

Belgrade, 26th November 2013

The image of vocational technical profiles in Serbia

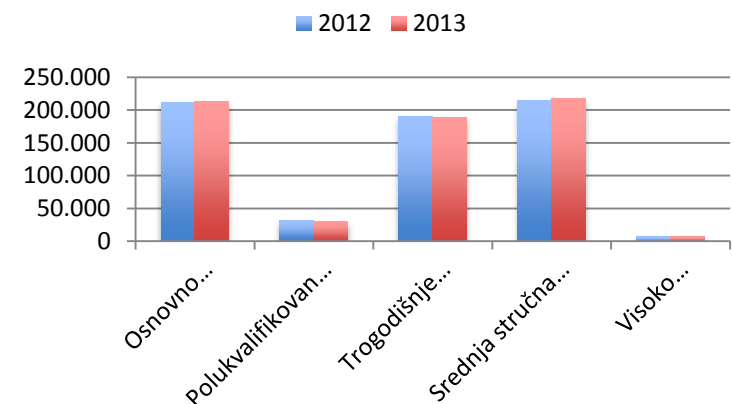
The research task

- Overview of the state of vocational technical profiles from the point of:
 - Labour market with the focus on deficit profiles
 - Serbian education system
 - Market needs for human resources
 - Attitudes and opinions of children of pre-secondary school age and parents of pre-secondary school children
- Methodology of work: Collecting the existing data, interviews, surveys

*Unemployment in Serbia by the qualification level – 2012/2013

- **Unemployment slightly declines** for semi-qualified workers and craftsmen and staff with three-year education
- For all other profiles, unemployment rises

				Osnovno obrazovanje		Polukvalifikovana radna snaga		Trogodišnje obrazovanje		Srednja stručna sprema		Visoko obrazovanje	
	Mesec	Ukupno	Žene	Ukupno	Žene	Ukupno	Žene	Ukupno	Žene	Ukupno	Žene	Ukupno	Žene
Nezaposlena lica	Oktober 2013	760,052	390,727	212,952	107,217	30,151	15,644	189,304	75,566	217,916	127,204	6,817	1,289
	Oktober 2012	752,678	391,827	211,485	108,551	31,722	16,675	190,530	77,798	215,138	127,641	6,713	1,252
Prvi put traže zaposlenje	Oktober 2013	266,233	152,641	99,544	61,197	7,042	4,668	53,022	23,248	66,989	38,026	512	207
	Oktober 2012	266,148	154,590	98,932	61,848	7,703	5,100	54,987	24,493	66,617	38,771	557	225
Novoprijavljeni na evidenciju	Oktober 2013	41,543	21,262	9,507	4,510	1,002	487	9,297	3,573	12,219	6,726	335	73
	Oktober 2012	44,114	22,128	10,416	4,943	1,232	588	10,559	3,899	12,921	7,081	296	60
Zaposleni sa evidencije	Oktober 2013	20,860	11,236	3,909	2,001	1,556	772	5,055	2,120	6,515	3,811	127	58
	Oktober 2012	20,658	11,705	3,016	1,660	966	509	4,024	1,816	8,351	4,945	107	47
Brisanje i prestanak vođenja evidencije	Oktober 2013	57,657	2,798	13,457	6,410	1,813	930	14,813	5,327	17,315	9,256	576	104
	Oktober 2012	53,751	26,237	13,346	6,462	1,843	988	13,755	4,955	15,669	8,474	550	89



Data on last year's enrollment to secondary schools in four regions

*Belgrade

	Total number of classes	Unfilled classes
Mechanical	49	21 (43%)
Chemistry	18	5 (28%)
Wood and Forestry	5	4 (80%)
Textile and Leather	13	11(84%)
Construction and Geodesy	18	13(72%)
Pagriculture and Food-processing	22	18(81%)

*Nišavski region

	Total number of classes	Unfilled classes
Mechanical	11	7 (63%)
Chemistry	4	3 (75%)
Wood and Forestry	1	1 (100%)
Textile and Leather	2	2(100%)
Construction and Geodesy	5	4(80%)
Pagriculture and Food-processing	7	7(100%)

**Šumadijski region

	Total number of classes	Unfilled classes
Mechanical	17	15 (90%)
Chemistry	4	2 (50%)
Wood and Forestry	2	2 (100%)
Textile and Leather	1	1(100%)
Construction and Geodesy	3	1(33%)
Agriculture and Food-processing	4	3(75%)

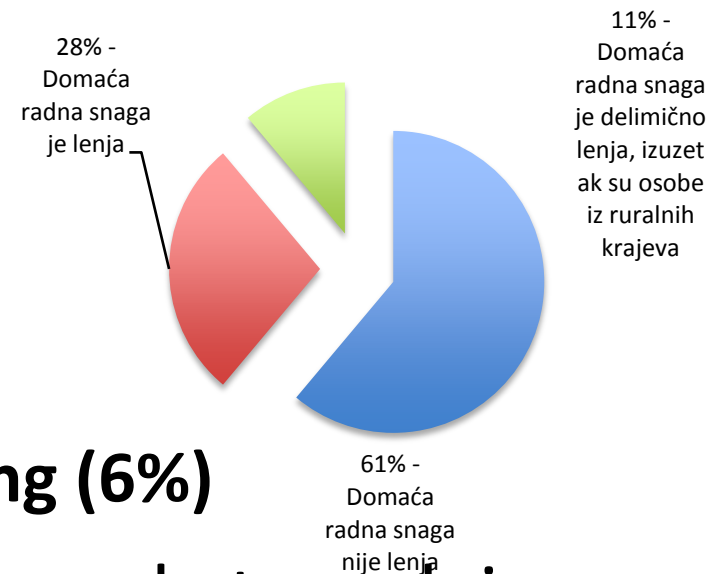
**Južnobački region

	Total number of classes	Unfilled classes
Mechanical	34	32 (94%)
Chemistry	12	4(25%)
Wood and Forestry	6	2 (33%)
Textile and Leather	4	4(100%)
Construction and Geodesy	7	3(42%)
Agriculture and Food-processing	17	15(90%)

****¼ of secondary school students in Serbia
tend to acquire grammar school education**

The attitude of employers on youth employment

- *40% of employers resists youth employment
- **Why?
 - **Lack of practice (66%)**
 - Lack of work habits (17%)
 - Irresponsibility of youth (11%)
 - **Low salaries are not motivating (6%)**
- However, out of 18 employers only two claim that they do not have labour force shortages

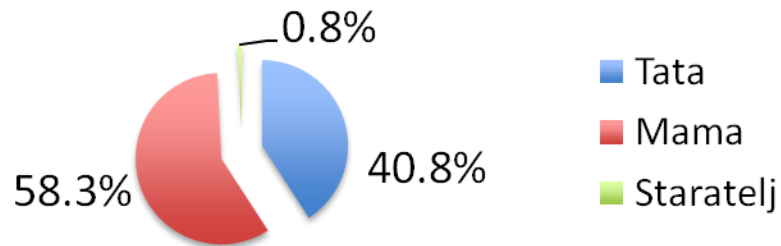


Competences and availability of young staff

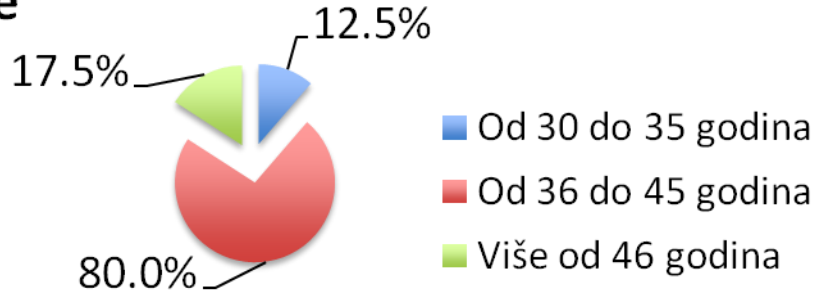
- 15 interviewees stated that they were not satisfied with competences of secondary school graduates (83%)
 - Lack of previous working practices
- They perceive that there are available economists(50%), managers (44%) and lawyers (33%) on the labour market far more than needed, while on the other hand there is a lack of trained craftsman
- 12 employers would gladly become involved in attracting students through the programme of vocational practice, one would even offer scholarships

Attitudes and opinions of children and parents on crafts

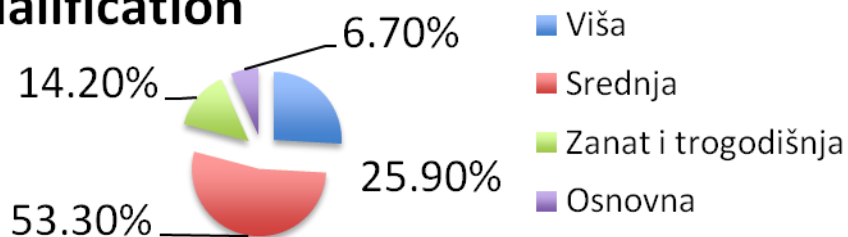
Parents: N = 120



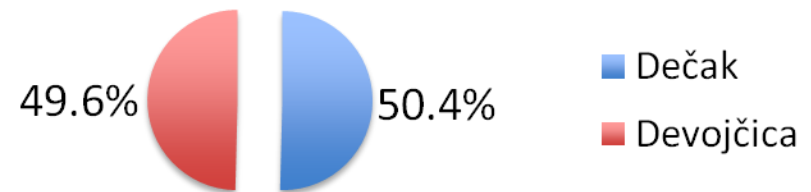
Age



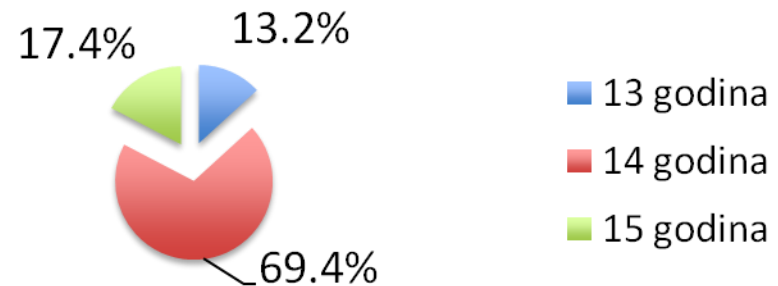
Qualification



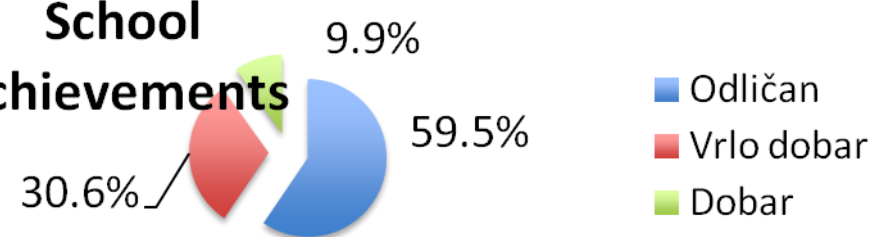
Children: N = 121



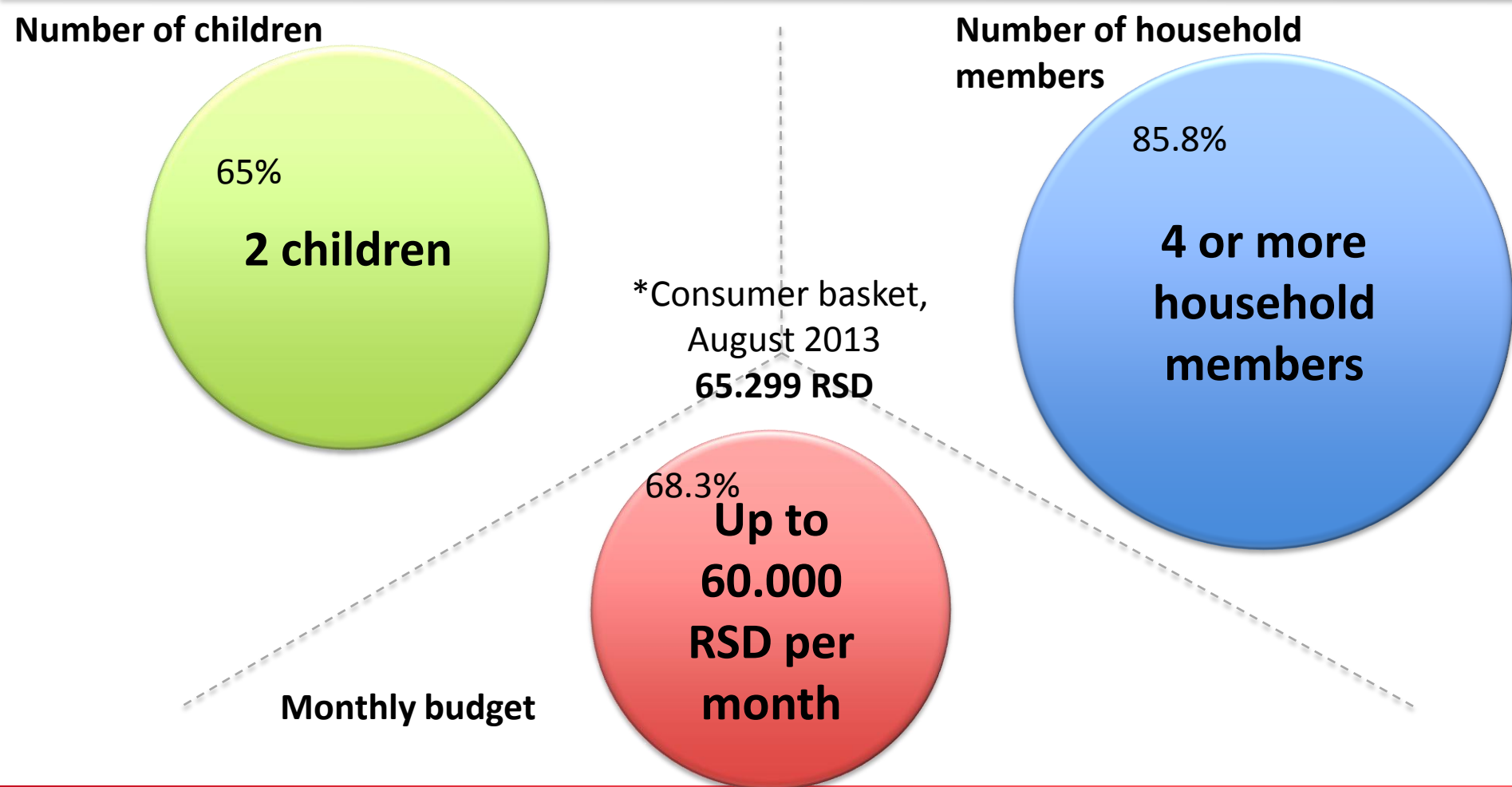
Age



School achievements

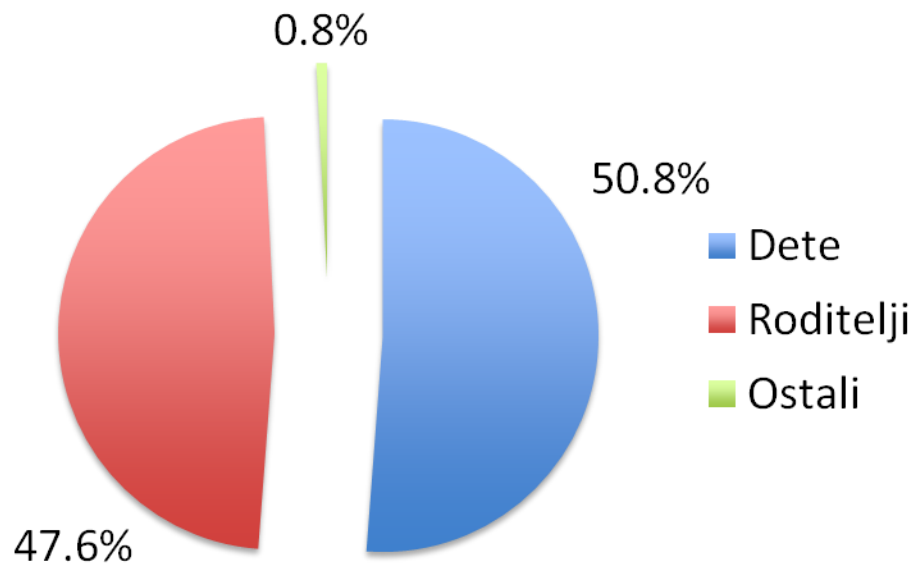


Family finances in Serbia

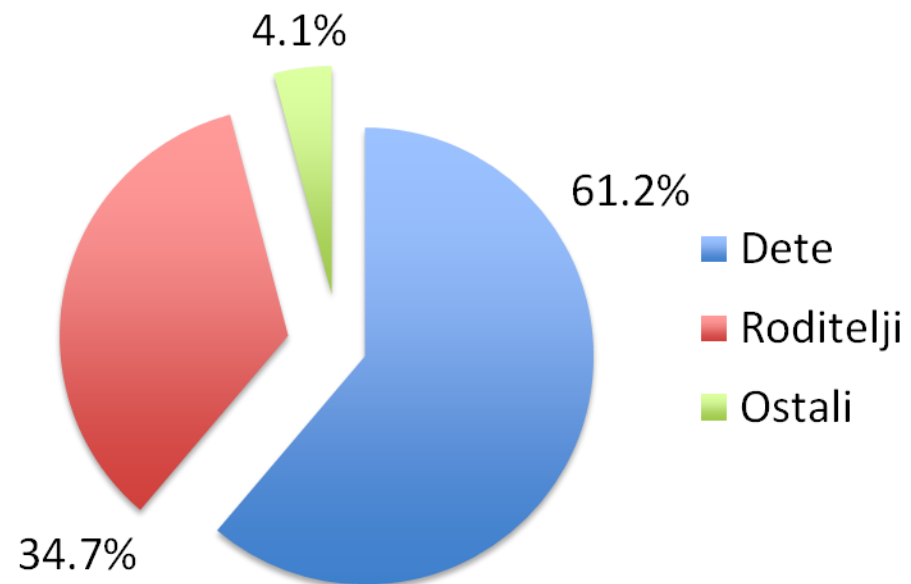


Who in the family has the greatest influence on a child's choice of occupation?

Parents:



Children:



The main criteria for the choice of occupation

What parents think:

First criterion

Salary - 31,7%

Love for the job – 26,7%

Talent – 20%

Second criterion

Getting a job easily- 36,7%

Love for the job – 15%

Talent t – 14.2%

Third criterion

Salary – 25,8%

Employability – 20,8%

Talent – 16.7%

What parents think their children think:

First criterion

Salary - 40%

Love for the job – 35,8%

Talent – 13,3%

Second criterion

Getting a job easily– 28,3%

Love for the job– 18,3%

Talent – 16.7%

Third criterion

Love for the job – 17,5%

Salary – 15%

Talent, Getting a job easily-
, legal employment – 10.8%

How do children actually think?

I am talented for it, it is fun, I like to do it (cumulatively) – 70.2%

With this job I could go abroad and find employment – 10,7%

Salary – 9,9%

The main criteria for selection of work in the context of a craft/three-year school

- **Parents emphasise salary and getting a job easily as the main criteria for selection of a school, but:**
 - 54.5% of children point out that they would not enroll a craft/three-year school if they had the salary for the life they want. 54.2% of the parents agrees with that attitude.
 - 78.5% of children think that getting a job immediately after school completion is not a strong enough motive to enroll a craft/three-year school
- Despite highlighting personal satisfaction with the job as an important motive for enrollment to secondary school, 52.9% of children would not enroll a craft even if they knew they would do a job interesting to them

There is parents' resistance to crafts/three-year schools

- 91.7% of parents want their child to finish faculty
- 18.3% intend to insist on this, while 27.5% do not exclude this influence mechanism (in total 45.8%)
- 41.7% is against their child completing a three-year school or a craft

9 out 10 parents want their child to finish faculty, almost ½ is ready to implement certain mechanisms to make it happen.

The parents' reasons for resistance to three-year schools/crafts

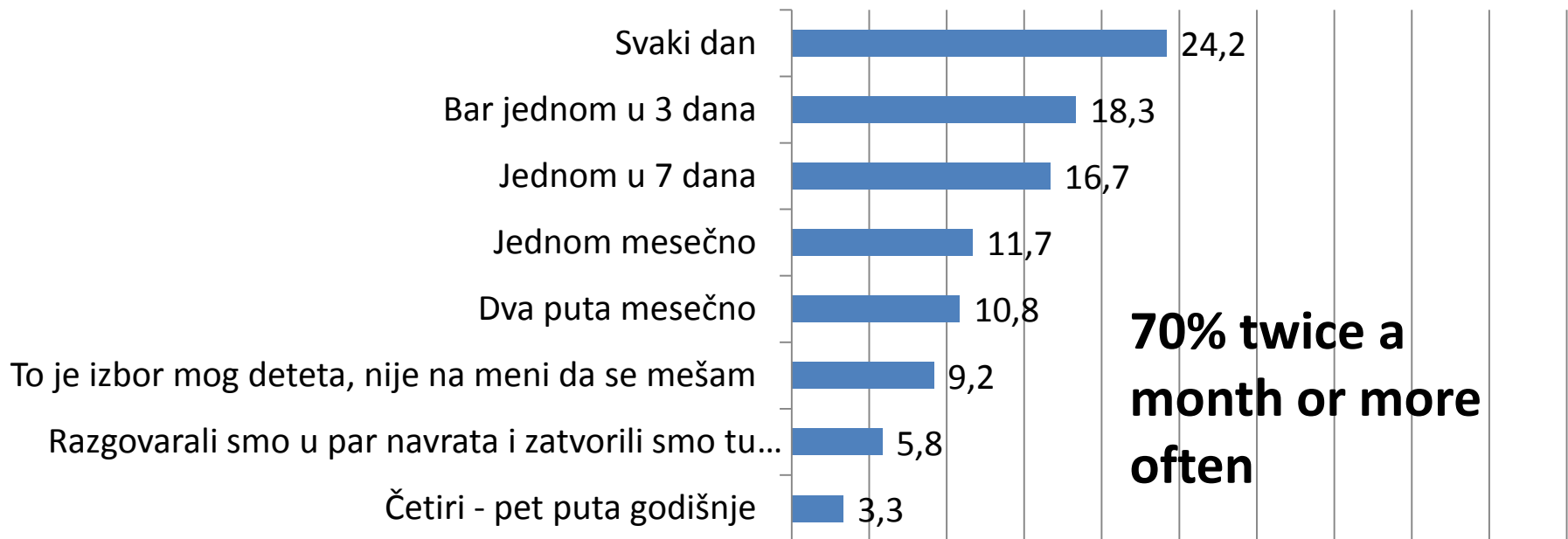
First criterion	Second criterion	Third criterion
Can finish a faculty without difficulties- 25%	Will have to work hard- 15%	Low social status – 15%
Low salaries – 18,3%	Low salaries – 12.5%	Hard to find a job – 20.8%
Hard to find a job – 10.8%	Hard to find a job – 8.3%	Low salaries, can finish a faculty – 7.5%

Low salaries, hard to find a job?

- Most parents (55%) **do not know which professions in Serbia lead to finding a job more easily**
- *Media company B92 in its research on “grey economy of crafts ” claims that a ceramist, parquet installer, plumber, mechanic, electrician, heating handyman, installer, AC servicer, carpenter **earn from 50.000 to 140.000 RSD per month**

Parents' suggestions/advice to children on occupation choice

- Parents claim that they regularly talk to their children about occupation choice

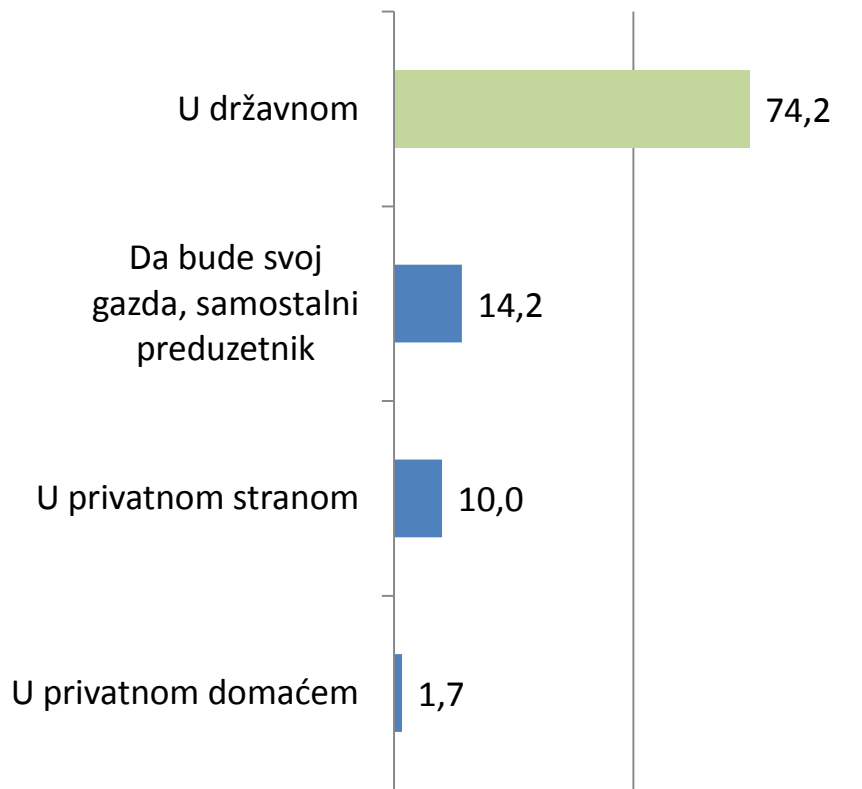


Information - parents

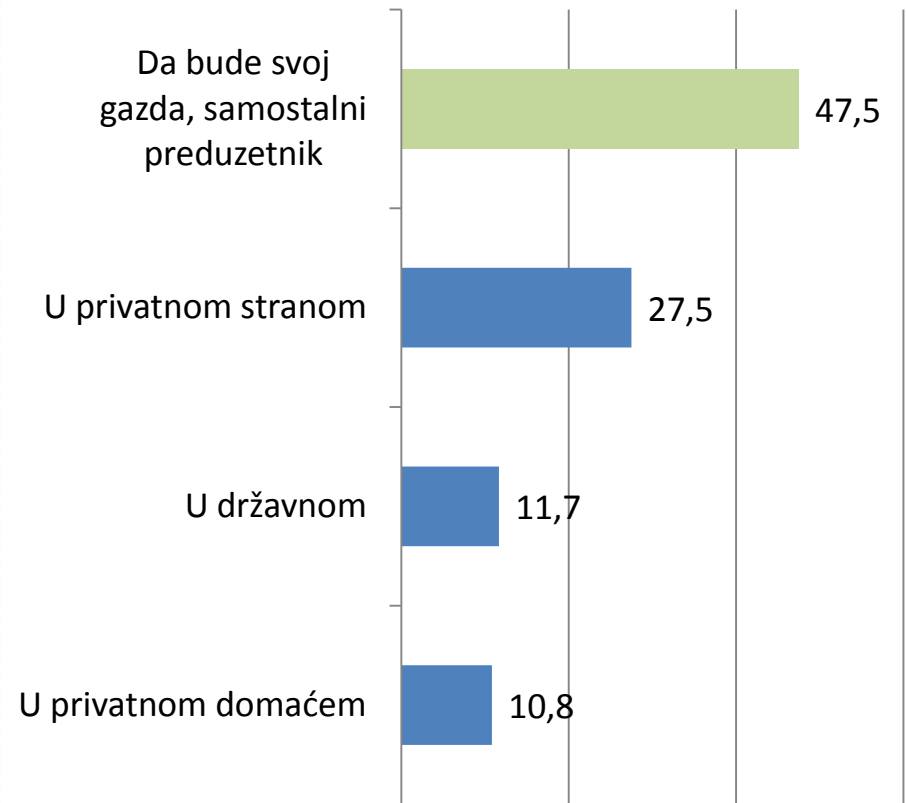
- **Parents:**
 - **1/3 of parents do not inform themselves** on what their children will learn when they enroll a certain school
 - 2/3 of parents who search for information (actively or superficially), are informed on the basis of:
 - Information from friends 25.8%
 - Mass media 16.7%
 - Internet, 14.2%
 - **For only 6.7% of parents elementary schools are sources of information**
- **Children:**
 - Unlike their parents, they use Internet more for gathering information – 48.8%
 - However, **parents are the basic source of information for 54.5% of children**
 - School and friends are a source of information for 30% of children (several choices were offered)

Type of businesses parents wish their child to find a job

First choice:



Second choice:



Summary

Market situation

- The choice of future occupation is mostly influenced by those who will do it - students – to whom the main criterion for occupation selection is that they are talented for it, that they have fun when doing it and that they like it. Despite that in one question they claim that these are the most important criteria, more than half of the students would not enroll a craft, even when all of them are fulfilled
- Communication potential of local self-governments is not sufficiently used
- Dissatisfaction of employers with practical knowledge of new staff is evident
- Parents are not sufficiently informed, they have an unrealistic perception of the environment, but half of them tries to influence their child's occupation selection

Recommendations

- Inform children on characteristics of deficit occupations
- Local self-governments can be a link between the local market needs and creation of education policy
- Employers are interested in providing vocational practices – this should be used
- Direct communication activities to parents with the focus on the real state, needs and market opportunities
- Elementary schools (teachers and head teachers) are a direct communication channel with parents whose potential should be used

Thank you!

Questions?