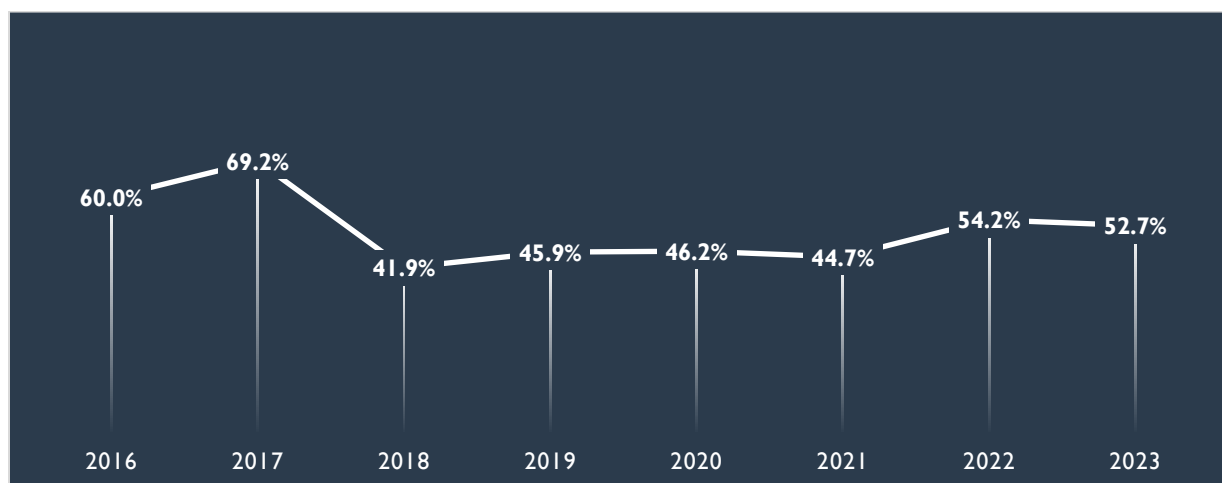
**Base:** N (2016) =34, N (2017) =145, N (2018) =162, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309

## 2.4 Status of Self-employed Graduates

As mentioned at the employment outcome session – Figure 3, 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 2023, there has been a slight increase of 3 percentage points compared to the previous two years.

Figure 16 presents data on the relationship between self-employment activity and whether graduates' education is in the same field. The data show some fluctuation from 2016 to 2023. The highest percentage of graduates whose self-employment was in their field of study was 69.2% in 2017, while the lowest was 41.9% in 2018. By 2022, this percentage had increased to 54.2% and remained within a similar range in 2023.

**FIGURE 16: PERCENTAGE OF SELF-EMPLOYMENT ACTIVITY RELATED TO EDUCATION (2016–2023)**



**Base:** N (2016) =10, N (2017) =26, N (2018) =31, N (2019) =37, N (2020) = 47, N (2021) = 48, N (2022) = 55

In 2023, among self-employed graduates whose current activity was unrelated to their field of study, the majority (73.1%) chose their job due to better pay or conditions, marking a significant increase of 27 percentage points from the previous year, when 46% cited this reason. Additionally, 15.4% reported they did not find any job related to their studies, an 8-percentage point decrease from last year's 23%. A small proportion, 4%, chose not to work in a job related to their studies, a figure consistent with the previous two years. *For detailed information, please refer to Appendix F.*

Regarding the time needed to start their self-employment activity after graduation, among the graduates in 2023, 52.7% reported that their business was already established as a family business. Additionally, 9.1% started their business before graduation, while 14.5% began their business 1 to 3 years after graduation. *More details are available in Appendix G.*

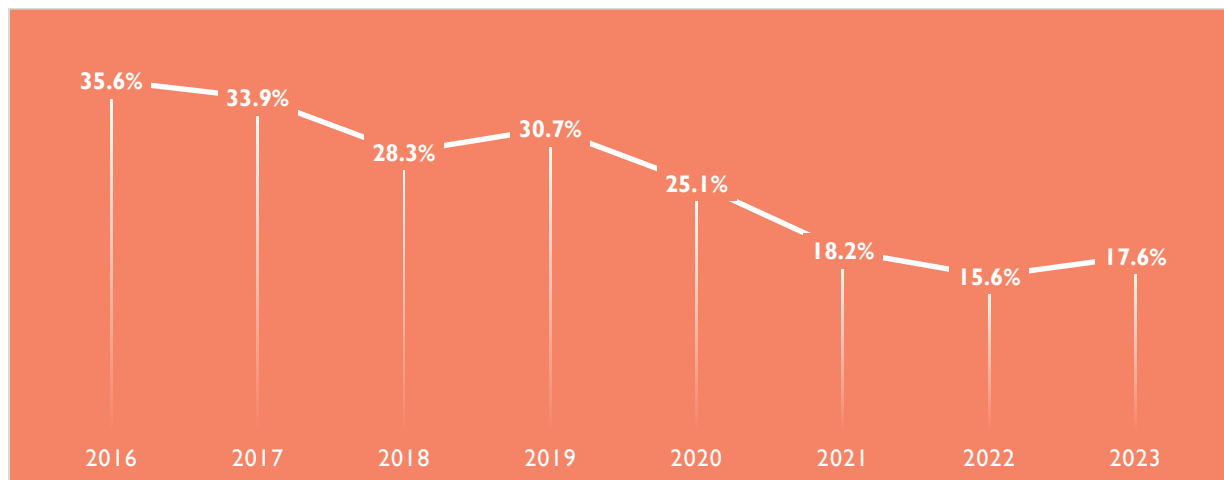
In terms of profits, 45.5% of the 2023 cohort of self-employed graduates reported a net monthly income exceeding 80,001 ALL. This was followed by 14.5% earning between 65,001 and 80,000 ALL, and another 14.5% earning between 50,001 and 65,000 ALL.

68.5% of graduates in 2023 viewed self-employment as their permanent activity. In contrast, 20.4% were uncertain about their long-term plans regarding self-employment, and 11.1% considered it a temporary endeavor until they secure stable employment with a company.

## 2.5 Status of Unemployed Graduates

In 2023, out of a sample of 511 graduates, 90 (17.6%) were unemployed. Figure 17 illustrates a consistent decline in the unemployment rate among graduates, which fell from 35.6% in 2016 to 15.6% in 2022. However, there was a slight increase of 2 percentage points in 2023.

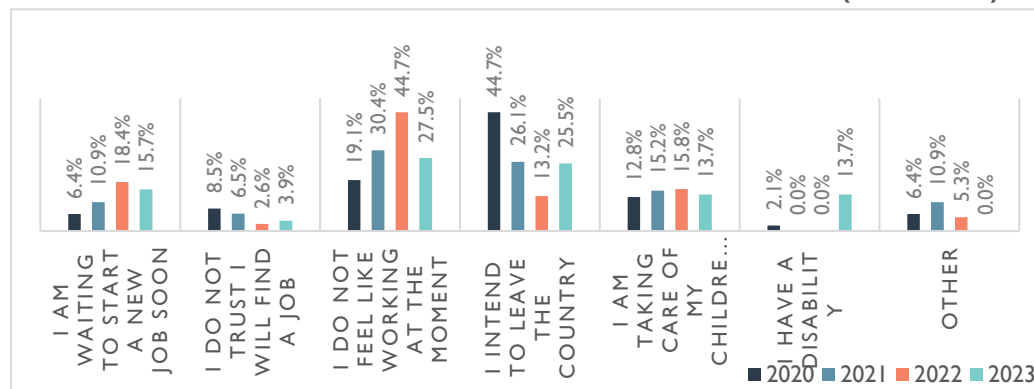
**FIGURE 17: PERCENTAGE OF UNEMPLOYED GRADUATES DURING (2016 – 2023)**



**Base:** N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 558, N (2022) = 577, N (2023) = 511

At the time of the interview, 43.3% of graduates in 2023 reported that they were actively looking for a job, while 56.7% were not seeking employment. Among those not looking for a job, Figure 18 below, 27.5% felt they were not currently able to work or inclined to work, followed by 25.5% who intended to leave the country, reflecting a 12-percentage point increase from the previous year. Additionally, 15.7% were waiting to start a job soon, 13.7% reported having a disability, and another 13.7% were caretakers of children or family members.

**FIGURE 18: PERCENTAGE OF REASONS FOR NOT LOOKING FOR A JOB (2020–2023)**



**Base:** N (2020) = 47, N (2021) = 46, N (2022) = 38, N (2023) = 51

In 2023, when asked about the perceived reasons behind unemployment, as shown in Table 6, 25.6% of graduates cited job opportunities unrelated to their field of study as a factor. Additionally, 23.1% pointed to a lack of work experience, while 17.9% believed that not having the right contacts or network was a contributing reason. A further 7.7% attributed unemployment to a shortage of jobs in their region. The lowest shares, each at 5.1%, reported being engaged in child or household care or not knowing how to apply for a job.

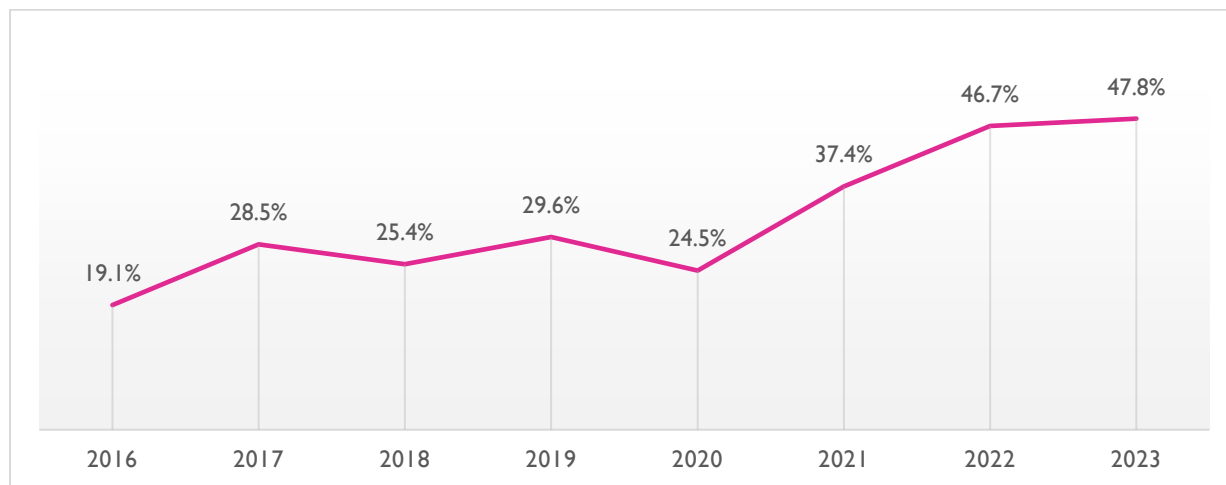
**TABLE 6: PERCENTAGE OF PERCEIVED MAIN REASONS FOR UNEMPLOYMENT (2016–2023)**

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Job opportunities do not relate to my studies</b>	8.5%	12.2%	21.1%	10.3%	20.7%	19.7%	19.2%	25.6%
<b>Lack of work experience</b>	12.8%	10.6%	14.0%	9.5%	16.3%	19.7%	25.0%	23.1%
<b>Lack of contacts/links in finding a job</b>	27.7%	15.4%	14.0%	15.9%	29.3%	18.0%	15.4%	17.9%
<b>Other</b>	12.8%	16.3%	0.0%	11.9%	7.6%	26.2%	15.4%	15.4%
<b>Shortage of jobs in my region</b>	21.3%	16.3%	19.3%	15.9%	21.7%	9.8%	11.5%	7.7%
<b>Engaged in child/household care</b>	4.3%	23.6%	11.4%	7.1%	2.2%	0.0%	1.9%	5.1%
<b>Don't know how to apply for a job</b>	0.0%	0.0%	0.0%	0.0%	1.1%	3.3%	5.8%	5.1%
<b>Knowledge obtained in school do not match with labour market</b>	8.5%	5.7%	7.0%	3.2%	1.1%	3.3%	5.8%	0.0%
<b>Limited resources to be self-employed</b>	4.3%	0.0%	13.2%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>From the situation created by the Due to the situation triggered by COVID-19-19 pandemic</b>	0.0%	0.0%	0.0%	26.2%	0.0%	0.0%	0.0%	0.0%

**Base:** N (2016) =47, N (2017) =123, N (2018) =114, N (2019) =126, N (2020) = 92, N (2021) = 61, N (2022) = 52, N (2023) = 39

Tracer results from 2023 reveal that almost half of the graduates (47.8%) had been employed at least once after graduation, similar to the previous year's figure of 46.7%. Over the period from 2016 to 2023, as illustrated in Figure 19, the data shows a fluctuating trend, ranging from a low of 19.1% in 2016 to a notable increase to 47.8% in 2023. This increase follows a steady rise over the last three years. The lowest percentage, 24.5%, was recorded in 2020, corresponding with the Covid-19 pandemic.

**FIGURE 19: PERCENTAGE OF UNEMPLOYED GRADUATES BEING EMPLOYED AT LEAST ONCE AFTER GRADUATION (2016 – 2023)**



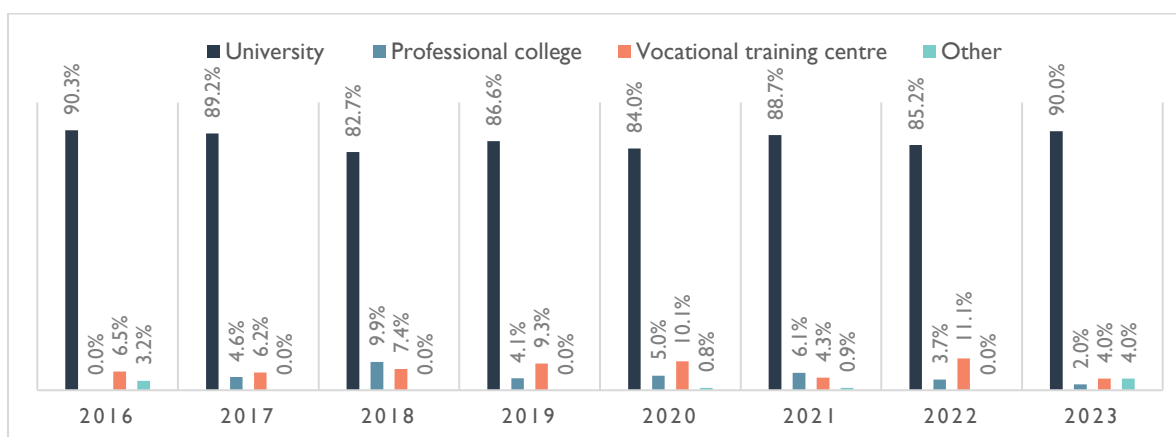
**Base:** N (2016) =47, N (2017) =123, N (2018) =114, N (2019) =125, N (2020) = 139, N (2021) = 107, N (2022) = 90, N (2023) = 90

Among the three main reasons cited for leaving their previous job, half of the graduates (51.2%) mentioned personal reasons, 18.6% reported being too far from their place of residence, and 9.3% indicated the termination of their work contract. From 2016 to 2023, leaving for personal reasons has consistently been the primary reason for nearly half of the respondents, with an average of 49.7%. *For detailed information refer to Appendix H.*

## 2.6 Graduates Pursuing Further Qualifications

In the 2023 cohort, 9.8% of the total sample (50 out of 511) chose to pursue further qualifications. Among these, the majority (90%) were attending university. Additionally, 4% opted for vocational training centers, another 4% selected other options, and only a small number (2%) attended professional colleges. Over the years 2016 - 2023, university attendance has consistently been the most popular choice among those pursuing further qualifications, with an average 87.1% - see Figure 20 below.

**FIGURE 20: PERCENTAGE OF QUALIFICATION PURSUED BY TYPE (2016 – 2023)**

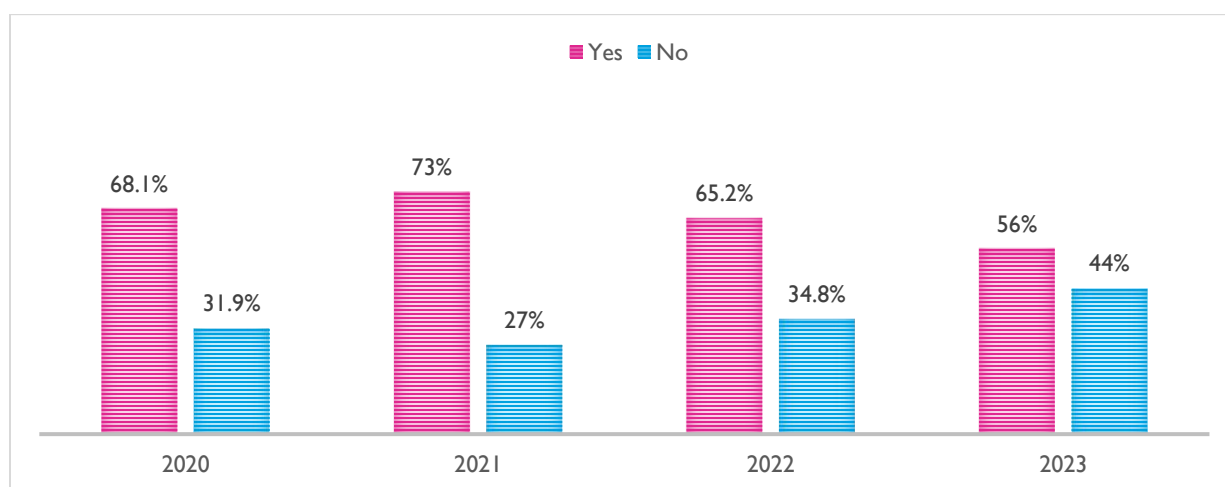


**Base:** N (2016) =31, N (2017) =65, N (2018) =81, N (2019) =97, N (2020) = 119, N (2021) = 115, N (2022) = 135, N (2023) = 50

Over the last three years, there has been an increase in the proportion of students attending public institutions, rising from 55.5% in 2020 to 68% in 2023. On the other hand, during the same period, there was a consistent decline in the percentage of students attending private institutions, decreasing from 44.5% in 2020 to 32% in 2023. *For detailed information, please refer to Appendix I.*

Among graduates of the 2023 cohort pursuing further qualifications, 56% were studying in the same field as their previous education. This represents the lowest share recorded compared to previous years, as shown in Figure 21 below.

**FIGURE 21: PERCENTAGE OF CURRENT QUALIFICATIONS LINKED TO PREVIOUS EDUCATION (2020 – 2023)**



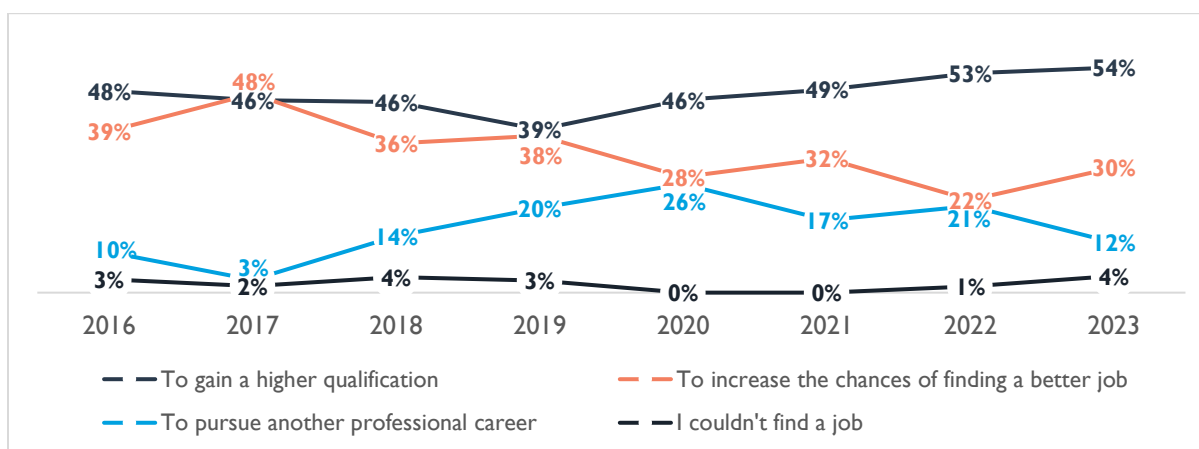
**Base:** N (2020) = 119, N (2021) = 115, N (2022) = 135, N (2023) = 50

When examining the data on motivations for pursuing further studies in 2023, slightly more than half of the graduates (54%) sought to gain higher qualifications. Additionally, 30% aimed to

increase their chances of finding a better job, 12% wanted to pursue a different professional career, 4% continued their studies because they couldn't find a job.

From a comparative perspective, gaining higher qualifications has consistently been the main reason for pursuing further studies, with the lowest percentage at 39% and the highest reaching 54% in 2023. The second most common reason, increasing the chances of obtaining better jobs, has fluctuated over the years from 2016 to 2023, with an average of 34%.

**FIGURE 22: PERCENTAGE OF REASONS FOR PURSUING STUDIES/TRAINING (2016–2023)**



**Base:** N (2016) =31, N (2017) =65, N (2018) =81, N (2019) =97, N (2020) = 119, N (2021) = 115, N (2022) = 135, N (2023) = 50

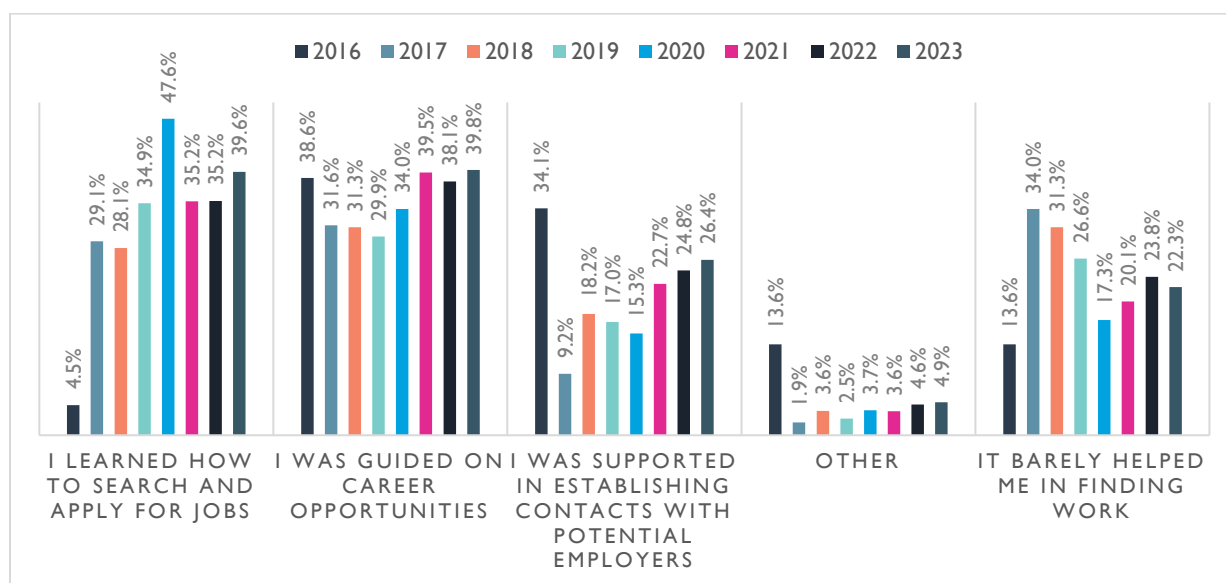
## 2.7 Retrospective Evaluation of the Provider

Figure 23 below presents the distribution of data on the support provided to graduates by their schools. In 2023, 39.8% of graduates reported receiving guidance on career opportunities, while 39.6% mentioned being assisted in searching and applying for jobs. Additionally, 26.4% of graduates stated they were supported in establishing contacts with potential employers. However, 22.3% indicated that their school provided minimal assistance in finding employment.

From 2016 to 2023, career guidance has consistently been one of the main forms of support provided to graduates by their schools, averaging 35.3%. This percentage has remained relatively stable over the past three years. Assistance with job searching and applications is the second most common type of support, with an average of 31.8%. Notably, there was a 5-percentage-point increase in this form of support in 2023 compared to previous years.

Support for establishing contacts with potential employers has shown a steady increase, rising from 15.3% in 2019 to 26.4% in 2023. In contrast, the percentage of graduates who felt that their schools provided minimal help in finding employment has fluctuated over the years, peaking at 34% in 2017 and dropping to a low of 17.3% in 2020. In the past three years, this figure has remained between 20% and 24%.

**FIGURE 23: HOW SCHOOLS HELPED FIND FIRST JOBS: PERCENTAGE BREAKDOWN (2016 – 2023)**

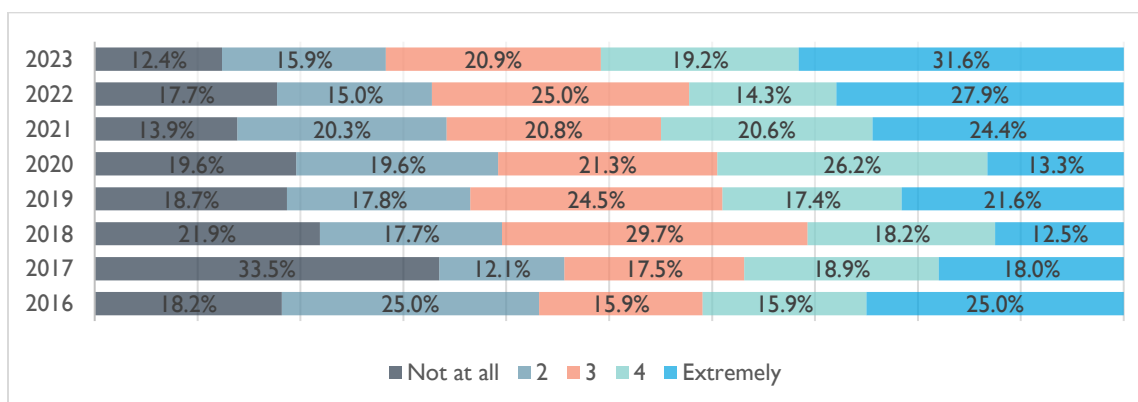


**Base:** N (2016) =44, N (2017) =206, N (2018) =191, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412, N (2023) = 364

**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 asked about the extent to which they utilized the knowledge acquired during their studies, as shown in Figure 24 below. In 2023, just over half of the graduates (50.8%) rated the use of the knowledge gained in school as either 'helpful' or 'extremely helpful'. The perceptions of the usefulness of school knowledge have varied from 2016 to 2023, with a slight increase in the percentage of graduates reporting its use in the past three years.

**FIGURE 24: UTILIZATION OF SCHOOL/STUDIES KNOWLEDGE IN CURRENT JOB (2016 – 2023)**



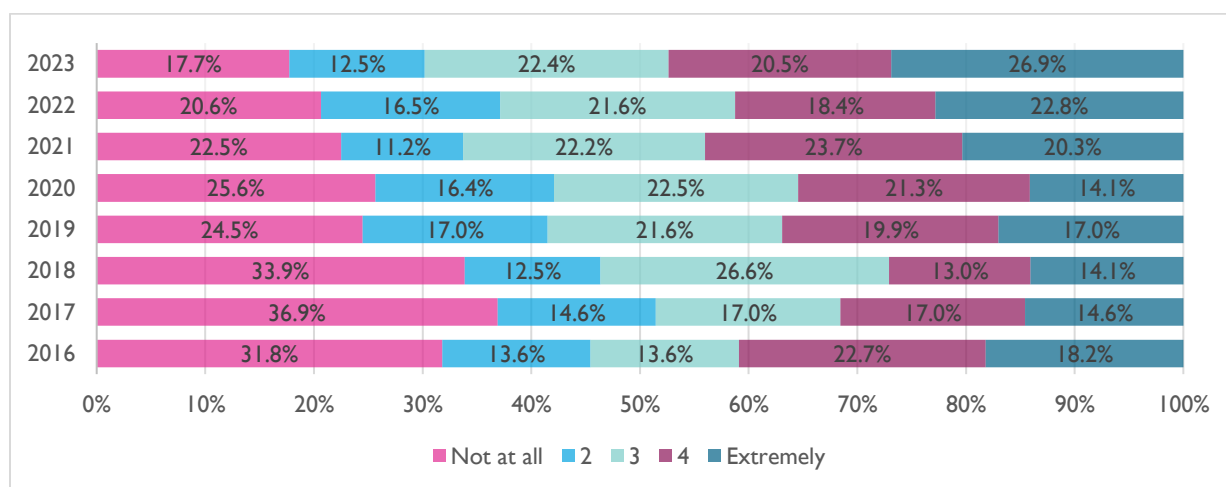
**Base:** N (2016) =44, N (2017) =206, N (2018) =192, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412, N (2023) = 364

As shown in Figure 25 below, in the 2023 cohort, 47.4% of graduates stated that their current jobs were 'very' or 'extremely' related to their studies. Additionally, 22.4% were in a neutral position,



while the remaining 30.2% said it was 'not at all' or 'a little matched'. When examined from a comparative perspective, the data reveal fluctuations in the extent to which graduates perceived their studies as 'very' or 'extremely' helpful related to their current positions. This perception ranged from a low of 27.1% in 2019 to a high of 47.4% in 2023, indicating an overall increase in perceived relevance over the years. Despite some fluctuations, there appears to be a general upward trend in graduates finding their studies increasingly relevant to their job positions from 2016 to 2023.

**FIGURE 25: RELEVANCE OF CURRENT POSITION TO STUDIES (2016 – 2023)**



**Base:** N (2016) =44, N (2017) =206, N (2018) =192, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412, N (2023) = 364

Based on the 2023 results, graduates identified the top three areas in school that should be improved to better prepare them for the job market as follows: 'theoretical and practical skills of teachers' (68.9%) 'apprenticeship at businesses' (66.7%), and 'collaboration with businesses' (64.7%). These areas show a noticeable increase compared to previous years, indicating a growing demand for enhanced practical and business-related experiences. The results highlight a consistent trend from 2016 to 2023, where graduates increasingly emphasize the importance of stronger connections between educational institutions and the job market, particularly through collaboration with businesses. Refer to Table 7 below for detailed percentages of the areas needing improvement over the years.

**TABLE 7: PERCENTAGE OF AREAS NEEDING IMPROVEMENT TO A HIGH/VERY HIGH EXTENT (2016 – 2023)**

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Infrastructure</b>	43.2%	35.9%	32.8%	32.8%	30.5%	48.5%	36.7%	57%
<b>Curricula</b>			20.8%	31.1%	34.1%	50.4%	37.3%	61.4%
<b>Texts and teaching materials</b>	40.9%	29.6%	20.8%	40.1%	37.9%	53.3%	38.0%	62.3%
<b>Teaching methods</b>	38.6%	23.8%	20.3%	37.3%	34.7%	54.1%	40.9%	64.5%
<b>Theoretical and practical skills of teachers</b>			26.0%	36.1%	33.8%	53.2%	41.0%	<b>68.9%</b>
<b>Apprenticeship at school</b>	43.2%	43.7%	41.7%	50.0%	47.8%	56.5%	44.1%	<b>67.6%</b>
<b>Apprenticeship at business</b>	36.4%	48.1%	44.8%	51.5%	54.2%	62.1%	48.1%	<b>66.7%</b>
<b>Career orientation</b>	27.3%	35.4%	35.4%	40.2%	46.4%	54.6%	46.2%	64.1%
<b>Collaboration with businesses</b>	34.1%		41.7%	51.9%	63.9%	57.4%	49.7%	64.7%
<b>Cooperation with employment offices</b>	31.8%	47.1%	40.1%	56.0%	63.5%	58.2%	48.4%	62.4%

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

The data illustrated in Figure 26 below suggests that the overall satisfaction of graduates with their choice of field of study and school remains high. In 2023, 81.6% of graduates indicated they would choose the same field of study again, reflecting a slight increase from 2022's 80.2%. This result aligns with the overall stable trend observed from 2018 to 2023, where the 'Yes' responses for the same field of study averaged around 80%. Additionally, 78.7% of graduates in 2023 stated they would choose the same school again, marking a slight increase from 76.8% in 2022. While there have been minor fluctuations from 2018 to 2023, the majority of graduates remain consistently satisfied with their educational choices, both in terms of the field of study and the institution attended.

**FIGURE 26: PERCENTAGE OF GRADUATES WHO WOULD RECHOOSE THE SAME FIELD OF STUDY OR SCHOOL (2018 – 2023)**

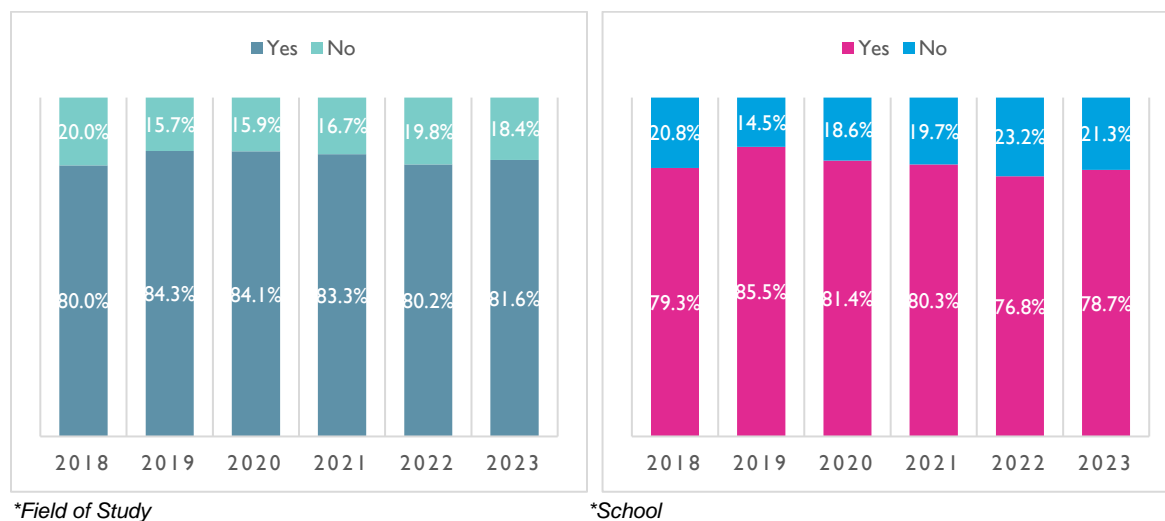


Table 8 provides an overview of graduates' aspirations for the next two years. Graduates from 2023's cohort identified their top three goals as follows: 'starting their own business' (44.6%), 'getting a job more closely linked to their area of study/training' (27.4%), and 'emigrating abroad' (19.8%).

When examining the data from 2016 to 2023, the goal of 'starting their own businesses' has continued its upward trend, increasing from 16.4% in 2016 to 44.6% in 2023, indicating a growing entrepreneurial interest among graduates. In contrast, the goal of 'getting a job more closely linked to their area of study/training' has shown some fluctuation, with percentages ranging from a low of 3.3% in 2016 to a high of 34.1% in 2020 and reaching at 27.4% in 2023. The aspiration to 'emigrate abroad' has remained relatively stable, with an average of about 24.3% over the years, and a slight decrease to 19.8% in 2023. Additionally, the intention to 'migrate to another city in my country' has remained minimal, decreasing significantly from 33.6% in 2016 to just 1.6% in 2023.

**TABLE 8: GRADUATES' EMPLOYMENT AND EDUCATION/TRAINING GOALS FOR THE NEXT 2 YEARS (2016–2023)**

	2016	2017	2018	2019	2020	2021	2022	2023
<b>To get employed irrespective of the field</b>	33.3%	12.7%	26.8%	26.5%	19.1%	20.9%	20.3%	17.0%
<b>To get a job more closely linked to my area of study/training</b>	3.3%	31.1%	31.5%	33.7%	34.1%	31.0%	26.0%	<b>27.4%</b>
<b>To start my own business</b>	16.4%	17.1%	20.8%	26.0%	30.9%	37.8%	41.1%	<b>44.6%</b>
<b>To pursue further studies</b>	13.9%	27.3%	25.0%	19.2%	19.0%	19.6%	13.9%	13.7%
<b>To emigrate abroad</b>	5.7%	24.8%	26.3%	25.3%	27.6%	25.5%	19.9%	<b>19.8%</b>
<b>To migrate to another city in my country</b>	33.6%	0.8%	1.5%	1.2%	1.1%	1.9%	1.2%	1.6%

Base: N (2016) =122, N (2017) = 363, N (2018) = 400, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511

Note: Table presents only the 'Yes' option

## 3. 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%
	<b>SUBSAMPLE 1</b>		<b>132/263</b>	<b>50%</b>	<b>100%</b>
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%
<b>SUBSAMPLE 2</b>		<b>363/508</b>	<b>71%</b>	<b>100%</b>	
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%
	<b>SUBSAMPLE 3</b>		<b>403/604</b>	<b>67%</b>	<b>100%</b>
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%
	<b>SUBSAMPLE 4</b>		<b>407/537</b>	<b>76%</b>	<b>100%</b>
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%
	<b>SUBSAMPLE 5</b>		<b>554/643</b>	<b>86%</b>	<b>100%</b>
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%
	<b>SUBSAMPLE 6</b>		<b>588/648</b>	<b>92%</b>	<b>100</b>
<b>2021 - 2022</b>	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%
	<b>SUBSAMPLE 7</b>		<b>577/620</b>	<b>94%</b>	<b>100%</b>
<b>2022 - 2023</b>	Lezha	Kolin Gjoka	78/80	97.5%	15.3%
	Berat	Kristo Isak	30/36	83.3%	5.9%
	Vlora	Pavaresia	79/93	84.9%	15.5%
	Vlora	Tregtare	57/58	98.3%	11.2%
	Tirana Canco	Gjergj	119/147	81%	23.3%
	Shkodra Bushati	Hamdi	148/151	98%	29%
	<b>SUBSAMPLE 8</b>		<b>511/565</b>	<b>90.5%</b>	<b>100%</b>

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

	2016	2017	2018	2019	2020	2021	2022	2023
<b>I was offered better working conditions at the new job</b>	0.00%	18.80%	19.40%	14.90%	16.10%	18.00%	15.50%	29.5%
<b>I was offered a better pay at the new job</b>	57.10%	42.20%	46.80%	50.70%	36.40%	37.70%	36.80%	27.3%
<b>For personal reasons</b>	28.60%	17.20%	14.50%	7.50%	21.20%	19.10%	24.50%	18.2%
<b>The job did not match my education</b>	7.10%	9.40%	4.80%	10.40%	11.90%	7.70%	6.80%	10.8%
<b>Termination of work contract</b>	7.10%	1.60%	4.80%	7.50%	4.20%	7.10%	5.90%	5.1%
<b>Other</b>	0.00%	7.80%	4.80%	4.50%	3.40%	3.80%	3.20%	5.1%
<b>It was far from my</b>	0.00%	0.00%	0.00%	0.00%	2.50%	6.00%	6.40%	3.4%

<b>place of residence</b>								
<b>Redundancy in the workplace</b>	0.00%	3.10%	4.80%	0.00%	4.20%	0.50%	0.90%	0.6%
<b>Due to the situation triggered by COVID-19</b>	0.00%	0.00%	0.00%	4.50%	0.00%	0.00%	0.00%	0.0%

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

	2019	2020	2021	2022	2022
<b>Yes</b>	40%	61.30%	47.40%	51.70%	59.5%
<b>No</b>	60%	38.70%	52.60%	48.30%	40.5%
<b>Total</b>	100.00%	100.00%	100.00%	100.00%	100.0%

### Appendix D: Net monthly income by direction in narrative

		2016	2017	2018	2019	2020	2021	2022	2023
<b>Economy &amp; Business</b>	<i>Less than the minimum wage</i>	5.90%	25.80%	25.00%	23.10%	18.80%	8.90%	0.00%	0.00%
	<i>Minimum wage – 35,000 ALL</i>	64.70%	45.20%	45.00%	50.00%	43.80%	26.70%	20.00%	6.7%
	<i>35,001 – 50,000 ALL</i>	17.60%	25.80%	25.00%	23.10%	20.80%	26.70%	33.30%	16.7%
	<i>50,001 – 65,000 ALL</i>	5.90%	3.20%	5.00%	0.00%	6.30%	8.90%	10.00%	23.3%
	<i>65,001 – 80,000 ALL</i>	5.90%	0.00%	0.00%	0.00%	2.10%	6.70%	6.70%	10.0%
	<i>More than 80,001 ALL</i>	0.00%	0.00%	0.00%	3.80%	8.30%	22.20%	30.00%	43.3%
							%	%	%
<b>Elektrotechnics</b>	<i>Less than the minimum wage</i>	0.00%	0.00%	5.70%	8.30%	6.00%	13.20%	0.00%	1.6%
	<i>Minimum wage – 35,000 ALL</i>	50.00%	76.90%	42.90%	39.60%	26.20%	19.70%	10.30%	12.9%
	<i>35,001 – 50,000 ALL</i>	50.00%	23.10%	20.00%	31.30%	39.30%	38.20%	33.80%	16.1%
	<i>50,001 – 65,000 ALL</i>	0.00%	0.00%	8.60%	10.40%	10.70%	7.90%	19.10%	27.4%
	<i>65,001 – 80,000 ALL</i>	0.00%	0.00%	5.70%	6.30%	2.40%	9.20%	16.20%	21.0%
								%	%

	<i>More than 80,001 ALL</i>	0.00%	0.00%	17.10 %	4.20%	15.50 %	11.80 %	20.60 %	21.0 %
<b>Tourism &amp; Hospitality</b>	<i>Less than the minimum wage</i>	25.00 %	22.60 %	6.90%	21.10 %	13.90 %	3.50%	2.30%	2.5%
	<i>Minimum wage – 35,000 ALL</i>	62.50 %	58.10 %	41.40 %	31.60 %	27.70 %	14.90 %	15.30 %	5.8%
	<i>35,001 – 50,000 ALL</i>	0.00%	12.90 %	20.70 %	13.20 %	33.70 %	29.10 %	24.40 %	27.3 %
	<i>50,001 – 65,000 ALL</i>	12.50 %	0.00%	22.40 %	10.50 %	8.90%	12.80 %	14.80 %	18.2 %
	<i>65,001 – 80,000 ALL</i>	0.00%	6.50%	6.90%	18.40 %	4.00%	14.90 %	12.50 %	13.2 %
	<i>More than 80,001 ALL</i>	0.00%	0.00%	1.70%	5.30%	11.90 %	24.80 %	30.70 %	33.1 %
	<b>ICT</b>	<i>Less than the minimum wage</i>	50.00 %	4.50%	3.30%	20.60 %	13.30 %	8.30%	8.00%
<i>Minimum wage – 35,000 ALL</i>		16.70 %	68.20 %	63.30 %	26.50 %	25.00 %	25.00 %	20.00 %	8.3%
<i>35,001 – 50,000 ALL</i>		16.70 %	18.20 %	16.70 %	23.50 %	40.00 %	28.60 %	32.00 %	20.8 %
<i>50,001 – 65,000 ALL</i>		0.00%	0.00%	10.00 %	14.70 %	11.70 %	14.30 %	13.30 %	35.4 %
<i>65,001 – 80,000 ALL</i>		16.70 %	4.50%	6.70%	8.80%	1.70%	3.60%	5.30%	20.8 %
<i>More than 80,001 ALL</i>		0.00%	4.50%	0.00%	5.90%	8.30%	20.20 %	21.30 %	14.6 %

### Appendix E: Net monthly income by gender in narrative

	2016	2017	2018	2019	2020	2021	2022	2023	
<b>Male</b>	<i>Less than the minimum wage</i>	18.90 %	13.50 %	6.60%	12.80 %	10.80 %	7.40%	3.90%	2.4%
	<i>Minimum wage – 35,000 ALL</i>	48.60 %	62.20 %	48.80 %	35.20 %	26.50 %	16.50 %	13.60 %	9.0%
	<i>35,001 – 50,000 ALL</i>	16.20 %	18.60 %	22.30 %	26.30 %	38.60 %	31.80 %	28.20 %	22.7%
	<i>50,001 – 65,000 ALL</i>	5.40%	2.60%	11.40 %	9.50%	10.50 %	12.80 %	13.90 %	26.7%
	<i>65,001 – 80,000 ALL</i>	8.10%	1.90%	4.80%	11.20 %	2.90%	9.40%	13.10 %	16.1%
	<i>More than 80,001 ALL</i>	2.70%	1.30%	6.00%	5.00%	10.80 %	22.20 %	27.30 %	23.1%



<b>Female</b>	<i>Less than the minimum wage</i>	28.60 %	26.70 %	38.50 %	32.00 %	22.00 %	12.10 %	8.10%	1.6%
	<i>Minimum wage – 35,000 ALL</i>	57.10 %	53.30 %	30.80 %	36.00 %	46.30 %	42.40 %	37.80 %	4.8%
	<i>35,001 – 50,000 ALL</i>	14.30 %	20.00 %	19.20 %	24.00 %	19.50 %	27.30 %	29.70 %	29.0%
	<i>50,001 – 65,000 ALL</i>	0.00%	0.00%	7.70%	4.00%	0.00%	9.10%	10.80 %	14.5%
	<i>65,001 – 80,000 ALL</i>	0.00%	0.00%	3.80%	0.00%	0.00%	7.60%	2.70%	14.5%
	<i>More than 80,001 ALL</i>	0.00%	0.00%	0.00%	4.00%	12.20 %	1.50%	10.80 %	35.5%

### Appendix F: Reasons why self-employment activity is not related to education

	2018	2019	2020	2021	2022	2023
<b>I did not find a job related to my studies</b>	35.3%	25.0%	31.4%	19.2%	22.7%	15.4%
<b>I do not want to work in a job related to my studies</b>	0.0%	10.0%	5.7%	3.8%	4.5%	3.8%
<b>There are no job offers in my field in the region where I work</b>	17.6%	10.0%	14.3%	7.7%	4.5%	3.8%
<b>My current job offers me better payment /conditions</b>	41.2%	55.0%	40.0%	57.7%	45.5%	73.1%
<b>Other</b>	5.9%	0.0%	8.6%	11.5%	22.7%	3.8%
<b>Total</b>	100.0%	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %

### Appendix G: Time needed to start their business after graduation

	2016	2017	2018	2019	2020	2021	2022	2023
<b>It is a family business</b>	0.0%	61.5%	53.3%	56.8%	64.6%	42.6%	50.0%	52.7%
<b>Started the business before my graduation</b>	60.0%	11.5%	16.7%	27.0%	10.8%	14.9%	22.9%	9.1%
<b>1 month after graduation</b>	10.0%	3.8%	0.0%	0.0%	4.6%	8.5%	2.1%	5.5%
<b>1 -3 months after graduation</b>	0.0%	11.5%	3.3%	5.4%	6.2%	6.4%	2.1%	14.5%
<b>3-6 months after graduation</b>	0.0%	7.7%	10.0%	5.4%	6.2%	10.6%	10.4%	5.5%

<b>6 - 9 months after graduation</b>	10.0%	3.8%	16.7%	5.4%	4.6%	6.4%	6.3%	3.6%
<b>9 - 12 months after graduation</b>	0.0%	0.0%	0.0%	0.0%	3.1%	10.6%	6.3%	9.1%
<b>More than one year from the graduation</b>	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

### Appendix H: Reasons for leaving previous jobs

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Termination of probation period</b>	0.0%	0.0%	0.0%	5.4%	0.0%	5.0%	0.0%	2.3%
<b>Termination of working contract</b>	11.1%	25.7%	13.8%	10.8%	14.7%	12.5%	7.1%	9.3%
<b>The job/position did not match my education</b>	0.0%	8.6%	13.8%	8.1%	11.8%	7.5%	11.9%	7.0%
<b>Redundancy in the workplace</b>	0.0%	2.9%	10.3%	5.4%	0.0%	0.0%	4.8%	2.3%
<b>For personal reasons</b>	55.6%	48.6%	55.2%	35.1%	44.1%	57.5%	50.0%	51.2%
<b>Other</b>	33.3%	14.3%	6.9%	10.8%	5.9%	12.5%	11.9%	9.3%
<b>Due to the situation triggered by COVID-19</b>	0.0%	0.0%	0.0%	24.3%	11.8%	0.0%	0.0%	0.0%
<b>Far from my place of residence</b>	0.0%	0.0%	0.0%	0.0%	11.8%	5.0%	14.3%	18.6%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

### Appendix I: Is it a public or private institution?

	2020	2021	2022	2023
<b>Public</b>	55.5%	60.0%	65.2%	68.0%
<b>Private</b>	44.5%	40.0%	34.8%	32.0%
<b>Total</b>	100%	100%	100%	100.0%