



PHOTO PROTOCOL

DC dVET Regional Workshop (Albania)

from 22nd - 23rd Oct 2025





Welcome Remarks

Representatives of the Albanian government

- **Jorjeta Marko**, Director of Social Insurance Policies General Directorate of Employment, VET and Social Insurance Policies, Ministry of Economy and Innovation, Albania
- **Klevis Hysa**, General Director National Employment and Skills Agency (NAES), Albania

Local representatives of donor organisations

- **Philipp Arnold**, Deputy Head of Mission and Head of Swiss Development Cooperation, Swiss Embassy Albania
- **David Muckenhuber**, Head of the Regional Coordination Office of the Austrian Development Agency, Albania
- **Dr. Irina Kausch**, Head of ProSEED 2.0, GIZ, representing Country Director GIZ in Albania





Setting the stage: “Why is dual VET relevant?”

Speech and presentation by **Ingrid Portenkirchner**,
Head of DC dVET Secretariat

The presentation available on [DC dVET website](#)



Keynote (ETF): Regional Patterns in (Dual) VET: What Can We Learn from Comparative Insights?

Presentation by **Floriana Folisi**,
(Human Capital Development expert, Knowledge Hub for Skills and Jobs Unit, European Training Foundation)

Presenting studies and comparative insights from the European Training Foundation.

Country studies on WBL available on [ETF website](#)



2 Cases from the region, 8 years of implementation – **what can we learn?**



**Pitches of 2 projects.
Learning from experiences:**

S4J - from a school's perspective and framework conditions and key challenges

E4E - 8 years of experience and implementation of dual VET in North Macedonia

Learn more about the projects [here!](#)

Fation Dragoshi
(Project Manager, Skills4Jobs (S4J), Albania)

Kurt Wüthrich
(Education4Employment (E4E)
North Macedonia)

Katharina Walker
(Helvetas)



Liudmila Stih

Ministry of Education and Research, Moldova

Mirjana Kovacevic

Serbian Chamber of Commerce

Majlinda Riznavolli

Project Manager Matching skills to jobs (MSJ)
Swisscontact Kosovo

Arjeta Pucca

CEO Timak

Elona Qehajaj

Director Hospitality and Tourism Vocational High School of
Tirana, Albania

Panel Discussion:

What are the regional perspectives on dual VET from business, TVET institutions, and policy-makers?





Voices of the private sector:

3 parallel interactive sessions on experiences, challenges, and recommendations



Session 1: What is the business case for dual VET?

Discussants:

- Arjeta Pucca, CEO Timak
- Mladen Mojsilović, HR Director, PWO Serbia
- Nora Jashari, Chief Marketing Officer, Viva Fresh, Kosovo

Key Messages

Dual VET is not only a necessity, but an obligation due to a dried out labour market, and there is lots of human capital to grow the labour market. Dual VET is an investment for companies, and the return for companies, it is more financially feasible than importing specialists.

It is crucial to equip young learners with basic skills such as soft skills, and alongside with their trade teach them discipline and structure. Companies most suitable for dual VET are companies with long-term experience and stability.



Voices of the private sector:

3 parallel interactive sessions on experiences, challenges, and recommendations



Session 2: What are the key financial considerations in implementing dual VET?

Discussants:

- Saidakhror Rakhimov, Bunjodkor Textile
- Mila Cicovic, INMOLD GROUP d.o.o., Serbia

Key Messages

Benefits of Dual VET outweigh the costs (in Uzbekistan by threefold), recruitment on open labour market costs more time and energy than training in-house.

Even if apprentices leave one company for another, companies are often in exchange and have a type of “swap” system.



Voices of the private sector:

3 parallel interactive sessions on experiences, challenges, and recommendations



Session 3: How can business associations and chambers strengthen dual VET systems?

Discussants:

- Boris Trimcev, North Macedonian Economic Chamber of Commerce
- Mihai Bilba, Vice President, Moldovan Chamber of Commerce
- Aleksandra Milic, Serbian Chamber of Commerce
- Agon Jusufi, Kosovo Chamber of Commerce

Key Messages

- Mandates usually reflect responsibilities for selection and preparation of training companies, advisory services for companies, quality assurance for the WBL part of dual VET, capacity building
- Financing models: a market approach (Chambers offering paid services) seems more sustainable than subsidies (Chambers receiving funds per apprentice)
- Capacity building in the chambers is crucial – there is potential for peer-learning from other Chambers in the region
- Chambers can play a role for supporting MSMEs (eg. by organising rotations or setting up inter-company trainings)
- Balancing the different interests of different companies is value added by Chambers and associations – Expectation Management and Quality Management are key



DC dVET expert support and flagship products

Short presentation from Ingrid Portenkirchner on the available resources and documents from the DC dVET, where to find them and the topics covered.

For details, check out [DC dVET Website](#)

Reflection

Live-Testimonials from Uzbekistan and Armenia on the cooperation with DC dVET expert consultations

Find more information [here](#) on the expert consultations

Birthday cake celebration of 10 years of DC dVET, the steering committee was invited to cut the cake.





WELCOME / RECONNECTING

DC dVET Regional Workshop (Albania)
Day 2





What Can We Learn from Successes and Challenges in VET Projects?

4 parallel interactive sessions led by VET projects



Session 1: How can donors coordinate effectively to support VET reform (in Kosovo)

The discussion focused on four areas: challenges, enablers, next steps, and recommendations.

- Kosovo's VET system faces resource constraints and limited private sector trust in graduate readiness. Early efforts were donor-led with minimal Ministry of Education ownership, compounded by weak coordination between government levels and school reluctance to engage.
- A key success has been donor harmonization, enabling joint strategic planning and regular coordination meetings that shaped national VET policy. The creation of a VET commission chaired by the Prime Minister, along with stronger ties to the Chamber of Commerce, signaled growing political commitment and public-private collaboration.
- Momentum continues with the Ministry leading a new VET roadmap and expanding occupational profiles from 16 to 21 to better match labor market needs. VET is now a top government priority, with plans for a formal donor coordination mechanism to boost transparency and impact.
- Recommendations include agreeing on shared donor principles, establishing a joint VET platform, finalizing the legal framework, and improving coordination to avoid project duplication.

Special thanks to Lirie Lokaj (GIZ), Ralph Rothe (LuxDev), Kushtrim Bajrami (Swisscontact) and Arjeta Lleshi (SDC)



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Session 2: Developing a checklist and guiding questions for legal reforms in dual VET

- Armenia's dVET reform (2017–2024) moved from pilots to a new national law, shaped through broad stakeholder consultations and emphasizing flexible sectoral application. The law integrates dual VET into the formal system, defines actor roles, sets company participation criteria, and links associations to curriculum development.
- Challenges included limited private sector engagement and weak chamber involvement, addressed via capacity-building and demonstrating economic benefits. Implementation relied on training cycles, pilot-driven evidence, and incentives like tax breaks, higher student stipends, and college-run enterprises, with planning for monitoring and communication.
- DC dVET presented its checklist for legal reforms (based on several advisory activities on the topic). The checklist serves as a guideline and was discussed and “tested” in the session. It will be completed and updated and presented in its final version 2026. Colleagues from Armenia illustrated the contents of the checklist with their experiences (e.g. regarding the level of detail of regulation in the law; ecosystem with actors and their responsibilities...)

Special thanks to Yulia Stakyan (GIZ Armenia) and
Aram Babayan (GIZ Armenia)



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Session 3: Cost Benefit Case studies in VET - what can they reveal and where are their limits

Experiences from Uzbekistan shared important learnings from a project perspective to implement a cost-benefit process in collaboration with DC dVET:

- Important starting criteria is that 2 DC dVET member projects agree on a joint process and set objectives;
- Pre-assessment: analyse your TVET system to understand whether it makes sense to conduct a cost-benefit analysis;
- Data collection with companies through a questionnaire – important learning: the questionnaire needs to be tested by a company on feasibility & understanding (Business language);
- Assessment of results: include a plausibility check; companies might not understand the questions of the survey; individual follow-up is required;
- Aspects for consideration: companies are reluctant to share sensitive data; personal follow-up is required; build Trust and consider cultural aspects; be careful with generalizations: consider carefully each context

Special thanks to Cornelia Steinigen (GIZ Uzbekistan) and Katharina Jaik



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Session 4: The Regional Challenge Fund: Data-driven and cross-regional insights on mobilising the Private Sector and institutionalising dual VET in the Western Balkans.

- The fund has acquired knowledge and learned from lessons on how to deal with various challenges in mobilising the private sector (e.g. MSMEs with little resources and time to invest in application procedures, companies not wanting to cooperate with competitors), such as: Develop communication strategies with chambers, having flexibility in criteria and adapt it to lessons learned, equipping schools is a first quick solution to start journey of dual VET, achieve first joint benefits, kicking-in a vicious circle of increasing the attractiveness of schools, who can expand, which increase their attractiveness (schools also want to have good conditions)
- Don't underestimate the interest of the private sector. It is not about size or quantity, but about the mindset and quality of cooperation!

Special thanks to Jelena Manic Radoicic (Regional Challenge Fund WB6), Jean-Christophe Favre (SDC) and Florion Ferro (KfW Albania)



Marketplace and Toolbox: Projects presented practical tools and resources

Project representatives showcased tools, resources, handbooks, and other materials they developed at individual stands.

Participants walked through the marketplace, engaged in informal conversations, explored a variety of approaches and innovation in dVET, and took materials of interest.





DC dVET BarCAMP LIVE:

Open space for ad-hoc sessions & peer exchange



BarCamp Sessions

- 1: Navigating Mobility: How Dual VET Can Respond to Migration Dynamics in the Western Balkans? *Led by Sidita Dibra*
- 2: What role can trade unions and employee organisations play in dual VET? *Led by Harun Demircan*
- 3: How to engage & persuade small- and medium-sized companies in dual VET? *Led by Nadejda Burciu*
- 4: Sustainable & innovative financing in (dual) VET - where to start? *Led by Katharina Jaik*
- 5: What (else) can DC dVET do for you? *Led by Ingrid Portenkirchner*
- 6: What do we need for Impact Measurement of Green skills? *Led by Christine von Harrach*

Closing Remarks by DC dVET Members



CLOSING

DC dVET Regional Workshop (Albania)



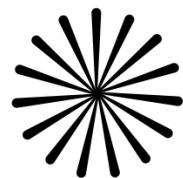






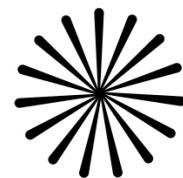
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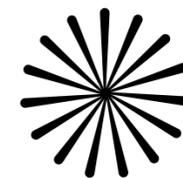
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THANK YOU

Let's Make Great Things Together!