



**EU.EM.NET: European systematic approach for employers' engagement to  
anticipate skills requirements**

**and support quality assurance (QA) in VET**

Project No. 527838-LLP-1-2012-1-SK-LEONARDO-LNW

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**EU.EM.NET Employers Forum Report**

**WP7**

**Country: Republic of Macedonia**

**Partner: Association Centre for Economic and Social Development**

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**Overview of sections**

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## **Section 1: Organisation**

### **1.1 Selection of the invited**

*Please describe briefly how you selected the invited persons. Please describe briefly also how did you approach the invited persons.*

The invited representatives were selected based on the conclusions on the workshop for future skills. Thus, the participants were representatives that work as umbrella associations that advocate for the benefit of the employers in the national education bodies as well as individual employers in the T&H sector .

### **1.2 Type of event, venue, logistics, duration**

Type of event (workshop, meeting, other – please specify): Meeting

Venue: Stopanska komora na Makedonija (Economic Chamber of Macedonia)

Date: 19 October 2015

Duration: 2 hours

Description: *Please describe briefly how did you choose the type of the event and why.*

We have chosen to organise the event in the form of meeting after consultation with the Economic Chamber and feedback that a meeting would bring better setting to:

- Create relaxed, friendly and cooperative atmosphere
- Approach that can inspire open expression of opinions

## **Section 2: Content**

### **2.1. Course of action**

*Please describe the course of action of the Employers Forum organized by you/your organisation. Be as detailed as possible.*

The Forum was organised in joint efforts with the Economic Chamber of Macedonia that is the umbrella organisation having separate association for tourism and hospitality companies. The members of the Chamber are hotels and catering companies that work closely on issues relevant for the topic of the education in the T and H sector in the country.

The meeting started with brief introduction to the project and the output from the workshop implementing the Methodology. The findings were presented to the employers and the staff of the chamber as key issues that were identified as priority for moving in direction of future engagement of the employers in the process of skills anticipation.

The employers have found that the conclusions of the workshop held are in line with the reality and that indeed they are agreeing that training programmes should have new impetus and work hand in hand of the new needs in the industry. Some companies especially in the most intensive tourist areas like Skopje and Ohrid are following the tourists' requirement by engaging external trainers that can provide additional training courses to their employed staff in serving, preparing, introducing varieties in the menus etc.

The employers self reflected that their interest in the VET schools is not recognised enough by them selfs as it appears that the quality of the workforce coming from the schools is not sufficiently high. However they consider that frequent interaction for particular occasions like national holidays and or presentation fairs first will create trust in between the school and the employers will make space for exchange and better knowledge of the people within the schools (staffs their motivation and enthusiasm) all this as initiating steps towards establishing mixed committees that can work on certain regular level in coordination with the national institutions concerned on the issues of the teaching programmes.

### **2.2 EU.EM.NET products/deliverables presented**

*Please indicate which EU.EM.NET products/deliverables were presented during the activity (use the Application form or the Timetable - both available on the project website - for reference).*

*Have you used the „Pre-workshop questionnaire on indicators for employer's engagement“ (p. 98 of the updated Core Methodology distributed by Martin Stark of P2- abif and also Part 3 of this document)*

During the meeting we have presented the report of the State of Play in Macedonia (WP2) with comparative reference of the situation in the region as well as EU.

Furthermore we have presented the case study from Croatia and United Kingdom as two examples that refer to the steps those countries have taken to move forward to the employers engagement in

the T&H sector and also the report and the recommendations after the future skills workshop held in Macedonia.

We decided not to use the pre-workshop questionnaire as we have elaborated the concept of the meeting the purpose and their feedback was collected via phone and e-mail in less formal way.

### **2.3 Feedback of the participants**

*Please describe the feedback of the participants – towards the products, quality indicators, event and project in general. Use quotations/statements of participant(s) reference, if available.*

The participants have stressed out following:

“Very open and honest meeting where I could express openly critics towards State institutions but also learn about efforts that exist in the field of skills and education”

“Good to know about other examples in countries that have specific problems and proposed steps towards solution on similar issues”

“I like the idea to be part of presentation days in the VET schools”

### **2.4 Partner’s (organiser’s) experience**

*Please describe your experience from the point of view of the host of the event.*

As organiser of the event we are satisfied of the motivation of the participant and the interaction that washed during the meeting.

### **2.5 Any other information**

*Please use this space to provide any other information/comments that you would like to share.*

### **Section 3: Summary (for dissemination)**

*Please provide a brief summary (approximately one page – when, where, who, why, what, results & recommendations) with the title „EU.EM.NET Employers Forum in Macedonia“ about the workshop/event for dissemination purposes.*

*The text will be accompanied with logos (project, LLP, partners) and 1-2 pictures from the event and used for the website (but not only).*

#### ***„EU.EM.NET Employers Forum in Macedonia“***

The employers and the VET schools have spent one especially dedicated meeting for the purpose of enhancing the cooperation in the matters of the skills and the quality of the skills of the students.

The meeting was organised by the Centre for Economic and Social Development in cooperation with the Economic Chamber of Macedonia. 10 participants 8 employers and 2 representatives from the VET school from Skopje have given their feedback over the overall project deliverables. They have used the conclusions from the future skills workshop where the Core Methodology was put in practice to initiate exchange of fresh ideas and possibility to organise something differently than usual and actual start cooperation as first step towards better mutual understanding of the employers needs.

#### **Section 4: Annexes**

*Please provide the following documentation with the Employers Forum Report (in electronic form):*

List of participants (copy/scan is enough)

Invitation (if any)

Presentation(s) ( if any)

Photographs