Developing the Next Generation Workforce

Visar Ademi
Workforce Development Component Lead
USAID Macedonia Competitiveness Project
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Workforce development needs

- 36% unemployment

- Unmet demand for specific skills in growth industries

- Skills mismatch: what is needed is not what is available

- 21st century competitiveness is increasingly about how well knowledge and skills are developed and utilized

Even with high unemployment, there is high demand for a competitive workforce

Gap between demand & supply:
- Availability
- Development time
- Development cost
- Quality
An effective workforce delivery system

• Meets employer (market) needs with needed skills and competencies

• Empowers participants to make choices to increase their value (and competitiveness)

• Provides information for decision-making and performance improvement

How to synchronize?
Implementation:
1. MCP’s National internship and job placement program

Participation since March 2009:
- All Macedonian universities, plus 10 vocational schools
- Private sector and Local government

Commitments:

PRE-SELECTION → SELECTION → POST-SELECTION

IMPLEMENTATION METHODOLOGY & PROCESSES

CAREER DEVELOPMENT TRAINING & CERTIFICATION

PERFORMANCE FEEDBACK FOR INDIVIDUALS & INSTITUTIONS

WEB SERVICES (Training, Promotion, Matching, eCareer events)
Втор електронски саем за кариера

Го најавуваме вториот електронски саем за кариера e-Career fair од 15 до 19 Март, со можност за директен разговор со 11 менаџери за човечки ресурси од реконструктирани компании, најнови огласи за вработување и практикански позиции и добивање на фидбек за вашите CV-a.

Петок, 23 Април 2010
Implementation: 2. Training and Certification Program

- Address sector-specific workforce requirements
- Demand-driven skill-building programs
  - Certifications for Competitiveness
    - Offer export-enabling certifications (ISO, TS, etc)
    - Offer competency-based certifications (CMC, M&A, GCDF, PMI)
    - Partnered programs at educational institutions (Master Level Studies)
  - Market-led customized training (Taxi Company)
3. Industry Led Education Partnership Program

► Collaboration between educational institutions and businesses is the key to ensuring that graduates have the skills needed in tomorrow’s workplace,
► With the certification program you don’t resolve the long term problems of the companies,
► Only by creating a structural change we can tackle the root cause of the problem i.e. the gap that exists between the supply and demand.
4. WFD Working group

- to stimulate and facilitate the dialogue among numerous stakeholders, including the international community, the Macedonian government, universities, Associations, Chambers of Commerce, and companies all have a vested interest in cooperating to enhance the economic growth of Macedonia.
- through quarterly meetings to recommend and suggest ways on how to reduce the gap between workforce development supply and demand,
- to develop action plan with specific activities that would improve and support the WFD initiatives,
- introduce topics that prevent effective implementation of existing portfolio of activities,
Outcomes of USAID Competitiveness WFD interventions

1. National Internship and Job Placement Program (NIJP)
   - More than 7,000 University and high school Students and more than 300 companies registered on the portal,
   - More than 5,000 trained students on improvement of writing skills (CV and Cover Letter) and verbal skills (communications) and more than 260 company mentors on internship methodology,
   - Around 750 internship placements and 150 full time jobs were created through the program

2. Training and Certification Programs
   - More than 150 jobs created as result of customized training,
   - Export increased by 30% in auto-motto industry as result of ISO certification program,
   - First generation of Macedonian trainers certified in CMC, M&A, GCDF certification programs

3. Industry Led-Education Programs
   - New academic program developed as result of MCP intervention in Debar. More than 30 high schools students will learn new skills in for construction materials and will do internship at the premises of FDI.
   - New courses will be added in the existing academic program in the Vocational school in Stip

4. WFD work group
   - Integration of Career Management courses in the academic programs of Universities,
   - Internship methodology developed,
   - Implementation of Career Counseling for the first time in Macedonia,
thank you