



REPUBLIKA E SHQIPËRIË
MINISTRIA E FINANCAVE
DHE EKONOMISË

National Employment and Skills Strategy 2019 – 2022

“Higher skills and better jobs
for all women and men.”

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Introduction

The Employment and Skills Strategy 2019-2022 Vision remains the same as the strategy that was implemented during 2014-2018 and builds upon the latter. Thus, it preserves the same vision and the same strategic priorities.

According to the monitoring indicators of the employment and skills strategy implemented for 2014-2018, almost all of the indicators have progressed positively, compared to the baseline year. However, there are some indicators for which progress has not been to the point of meeting targets set for 2020. The new Action Plan for the Employment and Skills Strategy 2019- 2022 has reviewed all the objectives and current reforms, and addresses all with the purpose of finalizing them. It also presents a review of policies that have not been completed in the 4-year period of implementation.

Based on the mid-term review report, the 4 strategic priorities of this strategy that were implemented during 2014-2018 are still relevant and will not change in the National Employment and Skills Strategy 2019-2022.

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Labour market situation

Data on the labour market show that the economic growth in Albania during the last four years has translated into considerable improvement in the labour market. Creating new jobs recovered from a significant decline in 2013, and economic growth and employment started moving in parallel. Although the employment rate for people aged 15-64 in Albania grew from about 50 percent at the end of 2013 to 59.5 percent in 2018 – marking one of the highest ratios in the Western Balkans – it still remains below the average rate of the European Union countries. Employment rate has improved notably, especially for women (from 40 percent in 2013 to 52.4 percent in 2018). However, gender inequality remains problematic with the employment rate for men being about 14 percent higher than that of women. This might be a reflection of the cultural norms regarding family structure and limited alternatives for child care and care for the elderly.

Employment increase has been followed in parallel by an increase in participation in the labour force, which went up to 68.3 percent in 2018. Women's participation increased with about 10 percent during the four years, going from 50 percent in 2013 to 59.7 percent in 2018. However, the participation rate in the labour force remains equally below the European average, with a serious difference between men and women, at 17 percent.

The participation rate for youth (15-29) is lower than that of the other part of population (50.1 percent, with a gender gap more than 16 percent). Unemployment rate among youth in 2018 fell to 23.1 percent, the lowest level recorded since 2012. The recorded unemployment has seen an important decline, from 149,148 in 2015 to 74,686 in 2018.

Despite considerable improvements, Albania yet faces major challenges regarding provision of safe and productive employment for all within working age, promotion of jobs with higher productivity, and guaranteeing integration into the labour market of vulnerable groups, especially the poor, women, young people and other disadvantaged groups. One major challenge for Albania is improving the quality of employment opportunities.

Labour market performance partly reflects the structure of the Albanian economy – where agriculture remains dominant with 37.4 percent of total employment, while production and services remain underexploited. Agriculture in Albania absorbs labour force, especially that which is characterized by low productivity and wages. This is, in fact, the element that explains the relatively high employment rate in Albania (particularly in jobs that require low skills), tied to low wages, and the prevalence of informal job agreements, part time and as self-employed. The development of economic activity with higher productivity along the value chain (be it in the agro-processing sector or beyond, in production or in services) would create possibilities for guaranteeing more qualitative employment.

The latest dynamics in the labour market are closely linked to the continuous economic recovery – however, growth of sub-sectors that display high added value and are well-paid is still limited. The increase in employment has been mainly prompted by growth in sectors such as textiles, tourism and trade, health and medical services, and administration. In this context, developing and implementing structural reforms will play a key role in keeping the current positive trends in the labour market in Albania, especially to support the gradual transition of the Albanian economy toward sub-sectors of added value and higher wages.

Although unemployment has had a significant decline, going down to 12.3 percent in 2018 (and further down to 11.5 percent in the first half of 2019), it still remains at high levels, especially as compared with the EU countries. Less than half of the unemployed seek employment through public employment services. This indicates that the unemployment benefit scheme, employment offices, and active labour market measures need better structure to enable employment of the unemployed.

Based on the experience of countries in the region, Albania has the possibility to guide its economy toward sectors with higher added value and to increase productivity within each sector. Neighbouring countries have seen a notable reduction of employment in agriculture, mostly from the migration of part of the rural population toward towns and cities. This has played a key role in increasing productivity, enabling the establishment of big farms which make up the economy of scale. While urbanization in Albania will continue, it is necessary to create an effective framework for titles of land ownership to enable an active market of land in rural areas. There is substantial potential to increase the added value for employees within the sector.

Albania has marked considerable progress with 22% of adults aged 30-34 who have completed tertiary education (university level) in 2015, a growth by 10pp (percentage points) since 2010. However, because of specific economic and employment structures in the country and low demand for work, many who have graduated university cannot find jobs that match their qualifications. This results in relatively high levels of unemployment among those who have graduated university, especially women. It can be implied, then, that there is serious inequality in skills (i.e. under exploitation). Some people with better skills try to find employment abroad.

Thanks to the continuous efforts by the respective ministry for the Vocational Education and Training (VET), enrolments for VET programs in secondary levels increased from 17% in 2014 to 20.6% in 2018. The number of VET students is small compared to other countries in the Western Balkans. VET has been the least attractive option at the upper secondary education, compared to academic education. This image, however, has changed in the last few years. Despite continuous reforms, further efforts are needed in the entire system in order to complete improvements at pilot institutions, supported by various donors. For more details, please look at section B, below.

The number of young people aged 15-24 who are neither employed nor engaged in education or training (NEET) remains high (28.6% in 2018, compared with the EU NEET rate of 10.6%). This confirms the lack of balance in skills and the problems with the new graduates trying to find jobs.

Between 2010 and 2015, especially very recently, Albania has improved significantly in most of the EU indicators for 2020. Some of those include reduction of the rate of early drop-outs from education and training for people aged 18-24 (10 points less), increase of higher education participation among people aged 30-34 (more than 10 p.p. more), and decrease of low levels of reading, maths and science. Despite the positive trends, these indicators are far from the EU average and the EU 2020 goals.

Vision, policy goal and strategic priorities

The vision of Employment and Skills Strategy 2019-2022 is inspired by the general goal of “Europe 2020” for achieving quick, sustainable and inclusive growth. The national employment and skills strategy aims, by 2022, to have a competing economy and an inclusive society that relies on:

“Higher skills and better jobs for all women and men”

The general goal of the strategy is to promote quality jobs and possibilities for skills for all, Albanian women and men, throughout their life cycle. This goal will be achieved with coherent and coordinated policy actions, which both respond to the demand and supply for jobs, and contribute to removing gaps of social inclusion. The National Employment and Skills Strategy focuses on four strategic priorities, as follows:

- A. FOSTER DECENT JOB OPPORTUNITIES THROUGH EFFECTIVE LABOUR MARKET POLICIES.
- B. OFFER QUALITY VOCATIONAL EDUCATION AND TRAINING TO YOUTH AND ADULTS.
- C. PROMOTE SOCIAL INCLUSION AND TERRITORIAL COHESION.
- D. STRENGTHEN THE GOVERNANCE OF THE LABOUR MARKET AND QUALIFICATION SYSTEM.

The aim of the strategy

The National Employment and Skills Strategy 2019 - 2022 and its action plan aim to integrate economic, educational, vocational and entrepreneurial policies by developing an action plan which aims to increase the employment rate, thus enabling a gradual transition from passive unemployment policies to active and promotional employment ones, and simultaneously focusing on the development of labour force in the country.

The government program 2017 - 2021 has placed focus on employment and quality development of the labour force, in accordance with the European Union vision and directives, the European Employment Strategy 2020, and the requirements for the European integration of Albania into the EU. The National Employment and Skills Strategy 2019-2022 is based on the implementation of guidelines from the government program, the National Strategy for Development and Integration (NSDI), and the mid-term review report of the National Employment and Skills Strategy implemented during 2014 - 2018.

Strategy objective

The main objective of the National Employment and Skills Strategy 2019 – 2022 and its action plan is to identify and design the right policies that promote employment in the country and

vocational training of the labour force, with the purpose of creating quality jobs and lifelong opportunities for skills training.

The action plan focuses on increasing opportunities for decent jobs through efficient labour market policies, offering quality vocational education and training opportunities for youth and adults, promoting social inclusion and cohesion, and strengthening the labour market and qualification system. Pursuant to the government vision, this strategy looks at the vocational qualification and employment as closely connected, aiming to closely tie vocational education and training services to the employment ones.

STRATEGY PRIORITIES 2019-2022

- A. Foster decent job opportunities through effective labour market policies.
- B. Offer quality vocational education and training to youth and adults.
- C. Promote social inclusion and territorial cohesion.
- D. Strengthen the governance of the labour market and qualification system.

A. FOSTER DECENT JOB OPPORTUNITIES THROUGH EFFECTIVE LABOUR MARKET POLICIES

Framing and implementing an active employment policy is a key element for handling and solving unemployment problems. Policies that aim to improve employment opportunities should have a broader scope of action. Programs should target those people who are at an unfavourable situation in the labour market, especially people with low level of education and qualifications, women, youth, other vulnerable groups and those who live in regions that do not provide employment services. As a result, a new framework will be designed to promote employment. It will guarantee using more efficient policies and more resources in the labour market based on Law No.15/2019, “On employment promotion”.

Modernizing the Public Employment Service

A framework that focuses on:

- **Functional reorganization of employment offices based on the National Employment Services Model;** This means that:
 - All employment offices will be reorganized following the National Services Model (one model, same standards and instruments);
 - The employment offices staff will be trained on how to implement the services manual, including counsellors in public employment services, according to the individualized in-depth plan of employment, and on how to implement the employability plan for special groups;
 - Drafting of a periodic employability plan, based on three tiers;
 - Provision of services by each office will be verified;
 - The public, businesses and private and public organizations will be informed on the organization of services at three tiers, on the services manual, as well as on the employability plan.
- **Modernization of technology infrastructure and systems in the National Agency for Employment and Skills (NAES) , which will be focusing on:**
 - Premises for employment offices to be organized and equipped in accordance with standards of the National Employment Service Model;
 - The new ICT system will be piloted and spanned in all the employment offices; it will be accessible for all the MFE institutions and other interested institutions; it will be adaptable so that it can enable categorization of jobseekers who are rearranged in profiles according to the functional statistical reporting module and online application processes;
 - The ICT system is designed so it can be used by all the trained staff in the NAES employment offices at all the levels;

- Performance measurement procedures will be reflected in the new information system for employment services;
- There will be a functional report management module at the specialist level and office level;
- A digital map will be developed, which will be functional at the regional and local level, for vacant jobs. It will have coverage over the entire territory of Albania and will be updated continuously with input by employers, NAES and jobseekers;
- A call-centre will be established based on the approved methodological manual;
- The NAES website will be completed and updated with all the information for services at the three tiers; it will be easily accessible and user-friendly for all interested individuals.
- **Application of the performance measurement system for provision of active labour market programs, which will be enabled as follows:**
 - The performance measurement and monitoring system will be established and applied at all tiers;
 - An evaluation document for human resources capacity will be drafted;
 - The medium term plan will be approved on development of human resources for applying the performance system;
 - Staff training according to the development plan;
 - The NAES and the regional and local employment offices human resources will be evaluated with performance indicators at all tiers.

Expanding the range and outreach of services and active labour market programs (ALMP)

Active labour market programs will be redesigned with the aim to offer an inclusive set of services and programs in order to facilitate the individuals’ transition to decent job and to include an activation strategy. Redesigning will start with:

- **Developing and diversifying the ALMPs based on the needs of groups with high risk of becoming long term unemployed; this will be done by:**
 - Evaluating the needs of special groups that need support with identified ALMPs;
 - The legal and regulatory framework for implementation of the ALMPs will be reviewed in accordance with law no.15/2019, “On employment promotion”, to support provision of improved and diversified ALMPs that are adaptable to special regions, on gender and special group issues;
 - The self-employment program will be designed and implemented;
 - A feasibility study will be conducted for the development, implementation, and analysis of the cost-benefit of an active labour market program that targets young people who are neither employed, nor in education, or in training (NEET).

- The national action plan for the implementation of Youth Guarantee (focusing on NEET youth = not in training or employed) will be developed and the Youth Guarantee scheme will be implemented for beneficiaries of NEET category.
- Active labour market policies will be improved based on the monitoring results.
- **Improvement of the planning and implementation process for promotional programs, in order to improve their efficiency and impact; this will be done with:**
 - Methodology (procedures) of prioritizing funds based on the scope of implementation of programs for employment promotion, which have been developed and approved by the MFE;
 - Funds to be distributed according to priorities and employability plans;
 - Programs promoting employment will be implemented throughout the country, effectively and efficiently, and gender equality will be provided, including contracting;
 - Application criteria and evaluation scoring will be reviewed periodically.

Guaranteeing decent jobs by strengthening the role and function of labour inspection.

The State Labour and Social Services Inspectorate will increase its efforts for improving and implementing labour legislation, and for improving occupational health and safety. Special attention will be given to expanding the scope of action and coverage of the inspectorate's work; in other words, the warning and penalty system, so that it can better cover the informal economy. In addition, mechanisms will be set for exchanging information with other implementing agencies. Some measures that have been considered for meeting the above-mentioned objectives include:

- **Strengthening the inspection system and guaranteeing coverage of the whole territory with this system, which will be enabled through:**
 - A modern and professional inspection system which will be set up throughout the country. It will guarantee enforcement of the labour legislation and occupational health and safety;
 - The sub-legal framework for occupational health and safety will be approved
 - The practical Guidelines for inspection, based on the European Code of Inspection will be approved;
 - The Program on Integrity and Prevention of Corruption at the State Labour and Social Services Inspectorate will be approved and applied;
 - The action plan for trainings will be designed and approved at the State Labour and Social Services Inspectorate;
 - Mechanisms will be set up for exchanging information with other implementing agencies (NAES, tax offices), aiming to improve coverage of economic units and employees;
 - The existing legal and regulatory framework for job inspection will be adjusted with the EU directive on sanctions to employers who employ migrants without proper documents;

- The role of the State Labour and Social Services Inspectorate will be empowered to enforce obligations set by the law on employment promotion and the Labour Code.
- **Inspecting and monitoring the activity of private agencies for temporary employment; which will be guaranteed through:**
 - Local partnerships which include private employment agencies together with other partners;
 - Private employment agencies will regularly report to the respective authorities in charge, in a transparent way, on all services offered to the population (women and men) in Albania and abroad;
 - There will be accurate and available statistics on the number of Albanian citizens (women and men) who have been offered employment.

Developing and implementing the monitoring model for active labour market programs (ALMP) sensitive to gender issues; it will be carried out through the following measures:

- **Establishing and approving the monitoring model for ALMPs, for which:**
 - The methodological framework for evaluation and monitoring will be drafted for the ALMPs;
 - Instruments will be improved for monitoring inclusion of special groups in ALMPs.
- **Implementing the monitoring plan for the ALMPs, where:**
 - The monitoring structure for the active labour market programs will be set up;
 - Active labour market programs will be periodically monitored based on standardized indicators.
- **Preparing monitoring reports for the ALMPs and drafting these reports periodically.**

B. OFFER QUALITY VOCATIONAL EDUCATION AND TRAINING TO YOUTH AND ADULTS.

Investment on human capital and quality education and training system are key to an innovative and competing economy, in offering more quality jobs. The possibilities of approaching quality education and training are important elements for determining the employability of the labour force and for impacting the investment climate. Increasing employability of women and men means guaranteeing that they are receiving the necessary skills, knowledge, and attitude which will enable them to find a job and face the unexpected changes in the labour market throughout their work experience.

There will be continuation of efforts to increase the participation rate in vocational education and training to overcome the gap that exists compared to the EU countries. In the meantime, the reforms this strategy offers will revolve around increasing the quality of results, preparing qualifications for priority economic sectors, improving the quality and importance image of the vocational education and training, and forecasting the needs for skills. Gaps should be identified in the level of education and those should be handled in the different regions and among different population groups.

Lifelong learning and qualifications are necessary for promoting competition of enterprises and for increasing work productivity. It is also important for improving the work quality. Therefore, the access to possibilities for quality learning throughout life will be expanded with the aim to facilitate participation of individuals of all ages, including those with special needs and groups in need, as well as the disadvantaged. The foreseen measures are as follows:

Optimizing VET providers at the individual and network level to ensure a qualitative and diverse offer, which will be achieved through:

- **Diversification of the VET offer, aligned with the market needs;**
 - The VET offer will be diversified to reflect market needs, migration and demographic trends and principles of multi-functionality, equality, diversity and flexibility;
 - An updated offer will be provided, based on the labour market needs;
 - A report on the capacities of VET providers will be drafted regarding the provision of post secondary vocational qualifications;
 - Post secondary vocational qualifications will be selected from the providers;
 - The legal framework for Recognition of Prior Learning (RPL) will be consolidated;
 - RPL implementing institutions will have a clear division of roles in applying RPL;
 - Priority sectors for RPL implementation have been identified and RPL has already been piloted in two occupations.

- **Reorganization of providers' network taking into consideration matching the offer to the regional demand, through the measures listed below:**

- Findings from providers performance evaluation;
- There will be a newly drafted geographic map of operations and reorganization of VET providers network.
- Providers infrastructure will be improved based on the completed investments.
- Organizational structures of VET providers will be approved and implemented.

Improving the VET information management system through:

- **Analysis of the current situation of the information system/systems that operate in VET,** which foresees drafting a report for the current situation of the information management system for VET. This analysis will provide recommendations and lead to a unified system for information management in VET.
- **Establishing a VET information management model/system** which will be a unified system for managing such information.
- **Creating a unified information management system in VET** which will be a unified system on information management for VET. It will be updated and equipped with consolidated staff capacity at the national level and provider level.

Providing vocational education and training based on the quality assurance framework in the VET system.

- **Establishing and implementing a process of accreditation for providers, which will be achieved through the following measures:**
 - Consolidated staff capacity for those involved in the VET accreditation process, public or private;
 - Approved model for accreditation of VET providers and programs;
 - Consolidation of staff capacities that will be engaged in the accreditation process;
 - VET providers (public and private) have already been accredited or are under process of
- **Improvement of licensing and monitoring procedures for private VET providers which will be achieved by reviewing and approving licensing procedures.**
- **Strengthening the inspection function of VET providers which will be achieved through the following activities**
 - Defined responsible unit, standards and procedures of inspection;
 - Implementation of periodic inspection plan for VET providers.

- **Consolidation of the self-assessment process for public VET providers, through:**
 - Drafting self-assessment reports for public VET providers;
 - Recommendations of the self-assessment process will be reflected in the providers development plan.
- **Setting up a monitoring system for public VET providers according to the following activities:**
 - The unit in charge of monitoring and standards of monitoring will be established.
 - Plans for periodic monitoring of public VET providers will be drafted and implemented

Strengthening connections between learning and work and facilitating transition to work, which will be implemented through the following measures:

- **Improving the model of internships in businesses in the public VET providers' system (WBL);**
 - The model of internships in businesses will be an integral part of VET programs and curricula;
 - The regulatory package for the WBL model will be approved;
 - The business liaison officer function will be institutionalized in all the VET providers (as part of the development unit);
 - Trainings will be held for VET providers' staff and for businesses, on the implementation of the WBL model;
 - A mechanism for evaluation and improvement of the WBL model will be drafted and implemented.
- **Strengthening cooperation between schools and businesses for various aspects of the implementation of what they provide (curricula, ongoing professional development of teachers, student evaluation, etc.);**
 - Awareness campaigns will be organized for involving businesses in various aspects of the VET offer;
 - Cooperation agreements will be signed between VET providers and businesses;
 - Success stories of business engagement with VET will be promoted.
- **Establishing the career guidance system for VET providers;**
 - Functions of career counselling within the development unit implemented;
 - Capacities have been set up for career guidance and counselling within the development unit;
 - An information system for career guidance has been set up;
 - Updated information on careers will be made available to VET students and trainees.

- **Establishing a dual education model in the field of crafts;**
 - The legal framework for setting up and operating the National Chamber of Crafts will be approved;
 - Reports will be drafted on the stage of development of the National Chamber of Crafts.
 - Guidelines will be drafted and implemented on dual education programs.

Initial and ongoing professional development of VET directors, teachers and support staff which will be achieved through the following measures:

- **Defining and implementing the model for initial qualification of VET teachers;**
 - There will be a standard initial qualification model for VET teachers;
 - The legal framework for implementation of the initial qualification model for VET teachers will be approved;
 - The initial qualification model for VET teachers implemented in compliance with the approved modalities and legal framework.
- **Improving the recruitment/hiring policies for VET teachers;**
 - Procedures for hiring VET teachers will be approved and applied.
- **Ongoing qualification of teachers;**
 - Training needs of VET teachers at the national level and at the level of VET providers will be identified regularly;
 - The necessary tools for implementation of ongoing professional development for VET teachers have been developed and the budget has been set aside.
- **Initial and ongoing qualification for directors and support staff of VET providers;**
 - Standard model, as well as initial and ongoing training packages for directors and support staff of VET providers.
 - Trainings held for directors and support staff of VET providers.
 - The networks of VET directors which exchange information/experiences for various problems, to be insured.

Enhancing the VET image and informing on VET providers, qualifications and offer.

- **Organizing promotional, publicity and awareness campaigns on the importance and opportunities offered by VET and Lifelong Learning (LLL) for girls, boys, women and men in urban and rural areas, for which the following have been planned:**

- More focused promotional events to reach out girls and women in urban and rural areas;
- Advising girls and boys to choose training in non-traditional professions and inclusion of girls in non-traditional courses, especially in sectors with high potential and productivity, publicly promoted.
- **Preparation for participation of VET students in national, European, and global skills competitions and media promotion;**
 - Making Albania a member of EuroSkills/World Skills.
 - Participation of VET students/trainees in international competitions organized by EuroSkills and/or World Skills, upon becoming a member.

C. PROMOTE SOCIAL INCLUSION AND TERRITORIAL COHESION.

Educational attainments, the labour market situation and the geographical location are strong indicators of poverty. Handling the existing gaps in these areas will have a positive impact on reducing social exclusion of groups in need in the population (under skilled individuals, the long term unemployed, women that contribute in the family, young people that live in urban and rural areas). To reduce gaps in results of education and training between rural and urban areas, and also between poor students and those who are not poor, we will continue with measures that aim education and training policies.

Possibilities to access quality education and training, in the best cases for work, and coherent measures against economic informality are the right conditions for improving living standards of the population. However, equality issues require the right interventions for treating the needs of individuals threatened by poverty and social exclusion through better possibilities to have education, work and social services, and giving more possibilities for employment and income.

Coordination of social assistance programs and active labour market measures will enable the strategy of activation, based on a joint system of obligations.

Broadening the coverage, inclusion and effectiveness of employment and vocational education and training services for young people and adults including the population threatened by exclusion.

Broadening the coverage, inclusion and effectiveness of employment and vocational education and training services for young people and adults, including the population threatened by exclusion, is the focus of Priority C, which targets:

- **Evaluation of needs for employment and training services in areas that are not covered;**
 - A report will be drafted to assess needs for employment and VET services in areas that are not covered and are identified upon relevant recommendations;
 - The methodologies for statistical surveys will be reviewed in order to take into consideration women and men who live in uncovered areas;
 - Unemployed jobseekers will be registered, be they women or men, from uncovered areas.
- **Drafting the plan of territorial coverage of employment and vocational education and training services;**
 - Detailed plan for offering employment and VET services in areas lacking coverage;
 - Offering employment services and guaranteed participation in VET programs for individuals that live in areas that lack coverage.
- **Implementation of services plan in areas that lack coverage;**
 - Cooperation modalities and agreements with local units, to establish mutual roles and kinds of service that will be offered in areas that lack coverage with employment and training offices;
 - Service points will be set up at each local administrative unit;
 - Services offered by the NGOs will be contracted by the National Employment Service/NAES.
- **Implementation of the VET plan in areas lacking coverage;**
 - Needs for vocational training will be identified;
 - Redesigning the skills and qualifications package adjusted to the rural economy based on the evaluation of the skills gap analysis. The way and modality of offering vocational training defined and piloted. The way and modality of offering vocational training will be defined and piloted;
 - Roadmap for the training agenda for adults in Albania, based on the European agenda, completed;
 - Services offered in areas that lack coverage;
 - Vocational education courses offered for unemployed jobseekers, women and men, in areas
- **Increasing access to services, employment and VET programs for special groups;**
 - Modalities and procedures for contracting other stakeholders to offer the specified services;
 - Approved legal framework for contracting third parties for quality and timely implementation of employment programs;
 - Reviewing and developing new measures to promote employment (EPP) and active labour market measures (ALMP), as well as expanding the range and scope of programs offered. Encouraging special groups including consolidated models/procedures at the regional and local level.

Promoting reintegration into the labour market

- **Developing the scheme for the reintegration into the labour market of beneficiaries from the Economic Aid scheme;**
 - Employment services harmonized with the State Social Service, which address individuals' needs for those who face several disadvantages in order to maximise interaction between passive and active policies to identify and minimize discouraging factors for access to the labour market and to enable them to get out of the social welfare scheme. Reviewing the current welfare at work program focusing on improving the transition from cash benefits, improving employability and employment, as well as possibilities for expanding the program with bigger concentration on connections with EPP/ ALMM and reintegration into the labour market for women and men.
 - A monitoring mechanism will be established, which traces the situation of vulnerable women and men and/or those who have been excluded by society in Albania, including those affected by migration.
- **Encouraging internal mobility for employment;**
 - The information exchange system between employment offices for vacancies, to fill the offers among other regions, will be established and running.
 - Cooperation and referral mechanisms will be established for mediation of jobseekers in other regions.

D. STRENGTHEN THE GOVERNANCE OF THE LABOUR MARKET AND QUALIFICATION SYSTEMS.

Efficient employment and education and training policies require improved administration, effective use of financial resources and better identification, monitoring and evaluation of results. Improvement of the labour administration requires building the capacities of labour market institutions, i.e. the directorate at the ministry responsible for employment, migration and VET policies, the National Employment and Skills Agency, the National Agency for Vocational Education and Training and Qualifications (NAVETQ) and State Labour and Social Services Inspectorate (SLSSI) to manage their main tasks. The strategy for improvement of labour market governance is based on a multidimensional approach, on powerful social dialogue mechanism, and it includes:

Increasing the performance of labour market and qualification system governance.

Priority D is focused on increasing the performance of labour market and qualifications system governance by:

- **Establishing the National Agency for Employment and Skills (NAES) as the institution responsible for administration, observation and implementation of employment policies and management of public VET providers;**
 - Relevant by-laws will be drafted and adopted;
 - The structure and responsibilities of the institution in charge of observation and development of employment policies and VET management will be approved;
 - The NAES staff will be hired/reconfirmed;
 - The budget allocated according to the functions of the institution responsible for implementation of employment policies and management of VET providers;
 - Staff will be trained according to the relevant NAES functions and responsibilities and for application and management of programs financed by EU programs (EaSI, Erasmus+ etc.);
 - Structure/structures will be set up for administration, development and future perspective of VET in Albania; organizational chart and duties will be established;
 - Annual plans for VET development will be approved in accordance with the Action Plan of NESS and progress report ensured.
- **Strengthening the National Agency for Vocational Education and Training and Qualifications (NAVETQ);**
 - Structure and functions of NAVETQ will be approved in the relevant legal framework NAVETQ staff will be hired based on the new structure and organization, and for application and management of projects financed by EU (EaSI, Erasmus+, etc.);
 - Budget allocation will be done based on institution functions;
 - Staff will be trained, in accordance with their function and responsibilities.
- **Establishment of an operational Social Employment Fund (SEF);**
 - Composition, criteria and duties of Fund Administration Board will be approved;
 - The method of using the Social Employment Fund will be approved;
 - The SEF Secretariat will be set up;
 - Capacities will be set up for operating and implementing SEF;
 - A promotional campaign will be carried out for the novelties of the employment promotion law related to persons with disabilities;
- **Review financing and budgeting schemes at the VET provider level;**
 - The legal framework for financial management of VET providers will be approved and applied.

- Procedures for application of financing scheme including their own finances will be approved and applied.
- Guidelines and other support tools will be developed for implementation of financial procedures.
- **Strengthen the monitoring and evaluation system of policy-making in the employment and VET sector;**
 - The methodology paper will be developed;
 - Periodic reports will be prepared for measuring the efficiency of active labour market programs, vocational training, VET and employment services;
 - Evaluation and monitoring capacities will be set up.

Strengthening the role of social dialogue in labour market and vocational qualifications system governance

- **Consolidating the role of the National Labour Council;**
 - An Evaluation Report will be drafted for the 3-year activity of the National Labour Council (NLC);
 - The regulation for the functioning of NLC will be reviewed and approved;
 - DCM for representation criteria will be approved;
 - The mechanism for implementation of NLC recommendations will be approved and functional;
 - The National Labour Council will be reconstituted, upon completion of the term, based on new
- **Strengthening the role of VET National Council (VETNC);**
 - The legal framework for setting up and operating the VETNC will be approved, so that the VETNC is up and running;
 - Technical ad-hoc committees will be up and functional;
 - The Technical Secretariat will also be functional;
 - Capacities of the VETNC and the Technical Secretariat will be strengthened.
- **Strengthening the social dialogue for collective contracts and protection of employees' rights;**
 - The national database will be set up and accessible;
 - A national network for mediation and reconciliation will be set up;
 - The information system for registering disputes will be set up and functional;
 - Capacities of the national network for mediation and reconciliation will be set up.

Developing and improving the labour market and VET information system which provides safe and updated data

- **Development and implementation of a national labour market and VET information system;**
 - A developed design for the labour market and VET information system;
 - The labour market and VET information system will be set up at the Ministry;
 - The labour market information system will be functional based on applications that provide information linking options;
 - Updated information of the labour market and VET coordinated among institutions;
 - Periodic bulletins will be prepared with labour market and VET information.
- **Consolidation of mechanisms for forecasting skills for qualifications in the market, at the sectoral, national and local level;**
 - Periodic SNAs and other evaluations developed.

Developing and implementing the Albanian Qualifications Framework (AQF)

- **Maintaining the National Catalogue of Vocational Qualifications;**
 - Legal framework for implementation of AQF completed. New/reviewed vocational qualifications based on the labour market needs (according to the skill needs analysis). Updated qualification evaluation and certification system. VET credit system designed in accordance with ECVET. Mechanisms for including informal qualifications in the AQF and NAVETQ staff for implementation of this mechanism. Designed communication strategy and action plan for AQF. Completed reference report.
- **Set up and functioning of Sectoral Committees;**
 - Legal framework for setting up and operating sectoral committees, completed. A Sectoral Committee in one sector will be identified and piloted. Functioning mechanisms of SC and vocational qualifications validated in a piloted sector. Report on identified sectors. Setting up a Sectoral Committee in the second sector already identified.

The national legislation that regulates labour market governance is in accordance with the country's goals for social and economic development and integration, as well as with the European Union directives

- **Approximation of the relevant Albanian legislation with the EU Directives;**
 - An analysis of legal and institutional gaps for chapters 2 and 19 will be conducted. Legislation approximated and approved.

Institutions and bodies in charge of implementing this act

The Ministry of Finance and Economy, the National Agency for Employment and Skills, the National Agency for Vocational Education and Training and Qualifications and the State Labour and Social Services Inspectorate.

The Action plan 2019-2022 is attached to this strategy, according to strategic priorities, with costs and planned budget for every action. It has been drafted in cooperation with donors in this area. Each action will be achieved with the support foreseen in the Medium Term Budget Program, in the current donors' projects, and all projects foreseen for implementation. In addition, the indicators' passport is included in the Employment and Skills Strategy 2019-2022.

STRATEGY ANNEXES 2019-2022

A. Passport of Indicators.

B. Action plan.

Passport of Indicators NESS 2022

Indicator's name	1. Young people (15-29) outside the labour market as well as outside the school or training premises.	2. Unemployed jobseekers who benefit from employment promotion programs.	3. Incidence of long-term unemployment	4. Employment - population ratio 15-64 years	5. Labour force participation rate	6. Unemployment rate	Indicator's name
Type of Indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Type of Indicator
No....Date, Name of Document	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	No....Date, Name of Document
Relation to NSDI (No. of Pillar)	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Relation to NSDI (No. of Pillar)
Strategic goal / Objective in NSDI	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Strategic goal / Objective in NSDI
The purpose of corresponding policy	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs, Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs, Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs, Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs, Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs, Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs, Providing quality vocational training."	The purpose of corresponding policy
Specific Objective which the indicator relates to	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	Specific Objective which the indicator relates to
Indicator relevance	Employment	Employment	Employment	Employment	Employment	Employment	Indicator relevance
Source of performance indicator monitoring data	Labour Force Survey	Reports prepared by the National Employment Service	Labour Force Survey	Labour Force Survey	Labour Force Survey	Labour Force Survey	Source of performance indicator monitoring data
Institutions responsible for data collection	INSTAT MFE	NES/NAES	INSTAT	INSTAT	INSTAT	INSTAT	Institutions responsible for data collection
Description of Methodology	The indicator refers to persons who meet two conditions: they are not attending formal or informal education or training and they are not employed during the last 4 weeks of the survey.	Number of unemployed jobseekers involved in promotion programs	Number of unemployed jobseekers for a period of at least 1 year	The share of 15-64 year olds employed against the work force.	The share of work force (unemployed and employed) against the working age population.	The share of the total number of unemployed against the work force	Description of Methodology
Frequency of measurement	Annually Quarterly	Annually Annually	Annually Quarterly	Annually Quarterly	Annually Quarterly	Annually Quarterly	Frequency of measurement
Type of indicator: Cumulative/incremental	Cumulative	Cumulative	Incremental	Cumulative	Cumulative	Cumulative	Type of indicator: Cumulative/incremental
Direct or combined input	Direct	Direct	Direct	Direct	Direct	Direct	Direct or combined input
Calculation formula	No. of young people neither in education nor in training / total no. of youth	no. of unemployed jobseekers involved in promotion programs		no. of employed persons / population 15-64 years old	work force / working age population	unemployed / work force	Calculation formula
Data segregation		first tier second tier third tier	second tier	first tier second tier third tier	first tier second tier third tier	first tier second tier third tier	Data segregation
Highlight the course of change / trend of performance	Downward trend	Upward trend	Downward trend	Upward trend	Upward trend	Downward trend	Highlight the course of change / trend of performance
Baseline values	2018 24.4%	2018 18.3%	2018 67.4%	2018 59.5%	2019 68.3%	2019 12.8%	Baseline values
Target value / Target	2020 23.4% 2021 22.3% 2022 21.4%	2020 19.8% 2021 21.0% 2022 22.3%	2020 67.0% 2021 66.5% 2022 66.2%	2020 60.5% 2021 61.0% 2022 61.5%	2020 68.7% 2021 69.2% 2022 69.6%	2020 12.0% 2021 11.3% 2022 9.8%	Target value / Target
Current baseline value:	2019	2019	2019	2019	2019	2019	Current baseline value:
SDG - Title of the Sustainable Development Goal in line with UN	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	SDG - Title of the Sustainable Development Goal in line with UN

Passport of Indicators NESS 2022

Indicator's name	7. Young people (15-29) unemployment rate, by gender	8. Employment rate of vocational education graduates (excluding those who continue higher education)	9. The rate of individuals (25-64 years old) participating in lifelong learning processes	10. Gender gap in employment	11. The rate of GDP invested in employment promotion measures	12. Ratio of students attending vocational education and training, by gender	Indicator's name
Type of Indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator Outcome indicator ✓ Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Impact indicator ✓ Outcome indicator Output/ activity indicator	Type of Indicator
No...Date ..., Name of Document	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	National Employment and Skills Strategy 2014-2020, dated 26/11/2014	No...Date ..., Name of Document
Relation to NSDI (No. of Pillar)	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Pillar 5: Investment in human capital and social cohesion	Relation to NSDI (No. of Pillar)
Strategic goal / Objective in NSDI	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Increasing employment opportunities	Strategic goal / Objective in NSDI
The purpose of corresponding policy	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs. Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs. Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs. Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs. Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs. Providing quality vocational training."	"Promoting decent job opportunities and increasing employability of the work force through effective labour market policies, as well as by matching labour demand and supply from employment services, including: job vacancy information, employment mediation, career counselling and guidance, employment promotion programs, income support for the unemployed through unemployment benefits and vocational training programs. Providing quality vocational training."	The purpose of corresponding policy
Specific Objective which the indicator relates to	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	Offer quality vocational education and training to youth and adults.	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	"Improving employment services, by increasing the number of mediations, counselling and career guidance, targeting groups in need from the unemployed, Adjusting vocational training courses to the requirements of the labour market."	Specific Objective which the indicator relates to
Indicator relevance	Employment	Employment	Employment	Employment	Employment	Employment	Indicator relevance
Source of performance indicator monitoring data	Labour Force Survey	Labour Force Survey	Labour Force Survey	Labour Force Survey	Official statistics – national finance	Official statistics - educational	Source of performance indicator monitoring data
Institutions responsible for data collection	INSTAT	INSTAT	INSTAT	INSTAT	MFE	MFE	Institutions responsible for data collection
Description of Methodology	The share of the total number of unemployed aged 15-24 against the work force of this age		Share of the number of persons aged 25-64 participating in lifelong learning activities: training, access to information on education and training opportunities, foreign language skills, participation in cultural events, etc.	Difference in employment rate among women and men	State budget funds that are channelled to employment promotion programs		Description of Methodology
Frequency of measurement	Annually Quarterly	Annually Annually	Annually Annually	Annually Annually	Annually Annually	Annually Annually	Frequency of measurement
Type of indicator: Cumulative/incremental	Cumulative	Cumulative	Cumulative	Cumulative	Incremental	Cumulative	Type of indicator: Cumulative/incremental
Direct or combined input	Direct	Combined	Combined	Combined	Direct	Direct	Direct or combined input
Calculation formula	unemployed / work force (15-24)			men's employment rate - women's employment rate	expenditures on employment promotion programs / GDP		Calculation formula
Data segregation	second tier		first tier second tier			second tier	Data segregation
Highlight the course of change / trend of performance	Downward trend	Upward trend	Upward trend	Downward trend	Upward trend	Upward trend	Highlight the course of change / trend of performance
Baseline values	2019 23.1%	2018 64.0%	2017 0.9%	2018 14.3%		2018 18.3% / 21289	Baseline values
Target value / Target	2020 22.0% 2021 21.5% 2022 21.0%	2020 64.5% 2021 65.0% 2022 65.5%	2020 1.0% 2021 1.1% 2022 1.2%	2020 14.1% 2021 13.9% 2022 13.8%	2020 2021 2022	2020 19 % / 22000 2021 20.1% / 22500 2022 21.3 % / 23417	Target value / Target
Current baseline value:	2019	2019	2019	2019	2019	2019	Current baseline value:
SDG - Title of the Sustainable Development Goal in line with UN	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	SDG - Title of the Sustainable Development Goal in line with UN

I. STRATEGIC GOAL: Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.

II. Policy purpose: Foster decent job opportunities through active labour market policies

III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE: 10550/4130

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing	
A1. Modernize the Public Employment Service.									
A1.1 Functional reorganization of employment offices based on the National Employment Services Model.	10550	MFE/ NAES		III 2019	IV 2022				
A1.1.1 All employment offices reorganized following the National Services Model (one model, same standards and instruments).	10550			III 2019	IV 2022	276,000	269,892	5,711	396
A1.1.2 Service manual developed with descriptions of services, standards and tools of employment offices.	10550			III 2019	I 2020	38,436	27,211	11,226	
A1.1.3 The employment offices staff trained on how to implement the services manual, including counsellors in public employment services, according to the individualized in-depth plan of employment.	10550			I 2020	III 2020	80,087	52,430	26,715	942
A1.1.4 Periodic Employability Plan drafted according to tiers.	10550			I 2020	I 2020	7,069	7,069		
A1.1.5 Managerial staff of employment offices trained to implement the employability plan for special groups.	10550			I 2020	I 2020	19,700	10,303	9,098	299
A1.1.6 Quality of services from each office verified.	10550			III 2021	IV 2022	28,700	18,879	9,588	233
A1.1.7 The public, businesses and private and public organizations informed on the organization of services at three tiers, on the services manual, as well as on the employability plan.	10550			I 2020	IV 2020	5,203	4,578	609	16
A1.2 Modernization of technology infrastructure and systems in NAES.	10550	MFE/ NAES	NAIS; Civil Registry Offices; DPA; SSS	I 2019	IV 2022				
A1.2.1 Premises of employment offices organized and equipped in accordance with the standards of the National Employment Service Model.	10550			III 2019	IV 2022	427,000	403,143	23,049	808
A1.2.2 The new ICT system piloted and spanned in all the employment offices; it will be accessible for all the MFE institutions and other interested institutions; it will be adaptable so that it can enable categorization of jobseekers who are rearranged in profiles according to the functional statistical reporting module and online application processes.	10550		NAIS	III 2019	IV 2020	50,389	27,201	22,442	746
A1.2.3 The ICT system designed so it can be used by all the trained staff in the NAES employment offices at all the levels.	10550			I 2021	IV 2022	343,301	343,301		
A1.2.4 Performance measurement procedures reflected in the new information system for employment services.	10550			I 2021	IV 2021	5,701	5,588		113
A1.2.5 Functional report management module at specialist and office level.	10550			I 2021	IV 2021	5,621	5,588		33
A1.2.6 A digital map developed and functional at the regional and local level, for vacant jobs. It will have coverage over the entire territory of Albania and will be updated continuously with input by employers, NAES and jobseekers.	10550			I 2020	IV 2020	21,200	15,672	5,463	65
A1.2.7 A call centre established and functional based on the approved methodological manual.	10550			I 2019	I 2020	31,316	22,345	7,885	1,086
A1.2.8 NES / NAES website completed and updated with all the information for services at the three tiers; it will be easily accessible and user-friendly for all interested individuals.	10550			I 2021	IV 2022	18,393	6,720	11,524	148
A1.3 Application of the performance measurement system for provision of active labour market programs.	10550	MFE/ NAES		I 2019	IV 2022				
A1.3.1 The performance measurement and monitoring system established, set up and applied at all tiers.	10550			III 2020	IV 2020	27,900	18,576	9,286	38
A1.3.2 An evaluation document for human resources capacity drafted.	10550			IV 2020	I 2021	22,998	17,836	5,157	5
A1.3.3 The medium term plan on development of human resources for applying the performance system approved.	10550			I 2021	III 2021	8,370	7,214	1,093	64
A1.3.4 Staff trained according to the development plan.	10550			I 2021	IV 2022	47,692	47,692		
A1.3.5 The NAES and the regional and local employment offices human resources evaluated with performance indicators at all tiers.	10550			IV 2021	IV 2022	34,518	31,726	2,731	61
A2. Expanding the range and outreach of services and active labour market programs (ALMP).									
A2.1 Developing and diversifying the ALMPs based on the needs of groups with high risk of becoming long term unemployed..	10550	MFE/ NAES		I 2019	IV 2022				
A2.1.1 Needs of special groups assessed for support with ALMPs identified.	10550			I 2019	II 2019	37,520	21,364	15,955	201
A2.1.2 Legal and regulatory framework for the implementation of ALMPs reviewed based on law no. 15/2019 to support provision of improved and diversified ALMPs that are adaptable to special regions, on gender and special group issues.	10550			III 2019	IV 2019	7,256	4,524	2,731	1
A2.1.3 The self-employment program, designed and implemented.	10550			IV 2020	IV 2022	41,001	36,251	4,370	379
A2.1.4 A feasibility study conducted for the development, implementation, and analysis of the cost-benefit of an active labour market program that targets young people who are neither employed, nor in education, or in training (NEET).	10550			IV 2021	II 2022	2,730	2,730		
A2.1.5 The national action plan for the implementation of Youth Guarantee (focusing on NEET youth = not in training or employed) drafted. The Youth Guarantee scheme implemented for beneficiaries of NEET category.	10550			III 2022	IV 2022	4,796	4,796		
A2.1.6 Active labour market policies improved based on the monitoring results.	10550			III 2022	IV 2022	1,502	1,310		192
A2.2 Improvement of the planning and implementation process for promotional programs, in order to improve their efficiency and impact.	10550	MFE/ NAES		I 2019	IV 2022				
A2.2.1 Methodology (procedures) of prioritizing funds based on the scope of implementation of programs for employment promotion, developed and approved by the MFE.	10550			III 2020	IV 2020	2,258	949	1,093	216
A2.2.2 Funds distributed according to priorities and employability plans.	10550			I 2020	II 2022	9,000	5,329	1,093	2,578
A2.2.3 Programs promoting employment implemented throughout the country, effectively and efficiently, and gender equality provided, including contracting.	10550			I 2019	IV 2022	2,450,000	2,429,105	6,555	14,340
A2.2.4 Application criteria and evaluation scoring reviewed periodically.	10550			III 2020	IV 2022	13,695	6,673	6,555	467

I. STRATEGIC GOAL: Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.

II. Policy purpose: Foster decent job opportunities through active labour market policies

III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE: 10550/4130

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing	
A3. Guarantee decent jobs by strengthening the role and function of labour inspection.									
A3.1 Strengthening the inspection system and guaranteeing coverage of the whole territory with this system.	4130	MFE/ SLSSI		I 2019	IV 2022				
A3.1.1 A modern and professional inspection system set up throughout the country. It will guarantee enforcement of the labour legislation and occupational health and safety.	4130			I 2019	IV 2022	600,000	450,926		149,074
A3.1.2 The sub-legal framework for occupational health and safety approved.	4130			II 2019	IV 2019	2,015	1,500		515
A3.1.3 The practical Guidelines for inspection, based on the European Code of Inspection approved.	4130			I 2021	IV 2022	6,375	5,200		1,175
A3.1.4 The Program on Integrity and Prevention of Corruption at the State Labour Inspectorate approved and applied.	4130			I 2019	II 2019	48,000	47,500		500
A3.1.5 Action Plan for training in the State Labour Inspectorate approved and implemented.	4130			I 2019	IV 2022	61,260	61,260		
A3.1.6 Mechanisms set up for exchanging information with other implementing agencies (NES, tax offices), aiming to improve coverage of economic units and employees.	4130			II 2019	IV 2022	6,000	6,000		
A3.1.7 The existing legal and regulatory framework for job inspection adjusted with the EU directive on sanctions to employers who employ migrants without proper documents.	4130			I 2021	IV 2022	2,500	2,450		50
A3.1.8 The role of the State Labour Inspectorate empowered to enforce obligations set by the law on employment promotion and the Labour Code.	4130			I 2019	IV 2020	33,222	10,986		22,236
A3.2 Inspecting and monitoring the activity of private agencies for temporary employment.	4130	MFE/ SLSSI		IV 2019	IV 2022				
A3.2.1 Local partnerships which include private employment agencies together with other partners.	4130			IV 2019	IV 2022	60,961	1,100		59,861
A3.2.2 Private employment agencies regularly report to the respective authorities in charge, in a transparent way, on all services offered to the population (women and men) in Albania and abroad.	4130			I 2020	IV 2022	9,932	950	1,093	7,890
A3.2.3 There will be accurate and available statistics on the number of Albanian citizens (women and men) who have been offered employment.	4130			II 2020	IV 2022	14,500	13,607		893
A4. Developing and implementing the monitoring model for active labour market programs (ALMP) sensitive to gender issues.									
A4.1 Establishing and approving the monitoring model for ALMPs.	10550	MFE/ NAES		III 2019	IV 2019				
A4.1.1 The methodological framework for evaluation and monitoring drafted for the ALMPs.	10550			III 2019	IV 2019	11,152	6,667	3,824	661
A4.1.2 Instruments improved for monitoring inclusion of special groups in ALMPs.	10550			III 2019	IV 2019	11,252	6,667	3,824	761
A4.2 Implementing the monitoring plan for the ALMPs.	10550	MFE/ NAES		IV 2019	IV 2022				
A4.2.1 The monitoring structure for the active labour market programs set up.	10550			IV 2019	I 2020	103,746	26,976		76,770
A4.2.2 Active labour market programs periodically monitored based on standardized indicators.	10550			I 2020	IV 2022	125,000	124,145		855
A4.3 Preparation of ALMPs monitoring reports.	10550	MFE/ NAES		I 2020	IV 2022				
A4.3.1 ALMPs monitoring reports.	10550			I 2020	IV 2022	43,539	43,539		

- I. STRATEGIC GOAL:** Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.
- II. Policy purpose:** Offer quality vocational education and training to youth and adults
- III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE:** 9240/10550

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)	
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing		
B1. Optimize VET providers at the individual and network level to ensure a qualitative and diverse offer.										
B1.1	Diversification of the VET offer, aligned with the market needs.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	IV 2022				
B1.1.1	The VET offer diversified to reflect market needs, migration and demographic trends and principles of multi-functionality, equality, diversity and flexibility.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	IV 2022	5,297,866	5,037,973	86,173	173,720
B1.1.2	An offer updated based on the labour market needs.	9240	MFE/ NAVETQ/ NAES		IV 2019	IV 2022	596,265	596,265		0
B1.1.3	A report on the capacities of VET providers regarding the provision of post secondary vocational qualifications.	9240	MFE/ NAVETQ/ VET providers		IV 2019	I 2020	577	500		77
B1.1.4	Post secondary vocational qualifications selected from the providers.	9240			I 2020	I 2020	283,756	283,756		
B1.1.5	Consolidated legal framework for RPL. (Recognition of Prior Learning)	9240	MFE/ NAVETQ		IV 2019	IV 2020	492	472		20
B1.1.6	The RPL implementing institutions have a clear division of roles in applying RPL.	9240			IV 2020	IV 2020	157	157		0
B1.1.7	Priority sectors for RPL implementation have been identified.	9240			I 2021	II 2021	98	98		0
B1.1.8	The RPL is piloted in two occupations.	9240			III 2021	IV 2022	952	952		
B1.2	Reorganization of providers' network taking into consideration matching the offer to the regional demand.	9240	MFE/ NAVETQ/ NAES		IV 2019	IV 2022				
B1.2.1	Findings from providers performance evaluation.	9240/10550	MFE/ NAVETQ/ NAES		I 2020	II 2020	21,527	5,865	14,203	1,459
B1.2.2	Roadmap of operations and reorganization of VET providers network.	9240/10550			II 2020	III 2020	7,500	4,381	2,731	388
B1.2.3	The legal framework for the functioning and organization of VET providers adopted.	9240			IV 2019	I 2020	15,000	12,657	2,185	158
B1.2.4	Providers infrastructure improved based on the completed investments.	9240			IV 2019	IV 2022	4,044,843	2,547,544	145,936	1,351,363
B1.2.5	Organizational structures of VET providers approved and implemented.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	I 2020	18,000	12,562	4,611	827
B1.2.6	Developed and operational development units across all VET public providers as part of the structure.	9240			IV 2019	IV 2020	91,796	41,603	13,951	36,242
B2. Improve the VET information management system.										
B2.1	Analysis of the current situation of the information system/systems that operate in VET.	9240	MFE/ NAES		II 2020	IV 2022				
B2.1.1	Report on the current situation of the VET information management system.	9240			IV 2019	IV 2022	5,963	5,963		0
B2.1.2	Recommendations for establishing a unified VET information management system.	9240			II 2020	IV 2022	5,705	5,663		42
B2.2	Defining the VET information management model / system.	9240	MFE/ NAVETQ/ NAES NAIS/ INSTAT		III 2020	IV 2020				
B2.2.1	Unified VET information management system defined.	9240			III 2020	IV 2020	20,487	5,060	10,311	5,116
B2.3	Creating a unified information management system in VET.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2020	I 2022				
B2.3.1	Unified VET information management system updated.	9240			IV 2020	IV 2021	18,676	18,205		471
B2.3.2	Staffing capacity at national and provider level consolidated.	9240			IV 2020	I 2022	72,168	71,444		724
B3. Provide vocational education and training based on the quality assurance framework in the VET system.										
B3.1	Establishing and implementing a process of accreditation for public and private VET providers.	9240	MFE/ NAVETQ/ VET providers		IV 2019	IV 2022				
B3.1.1	Accreditation model of VET providers and programs approved.	9240	MFE/ NAVETQ		IV 2019	IV 2020	16,000	7,062	8,740	198
B3.1.2	Capacities of staff engaged in the accreditation process consolidated.	9240			I 2021	IV 2022	9,140	2,871	1,093	5,177
B3.1.3	VET providers (public and private) are accredited or under process of accreditation.	9240	MFE/ NAVETQ/ VET providers		I 2022	IV 2022	5,518	461	1,213	3,844
B3.2	Improvement of licensing and monitoring procedures for private VET providers.	9240	MFE/ NAVETQ/ NAES		IV 2019	IV 2022				
B3.2.1	Licensing procedures for private VET providers reviewed and approved.	9240			IV 2019	IV 2022	20,500	14,515	5,764	221
B3.3	Strengthening the inspection function of VET providers.	9240	MFE		IV 2019	IV 2022				
B3.3.1	The unit responsible for inspection, as well as the inspection standards and procedures defined.	9240			IV 2019	I 2020	5,575		5,463	113
B3.3.2	Plan for periodic inspection of VET providers implemented.	9240			I 2020	IV 2022	19,371			19,371
B3.4	Consolidation of the self-assessment process for public VET providers.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	IV 2022				
B3.4.1	VET public providers' self-assessment reports.	9240			IV 2019	IV 2022	48,085	43,353	4,732	
B3.4.2	Self-assessment process recommendations reflected in the providers development plans.	9240			IV 2019	IV 2022	40,000	36,422	2,792	786
B3.5	Setting up a monitoring system for public VET providers.	9240	MFE/ NAES / NAVETQ		IV 2019	IV 2022				
B3.5.1	The unit in charge of monitoring and standards of monitoring established.	9240			IV 2019	IV 2020	25,552	22,329	2,731	492
B3.5.2	Plans for periodic monitoring of public VET providers drafted and implemented.	9240			IV 2020	IV 2022	19,281	19,281		

I. STRATEGIC GOAL: Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.

II. Policy purpose: Offer quality vocational education and training to youth and adults

III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE: 9240/10550

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing	
B4. Strengthen connections between learning and work and facilitate transition to work.									
B4.1 Improving the model of internships in businesses in the public VET providers' system (WBL).	9240	MFE/ NAVETQ/ NAES/ VET providers	Social partners/ businesses	IV 2019	IV 2022				
B4.1.1 The model of internships in businesses is an integral part of VET programs and curricula.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	IV 2022	5,984	71,977	31,541	
B4.1.2 The regulatory package for the WBL model approved.	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	I 2020	1,381	157	1,213	11
B4.1.3 The business liaison officer function institutionalized in all the VET providers (as part of the development unit).	9240	MFE/ VET providers		IV 2019	IV 2022	12,500	1,300	11,161	39
B4.1.4 Trainings held for VET providers' staff and for businesses, on the implementation of the WBL model.	9240	MFE/ NAVETQ/ VET providers		I 2021	IV 2022	6,400	1,000	2,426	2,974
B4.1.5 A mechanism for evaluation (feedback) and improvement of the WBL model drafted and implemented.	9240	MFE/ NAVETQ/ VET providers		II 2020	IV 2022	1,181	570	607	4
B4.2 Strengthening cooperation between schools and businesses for various aspects of the implementation of what they provide (curricula, ongoing professional development of teachers, student evaluation, etc.).	9240	MFE/ NAVETQ/ NAES/ VET providers		IV 2019	IV 2022				
B4.2.1 Awareness campaigns for involving businesses in various aspects of the VET offer.	9240	MFE/ NAVETQ/ NAES;		IV 2019	IV 2022	23,211	15,754	7,279	178
B4.2.2 Cooperation agreements signed between VET providers and businesses.	9240	MFE/ VET providers		IV 2019	IV 2022	1,141	1,041		100
B4.2.3 Success stories of business engagement with VET promoted.	9240	MFE/ NAES/ VET providers		IV 2019	IV 2022	10,877	5,359	5,463	55
B4.3 Establishing the career guidance system for VET providers.	9240	MFE/ Providers / NAES		I 2020	IV 2022				
B4.3.1 Functions of career counselling within the development unit implemented.	9240	MFE/ Providers		I 2020	IV 2022	26,198	26,198		
B4.3.2 Capacities have been set up for career guidance and counselling within the development unit.	9240	(Development Unit)/ MFE / NAES		I 2020	IV 2022	18,816	18,816		
B4.3.3 An information system for career guidance set up.	9240	MFE / NAES		I 2020	IV 2022	19,029	19,029		
B4.3.4 Updated information on careers made available to VET students and trainees.	9240	MFE/ Providers/ NAES		II 2020	IV 2022	505	500		5
B4.4 Establishing a dual education model in the field of crafts.	9240	MFE/ NAVETQ	NCC	I 2020	IV 2022				
B4.4.1 The legal framework for the operation of the dual model of the National Chamber of Crafts approved.	9240			I 2020	IV 2022				
B4.4.2 Report on the stage of development of the National Chamber of Crafts.	9240			I 2020	IV 2022				
B4.4.3 Roadmap for the implementation of dual education drafted and implemented.	9240			I 2020	IV 2022	50			50
B5. Initial and ongoing professional development of VET directors, teachers and support staff.									
B5.1 Defining and implementing the model for initial qualification of VET teachers (related to the vocational subjects teachers)	9240	MFE/ NAVETQ		IV 2019	IV 2022				
B5.1.1 There is a standard initial qualification model defined for VET teachers.	9240			IV 2019	I 2020	14,077	236	13,834	8
B5.1.2 The legal framework for implementation of the initial qualification model for VET teachers approved.	9240			I 2020	II 2020	1,579	486	1,093	
B5.1.3 The initial qualification model for VET teachers implemented in compliance with the approved modalities and legal framework.	9240			II 2020	IV 2022	32,469	18,468	13,656	345
B5.2 Improving the recruitment/hiring policies for VET teachers;	9240	MFE		IV 2019	IV 2022				
B5.2.1 Procedures for hiring VET teachers approved and applied.	9240			IV 2019	IV 2022	1,257	100		1,157
B5.3 Ongoing qualification of teachers.	9240	MFE/ NAVETQ/ VET providers		I 2020	IV 2022				
B5.3.1 Training needs of VET teachers at the national level and at the level of VET providers identified regularly.	9240			I 2020	IV 2022	6,140	675	5,463	3
B5.3.2 The instruments necessary for the implementation of CPDVET have been developed and budgets are well defined.	9240			I 2020	IV 2022	9,733	3,126	6,555	52
B5.4 Initial and ongoing qualification for directors and support staff of VET providers.	9240	MFE / NAES		I 2020	IV 2022				
B5.4.1 Standard model, as well as initial and ongoing training packages for directors and support staff of VET providers.	9240			I 2020	I 2021	1,455	17,774	3,033	
B5.4.2 Trainings held for directors and support staff of VET providers.	9240			II 2021	IV 2022	71,616	69,558	1,820	239
B5.4.3 The networks of VET directors which exchange information/experiences for various problems.	9240			III 2020	IV 2022	15,524	15,524		
B6. Enhancing the VET image and informing on VET providers, qualifications and offer.									
B6.1 Organizing promotional, publicity and awareness campaigns on the importance and opportunities offered by VET and Lifelong Learning (LLL) for girls, boys, women and men in urban and rural areas.	9240	MFE/ NAES/ NAVETQ		IV 2019	IV 2022				
B6.1.1 More focused promotional events to reach out girls and women in urban and rural areas.	9240			IV 2019	IV 2022	24,341	24,341		
B6.1.2 Advising girls and boys to choose training in non-traditional professions and inclusion of girls in non-traditional courses, especially in sectors with high potential and productivity, publicly promoted.	9240			IV 2019	IV 2022	337,588	266,988		70,600
B6.2 Preparation for participation of VET students in national, European, and global skills competitions and media promotion.	9240	MFE/ NAVETQ/ VET providers		II 2020	IV 2022				
B6.2.1 Making Albania a member of EuroSkills/World Skills.	9240			II 2020	I 2021	177			177
B6.2.2 Participation of VET students/trainees in international competitions organized by EuroSkills and/or World Skills, upon becoming a member.	9240			I 2021	IV 2022	540			540

I. STRATEGIC GOAL: Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.

II. Policy purpose: Promote social inclusion and territorial cohesion

III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE: 10550/9240

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)	
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing		
C1.	Broaden the coverage, inclusion and effectiveness of employment and vocational education and training services for young people and adults including the population threatened by exclusion.									
C1.1	Evaluation of needs for employment and training services in areas that are not covered.	10550	MFE/ NAES	MARD INSTAT;	IV 2020	IV 2022				
C1.1.1	A report to assess needs for employment and VET services in areas that are not covered and are identified upon relevant recommendations.	10550			IV 2020	II 2021	1,798		1,798	
C1.1.2	The methodologies for statistical surveys reviewed in order to take into consideration women and men who live in uncovered areas.	10550		INSTAT	IV 2020	II 2021	556		556	
C1.1.3	Registration of unemployed jobseekers, be they women or men, from uncovered areas.	10550		MARD	IV 2021	IV 2022	31,021		31,021	
C1.2.	Drafting the plan of territorial coverage of employment and vocational education and training services;	10550	MFE/ NAES		II 2021	IV 2022				
C1.2.1	Detailed plan for offering employment and VET services in areas lacking coverage.	10550			II 2021	IV 2021	660		660	
C1.2.2	Defining employment services and guaranteed participation in VET programs for individuals that live in areas that lack coverage.	10550			IV 2021	IV 2022	13,000	12131	869	
C1.3	Implementation of service plan in areas that lack coverage.	10550	MFE/ NAES		I 2021	IV 2022				
C1.3.1	Cooperation modalities and agreements with local units, to establish mutual roles and kinds of service that will be offered in areas that lack coverage with employment and training offices.	10550			II 2021	IV 2022	278		278	
C1.3.2	Service points near local administrative units.	10550			II 2021	IV 2022	5,170		5,170	
C1.3.3	Services offered by the NGOs contracted by NES/NAES.	10550			I 2021	III 2022				
C1.4	Implementation of the VET plan in areas lacking coverage.	10550/9240	MFE/ NAVETQ/ NAES	Specialized NGOs	IV 2019	IV 2022				
C1.4.1	Needs for vocational training identified.	10550/9240	MFE/ NAVETQ/ NAES		IV 2019	IV 2019	6,379	100	3639.3	2,640
C1.4.2	Redesigning the skills and qualifications package adjusted to the rural economy based on the evaluation of the skills gap analysis. The way and modality of offering vocational training defined and piloted.	9240	MFE/ NAVETQ		I 2021	IV 2021	13,294	6000	7278.6	15
C1.4.3	Roadmap for the training agenda for adults in Albania, based on the European agenda.	9240			IV 2019	I 2020	6,500	1000		5,500
C1.4.4	Services offered in areas that lack coverage.	10550/9240	MFE/ NAVETQ/ NAES		IV 2019	IV 2022	97,246	75000		22,246
C1.4.5	Vocational education courses offered for unemployed jobseekers, women and men, in areas that lack coverage.	10550/9240			IV 2019	IV 2022	3,321	2000		1,321
C1.5	Increasing access to employment and VET services for special groups.	10550/9240	MFE/ NAES	Specialized NGOs	III 2019	IV 2022				
C1.5.1	Modalities and procedures for contracting other stakeholders to offer the specified services.	10550/9240			III 2019	IV 2019	8,285		2,185	6,100
C1.5.2	Approved legal framework for contracting third parties for quality and timely implementation of employment programs.	10550/9240			I 2020	IV 2020	1,593		1,093	500
C1.5.3	Budget defined and contracted at the specialized NGOs.	10550/9240			I 2020	IV 2021	140,000		133,441	6,559
C1.5.4	Reviewing and developing new measures to promote employment (EPP) and active labour market measures (ALMP), as well as expanding the range and scope of programs offered. Encouraging special groups including consolidated models/procedures at the regional and local level.	10550/9240			I 2022	IV 2022	5,110		2,731	2,379
C2.	Promote reintegration into the labour market.									
C2.1	Developing the scheme for the reintegration into the labour market of beneficiaries from the Economic Aid scheme;	1110/10550	MFE/ NAES	MHSP Local government units;	II 2020	IV 2022				
C2.1.1	Employment services harmonized with the State Social Service, which address individuals' needs for those who face several disadvantages in order to maximise interaction between passive and active policies to identify and minimize discouraging factors for access to the labour market and to enable them to get out of the social welfare scheme. - Reviewing the current welfare at work program focusing on improving the transition from cash benefits, improving employability and employment, as well as possibilities for expanding the program with bigger concentration on connections with EPP/ ALMM and reintegration into the labour market for women and men.	1110/10550			II 2020	IV 2022	41,016		4,916	36,100
C2.1.2	A monitoring mechanism established, which traces the situation of vulnerable women and men and/or those who have been excluded by society in Albania, including those affected by migration.	1110/10550			II 2021	IV 2022	22,131		12,131	10,000
C2.2	Encouraging internal mobility for employment.	10550	MFE/ NAES		I 2020	IV 2022				
C2.2.1	The information exchange system between employment offices for vacancies, to fill the offers among other regions.	10550			I 2020	IV 2022	2,426		2,426	
C2.2.2	Establishing cooperation and referral mechanisms at employment offices for mediation of jobseekers in other regions.	10550			III 2020	IV 2022	4,157		3,639	518

I. STRATEGIC GOAL: Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.

II. Policy purpose: Strengthen the governance of the labour market and vocational qualification system

III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE: 10550/9240/1110

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)	
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing		
D1. Increase the performance of labour market and qualification system governance.										
D1.1	Establishing the National Agency for Employment and Skills (NAES) as the institution responsible for administration, observation and implementation of employment policies and management of public VET providers.	10550	MFE/ NAES	DPA	II 2019	IV 2022				
D1.1.1	Relevant by-laws drafted and adopted.	10550			II 2019	I 2020	6,116	2,002	4,114	
D1.1.2	The structure and responsibilities of the institution in charge of observation and development of employment policies and VET management approved.	10550		DPA	III 2019	IV 2019	2,731	2,731		
D1.1.3	The NAES staff hired / reconfirmed.	10550		DPA	III 2019	II 2020	180,000		180,000	
D1.1.4	The budget allocated according to the functions of the institution responsible for implementation of employment policies and management of VET providers.	10550			I 2020	IV 2022	1,799		1,799	
D1.1.5	Staff trained according to the relevant NAES functions and responsibilities and for application and management of programs financed by EU programs (EaSI, Erasmus+ etc.)	10550			I 2020	IV 2021	20,000	19,119	881	
D1.1.6	Structure/structures set up for administration, development and future perspective of VET in Albania; organizational chart and duties established.	10550			IV 2019	IV 2020	1,093	1,093		
D1.1.7	Annual plans for VET development approved in accordance with the Action Plan of NESS and progress report ensured.	10550			I 2020	IV 2022	1,830	1,093	738	
D1.2	Strengthening the National Agency for Vocational Education and Training and Qualifications (NAVETQ).	9240	MFE/ NAVETQ	DPA/ ASPA	IV 2019	I 2021				
D1.2.1	Structure and functions of NAVETQ approved in the relevant legal framework.	9240			IV 2019	I 2020	200	200		
D1.2.2	NAVETQ staff hired based on the new structure and organization, and for application and management of projects financed by EU (EaSI, Erasmus+, etc.).	9240		DPA	I 2020	IV 2020	71,745	300	71,445	
D1.2.3	Budget allocated based on institution function.	9240			I 2020	IV 2020	200	200		
D1.2.4	Staff trained in accordance with their functions and responsibilities.	9240		ASPA	II 2020	I 2021	16,752	364	16,388	
D1.3	Establishment of an operational Social Employment Fund (SEF).	10550	MFE/ NAES		IV 2019	IV 2022				
D1.3.1	Composition, criteria and duties of Fund Administration Board approved.	10550			IV 2019	II 2020	1,999	1,093	906	
D1.3.2	The method of using the Social Employment Fund approved.	10550			II 2020	IV 2022	7,648	7,648		
D1.3.3	SEF Secretariat set up.	10550			I 2020	II 2020	545		545	
D1.3.4	Capacities set up for operating and implementing SEF.	10550			I 2020	III 2020	805		805	
D1.3.5	Promotional campaign for PWD-related innovations in the employment promotion law.	10550			IV 2019	II 2020	578		578	
D1.3.6	Establishing a network of NGOs with a focus on PWD.	10550			I 2020	III 2020	68		68	
D1.4	Review financing and budgeting schemes at the VET provider level.	9240	MFE/ NAVETQ		IV 2019	III 2020				
D1.4.1	The legal framework for financial management of VET providers approved and applied.	9240			IV 2019	II 2020	503	452	51	
D1.4.2	Procedures for application of financing scheme including their own finances approved and applied.	9240			III 2020	III 2020	300	300		
D1.4.3	Guidelines and other support tools for implementation of financial procedures.	9240			III 2020	III 2020	251	251	0	
D1.5	Strengthen the monitoring and evaluation system of policy-making in the employment and VET sector.	9240/10550	MFE/ NAES/ NAVETQ		I 2020	IV 2022				
D1.5.1	The methodology paper developed.	9240/10550			I 2020	III 2020	2,957	226	2,731	
D1.5.2	Periodic reports for measuring the efficiency of active labour market programs, vocational training, VET and employment services.	9240/10550			I 2020	IV 2022	22,212	1,581	10,379	10,252
D1.5.3	Evaluation and monitoring capacities developed.	9240/10550			III 2020	IV 2022	1,581	1,581		
D2. Strengthen the role of social dialogue in labour market and vocational qualifications system governance.										
D2.1	Consolidating the role of the National Labour Council.	1110	MFE		I 2019	IV 2022				
D2.1.1	Evaluation report for the 3-year activity of the NLC.	1110			I 2019	IV 2022	10,585		10,585	
D2.1.2	The regulation for the functioning of NLC reviewed and approved.	1110			II 2021	IV 2021	251		251	
D2.1.3	DCM for representation criteria approved.	1110			II 2019	I 2020	251		251	
D2.1.4	The mechanism for implementation of NLC recommendations approved and functional.	1110			III 2019	I 2020	251		251	
D2.1.5	The National Labour Council reconstituted, upon completion of the term, based on new criteria.	1110			IV 2020	I 2021	167		167	
D2.2	Strengthening the role of the VET National Council.	9240	MFE/ NAVETQ		IV 2019	IV 2022				
D2.2.1	The legal framework for the establishment and operation of the VETNC approved.	9240			IV 2019	IV 2019	108	108	0	
D2.2.2	VETNC established and operational.	9240			IV 2019	IV 2022	478	200	278	
D2.2.3	Technical ad-hoc committees established and operational.	9240			I 2020	IV 2022	452	300	152	
D2.2.4	Technical Secretariat functional.	9240			IV 2019	IV 2022	1,078	600	478	
D2.2.5	Capacities of the VETNC and the Technical Secretariat strengthened.	9240			I 2020	IV 2022	200	200		
D2.3	Strengthening the social dialogue for collective contracts and protection of employees' rights.	1110/10550	MFE/ NAES	Social partners/ SLSSI	I 2019	I 2020				
D2.3.1	The national database set up and accessible;	1110/10550	MFE/ NAES		II 2019	IV 2019	251		251	
D2.3.2	A national network for mediation and reconciliation set up.	1110/10550			I 2019	IV 2019	2,068		2,068	
D2.3.3	The information system for registering disputes set up and functional.	1110	MFE		III 2019	I 2020	502		502	
D2.3.4	Capacities of the national network for mediation and reconciliation set up.	1110			III 2019	IV 2019	21		21	

I. STRATEGIC GOAL: Promoting quality jobs and opportunities for all Albanian women and men throughout their lifecycle with the aim of transforming into an inclusive labour market by 2022.

II. Policy purpose: Strengthen the governance of the labour market and vocational qualification system

III. BUDGET PROGRAM 1 CONTRIBUTING TO POLICY PURPOSE: 10550/9240/1110

Action Plan NESS 2022

	Baseline reference with budget program outputs	Responsible institutions		Implementation deadline		Indicative cost (in '000 ALL)	Source of coverage (in '000 ALL)		Financial gap (in '000 ALL)	
		Leading institutions	Participating institutions	Start time	End time		State Budget	Foreign financing		
D3. Develop and improve the labour market and VET information system which provides safe and updated data.										
D3.1	Development and implementation of a national labour market and VET information system.	9240/10550	MFE/ NAES/ NAVETQ	INSTAT SSS	IV 2019	IV 2022				
D3.1.1	A developed design for the labour market and VET information system.	9240/10550			IV 2019	I 2020	28,066	6,062	15,774	6,230
D3.1.2	The labour market and VET information system set up at the Ministry.	1110			I 2020	III 2020	101			101
D3.1.3	The labour market information system is functional based on applications that provide information linking options.	9240/10550			IV 2020	IV 2020	65,000	65,000		
D3.1.4	Updated information of the labour market and VET coordinated among institutions.	9240/10550			IV 2020	IV 2022	4,000	4,000		
D3.1.5	Periodic bulletins with labour market and VET information.	9240/10550			IV 2020	IV 2022	7,370	3,000	4,370	
D3.2	Consolidation of mechanisms for forecasting skills for qualifications in the market, at the sectoral, national and local level.	10550	MFE/ NAES	INSTAT	IV 2020	IV 2022				
D3.2.1	Periodic SNAs and other evaluations.	10550	MFE/ NAES	INSTAT	IV2020	IV 2022	3,278		3,278	
D4. Developing and implementing the Albanian Qualifications Framework (AQF).										
D4.1	Maintaining the National Catalogue of Vocational Qualifications.	9240	MFE/ NAVETQ	MESY/ Task Force of AQF	IV 2019	IV 2022				
D4.1.1	Legal framework for implementation of AQF completed.	9240		MESY/ Task force of AQF	IV 2019	IV 2022	1,538	1,526		12
D4.1.2	New/reviewed vocational qualifications based on the labour market needs (according to the skill needs analysis).	9240		Task Force of AQF	IV 2019	IV 2022	45,000	28,000	15,047	1,953
D4.1.3	Updated qualification evaluation and certification system.	9240		AQF	IV 2019	IV 2020	11,400	5,000	1,093	5,307
D4.1.4	VET credit system designed in accordance with ECVET.	9240			IV 2020	IV 2022	8,000	8,000		
D4.1.5	Mechanisms for including informal qualifications in the AQF and NAVETQ staff for implementation of this mechanism.	9240			IV 2020	IV 2022	2,085	1,500		585
D4.1.6	Designed communication strategy and action plan for AQF.	9240			II 2020	III 2021	315			315
D4.1.7	Completed reference report.	9240			IV 2019	I 2021	11,500	600	5,463	5,438
D4.2	up and functioning of Sectoral Committees.	9240	MFE/ NAVETQ		IV 2019	IV 2022				
D4.2.1	Legal framework for setting up and operating sectoral committees, completed.	9240			IV 2019	IV 2022	2,500	2,500		
D4.2.2	1 Sectoral Committee in an identified sector piloted.	9240			IV 2019	IV 2020	582	400		182
D4.2.3	Functioning mechanisms of SC and vocational qualifications validated in a piloted sector.	9240			I 2020	IV 2020	10,694	4,000	5,463	1,231
D4.2.4	Report on identified sectors.	9240			I 2021	II 2021	2,000	2,000		
D4.2.5	Setting up a Sectoral Committee in the second sector already identified.	9240			II 2021	IV 2022	6,000	6,000		
D5. The national legislation that regulates labour market governance is in accordance with the country's goals for social and economic development and integration, as well as with the European Union directives.										
D5.1	Approximation of the relevant Albanian legislation with the EU Directives.	10550	MFE/ NAES	MHSW/ MoI	III 2019	IV 2022				
D5.1.1	An analysis of legal and institutional gap for EU chapters conducted	10550			III 2019	IV 2019	2,731		2,731	
D5.1.2	Legislation approximated and approved	10550			III 2019	IV 2022	15,061			15,061

