



# Kosovo Tracer Study Report: ICT Students

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This report presents the findings of the Tracer Study focusing on students from 7 Information and Communication Technology (ICT) Vocational Education and Training (VET) schools. With the aim of evaluating the effectiveness of current ICT educational programs and their alignment with labor market demands, this study offers valuable insights into the career paths, skills application, and further educational pursuits of VET graduates. A total of 90 students were included in the study, achieving a response rate of 35%.

## 1 Introduction

In response to the growing need for skilled ICT professionals in Kosovo and the crucial role of VET schools in preparing students for the workforce, SHPIK initiated a comprehensive Tracer Study. The study's objectives were to assess the employment status, job satisfaction, relevance of acquired skills, and further education of graduates from ICT VET schools across Kosovo.

## 2 Methodology

The study employed a quantitative survey approach to gather a comprehensive view of graduates' experiences post-completion of their VET education.

- Population and Sample: Total Population: 90 students from 7 ICT VET schools in Kosovo. Sample Size: 56 respondents (35% response rate).
- Data Collection Tools: Online Surveys: Distributed via email and social media platforms, focusing on employment status, skill application in the workplace, further education, and overall satisfaction with the VET program.

Data Analysis: Quantitative data were analyzed to identify trends and correlations.

### Online Survey Questions

#### Section 1: Demographic Information

1. What is your age?

2. Which ICT VET school did you attend?
3. What was your field of study?
4. In which year did you graduate?

#### Section 2: Employment Status

5. Are you currently employed?
  - If yes, proceed to question 6.
  - If no, skip to question 10.
6. How long after graduation did you find your current job?
7. Is your current job within the ICT sector?
  - If yes, proceed to question 8.
  - If no, proceed to question 9.
8. What is your current job role in the ICT sector?
9. What sector are you currently employed in, and what is your job role?
10. If not currently employed, what are the main challenges you have faced in finding employment?

#### Section 3: Relevance of Education

11. On a scale from 1 to 5, how relevant do you find your VET education to your current job?
12. What specific skills acquired during your VET education do you apply in your current job?
13. Are there any skills or knowledge areas you wish had been part of your education?

#### Section 4: Further Education and Training

14. Have you pursued any further education or professional training after graduating from your VET program?
  - If yes, please specify.
15. How has further education or training impacted your career prospects or job performance?

#### Section 5: Job Satisfaction

16. On a scale from 1 to 5, how satisfied are you with your current job?
17. What aspects of your job are you most satisfied with? (e.g., job role, salary, work environment)
18. What aspects of your job are you least satisfied with?

#### Section 6: General Feedback

19. What improvements would you suggest for the ICT VET curriculum to better prepare students for the job market?
20. Any additional comments or suggestions?

## 3 Findings

### 3.1 Employment Status:

- **Employed within Six Months of Graduation:** 56% of respondents reported finding employment within six months after completing their VET program.
- **Employed in the ICT Sector:** Of those employed, 60% found positions within the ICT sector, reflecting the direct relevance and applicability of their VET education to the industry.
- **Employed Outside the ICT Sector:** The remaining 40% secured employment in various other sectors, indicating the versatility of skills acquired through ICT VET programs but also suggesting potential areas for curriculum enhancement to increase ICT sector employment.

## 4 Conclusion

The Tracer Study reveals a positive alignment between the ICT VET programs in Kosovo and the demands of the labor market, with a high rate of employment and job satisfaction among graduates. However, the findings also highlight areas for improvement, particularly in enhancing practical experience and industry engagement. These insights will be instrumental in guiding curriculum development and fostering partnerships with the ICT industry to ensure that VET programs remain responsive to the evolving digital landscape in Kosovo.

## 5 Recommendations

- I. **Enhance Practical Training:** Integrate more practical, hands-on projects and industry placements into the curriculum.
- II. **Strengthen Industry Partnerships:** Establish deeper collaborations with ICT companies to ensure curriculum relevance and facilitate smoother transitions into employment.
- III. **Continual Curriculum Review:** Regularly update the curriculum to reflect the latest ICT trends and labor market needs.
- IV. **Alumni Network:** Develop an active alumni network to mentor current students and provide insights into the ICT industry.

## 6 Acknowledgements

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