

FINDINGS OF THE IC SURVEY “ON THE WORKFORCE CHALLENGES”

October, 2022



**Rrjeti i
Profesionistëve
të rinj**

OBJECTIVE & METHODOLOGY

WHY?

The topic was voted by KI members as an emergency challenge

SURVEY OBJECTIVE

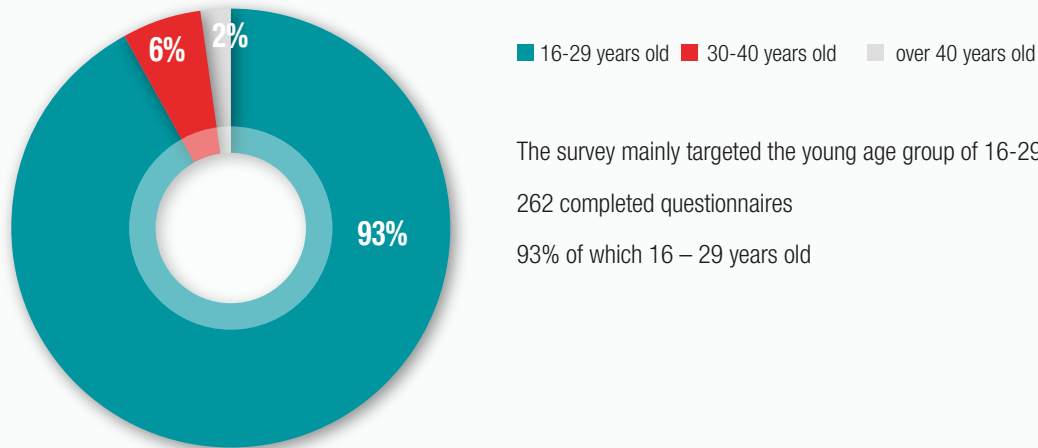
The mini-survey with young people was undertaken to compare the findings from the survey with the business and to obtain the perception of the youth regarding this current challenge of the country

METHODO- LOGY

- » Structured questionnaire
- » Sent by email Economic Faculty, UT & Young Professionals Network
- » Facebook – Target age 16-29 years;
- » 262 anonymous questionnaires completed online during September - October 2022

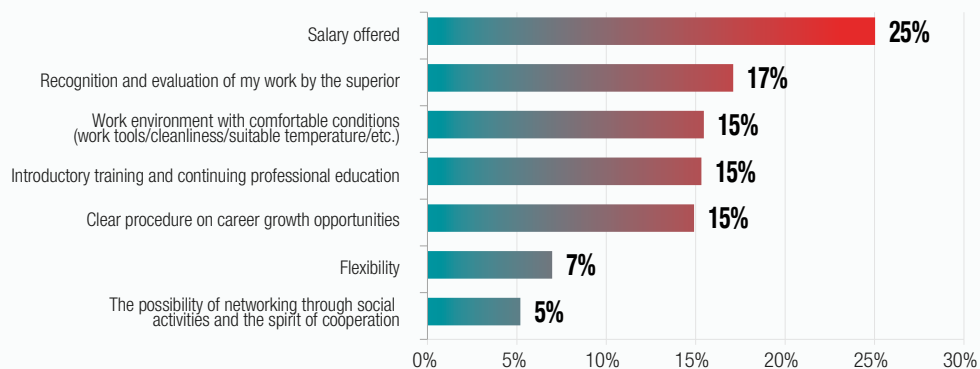
b. SAMPLE – 262 QUESTIONNAIRES

Age group



c. MOTIVATION IN WORK

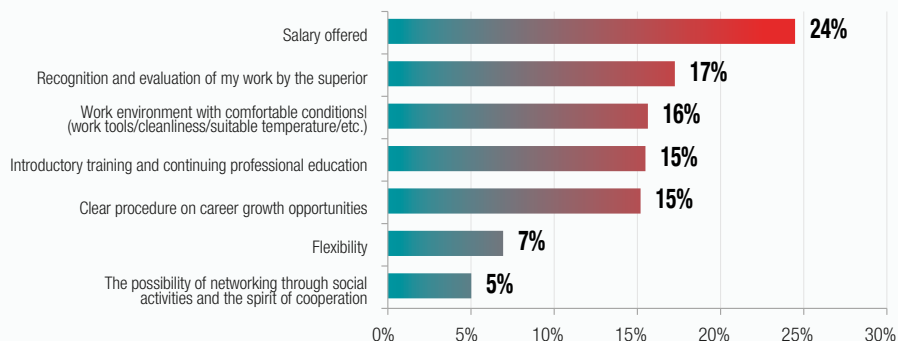
Based on your experience, what do you consider to be the 3 most motivating points in employment?



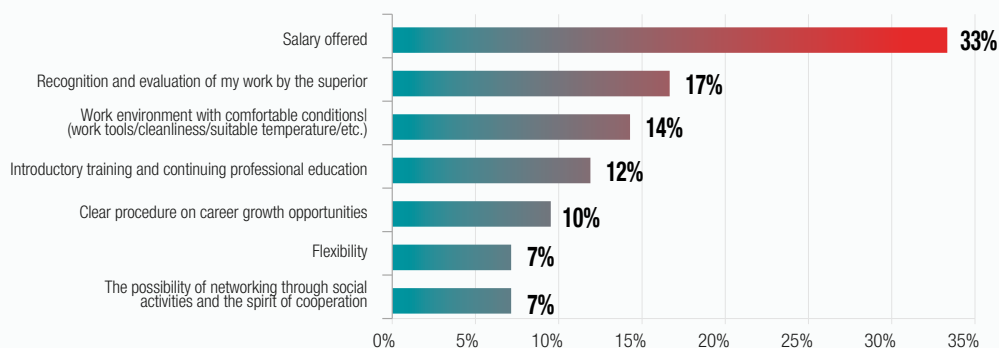
- » **Salary**
- » **Recognition and evaluation of work**
- » **Work environment**

In contrast to the above, the age of 30-40 years old evaluates Introductory training and continuing professional education to 3rd place

Based on your experience, what do you consider to be the 3 most motivating points in employment? 16 - 29 years old

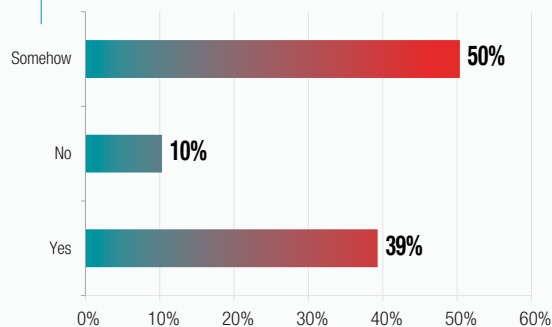


Based on your experience, what do you consider to be the 3 most motivating points in employment? 30 - 40 years old



d. EDUCATION AND WORK

Did the knowledge gained during your education (professional/ University/Post-University training) serve you in your current job:



» Link University/Vocational School – Labor market

» 39% agree that education is necessary

Context:

The entrepreneur appreciates education, although in many cases they emphasize that the education system and the skills required in the labor market, especially soft skills, do not match; - (Survey and consultation with businesses)

In particular, this year business cooperation with universities/vocational schools/employment offices has increased (Consultations with businesses)

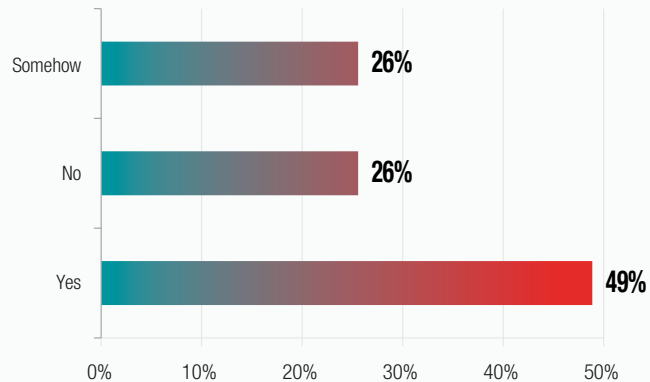
e. TRAINING IN THE WORKPLACE

Was part of the training provided by your employer also training for soft skills (communication/customer service/time management/group work/respect/etc)?

- » **Soft skills are being valued more than technical skills in the labor market**
- » **They are considered very important in all professions**
- » **49% admit to being trained in soft skills**

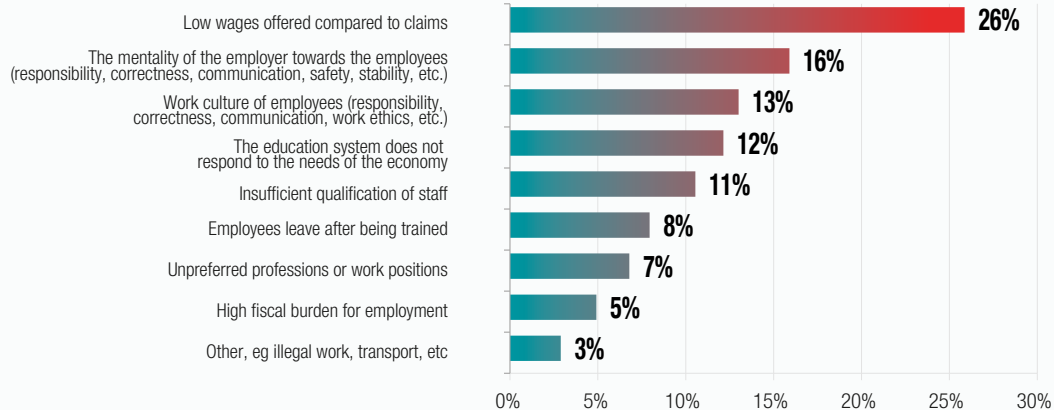
Context:

- Work culture and soft skills are considered insufficient by the private sector valuing the workforce, not only among young people.
- Willingness to learn/career growth – lacking among young people (business perception)



f. CHALLENGES IN THE LABOR MARKET ACCORDING TO YOUNG PEOPLE

In your general opinion, what are the 3 most important employment problems in the economic sector where you are/aspire to be employed?



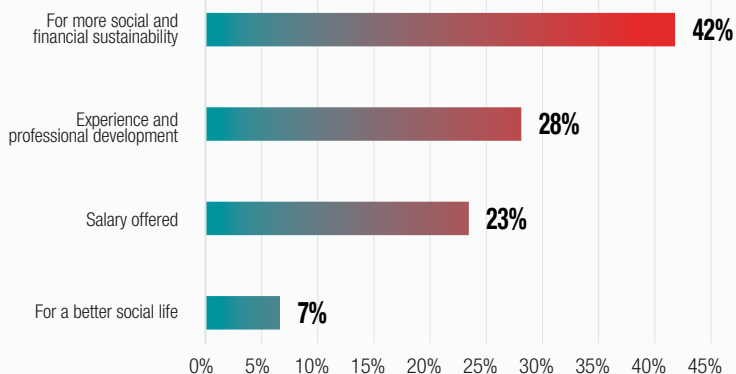
g. EMPLOYMENT CHALLENGES ACCORDING TO BUSINESS

In your general opinion, what are the biggest employment problems in the economic sector where your company operates?



h. EMIGRATION – WHY?

If you were to consider employment outside Albania, what would be the primary reason:



» Why do young people want to leave the country?

Context:

The private sector is looking for new ways to secure the labor force, mainly from abroad, for which they state that they have cultivated the culture of work which seems to be missing in the labor force in the country



TOPICS FOR DISCUSSION

1. HOW DO YOU GET INFORMATION REGARDING JOB OFFERS?
 2. IS SALARY THE MAIN REASON FOR LEAVING?
 3. WHAT SHOULD BE CHANGED IN THE EMPLOYER'S MENTALITY?
 4. DO YOU THINK WORK CULTURE IS MISSING AMONG YOUNG PEOPLE?
 5. WHAT SHOULD CHANGE IN THE RELATIONSHIP: UNIVERSITY/VOCATIONAL SCHOOLS/PRIVATE SECTOR/INTERNSHIPS?
 6. INFORMALITY – DO YOU ACCEPT IT, OR ARE YOU AGAINST IT?
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