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S4RE Skills for Rural Employment KOSOVO

Tracer Study

Commissioned by:
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ARS
Applicative Research Solutions

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1. Executive Summary

The Skills for Rural Employment (S4RE) project has started implementing its first phase in the beginning of 2013, targeting youth, women, minorities, and rural households in Kosovo. Between 2013 and 2016, S4RE facilitated skills training for 1,508 youths through 150 opportunity groups and facilitated trainings in five target municipalities with a total of 314 trainees, training 1,822 beneficiaries in the process.

The goal of this tracer study is to track a select sample of the beneficiaries who have graduated after participating in different trainings and explore their current and past employment activities, any possible effects of the training on their income, their satisfaction with the job, and the quality and relevance of training received. To this end, this study sampled 187 participants with simple random sampling from four municipalities in the Republic of Kosovo: Dragash, Kamenicë, Shtërpcë, and Novo Brdo.

In order to gather data for this study, a 60-item questionnaire created specifically for the purposes of this study was used. Results show that the current professions in which beneficiaries are working in tend to gravitate toward wage employment with 36.3% rather than self-employment with 16.8%. However, most participants amounting to 43.6% were unemployed at the time of the study. The majority of participants with 83.8% are satisfied with their trainings overall and most respondents with 57.9% agreed or strongly agreed that the topics covered during the training were relevant to their profession. A majority of 64.2% report using the skills obtained during training in their daily jobs. There is a marked drop of 26.8% in unemployment and a rise of 23.2% in wage employment and 4% in self-employment within six months after training graduation as compared to employment status before training. Moreover, 38.8% of sample report their wages increasing by up to 20% after attending the training.

At the end of the report are listed various suggestions and recommendations for further tracer studies on employment prospects and potential training facilitation program. These recommendations are informed by the results presented in this report and address key overarching goals and target groups of the S4RE project.

2. Introduction

The Skills for Rural Employment (S4RE) project has started implementing its first phase in the beginning of 2013, after which it continued with its second phase in years 2016-2018 due to positive and promising results in achieving income generation and employment for target groups. Targeted groups of the first phase of the S4RE project were youth, women, minorities, and rural households in several Southern and Southeastern municipalities in Kosovo. For the second phase of the project, S4RE is placing its strategic focus on broadening the impacts achieved during its first phase and to ensure the initiatives and impacts continue beyond the project's lifespan. In the second project phase, S4RE does not act as a training provider as in the first phase. It rather acts as a facilitator, strengthening and coaching local partners, which in turn provide trainings for the beneficiaries.

To reach its goal to achieve poverty reduction through increased employment and income, S4RE used a multi-target approach to address both the supply side (through skills development) and the demand side (through private sector development). Therefore, four outcomes were defined:

- Outcome 1: To stimulate and support groups of young unemployed to develop locally demanded technical, entrepreneurial, and life skills; leading to improved employment and income opportunities

- Outcome 2: To collaborate with existing businesses (including self-employed) to develop targeted training programs that aim to improve productivity, employment, and employment conditions
- Outcome 3: To support supply chain integration through skills development of small enterprises with national and regional companies to improve self-employment opportunities
- Outcome 4: To support locally available service providers to offer skills and training services that are more strongly based on practical training and private-sector linked activities, and are complementary to the formal VET system

During the first phase of the project (2013-2015), S4RE facilitated skills training for 1,508 youths through 150 opportunity groups. In year 2016, the project facilitated trainings in five target municipalities with a total of 314 trainees, training 1,822 beneficiaries in the process. These trainings fall under outcome 1.

The goal of this tracer study is to track a select sample of the beneficiaries who have graduated after participating in different trainings facilitated by the S4RE project and its partners under outcome 1. Through this sample, the tracer study will explore their current and past employment activities, any possible effects of the training on their income, their satisfaction with the job, and the quality and relevance of training received. In addition, the project will seek information from employers who have employed the graduated trainees.

3. Methodology

This study sampled 187 participants with simple random sampling from four municipalities in the Republic of Kosovo: Dragash, Kamenicë, Shtërpcë, and Novo Brdo. Data were collected starting from 25.12.2017 until 30.01.2018. The sampling methodology of this study started with simple random sampling from a master database listing training beneficiaries along with their phone numbers. These participants had benefited from trainings organized by the S4RE project since 2013. Applicative Research Solutions (ARS) randomly extracted 60 potential participants from this database for Kamenica and Dragash each, and 40 numbers for Shtërpcë and Novo Brdo each. Each interviewer had a quota of interviews that they would fulfill per municipality.

The population from which the sample was obtained consisted of 192 beneficiaries trained in 2013, 592 beneficiaries in 2014, 715 in year 2015, and 327 beneficiaries trained in year 2016, for a total of 1826 beneficiaries throughout the years. A subset of 1123 beneficiaries from the sample had available emails or phone numbers, which were used to contact them. However, some interviewers faced a few isolated problems during data gathering.

First, 703 respondents from the database did not possess a corresponding phone number in the master database. Second, some training beneficiaries provided wrong phone numbers or switched to other phone numbers in the meantime, rendering them unreachable after data collection. This was especially prominent among the Serb population.

Due to these minor inconveniences, the initial sample of potential respondents was expanded in order to achieve the targeted number of study participants. This expansion was also conducted according to simple random sampling by extracting a random subset of beneficiaries from the master database.

In order to gather data for this study, ARS used a 60-item questionnaire consisting in open and close questions created specifically for the purposes of this study in cooperation with the S4RE Project. The questionnaire was divided into a general section administered to all study participants, which covered topics such as training rating and satisfaction, training category and length, as well as rationale for attending the training and overall satisfaction upon graduation.

This was followed by another section taken by all beneficiaries on employment after training graduation, employment prospects in general, relation of training topics to current professional life, as well as usage of skills obtained during training.

After the section on employment after training graduation, specific subsets of respondents completed questionnaires on wage employment, self-employment, ongoing trainings or education and current unemployment. In order to avoid a potential defensive approach from beneficiaries, the questionnaire concluded in demographic questions such as age, gender, ethnicity, and education. The questionnaire can be found in the Appendix.

In the final analysis, from the initial 187 sampled participants, 8 were excluded from the sample due to a large portion of missing answers and 9 other participants were excluded because they received services in years different from the main focus of this tracer study.

As a result, data from 170 participants were used in order to report statistics and percentages. As these participants constitute a small portion of the total sample, their exclusion is unlikely to affect any statistics drawn from the modified sample.

Ages of study participants and their employment status were checked against the master database in order to identify potential sampling or interviewing irregularities.

Figure 1: Distribution of age groups in the sample

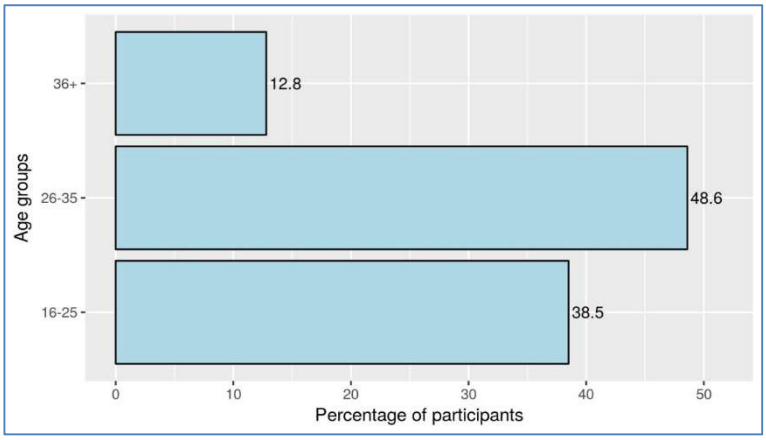
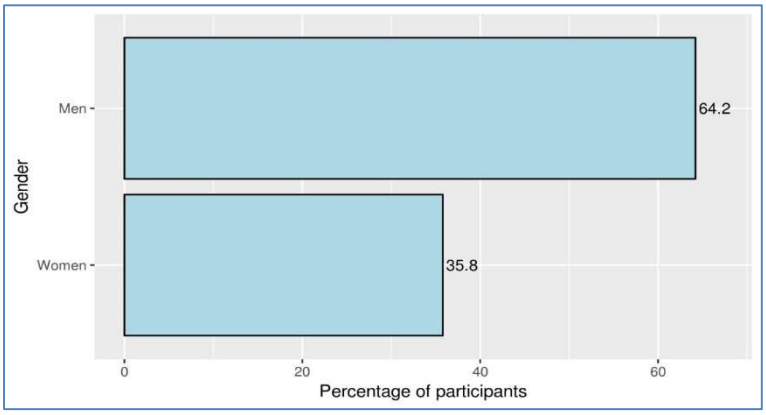


Figure 1 shows the distribution of age groups in the sample. The age groups are divided into increments of 10 years, starting at 16 where people may become professionally active, and ends at 36 years old or more. One can see that most participants in this sample with 48.6% are 26-35 years old, followed by people aged 16-25 years old with 38.5%. The smallest percentage of the sample with 12.8% is formed by people aged 36 years or older.

Figure 2: Distribution of gender in the sample



The distribution of genders in the sample can be seen in Figure 2.

Most participants are men with 64.2%, whereas women constitute only 35.8% of the participants.

This reflects the gender distribution of the overall target group of trained youth between 2013 and 2016.

A summary of the proportion of participants sampled in the four municipalities where the study was conducted is available on Figure 3. The municipality of Dragash has the most citizens sampled with 36.3%, followed by Kamenica in a close second with 31.5%. The municipality of Novo Brdo has the fewest subjects taking part in the study, with only 8.9%.

Figure 3: Percentage of participants in each municipality

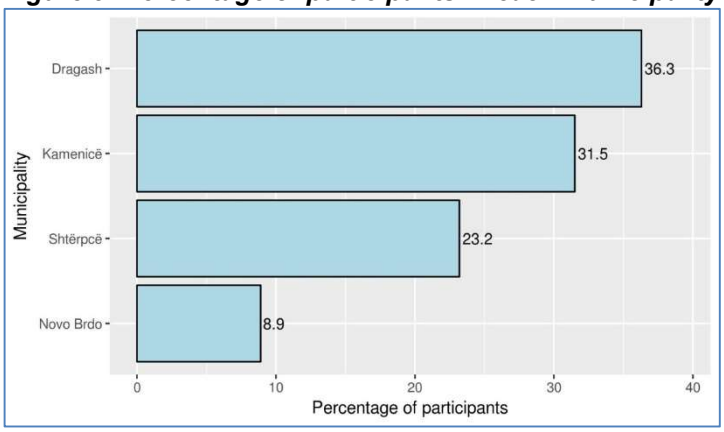
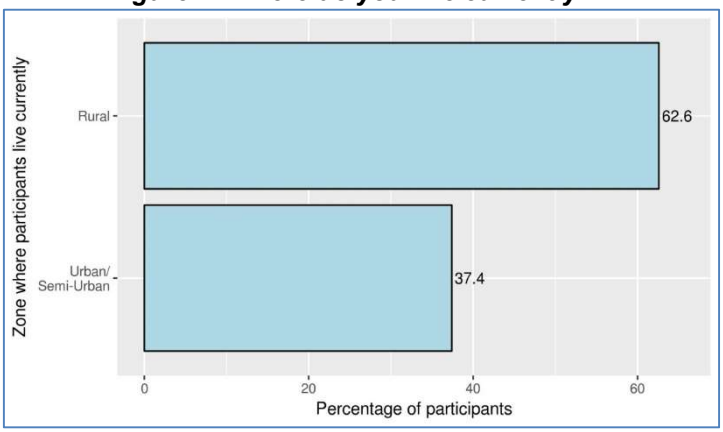


Figure 4 shows the percentage of participants who specified whether they lived currently in a rural, urban/semi-urban zone, or abroad. While 62.6% of participants sampled lived in a rural zone, 37.4% reported being situated in an urban zone. No subjects reported currently living abroad.

Figure 4: Where do you live currently?



The percentage of study participants who belong to each ethnic background in Kosovo is depicted in Figure 5. Most subjects in the sample with 75.4% identify as Albanians, followed by subjects identifying as Serbs with 22.3%. A proportion of 2.2% from the sample reported identifying as Goran. These numbers add up to 24.5% of the sample belonging to minorities.

Figure 5: What ethnic background do you have?

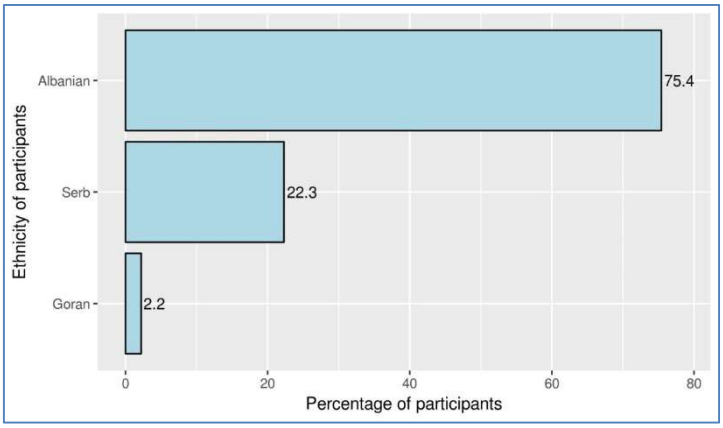
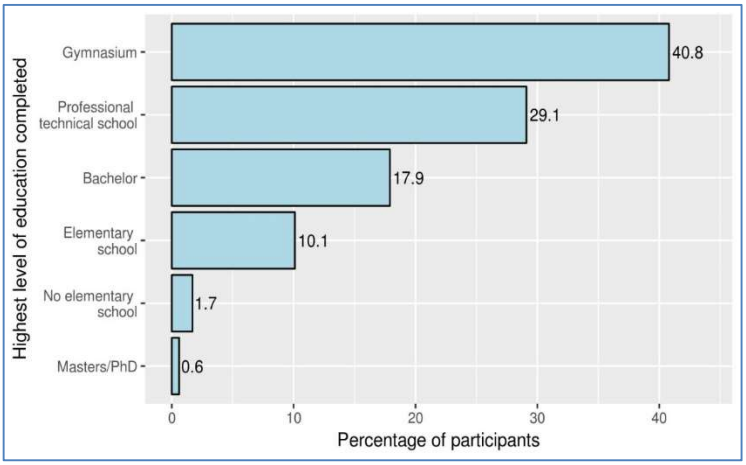


Figure 6: What is the highest level of education you have completed?



Participants also reported on the highest level of education they had completed. Figure 6 shows the percentages of each education category for sample respondents. Most study participants with 40% completed a gymnasium or high school, followed by subject who attended a professional school with 29.1%. Only a small fraction of the sample with 1.7% reports having completed education up to elementary school, whereas a vanishingly small part with 0.6% report having a master's degree or a PhD.

4. Results

This section provides results obtained by analyzing the data gathered through a questionnaire designed for the purposes of this study. Descriptive results of answers to each item are given in separate graphs, or multiple items are combined in one graph and relative percentages of answers are reported for each item in parallel. When relevant, results disaggregated by various demographic outcomes are presented in order to see possible patterns that depend crucially on demographic factors. Although most results are presented in relative percentages summing to 100% per item, results are displayed in numbers instead when emphasizing very small subsets of the sample.

The trainings were not offered in a conventional setting, but through the opportunity group approach, where a group of young people with similar aims and interests organized their own trainings with external support (see box). Thus, the variety of trainings offered is high for the number of graduates, as shown in sub-chapter 3.1.

How does the opportunity approach work?

The opportunity group approach is a participatory process that guides young people through different steps of self- and market-assessment and skills development towards job orientation and entrepreneurship. The opportunity group consists of peers with similar interests and aims. Supported by a facilitator, the group determines the learning process, the content, and the planning and organisation of the training. The identified training provider then imparts the training content based on the background of the group members, taking into account context and available market opportunities. Through the process, youth strengthen their potential, and jointly learn and apply new technical, entrepreneurial and life skills (Walker & Mirashi, 2018).

Technical training in hairdressing

3.1 Training Courses

Figure 7 summarizes the percentage of participants attending each field of training. Subjects could choose from a pool of 30 potential training topics, but they only chose a subset of 20 of them. The training category of agriculture comprises 101 participants and stands for trainings on raspberry cultivation, beekeeping, chicken cultivation, pruning, and bird cultivation. Craft professions subsume trainings on central heating, tailoring, handmade goods, carpentry, and thermo-isolation,

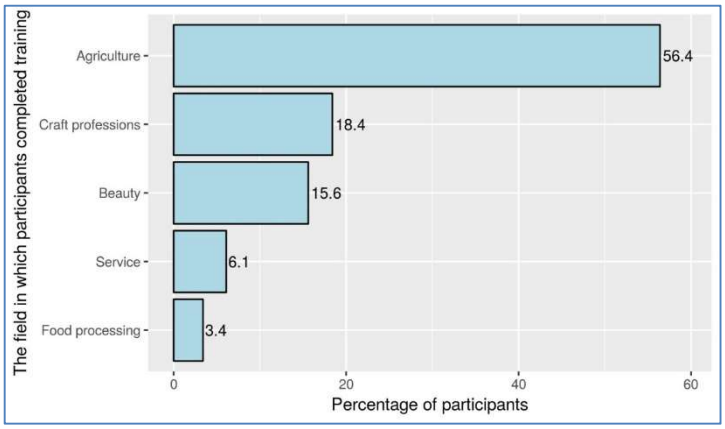
which were followed by 33 participants. A total of 28 respondents attended beauty-related trainings, such as hairdressing, make-up styling, or trainings for nail technician. Service trainings included trainings for waiters, kebab shops, video design, and IT essentials, garnering 11 beneficiaries in total. Finally, 5 participants attended trainings on food processing, including patisserie and cake decoration.

The following tables show what professions are included in the categories:

Table 1: The breakdown of categories in terms of professions

Category	Professions	No. of participants
Agriculture	Raspberry cultivation, beekeeping, chicken cultivation, pruning, and bird cultivation	101
Craft professions	Heating, tailoring, handmade, carpentry, and thermo-isolation	33
Beauty	Hairdressing, make-up styling, or trainings for nail technician.	28
Service	Waiters, kebab shops, video design, and IT essentials,	11
Food processing	patisserie and cake decoration	5

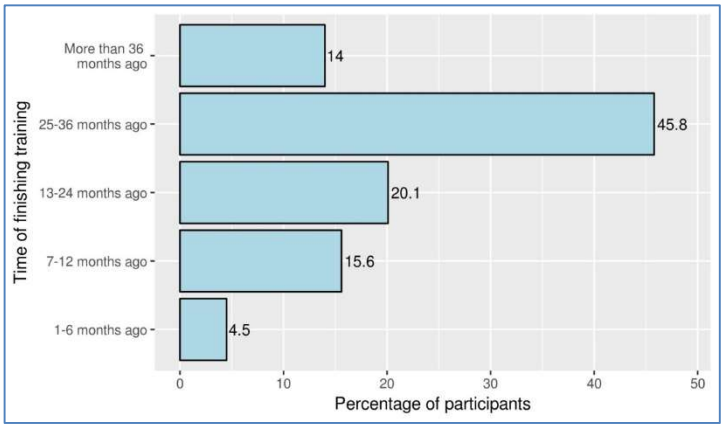
Figure 7: In which field/trade did you receive training?



The percentages of people specifying when exactly their training ended are shown in Figure 8. For 45% of the people, training ended 26-35 months ago, followed by participants who completed their training 13-24 months ago with 20.1%. The lowest number of people with 4.5% reported having finished their training 1-6 months ago. These numbers indicate a rather sharp drop two years ago in the frequency of trainings offered in the four municipalities where the study was conducted. This might be explained with the start of the new project phase, which started in 2016 and it therefor took some time until new trainings were conducted[1].

[1] The distribution of participants who have graduated in training reflects the set target for each year. The highest number of beneficiaries trained occurred in 2014-2015. In 2013, 200 beneficiaries were trained, 596 trainees in 2014, 719 trainees in 2015, and 314 trainees in 2016.

Figure 8: When did you finish your training?



Subjects also specified the overall length of their trainings. As is apparent from Figure 9, most subjects with 26.3% attended 1-2 week long trainings, followed by a close second of participants attending 1-2 month long trainings with 24.6%. The longest trainings lasting 4-6 months are attended the least by study participants, probably because they are organized more rarely than shorter trainings[2].

Figure 9: How long was the duration of your training?

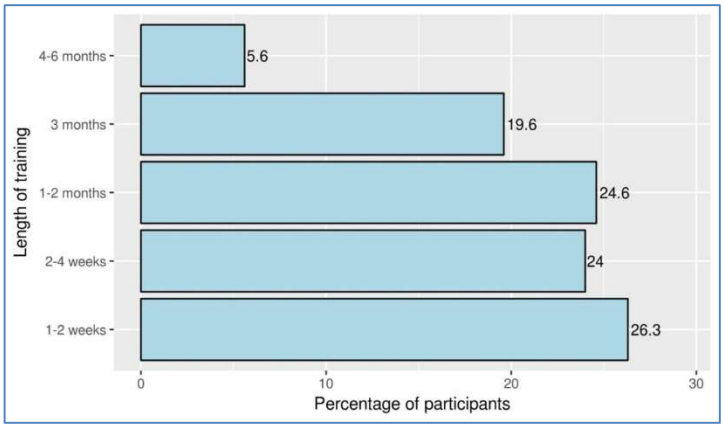
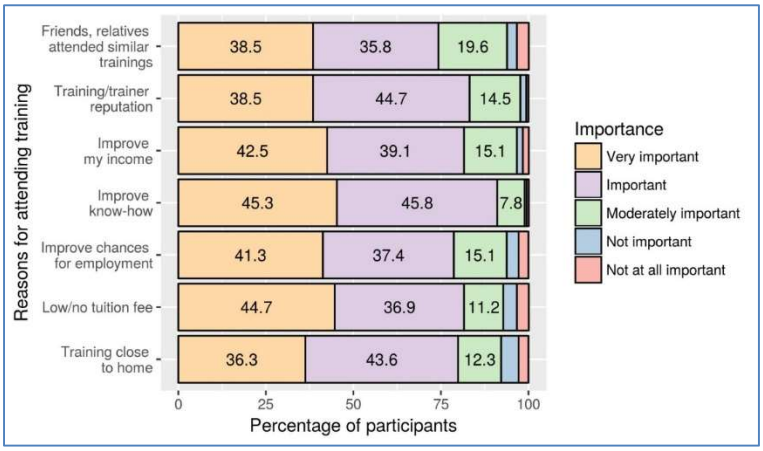


Figure 10 shows the percentage of people who have rated the importance of six components in influencing their decision to take part in the training. It is apparent from the graph that the vast majority of participants rate all reasons as very important, important or moderately important. According to participants, the most important reason for attending trainings is to improve know-how, with 45.3% rating it as very important and 45.8 as important. Overall, the least rating percentage for important or very important arises for the reason of other friends or family members having followed the same trainings. A very small percentage of participants rated any reasons as no important or not at all important.

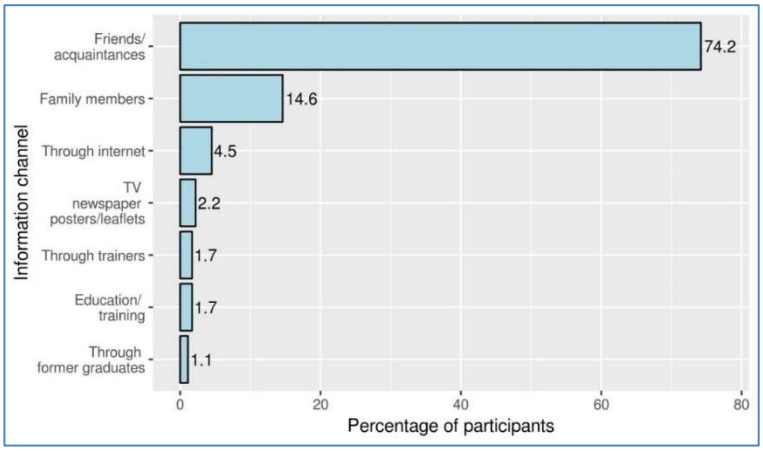
[2] Distribution of training durations reflects the different choices of training topic. For instance, agriculture-related training courses generally tended to be shorter, whereas trainings in occupations like central heating, hairdressing or carpentry were longer.

Figure 10: How important were the following reasons for your decision to attend the skills training?



The responses of participants who reported on source of information about the training program are summarized in Figure 11. The majority of subjects with 74.2% reported being informed by their friends or acquaintances, followed by a distant second who were informed by family members, with only 14.6%. Other options were also chosen very rarely by participants, indicating that the main information channel spreading news about such training programs are circles of friends and acquaintances. TV advertisement, newspapers and posters or leaflets constitute a particularly poor channel of information, with only 2.2% of subjects selecting this option. This outcome might be a reflection of the opportunity group approach used within the project.

Figure 11: How did you get to know about this training/education program?



3.2 Assessment of Training Quality and Conditions

Study respondents rated five conditions offered during the training, which are displayed on Figure 12 as ratings from very poor to very good. A majority of participants rated each condition as good or very good. It is apparent from the relative percentages that the best rated conditions refer to the opportunity to consult the trainers on various topics and the adequacy of the training premises. Although all conditions are rated favorably, supply with teaching materials has a higher percentage of subjects rating it as only average. This was also not planned and if training material was provided by trainers, this was done on a voluntary basis. A very small fraction of the sample rates each condition as poor or very poor. The opportunity to consult trainers, which is rated very good, is also an integral part of the opportunity group approach, where trainers accompany the groups of trainees closely.

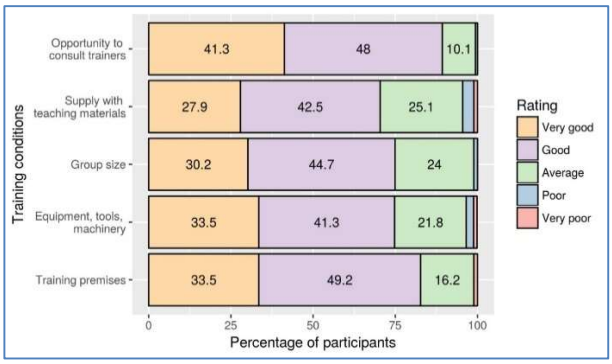


Figure 12: How do you rate the study conditions you experienced at your training institution?

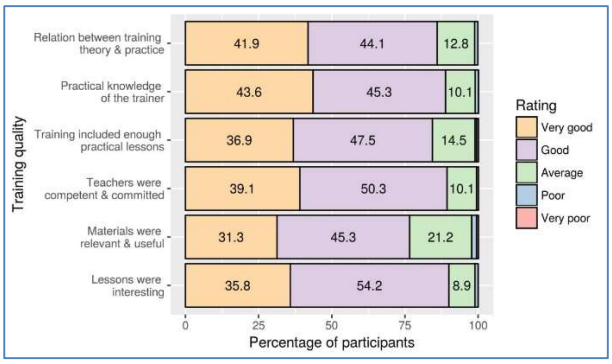


Figure 13: How do you rate the following statements on your training?

Figure 13 summarizes similar ratings as Figure 12 on six different indicators of the quality of trainings. As in the previous fig, the majority of participants rate each quality indicator as good or very good. The practical knowledge of the trainer" and "the relation between training theory and practice" received the best rating. The option "training included enough practical lessons" and "the usefulness and relevance of training materials" received slightly worse ratings. As opposed to Fig. 12, a much smaller percentage of the sample reported average, poor or very poor on quality indicator.

Participants evaluated the adequacy of the duration of the training. As Fig. 14 indicates, the vast majority with 89.4% describe training length as ideal, whereas only 6.7% complaining that their training was too short. A minority of 3.9% of the sample described their training as lasting too long.

Figure 14: The total duration of the training was...

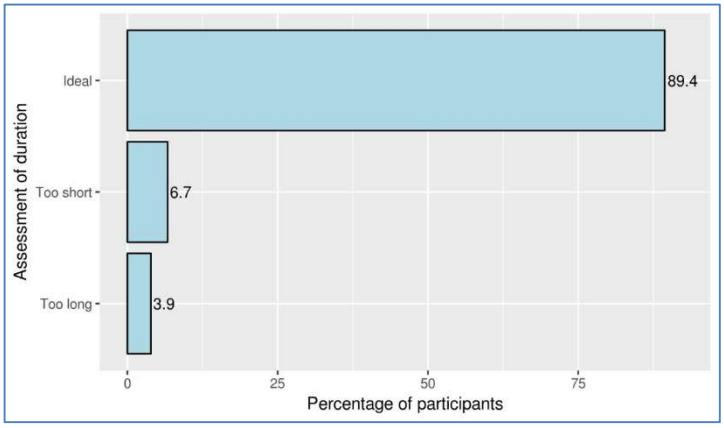
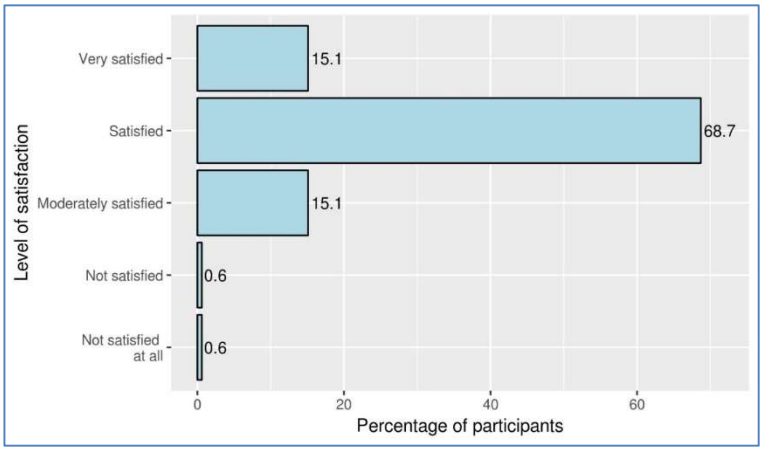


Figure 15 shows the overall satisfaction of participants with the training. A majority of 68.7% of subjects were satisfied with their training followed by participants who were left very satisfied or moderately satisfied, both with 15.1%. A small fraction reported not being satisfied or not satisfied at all with the training, constituting 0.6% of the sample.

Figure 15: Were you satisfied with your training?



The satisfaction levels regarding trainings can be broken down by other demographic variables in order to see different patterns of satisfaction. There was no significant interaction of satisfaction levels with the gender of participants. Figure 16 shows the interaction of the four municipalities where interviews were conducted with the satisfaction levels of respondents with the trainings they attended. The highest levels of satisfaction are observed in the municipality of Dragash, where a majority of 75% was left satisfied and the rest of 25% were left very satisfied from their trainings. Residents in Kamenica were also satisfied with 77.6% or very satisfied with 8.2% of the sample, but there is also a portion of 14.3% who are moderately satisfied. The percentage of moderately satisfied respondents increases dramatically forming a majority of 73.3% in Novo Brdo. Although the majority of the sample in Shtërpcë is satisfied or very satisfied with trainings, a small proportion of 2.6% report not being satisfied.

Figure 16: Interaction of municipality with satisfaction with training

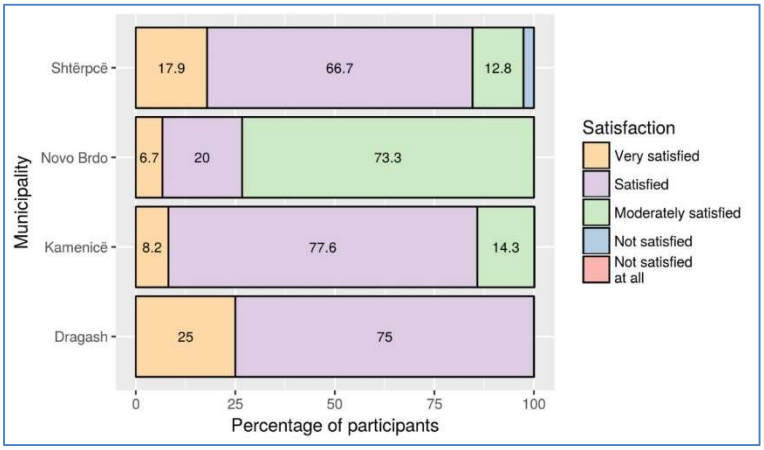


Figure 17 shows the interaction of satisfaction with the ethnicities of the graduates. As apparent from the graph, the Goran population displays the highest satisfaction with attended trainings with 75%, reporting no moderate satisfaction or dissatisfaction. Albanians report being very satisfied to a much lesser degree of 18.6%, but a proportion of 72.1 is satisfied. The Serb community reports being satisfied at 59%, followed by moderately satisfied reported by 41% of the population.

Figure 17: Interaction of ethnicity with satisfaction with training

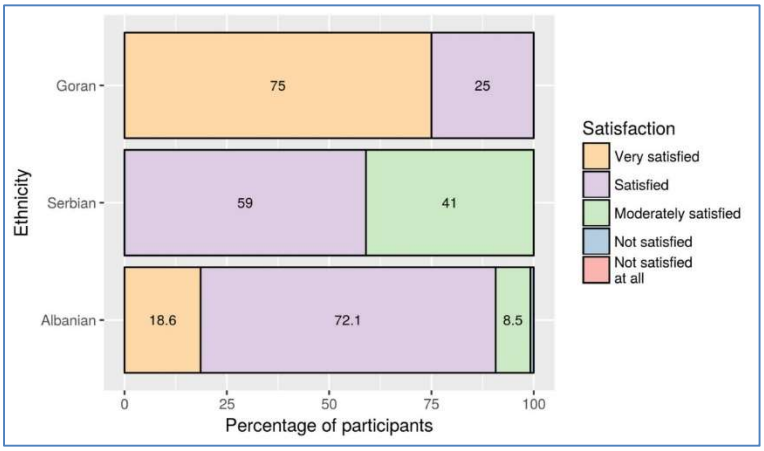
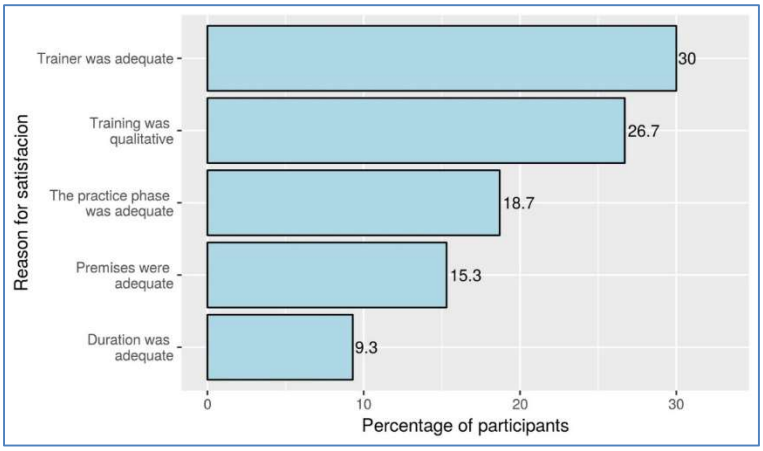


Figure 18 shows some of the main reasons of why 150 beneficiaries reported being satisfied or very satisfied with the training. A fraction of 30% said that the reason of their satisfaction was the adequacy and competence of the trainer, followed by 26.7% who were satisfied because of the quality of the training. The least frequently selected reason for satisfaction was the adequacy of training duration.

Figure 18: If you were satisfied with your training, could you please give some reasons? (N=150)



The 19 study participants who selected being moderately satisfied, not satisfied, or not at all satisfied also stated their reasons for not being satisfied with the training. According to Figure 20, the two top reasons for dissatisfaction, each with 32.1% (9 beneficiaries) were that the practice phase was not adequate and that the duration of the training was not adequate. Following that, 25% (7) of participants complained about the premises of the training not being adequate. Only 3.6% (1 person) of the sample assessed that the training itself lacked quality.

Figure 19: If you were not satisfied with your training, could you please give some reasons? (N=28)

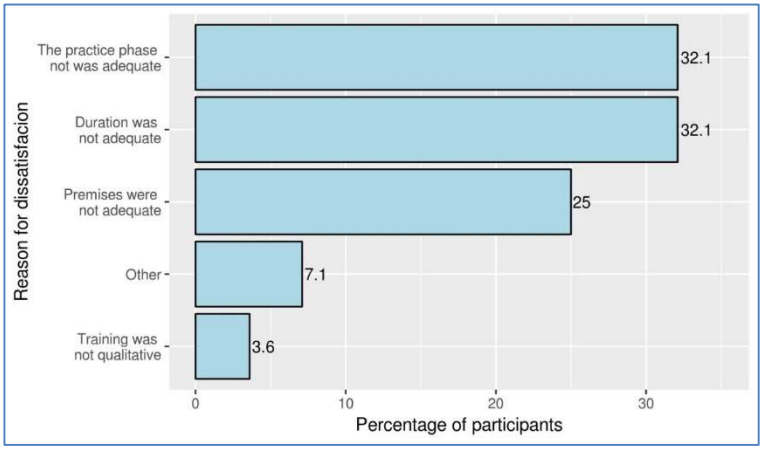
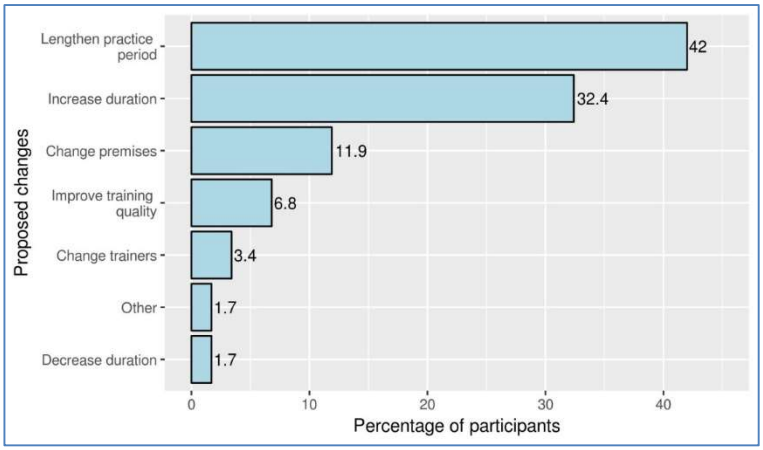


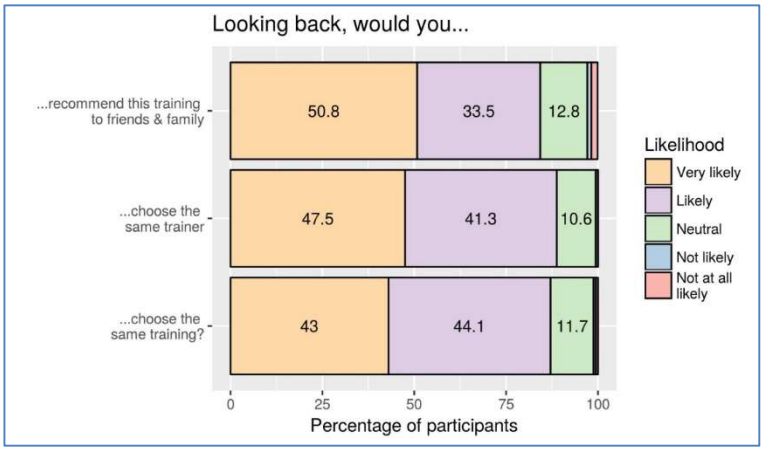
Figure 20 illustrates the percentages of participants who recommended changes in order to improve the trainings in the future. Altogether six specific recommendations were given. A sizeable 42% of participants recommended that the practice period be lengthened, defined as the period when they would practice the theoretical knowledge obtained during the training. Following behind, 32.4% of the sample recommended increasing the duration of the overall training. Further behind there were suggestions from 11.9% of subjects to change the premises of the training and from 6.8% to improve training quality. The least selected option was to shorten the duration of the trainings. Figures 19 and 20 taken together suggest that training participants are mainly concerned by the shortness of the practice period and that of the training. Overall, subjects seem satisfied by training quality and trainer competence.

Figure 20: What would you recommend to improve the trainings?



Satisfaction levels were also assessed differently by asking beneficiaries about the likelihood of attending the same training again. Figure 21 shows that the vast majority of participants think it is likely or very likely that they would recommend this training to friends and family, and that they would chose the same trainer and training given another chance. There is a vanishing fraction of the sample finding it not likely or not at all likely that they would do any of the three, particularly when it comes to choosing the same trainer or training.

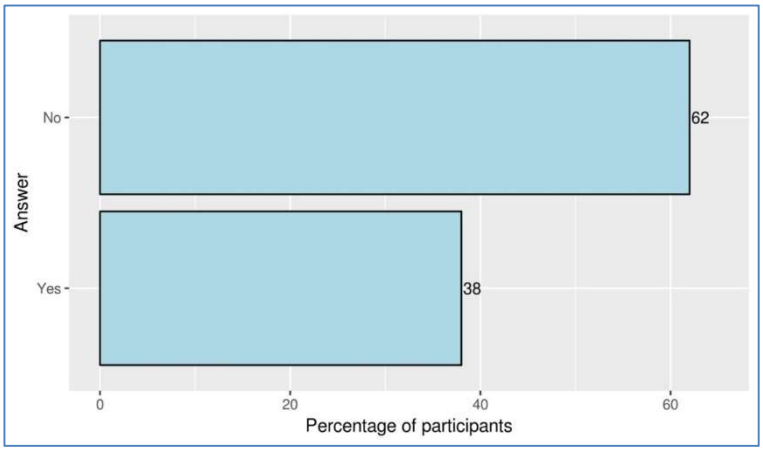
Figure 21: Going back, would you do anything differently regarding the training?



3.3 Internship

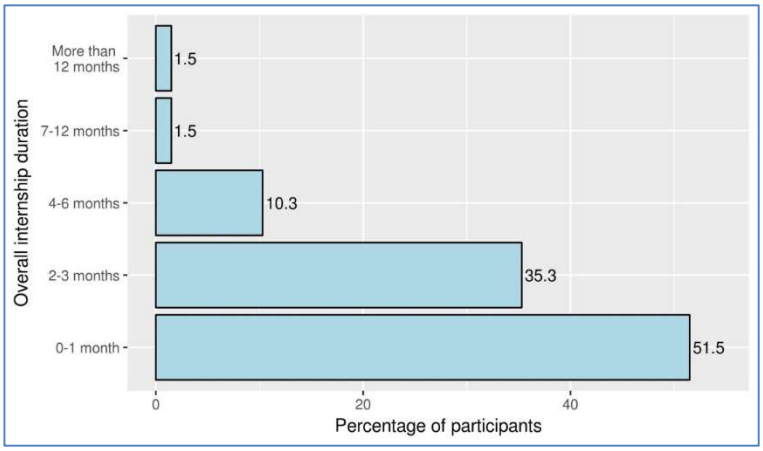
This section subsumes the responses of study participants to questions related to their internship after finishing the training. Although such internships were not an integrated part of the trainings provided, questions on internships are included here since they can be seen as a positive effect of the training and since completing an internship has had a positive effect on employability prospects after training graduation. Figure 22 concerns the percentage of people who have completed an internship after the training. As the figure shows, the majority of participants with 62% reports not having attended any internship after their training, while 38% reports having done so.

Figure 22: Did you complete an internship after finishing the training?



In Figure 23, one can see the percentages of overall internship duration for participants who reported having completed an internship in Figure 22. For the majority of 51.5% of the sample, their internship lasted up to one month after finishing the training, followed by 35.3 who attended 2-3 month internships. The percentage of participants attending internships drops with the duration of the training, probably because longer trainings are organized less frequently. Only 3% of participants together followed internships lasting from 7 to more than 12 months.

Figure 23: How long was the duration of your internship? (N=68)

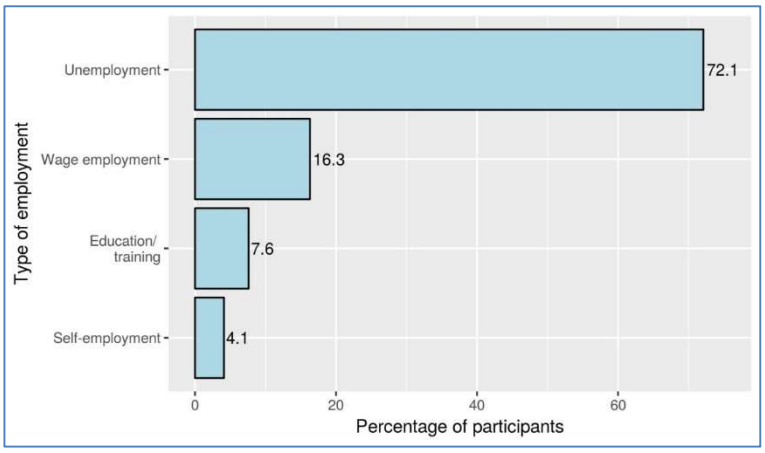


3.4 Employment before and after Graduation

This section subsumes questions on employment and employability of study participants after training graduation. We aggregated 32 beneficiaries who were part-time, full-time or seasonally wage employed into the wage employment category and 12 participants who were part-time or full-time self-employed into the self-employment category. There were also two groups of participants attending training or education before the training with 13 people and unemployed respondents amounting to 124 people.

Figure 24 shows the percentage of participants in these four employment status categories before attending the training. Most participants with 72.1% were unemployed before starting their training, followed by 16.3% who were wage employed. The next most frequently selected option by 7.6% of the sample is that attending education or training, followed self-employment with 4.1% of the sample. Under Outcome 1, the S4RE Project conducted and organized vocational trainings in order to reach unemployed beneficiaries. The relatively high number of participants who were employed before the training may be due to the unspecified time to which the question refers. Beneficiaries who reported being employed may have been unemployed right before attending the trainings, but reported the last time they were employed prior to their unemployment.

Figure 24: What did you do before you started your studies/training?



Participants were also asked six different questions on their employment status at various periods after completing their training, in order to track employment prospects through time. Throughout

three years, there has been little change in the employment status among participants. Figure 25 depicts the employment status of participants within 6 months after training graduation. As apparent from the figure, there was a drop of 26.8% in unemployment before and immediately after training graduation, and a decrease of 4.1% in participants who were attending education or training before attending the training. It seems like most of that percentage, namely 23.2 of the sample went into wage employment and 7.5% of the sample became self-employed within six months after the training.

Figure 25: Employment status within six months after training graduation

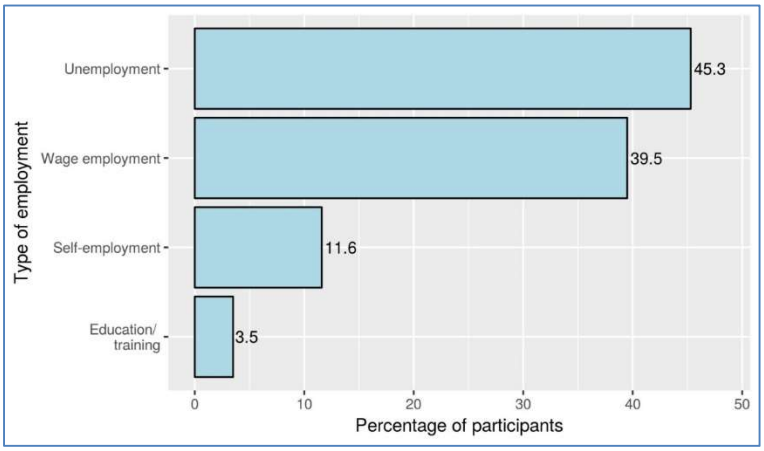
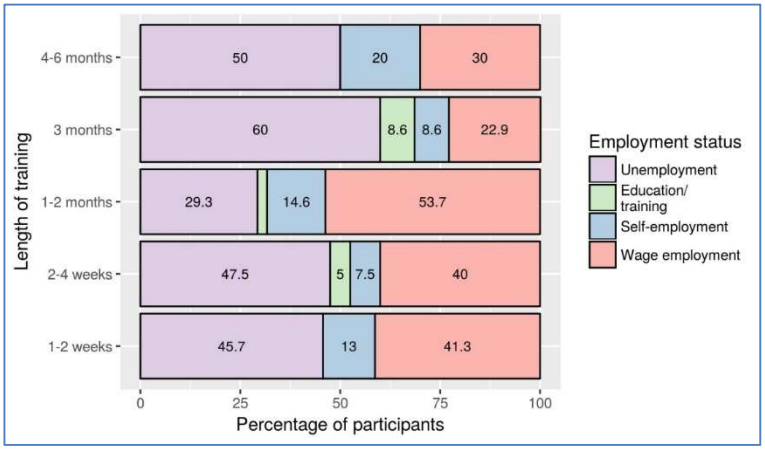


Figure 26 shows the interaction between employment status within the first six months upon finishing the training and the length of the training. It is apparent from the figure that larger share amounting to 41.3% of participants who attended trainings lasting for 1-2 weeks found themselves wage employed within six months after graduation. The same pattern can be observed for trainings lasting 2-4 weeks, indicating that there are no differences between 1-2 and 2-4 week trainings regarding immediate employment prospects. A greater percentage of 53.7% of participants who attended trainings lasting for 1-2 months found themselves wage employed within 6 months from graduation. The graph also shows that 30% of participants enrolled in trainings lasting 4-6 months ended up self-employed in this period.

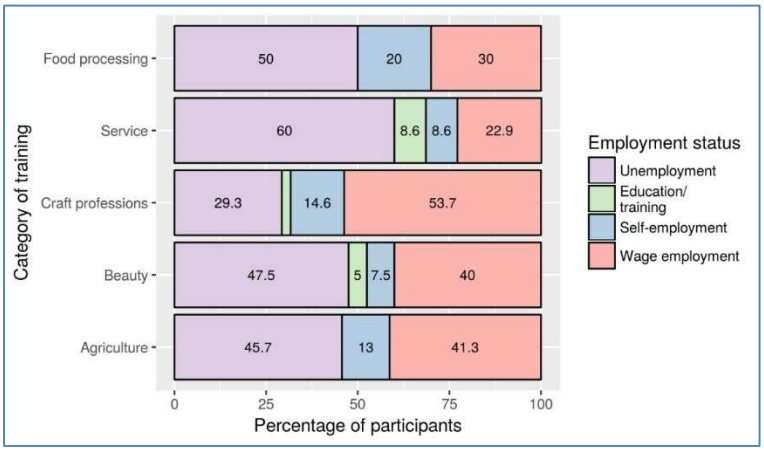
Figure 26: Interaction between type of employment within six months after training graduation and length of training



Interesting patterns of interactions can also be seen when comparing employment status six months after training graduation according to category of training. As Figure 27 shows, 51.3% of

respondents attending trainings on agriculture found wage-employment within 6 months after training graduation. A total of 60% of participants who attended trainings centered on services were still unemployed in the same period after graduation. The largest percentage of participants who ended up self-employed in this period attended trainings on food processing.

Figure 27: Interaction between type of employment six months after training graduation and training category



The means that participants used in order to find their first jobs after finishing their training were varied. According to Figure 28, a majority of 52.9% stated that found their current job by applying for a vacancy directly, whereas 18.1% reported finding a job through the internship they finish as part of the training. As for self-employed participants, 15.9% reported starting their own business or farm. A minority of 7.2% found their first job after training through personal contact, whereas an employer offered the job directly to 5.8% of participants.

Figure 28: How did you try to find the first job after graduation? (N = 138)

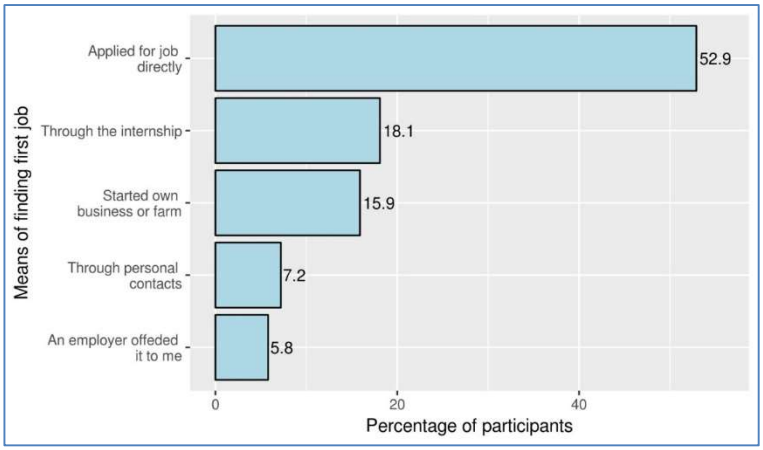
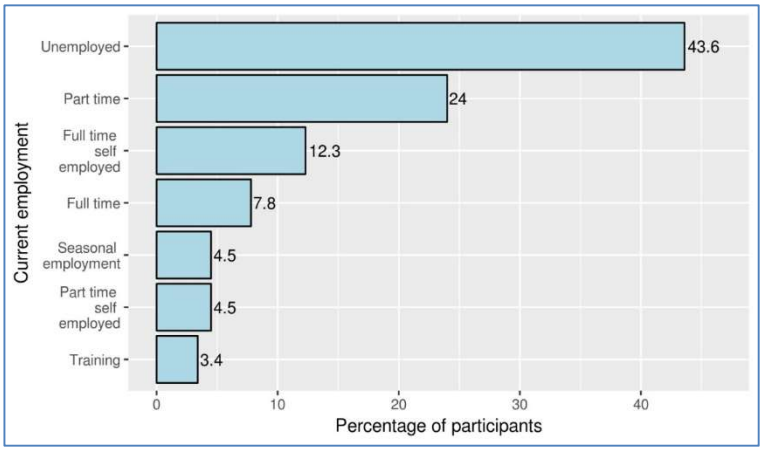


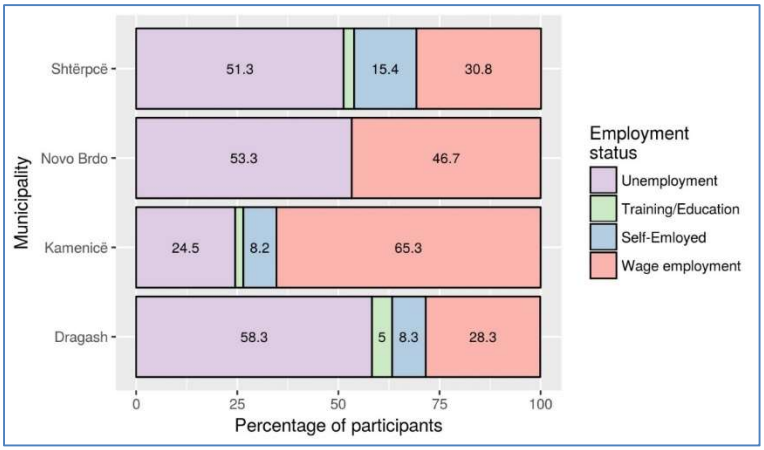
Figure 29 shows the percentage of participants who specified their current employment status. Similar to employment status before and up to three years after the training, the unemployment rate hovers at 43.6% of the participants. Following that, 24% of the sample is part-time employed with a wage, whereas 12.3% are self-employed full-time. The fewest number of participants with 3.4% reported following trainings or being in the process of obtaining a degree. The percentages shown in this figure will be reported in an aggregated fashion in figures further below.

Figure 29: How do you characterize your current employment situation or activity?



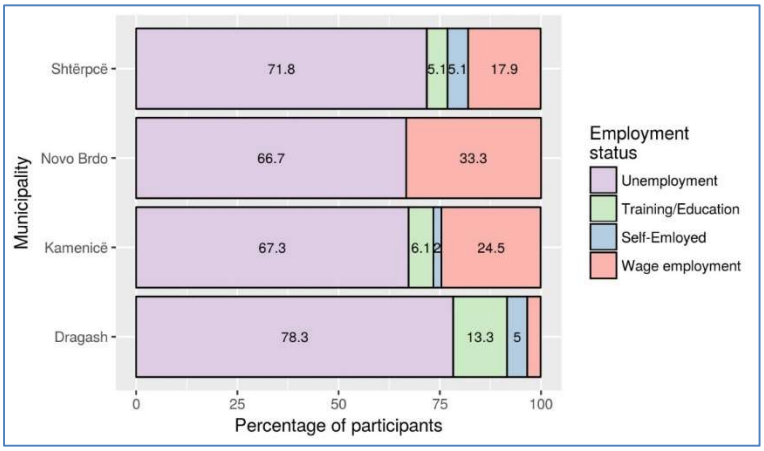
We can see the interaction between current employment and municipality in Figure 30. The highest percentage of unemployed respondents resides in Dragash with 57.4%, followed by 29.5% who are wage employed part-time or full-time. The municipality with the highest percentage of wage employed participants is Kamenica with 66%, followed by Novo Brdo with 46.7%. Shtërpcë is the municipality with the highest proportion of self-employed respondents, amounting to 15.4%, whereas the highest percentage of participants who are still in training reside in Dragash.

Figure 30: Interaction between current employment and municipality



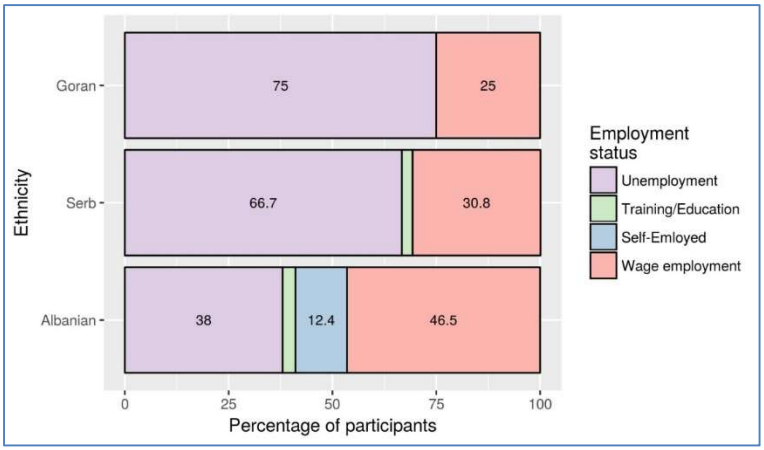
We can look at the same interaction between employment before training and municipality, as shown in Figure 31. It seems that unemployment has dropped by 20% in the municipality of Dragash, by 24.6% in Kamenica, by 13.4% in Novo Brdo and with 20.5% on Shtërpcë. These drops in unemployment have been accompanied by corresponding increases in wage employment in all municipalities. Self-employment has increased in the municipalities of Dragash, Kamenica, and Shtërpcë.

Figure 31: Interaction between employment before training and municipality



The interaction between ethnicity and current employment status also shows interesting patterns. As shown in Figure 32, the highest proportion of unemployed participants belongs to the Goran community with 75%, followed by Serbs with 66.7% and Albanians with 38%. The highest number of wage employed respondents is Albanian with 46.5%, followed by Serb participants with 30.8% and members of the Goran community who are wage employed with 25%. A subset of 12.4% of Albanians is currently self-employed.

Figure 32: Interaction between current employment and ethnicity



Similar patterns of change can be observed when comparing employment status according to ethnicity before and after training graduation. As can be seen by comparing Figure 33 to Figure 32, participants from the Goran community have not changed employment status after training graduation. For members of the Serbian community, unemployment dropped by 2.5% and wage employment increased by 7.7%. According to the figure, 5.1% of Serb respondents who were self-employed before the training transitioned to wage employment entirely. In the Albanian community, unemployment decreased by 34.9% and wage employment increased with 32.5%.

Figure 33: Interaction between employment before training and ethnicity

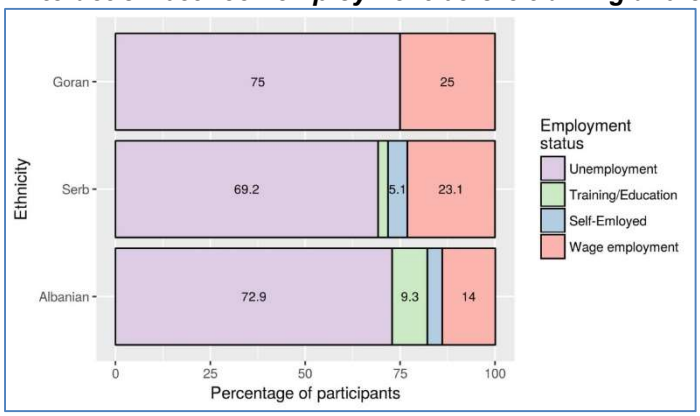
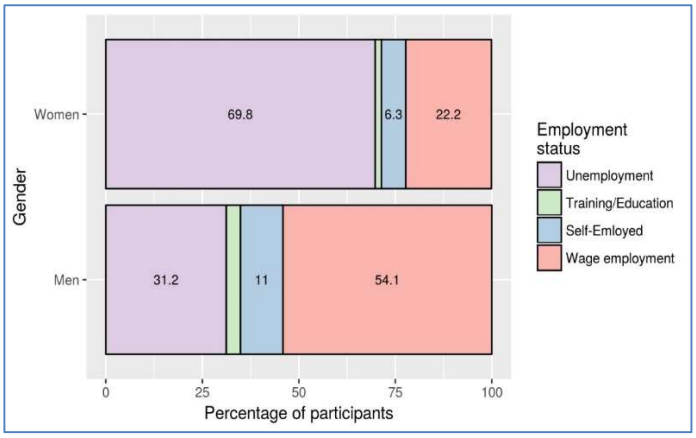
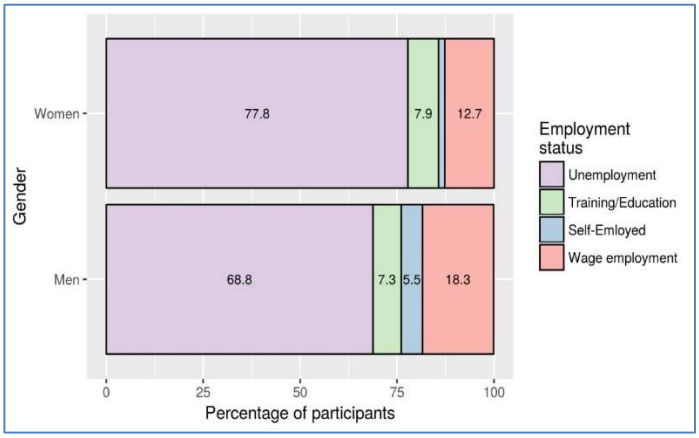


Figure 34: Interaction between current employment and gender



Gender also shows significant patterns of interaction with current employment status. Figure 34 shows that unemployment targets women to a much higher degree than men, with 69.8% as opposed to 31.2%. Men are wage employed at rates of 54.1%, much more frequently than women who find wage employment at 22.2% of the sample. Men are also more frequently self-employed with 11% of the sample, whereas women reach self-employment percentages of 6.3%.

Figure 35: Interaction between employment before training and gender



A decrease in unemployment can also be seen before and after training graduation when comparing employment status with gender. As Fig. 35 shows, there was a decrease of 8% for women after training graduation and 37.6 for men. For men, wage employment increased by 35.8% within six months after the training, while there was a much smaller increase of 9.5% for women. There was a small increase in respondents who were self-employed, both for men and for women.

Figure 36 shows current employment status among study participants disaggregated by age groups. Rates of wage employment are fairly similar for 16-25 and for 26-35 year olds with 40.9% and 43%, respectively. Above the age of 36, participants report being employed at 45% of the sample. The highest proportion of unemployment with 50% is observed among people aged 16-25, dropping to 45% for people older than 36 years. Self-employment is most commonly found among participants aged 26-35 with 12.8%.

Figure 36: Interaction between current employment and age groups

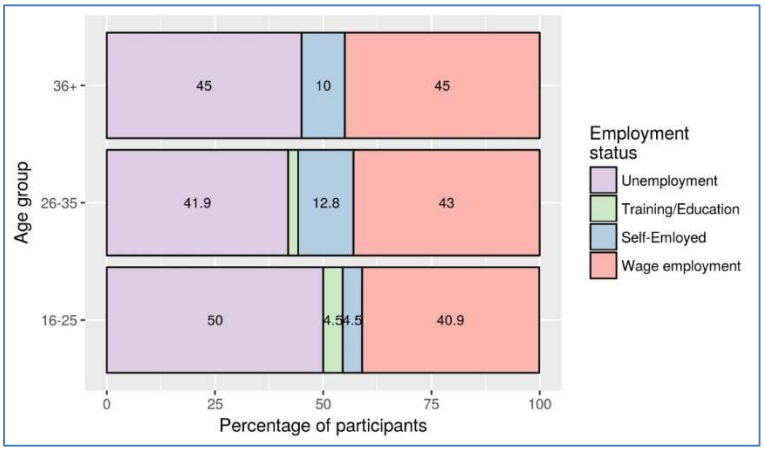
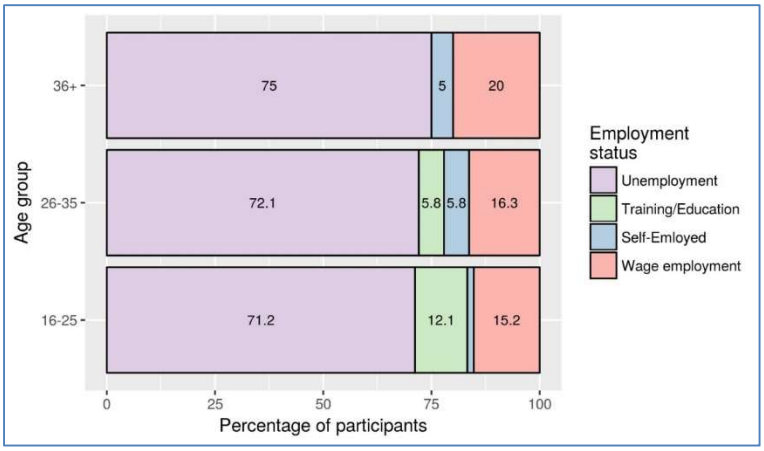


Figure 37 depicts the interaction between employment before training and the three age groups in the sample. As compared with Figure 36, one can see a drop of 21.2% in unemployment for people aged 16-25, with 30.2% for the age group 26-36 years old, and 30% for respondents aged 36 or more. It appears that most of these beneficiaries went into wage employment or self-employment after training graduation.

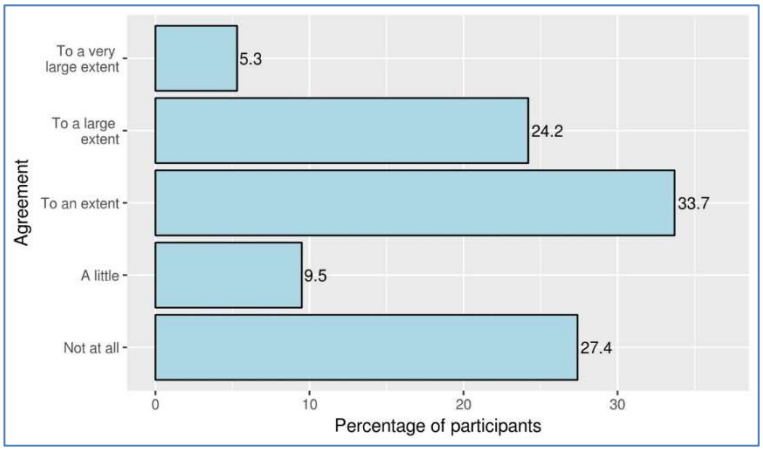
Figure 37: Interaction between employment before training and age groups



3.5 Relationship of Training to Current Professional Life

A percentage of participants who described the adequacy of their profession to the topics covered in the training. In Figure 38, 33.7% of participants agreed to an extent that their profession was adequate do the training they attended, followed by 27.4% who did not agree at all. The least selected option in this item was agreeing to a very large extent. From these percentages, it is apparent that the majority of the sample agreed that the trainings they attended were appropriate for their professions to an extent or to a large extent.

Figure 38: Is your profession adequate to the topics covered in the training? (N=95)



We can look at which training attendants describe their profession as adequate to the topics covered in their trainings. Figure 39 shows such an interaction between these two variables. It is apparent that 14.3% of beneficiaries of beauty-related trainings agreed to a very large extent that their profession was relevant to the training topics, whereas 57.1% and 26.6% agreed to a large extent or to an extent, respectively. Trainings focused on food processing also enjoy popularity with attendants, where 50% of the sample agreed to an extent and 50% to a large extent on the adequacy of their profession to their training. A greater percentage of participants who do not or do not at all agree on the adequacy of their profession attended agriculture trainings and craft professions. The bias in reporting these descriptive statistics is reflected by the number of participants in each category shown alongside the name of the category.

Figure 39: Interaction of adequacy to the topics covered in the training with training category

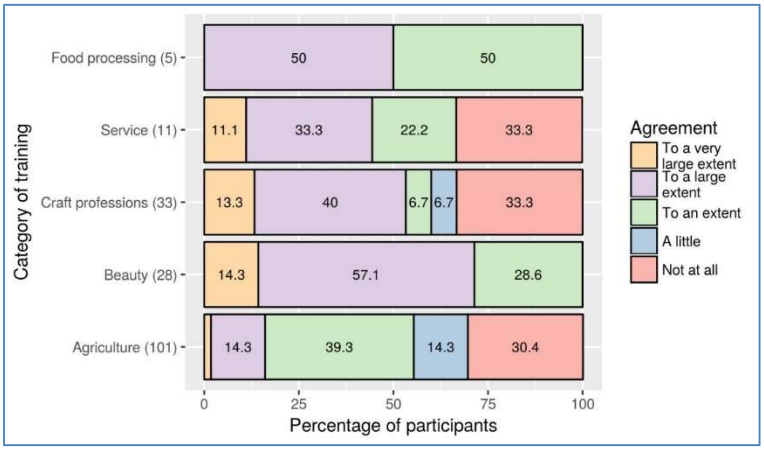


Figure 40 summarizes the answers of participants to three different questions. An overwhelming majority of 82.1% stated that the practical skills obtained during the training are relevant to their present professional life, while 15.8% reported those skills to be somewhat relevant. Almost the same relevance is ascribed to theoretical skills where 83.2% and 14.7% said that the skills obtained were relevant or somewhat relevant, respectively. The situation differs somewhat when it comes to entrepreneurial skills. A lesser amount of 56.8% reported that obtaining these skills was relevant, while 20.1% described them as somewhat relevant. A minority of 22.1% deemed these skills as not relevant. This number might be explained by the fact that entrepreneurial skills were not intended as a separate point of the training, but rather integrated in the overall training.

Figure 40: How relevant are the qualifications and skills you acquired during your training course/studies for your present job?

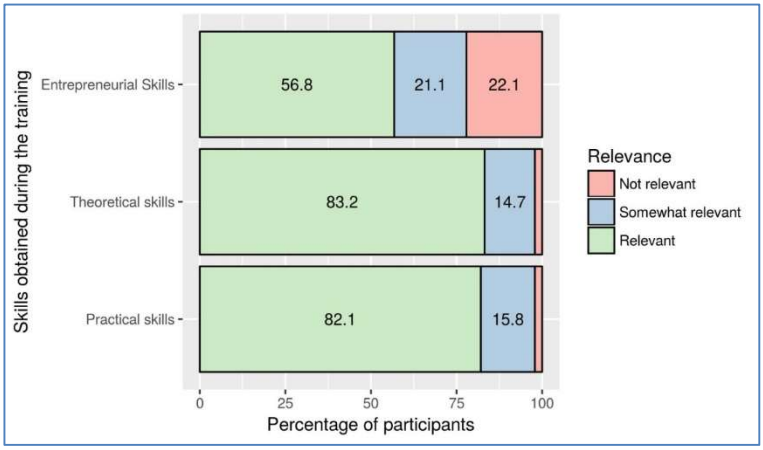
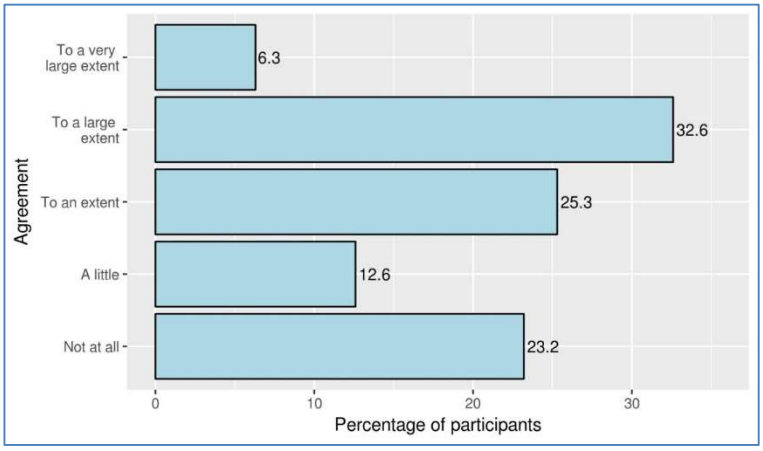


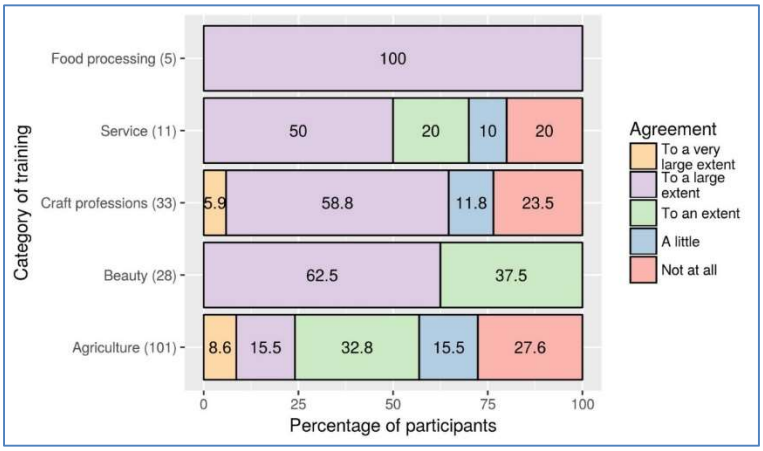
Figure 41 shows the percentage of people who reported on their usage of skills gained during the training in their present professional life. Most participants with 32.6% agreed to a large extent that they use the qualifications and skills obtained during their training, while 23.5% agree to an extent. The least selected option for this item is agreeing to a very large extent. However, a sizeable 23.2% do not at all agree that they are benefiting from the skills and qualifications obtained during training when it comes to their present professional life.

Figure 41: When you look at your current professional tasks as a whole, to what extent do you use the qualifications and skills acquired during your course of studies? (N=95)



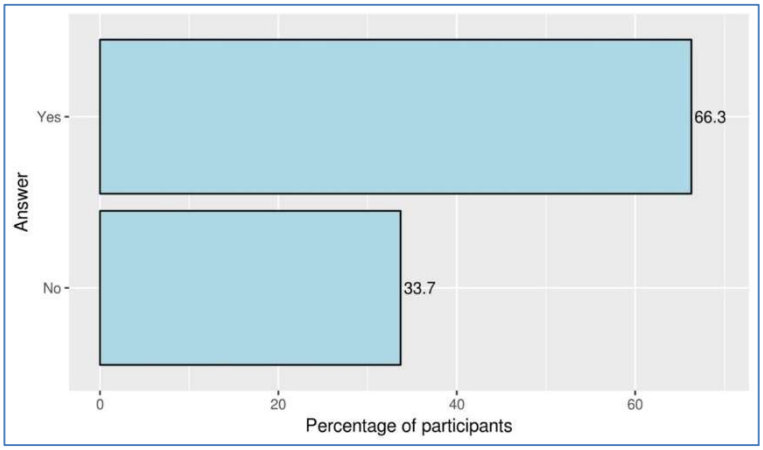
It is instructive to compare various levels of reported usage of skills acquired during training along different training categories, as is done in Figure 42. All respondents attending food processing trainings reported that they used their skills to a large extent. Skills are reportedly used also by attendants of beauty-related trainings, where 62.5% and 37.5% report using them to a large extent and to an extent, respectively. A somewhat lower usage of skills is observed in trainings on agriculture, where 15.5% and 27.6% report using little or no skills obtained during trainings, respectively. A similar pattern of answers is also seen in trainings related to craft professions and services. The training categories are constituted by unequal number of beneficiaries, and the bias in reporting these descriptive statistics is reflected by the number of participants in each category.

Figure 42: Interaction of skills acquired during training with training category



Participants reported on whether they had spread the knowledge and skills obtained during the training to their family members, friends, or other villagers or neighbors. As Figure 43 shows, a majority of 66.3% of participant's report having done so, while 33.7% said they have not passed knowledge or skills to their circles.

Figure 43: Have you passed on the knowledge and skills gained during your training/study course to family members, friends or other villagers?

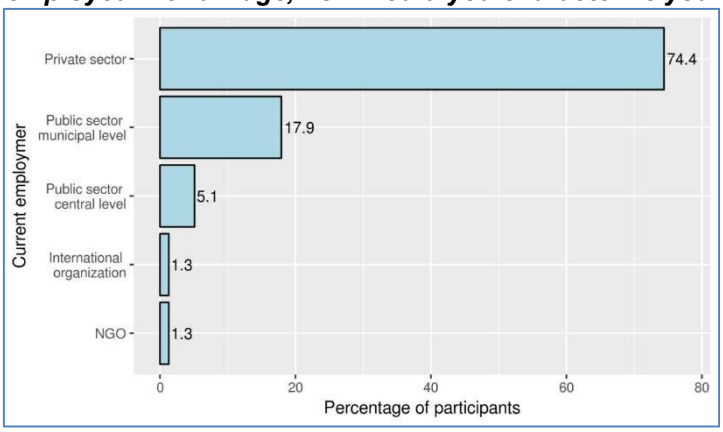


3.6 Wage Employment

The portion of the sample that is currently wage employed is 36.3%. The Albanian ethnicity constitutes the largest proportion wage employed participants. Men are significantly more likely than women to be wage employed. Wage employed participants are more centered on the municipality of Kamenica and tend to be 36-45 years of age.

Figure 44 depicts the percentage of participants who specified the nature of their employer. For a majority of 74.4% the employer is the private sector, followed by a minority of 17.9% employed in the public sector at the municipal level. The public sector at the central level employed 5.1% of this study's participants, whereas 1.3% each worked at international organizations or non-governmental organizations.

Figure 44: If you are employed with a wage, how would you characterize your employer? (N = 78)



A percentage of participants who specified whether they were working in the profession in which they were trained. Figure 45 illustrates that a majority of 58.2% stated that they were not working in the field they were trained on, whereas 41.8% report the opposite.

Figure 45: Are you working in the profession for which you were trained? (N = 79)

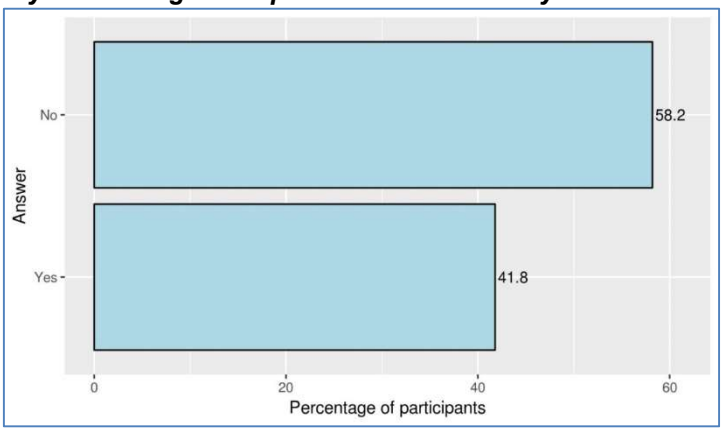
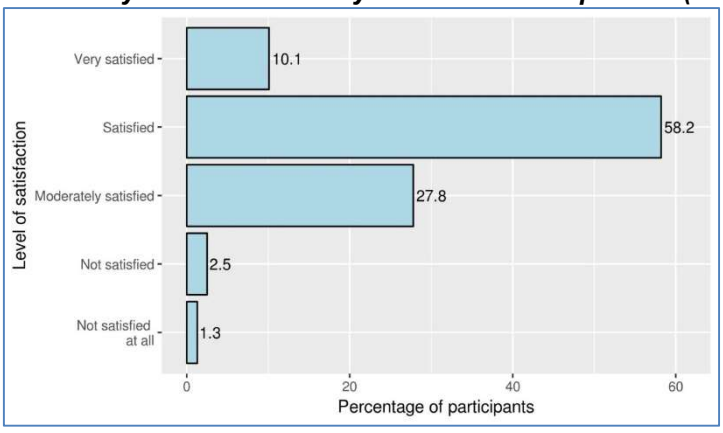


Figure 46 shows the percentage of participants stating their level of satisfaction with their current occupation. A majority of 58.2% of the sample reported being satisfied with their current occupation, followed by 27.8% who were moderately satisfied. Participants who are very satisfied with their current occupation constituted 10.1% of the sample, whereas those not satisfied or not at all satisfied make up very small percentage of participants (2.5% and 1.3% respectively).

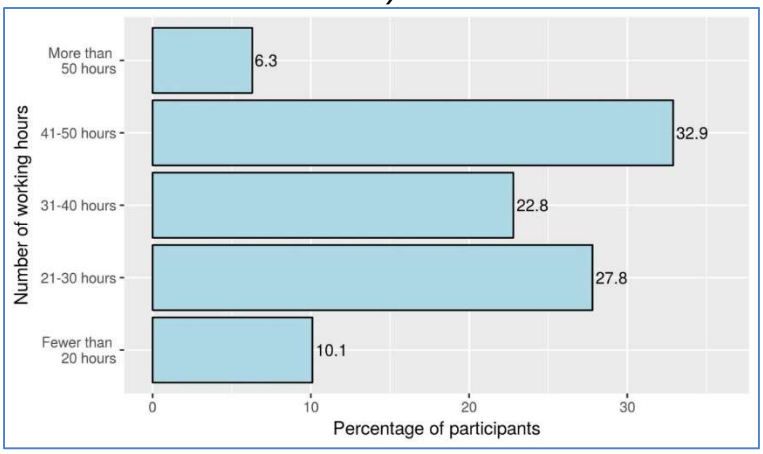
Figure 46: Are you satisfied with your current occupation? (N = 79)



Participants who were moderately satisfied, not satisfied or not at all satisfied with their current occupation gave reasons for their attitude. Most participants with 47.7% are mainly not satisfied because the low wages their job offers, followed by 25% whose dissatisfaction is caused by their job being unrelated to their profession. A portion of 13.6% complains of insufficient motivation in their current occupation, whereas 6.8% mention the long working hours as a main reason for dissatisfaction. A minority of 4.5% of the sample did not find the reason of dissatisfaction among the possible options, whereas 2.3% reported an unfavorable working atmosphere.

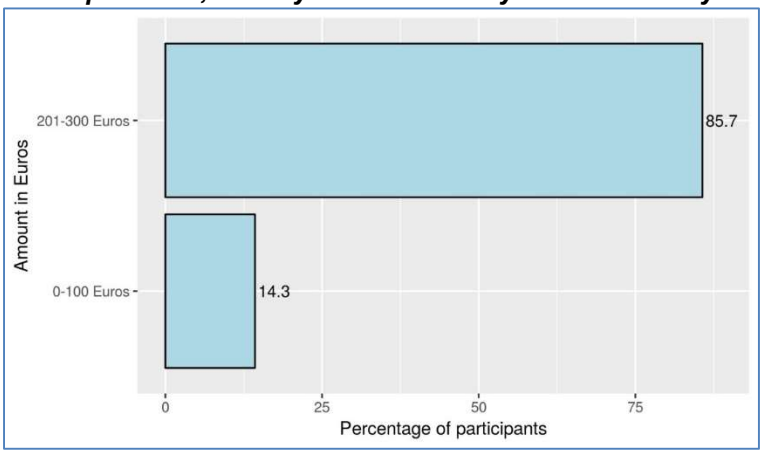
Figure 47 depicts the percentage of participants in wage employment who specified how many hours they work on average per week. Most participants with 32.9% reported working 41-50 hours per week, followed by 27.8% who work 21-30 hours per week. Participants working 31-40 hours per week constitute 22.8% of the sample, whereas those working for fewer than 20 hours per week are represented by 10.1%. A minority of 6.3% report working for more than 50 hours per week.

Figure 47: If you are wage employed, how many hours per week are you working on average? (N = 79)



The percentage of participants working part-time who specified the amount of their net monthly wage or salary is depicted in Figure 48. All part-time employees in this sample fall into two categories. An overwhelming majority of 85.7% report making 201-300 Euros per month, followed by those who are make less than 100 Euros per month amounting to 14.3%.

Figure 48: If you work part-time, could you tell as what your net monthly salary is? (N = 14)



The salaries for full-time employed participants are more varied and fall across all possible answers included in the questionnaire, as Figure 49 shows. Like in the case of part-time employees,

most full time employed respondents with 44.2% make 201-300 Euros per month, followed by a close second of 37.2% making 301-400 Euros. A much smaller subset of 11.6% earn 101-200 Euros monthly, whereas people earning 401-500 or more than 500 Euros per month make up 4.7% and 2.3% of the sample, respectively.

Figure 49: If you work full-time, could you tell as what your net monthly salary is? (N = 43)

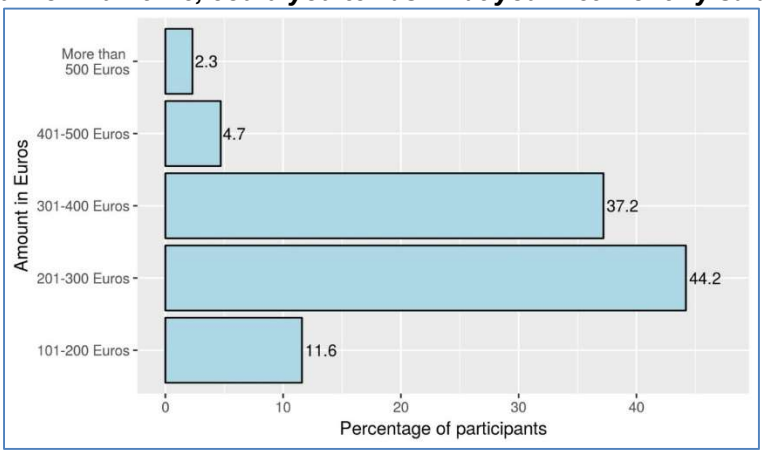
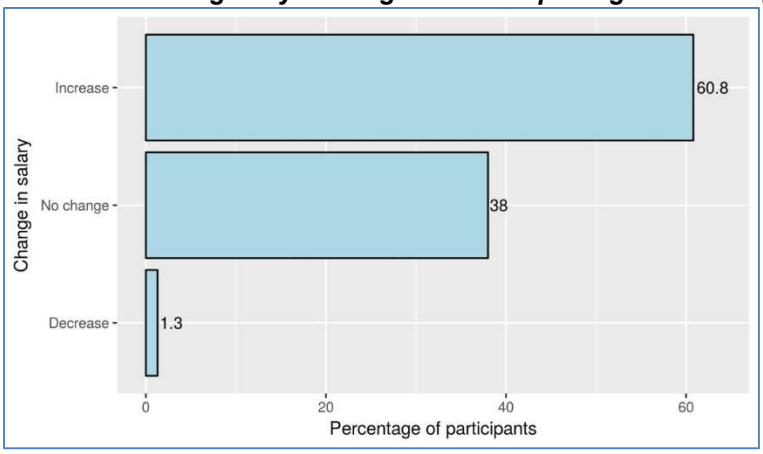


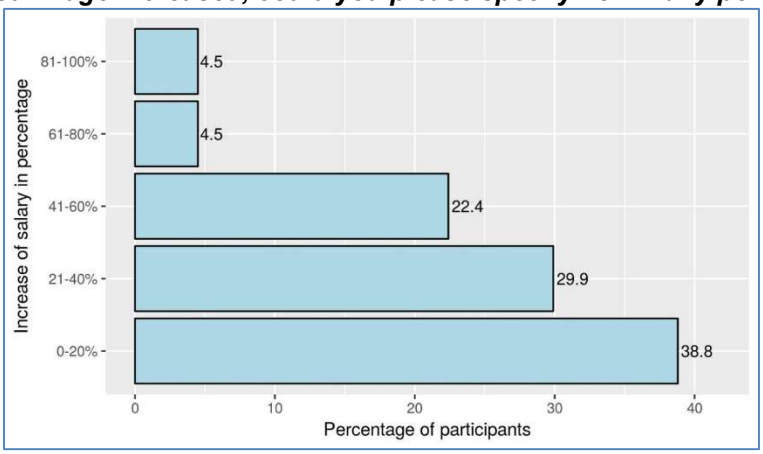
Figure 50 illustrates the percentage of participants who answered the question of whether their wage changed after they completed the training. For a majority of 60.8% of the sample, there was an increase in monthly wages or salaries following graduation from the training course, whereas 38% did not see any changes upon graduation. Only one respondent corresponding to of 1.3% the sample reported decreases in their monthly wages or salaries after finishing the training.

Figure 50: Was there a change in your wage after completing the training? (N = 79)



Given that they reported an increase in wages the previous item, participants also specified the percentage of this increase. As Figure 51 shows, a majority of 38.8% reported an increase under 20%, while 29.9% of the sample said that their wages increased 21-40%. The percentage of participants in each category decreases with increasing percentage, falling at 4.5% of subjects who reported wage increases of 61-80% or 81-100%.

Figure 51: If your wage increased, could you please specify how many percent? (N = 67)

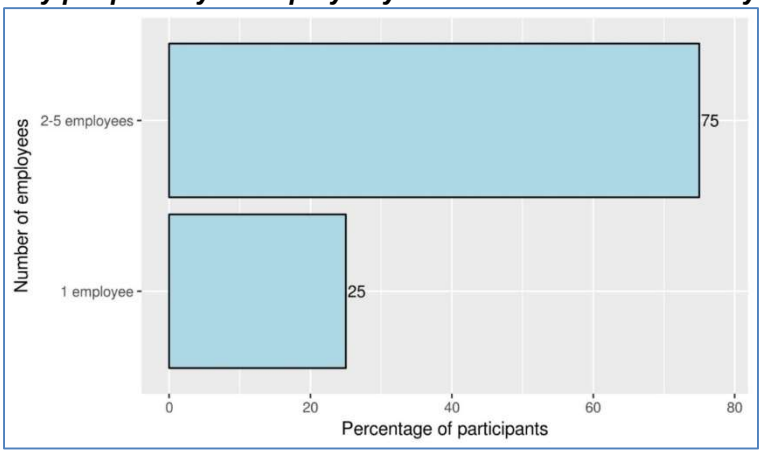


3.7 Self-Employment

A total of 16.8% of sample participants were self-employed at the time of the study. Self-employed respondents are more often Albanians and are centered more on the municipality of Shtërpcë. Men tend to be self-employed significantly more than women, and self-employed participants are most often 26-35 or 46-55 years of age.

Figure 52 depicts the percentage of participants who specified how many workers they employ in their businesses or farms besides themselves. An overwhelming majority of 75% report employing 2-5 workers in their businesses or farms, while only 25% declare one employee aside from themselves. There were no participants who reported hiring more than 5 employees.

Figure 52: How many people do you employ in your business/farm besides yourself? (N = 16)



The percentage of participants who specified the means of starting their business after the training is displayed on Figure 53. Exactly 50% of them said they started their business with other partners or family members, whereas the other half reports starting their business independently.

Figure 53: Did you start your business/farm independently or with a partner/your family? (N = 16)

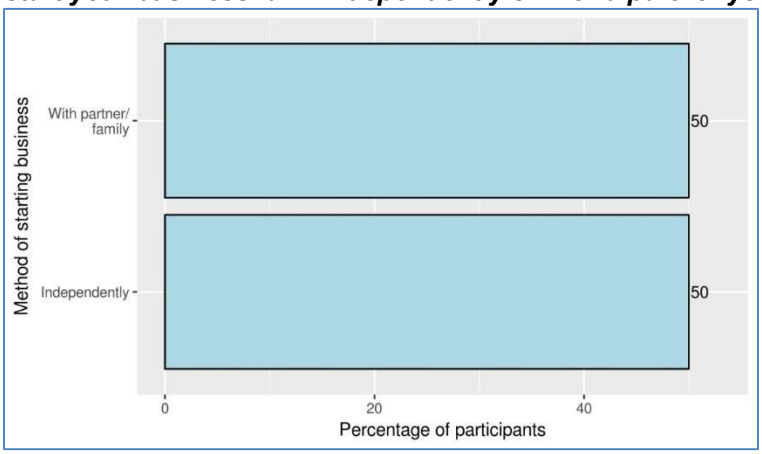
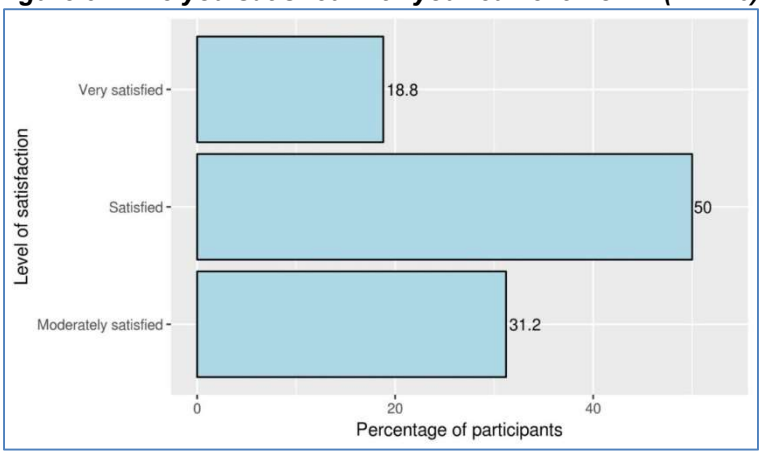


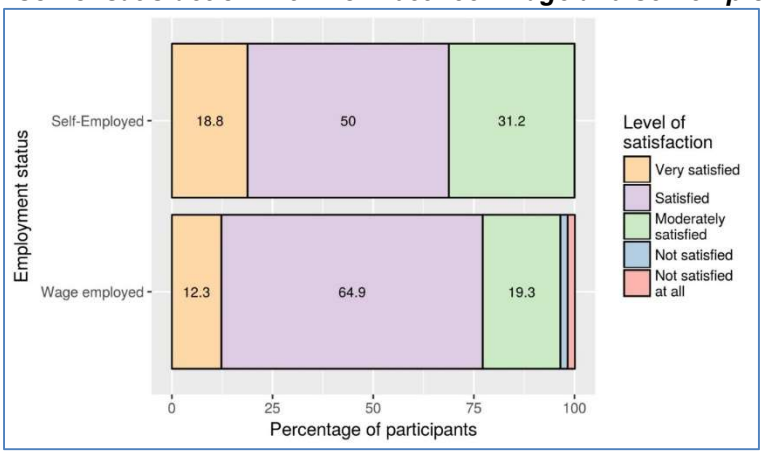
Figure 54 describes the percentage of participants reporting their satisfaction with their current work in their farm or business as self-employed. A majority of 50% reported being satisfied with their current work in their business or farm, followed by 31.2% who were moderately satisfied. A sizeable 18.8% reported being very satisfied with their self-employed work, whereas no participants selected not satisfied or not at all satisfied.

Figure 54: Are you satisfied with your current work? (N = 16)



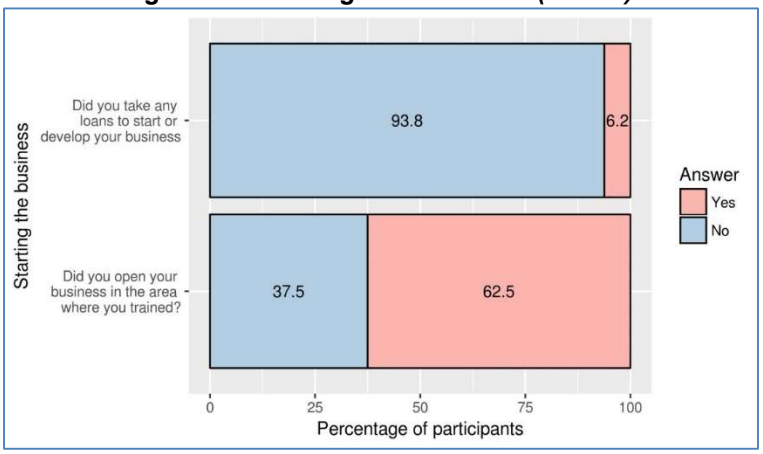
Comparisons can be drawn between wage employed and self-employed beneficiaries on their satisfaction levels with their jobs. As Figure 55 shows, self-employed study participants are more satisfied, satisfied, or moderately satisfied, with 18.8%, 50%, and 31.2%, respectively. Satisfaction levels for wage employed respondents are similar although somewhat lower than their self-employed peers. The main difference for wage employed respondents is the relatively lower proportion of those moderately satisfied with 19.3% and of a minority of not or not at all satisfied participants. These figures indicate that people who are self-employed generally report higher levels of satisfactions than those who are employed full-time or part-time with a wage or a salary.

Figure 55: Comparison of satisfaction with work between wage and self-employed respondents



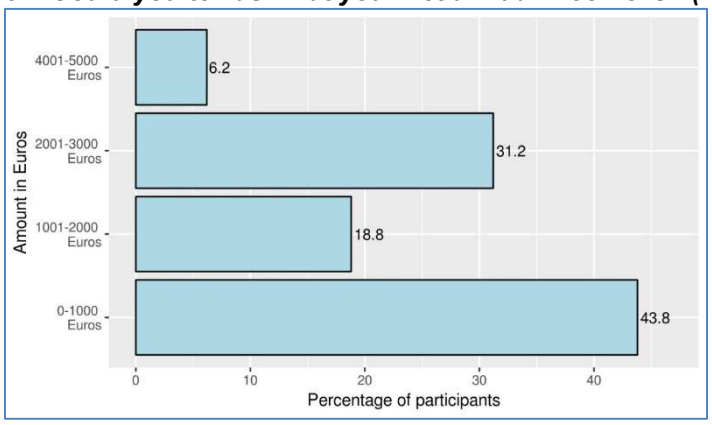
Study participants answered to two different items related to how they started their businesses. Figure 56 summarizes the percentages of answers for both items. The vast majority with 93.8% of participants reported not having taken any loans in order to start their business, whereas 6.2% said they did take such loans. As for the other item, a majority of 62.5% of the sample stated that they opened the business in the area in which they were trained. As compared to participants who were employed part-time or full-time with a wage, this graph indicates that self-employed participants generally work more often in the area in which they completed training.

Figure 56: Starting the Business (N = 16)



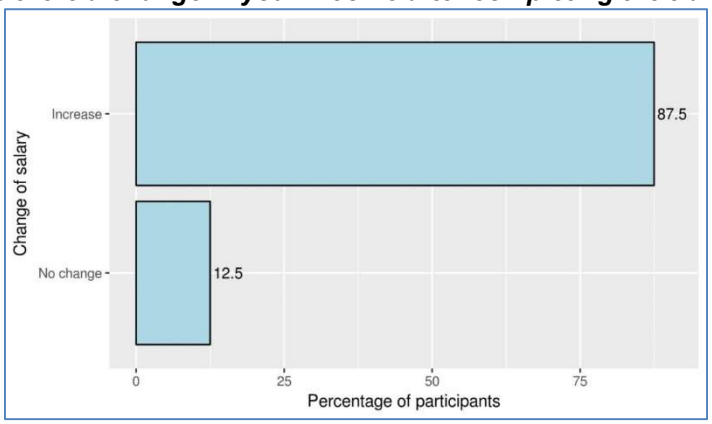
Self-employed participants also specified their annual income. As shown in Figure 56, in Figure 57 most participants with 43.8% reported generating less than 1000 Euros of income per year, followed by 31.2% of participants who make 2001-3000 Euros per year. A smaller group consisting in 18.8% of the sample reported incomes from 1001-2000 Euros per year, whereas only 6.2% of subjects make 4001-5000 Euros per year. No participants reported incomes higher than 5000 Euros per month, although there was an option for that outcome in the questionnaire. Of these 16 self-employed participants, eight were employed full-time and the other eight part-time. Of those part-time employees, three reported making less than 1000 Euros annually, another three reported earning 2001-3000 Euros, while two beneficiaries said they made 1001-2000 Euros. Of the full-time employed respondents, 4 reported earning less than 1000 Euros annually, two beneficiaries making 2001-3000 Euros per year, and two other respondents reported that each earned 1001-2000 and 4001-5000 Euros per year. Because of the colloquial understanding of the question, it is unclear whether participants referred to their annual income or annual profit.

Figure 57: Could you tell as what your net annual income is? (N = 16)



Similar to wage employed participants, there was an item asking self-employed respondents to specify whether their income from their business or farm changed after completing their training. Figure 58 shows that, while an overwhelming majority of 87.5% of participants reported an increase in their income upon finishing the training, only two respondents corresponding to 12.5% of the sample reported no changes in income.

Figure 58: Was there a change in your income after completing the training? (N = 16)



Since both wage employed and self-employed participants specified whether their salaries changed upon training graduation, comparisons can be made between these two groups of employment. Figure 59 shows that self-employed participants enjoyed an increase in salary more often as compared to their wage employed peers.

Figure 59: Comparison of change in salary between wage and self-employed respondents

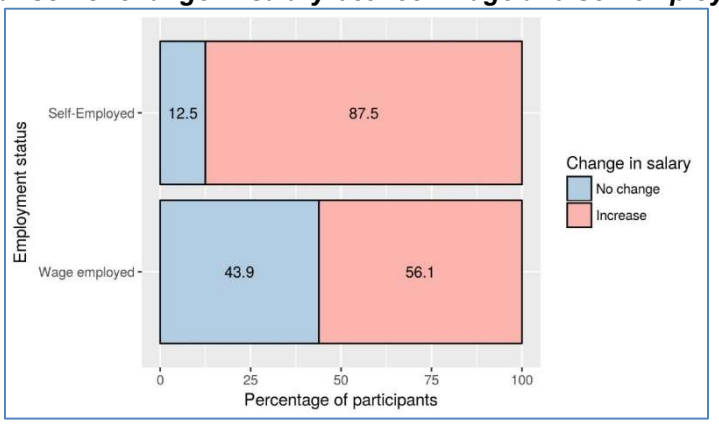


Figure 60 depicts the percentage of self-employed participants who specified the percentage of their increase in income upon finishing their training. A majority of 57.1% of participants reported increases of less than 20% in their monthly income, whereas 14.3% of subjects said their income increased with 21-40% and 28.6% of respondents reported a salary increase of 41-60%.

Figure 60: If your income increased, could you please specify how many percent? (N = 16)

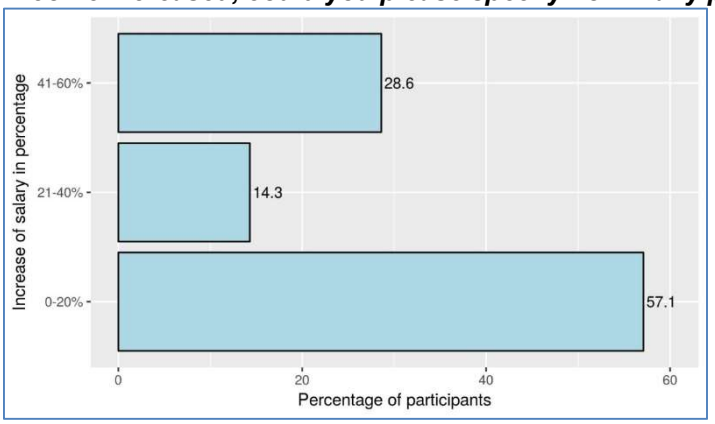
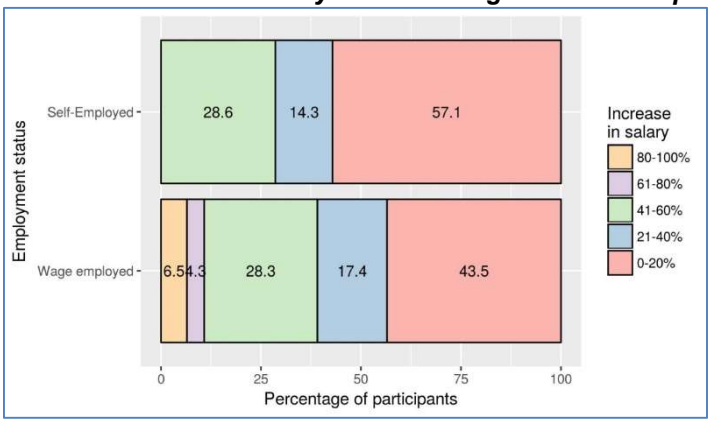


Figure 61 depicts the comparison of the increase in salary upon training graduation between the groups of self-employed and wage employed beneficiaries. Compared to their self-employed peers, larger portions of wage employed participants enjoyed greater increases in their salaries after finishing the training. Although there is a similar pattern of increases for both employment categories, the main difference for self-employed respondents is that they tended do not report increases of more than 60% in their monthly income.

Figure 61: Comparison of increase in salary between wage and self-employed respondents



3.8 Ongoing Training or Education

Altogether 6 beneficiaries in the sample reported are not currently employed but who are attending studies or an educational institution. While three participants from the sample are attending college or university, two participants are high school attendants. While three people plan on finding a job within Kosovo but outside of their hometown, 2 participants plan on finding employment within their home town. One participant was planning on continuing with his/her current job after school or training graduation.

3.9 Current Unemployment

At the time of data gathering, 43.6% of respondents were unemployed. Unemployed participants tend to live more in the municipality of Dragash and to come from the Goran community. Women

are significantly more likely to be unemployed than men are, and the age group with the highest unemployment rates is 16-25 year olds.

Among the unemployed portion of the sample, participants specified reasons for not being currently employed. As is apparent from Figure 62, an overwhelming majority of 93.6% of participants identify the main reason for their unemployment as the lack of vacancies for the jobs they are seeking. The percentage of participants specifying other reasons or citing political problems for their unemployment is 2.6% on both cases. The least selected answer with 1.3% of participants is that childrearing or work around the house is the main reason causing their unemployment. No study participants cited lack of experience, of personal relations, of resources, lack of self-confidence or social pressure as reasons for their current unemployment.

Figure 62: What are the reasons for your current unemployment? (N = 78)

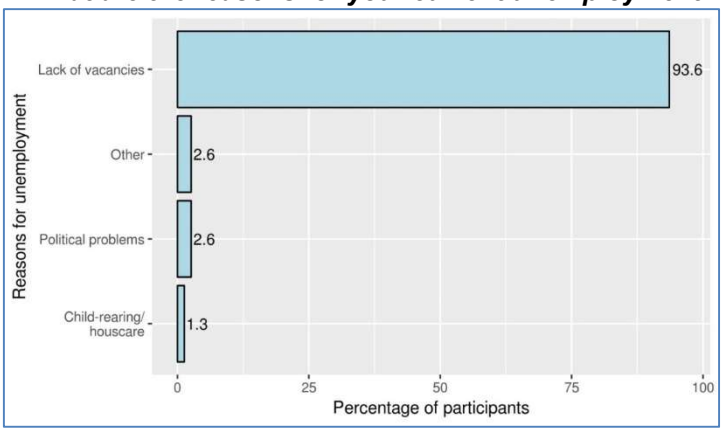
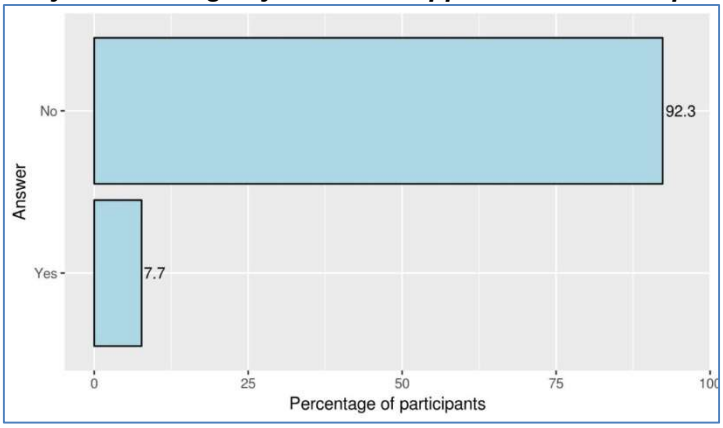


Figure 63 shows the percentage of participants who reported receiving money from the diaspora in the form of remittances. An overwhelming majority of 92.3% does not receive any such financial help, while a minority of 7.7% says that they do receive remittances from abroad.

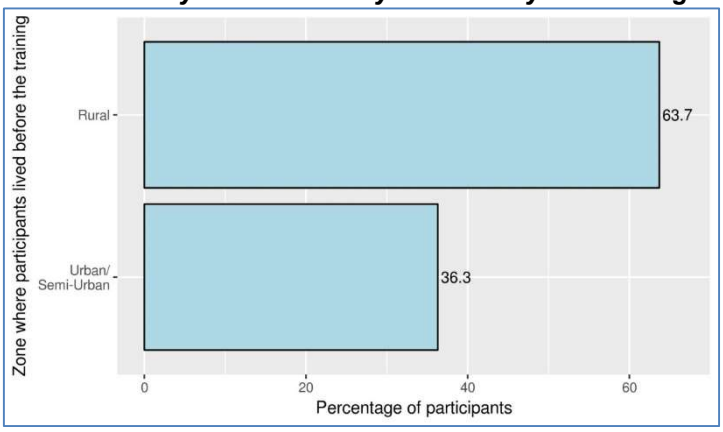
Figure 63: Are you receiving any financial support from the diaspora? (N = 78)



3.10 Migration after Graduation

Figure 64 shows the percentage of participants who reported whether they lived in a rural, urban/semi-urban zone, or abroad before starting the training. While 63.7% of participants sampled lived in a rural zone, 36.3% reported being situated in an urban zone. No subjects reported living abroad before starting the training. The percentages displayed in Figure 64 do not differ by a large amount from those stated in Figure 4, leading one to conclude that place of living did not change significantly for participants after attending the training. A vast majority of 97.2% of participants reported not having migrated in this time period, whereas a minority of 2.8% said they migrated to urban areas within two years after graduation.

Figure 64: Where did you live before you started your training/studies?



5. Conclusion

The majority of the sample consists of male Albanian citizens who are under 35 years of age and who have completed high school, gymnasium, or a professional school or technical school. Study participants come from four municipalities in the Republic of Kosovo and mainly live in rural areas. Assuming random sampling within these four municipalities, these figures suggest true underlying trends and distributions in the population and agree with overall trends in the master database of training beneficiaries.

The majority of participants attended trainings in raspberry cultivation, beekeeping, hairdressing, central heating, and tailoring, trainings which center mostly on agriculture or on craft professions. Although these professions can ensure both wage employment and self-employment, they tend to gravitate toward the latter. While trainings with various durations from one week to three months are represented in the sample approximately equally, participants who completed their training two or three years ago constitute the majority of the sample.

The majority of participants are satisfied with their trainings overall, with training duration, and with various training conditions and quality indicators. Two of the main reasons for being satisfied are the quality of the training and the adequacy of the trainers for the relevant topics. Participants who were left dissatisfied by their training program cited inadequate internship and training duration. This is also reflected in the recommendations for improving future trainings, where the most widely reported recommendation is lengthening the training. Overall, participants would choose the same trainer given the chance, and recommend this training to their families, friends, and acquaintances.

The majority of study participants had not finished an internship upon graduation from the training program and those who did completed less than 1 month of internship. Most respondents agreed or strongly agreed that the topics covered and the equipment used during the training was relevant to completing the internship period. However, internships were not part of the trainings organized by the S4RE Project and should be considered separately.

Most study participants agree that their professional background was relevant to the topics covered in the training, and that knowledge and skills gained in the training were relevant and helpful to their current professional life. A majority of respondents agree or strongly agree that they are using practical and theoretical skills obtained during the training in their current job and that they have managed to pass them on to friends and family, but report somewhat less frequent usage of entrepreneurial skills. Participants who attended beauty-related or food processing trainings report the highest usage of skills and knowledge obtained therein. However, although study participants are taking advantage of skills and know-how learned in trainings, most of them agree that they are not working in the profession in which they were trained.

The most common occupation status for study participants is unemployment, whether before the training, up to three years after the training, or currently. There is a marked drop in unemployment and a rise in wage employment and occasionally self-employment within six months after training graduation as compared to employment status before training. Since, unemployment occupies high figures later than six months to three years after training graduation and other employment statuses remain virtually unchanged in the same period, the initial drop in unemployment and raise in wage employment may be attributed to the effect of the trainings. The demographic groups that have benefited the most from participating in these trainings when it comes to employment prospects are the Albanian community, participants living in the municipality of Kamenica, as well as the male beneficiaries in general. Upon graduation, most respondents have obtained a job by applying directly themselves, rather than relying on personal relations or on the trainers.

When it comes to participants who are part-time or full-time employed with a wage, most of them work in the private sector with 20-50 hours per week, making 201-400 Euros per month. Most

respondents are satisfied with their current job, and those who are dissatisfied cite low wages and their job not being related to their profession as reasons. A majority of the sample reports their wages increasing by less than 20% after attending the training.

Compared to this group of participants, those self-employed part-time or full time generally report more favorable figures. Exactly half of such participants have started their businesses or farms independently and the other half with partners or family members, mostly employing 2-5 other workers aside from themselves. An overwhelming majority report starting their business without any loans and, contrary to wage employed participants, mostly in the profession in which they were trained. A majority of self-employed respondents are satisfied, while none of them reports lack or complete lack of satisfaction. Most of them make less than 3000 Euros of income per year, which for the majority increased by less than 20% upon training graduation.

As for respondents who were unemployed at the time of the study, an overwhelming majority identifies lack of vacancies relevant to their profession as the main cause of their unemployment. Most unemployed respondents do not receive any remittances or financial support from the diaspora.

6. Recommendations

- Further tracer studies should be adapted to more countries in order to research employment prospects within the specific contexts in those countries. In order to conduct successful tracer studies, all research steps such as questionnaire design should be tailored to the local circumstances in the country and in its labor market. A comparative study of such tracer studies in various countries could provide valuable information on how cultural and country-specific factors influence the effectiveness of vocational training on subsequent employment prospects.
- Given that the short practice phase within trainings is one of the main complaints of participants who were left dissatisfied, increasing practice period could be a goal of future facilitation projects.
- Since providing internships after trainings seem to boost chances for employment upon training graduation, future training facilitation projects could offer internships to trainees more frequently.
- Beneficiaries attending trainings lasting from 1-2 months appear to find more wage employment after training graduation compared to those following longer or shorter trainings. Future training projects could offer trainings of this approximate duration.
- Women on average do not seem to be benefiting as much from training when it comes to immediate employment prospects. Future studies could investigate the reasons for differential training effects and outcomes on men and women. However, a significant fraction of women who graduated in hairdressing trainings started their own businesses.
- The Serb and Goran communities do not seem to benefit from trainings as opposed to the Albanian community. Future studies could investigate the moderating effect of ethnicity on training effectiveness and outcomes. It should be noted that the data on the Goran community needs to be interpreted with care, since only 4 members from the Goran community were included in the sample.
- Future studies could sample participants having completed a more varied background of trainings in order to see how training relates to main study outcomes.
- Further studies could research this mismatch between participants' professions and the trainings they attend and find out what trainings need to be organized in order to cover more professions evenly.

7. Appendix

Graduate Questionnaire

Student Code/Name:_____ School/Cohort Code:_____

A Training/Studies

A 1 In which field/trade did you receive training?

☐ Beekeeping ☐Raspberry cultivation ☐Strawberry cultivation ☐Blackberry cultivation

☐ Hairdressing ☐Tailoring ☐Central Heating ☐Carpentry

☐Jewelry ☐Flower cultivation ☐Patisserie ☐Cake decoration

☐Poultry ☐Chicken cultivation ☐Waiters ☐NTFP identification

☐IT essentials ☐Confectionery ☐Food processing ☐Bee boxes production

☐Pruning ☐Electrical installation ☐Nail technician ☐Thermo isolation

☐Handbags ☐Video design ☐Kebab shop ☐Pig cultivation

☐Handmade ☐ Beauty, Make-up ☐ Beauty, Waxing

A 2 When did you finish your training?

☐ 1-2 months ago ☐ 7-12 months ago ☐13-24 months ago

☐ 25-36 months ago ☐ More than 36 months ago

A 3 How long was the duration of your training?

☐1-2 weeks ☐2-4 weeks ☐1-2 months ☐3 moths ☐4-6 moths ☐More than 6 moths

A 4 What did you do before you started your studies/training at the (name of training institution)?

☐Full-time wage employed/working ☐Part-time wage employed

☐Seasonal employment ☐Full-time self-employed

☐Part-time self-employed ☐In professional trainings or studies

☐Without employment

A 5 How important were the following reasons for your decision to attend the skills training? The scale of answers ranges between: 1 = not at all important; 2 = not important; 3 = moderately important; 4 = important; 5 = very important.

1 2 3 4 5

☐ ☐ ☐ ☐ ☐ Training center is close to home of parents or other relatives

☐ ☐ ☐ ☐ ☐ Low/no tuition fee

☐ ☐ ☐ ☐ ☐ Improve my chances to find (self-)employment

☐ ☐ ☐ ☐ ☐ Improve my trade know-how

☐ ☐ ☐ ☐ ☐ Improve my income

☐ ☐ ☐ ☐ ☐ Reputation of the school/training institution

☐ ☐ ☐ ☐ ☐ Friends, relatives studying at the same training institution

A 6 How did you get to know about this training/education programme?

☐ Through friends/family members or acquaintances ☐ Through radio news/TV, newspaper, posters/leaflets

☐ Through internet ☐ Through former graduates

☐ Through trainers/teachers of the training institution ☐ Through trainers/teachers of the

☐ Other

B Retrospective evaluation of quality and relevance of trainings and Internship

B 1 Retrospective evaluation of trainings

B 2 How do you rate the study conditions you experienced at your training institution? Scale of answers ranges between: 1 = very poor; 2 = poor; 3 = fair; 4 = good; 5 = very good.

very poor 1 2 3 4 very good 5

☐ ☐ ☐ ☐ ☐ Class rooms/training halls (size, light & noise condition, location, temperature)

☐ ☐ ☐ ☐ ☐ Equipment, tools, machinery for practical training

☐ ☐ ☐ ☐ ☐ Group size

☐ ☐ ☐ ☐ ☐ Supply with teaching materials

☐ ☐ ☐ ☐ ☐ Opportunity to consult the trainer

B 3 How do you rate the following statements on your training? Scale of answers ranges between: 1 = strongly disagree; 2 = disagree; 3 = undecided; 4 = agree; 5 = strongly agree.

strongly disagree strongly agree

1 2 3 4 5

☐ ☐ ☐ ☐ ☐ The lessons at the training center were interesting

☐ ☐ ☐ ☐ ☐ The lessons content was updated/related to the requirement of the sector/profession

☐ ☐ ☐ ☐ ☐ My teachers/trainers were competent and committed

☐ ☐ ☐ ☐ ☐ My training included enough practical lessons

☐ ☐ ☐ ☐ ☐ The practical knowledge of the trainers

☐ ☐ ☐ ☐ ☐ The relationship between training theory and practice

B 4 The total duration of the training was...

☐too long ☐ too short ☐ ideal

B 5 Were you satisfied with your training

☐ Not satisfied at all ☐Not satisfied ☐Moderately satisfied ☐Satisfied ☐Very satisfied

B 5.1 In case you were satisfied (scales 4 and 5), please specify why:

☐ Training was qualitative ☐Trainer was adequate ☐Duration was adequate

☐Premises were adequate ☐Practice phase was adequate ☐Other

B 5.2 In case you were not/moderately satisfied (scales 1, 2 and 3), please specify why:

☐ Training was not qualitative ☐Trainer was not adequate ☐Duration was not adequate

☐Premises were not adequate ☐Practice phase was not adequate ☐Other

B 6 What changes or improvement would you suggest?

☐Improve training quality ☐Change trainers ☐Increase duration

☐Decrease duration ☐Change premises ☐Lengthen practice period ☐Other

B 7 Looking back, would you...

	Not at all				To a large degree
...choose the same training again?	☐	☐	☐	☐	☐
...choose the same trainer again?	☐	☐	☐	☐	☐
...recommend this training to a friend or family member?	☐	☐	☐	☐	☐

C Retrospective evaluation of internship

C 1 Did you complete an internship after finishing the training?

☐Yes ☐No

C 2 How long was the duration of your internship?

☐0-1 month ☐2-3 months ☐4-6 months ☐7-12 months ☐More than 12 months

D Transition to employment

D 1 Please indicate your employment situation in the period following graduation.

Employment status	1-6 moths (1st year)	7-12 moths (1st year)	1-6 moths (2nd year)	7-12 moths (2nd year)	1-6 moths (3rd year)	7-12 moths (3rd year)
Wage employed full time	☐	☐	☐	☐	☐	☐
Wage employed part time	☐	☐	☐	☐	☐	☐
Self-employed full time	☐	☐	☐	☐	☐	☐
Self-employed part time	☐	☐	☐	☐	☐	☐
Seasonal employment	☐	☐	☐	☐	☐	☐
Training	☐	☐	☐	☐	☐	☐
Unemployed	☐	☐	☐	☐	☐	☐

D 2 Did you migrate from a rural to an urban zone within two years after graduation?

☐Yes ☐No

D 3 How did you try to find the first job after graduation?

☐I applied directly to an employer ☐I was approached by an employer

☐The trainer/training center gave me assistance with finding a job

☐I used personal connections/contacts (family/friends, acquaintances)

☐I started or continued working in my own/parents' business or farm

☐Through the internship ☐Through employment offices

☐Through the internet/social networks ☐Through private employment agents ☐Other

D 4 How do you characterize your current employment situation or activity? Are you...

☐Full-time wage employed/working ☐Part-time wage employed

☐Seasonal employment ☐Full-time self-employed

☐Part-time self-employed ☐In professional trainings or studies

☐Without employment

E Wage employment

E 1 f you are employed with a wage, how would you characterize your employer?

☐Public sector/central level ☐Public sector/municipal level

☐Private sector ☐Non-governmental organization

☐International organizations ☐Other

E 2 Are you working in the profession in which you were trained?

☐Yes ☐No

E 3 Are you satisfied with your current occupation? Scale of answers ranges between: 1 = not satisfied at all; 2 = not satisfied; 3 = moderately satisfied; 4 = satisfied; 5 = very satisfied.

not satisfied at all very satisfied

1 2 3 4 5

☐ ☐ ☐ ☐ ☐ Level of satisfaction

E 4 How many hours per week are you working on average?

☐Less than 20 hours ☐21-30 hours ☐31-40 hours ☐41-50 hours ☐More than 50 hours

E 5 If you are wage employed, could you tell as what your net monthly salary is?

☐0-100 € ☐101-200 € ☐201-300 €

☐301-400 € ☐401-500 € ☐More than 500 €

E 6 Was there a change in your wage after completing the training?

☐Increase ☐No change ☐Decrease

E 7 If your wage increased, could you please specify how many percent?

☐0-20% ☐21-40% ☐41-60 ☐61-80% ☐81-100 ☐Over 100%

F Specific questions to self-employed graduates

F 1 How many people do you employ in your business/farm besides yourself?

☐1employee ☐2-5 ☐6-10 ☐11-20 ☐21-50 ☐More than 50 employees

F 2 Did you start your business/farm independently or with a partner/your family?

☐Independently ☐ With a partner/my family

F 3 Are you satisfied with your current occupation? Scale of answers ranges between: 1 =

not satisfied at all; 2 = not satisfied; 3 = moderately satisfied; 4 = satisfied; 5 = very satisfied.

not satisfied at all — very satisfied

1 2 3 4 5

☐ ☐ ☐ ☐ ☐ Level of satisfaction

F 4 Did you open your business in the area where you were trained?

☐Yes ☐No

F 5 Did you take any loans to start or develop your business?

☐Yes ☐No

F 6 Could you tell as what your net annual income is?

☐0-1000 € ☐1001-2000 € ☐2001-3000 € ☐3001-4000 € ☐4001-5000 € ☐More than 5000 €

F 7 Was there a change in your annual income after completing the training?

☐Increase ☐No change ☐Decrease

F 8 If your wage increased, could you please specify how many percent?

☐0-20% ☐21-40% ☐41-60 ☐61-80% ☐81-100 ☐Over 100%

G Further education

G 1 What are the (major) subject area(s) of your current studies/training?

☐High school ☐Professional training ☐University/college ☐Other

H Unemployment

H 1 What are the reasons for your current unemployment?

☐Lack of vacancies ☐Lack of connectedness/contacts ☐Lack of experience, qualifications, skills

☐Lack of resources (e.g. financial input capital, tools) for self-employment

☐Lack of confidence ☐Political problems ☐Child rearing or household care

☐Social pressure/traditional customs ☐Other

H 2 Are you receiving any financial support from the diaspora?

☐Yes ☐No

I Further questions on trainings

I 3 Is your profession adequate to the topics covered in the training? Scale of answers ranges be- tween: 1 = not at all; 2 = barely; 3 = to some extent; 4 = to a high extent; 5 = to a very high extent.

not at all — to a very high extent
1 2 3 4 5

☐ ☐ ☐ ☐ ☐ Level of satisfaction

I 4 How important are the qualifications and skills you acquired during your training course/ studies for your present job? Scale of answers ranges between: 1 = not at all important; 2 = not important; 3 = somewhat important; 4 = important; 5 = very important.

Not at all important — very important
1 2 3 4 5

☐ ☐ ☐ ☐ ☐ Practical vocational skills acquired during the training

☐ ☐ ☐ ☐ ☐ Theoretical vocational skills acquired during the training

☐ ☐ ☐ ☐ ☐ Entrepreneurial skills (how to run a business and to treat customers)

I 5 When you look at your current professional tasks as a whole, to what extent do you use the qualifications and skills acquired during your course of studies? Scale of answers ranges be- tween: 1 = not at all; 2 = barely; 3 = to some extent; 4 = to a high extent; 5 = to a very high extent.

Not at all — to a very high extent
1 2 3 4 5

☐ ☐ ☐ ☐ ☐

I 3 Have you passed on the knowledge and skills gained during your training/study course to family members, friends or other villagers?

☐Yes ☐ No

J Biographical data

J 1 When were you born?

_____

J 2 Where do you live currently?

☐Rural area ☐ Semi-urban/urban area

J 3 Where did you live before you started your training/studies?

☐Rural area ☐ Semi-urban/urban area ☐ Abroad

J 4 Gender

☐Male ☐ Female

J 5 What ethnic background do you have?

☐ Albanian ☐Serbian ☐Gorani ☐Bosnia ☐RAE ☐ Turk ☐ Other

J 6 What is the highest level of education you have completed?

☐Elementary school ☐Gymnasium ☐Professional/technical school

☐University/Bachelor ☐Masters/PhD

J 7 Would you like to receive a summary report of the results gained through this tracer study?

☐Yes ☐ No

Thank you!

Interviewer: _____ **Place/Date:**_____

Comments: