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Kosovo Private Enterprise Program Workforce Development

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Agenda

**HEOTC- Heavy
Equipment Operators
Training Center**

**Cross Cutting Internship
Program**





Heavy Equipment Operators Training Center





Construction is a priority growth sector for Kosovo; KPEP seeks to raise quality to increase competitiveness

Problem definition

- Kosovo has some of the **least developed road infrastructure** in the region, impeding commerce and development.
- In addition, its road construction industry is **not well equipped** to improve the situation.
- One of the gaps identified by the USAID Kosovo Private Enterprise Program is **lack of expertise and certified professionals** in operating road construction machinery



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KPEP trains and certifies Heavy Equipment Operators based on the following international standards:





Results are measured in terms of certified operators, and also in terms of sustainability

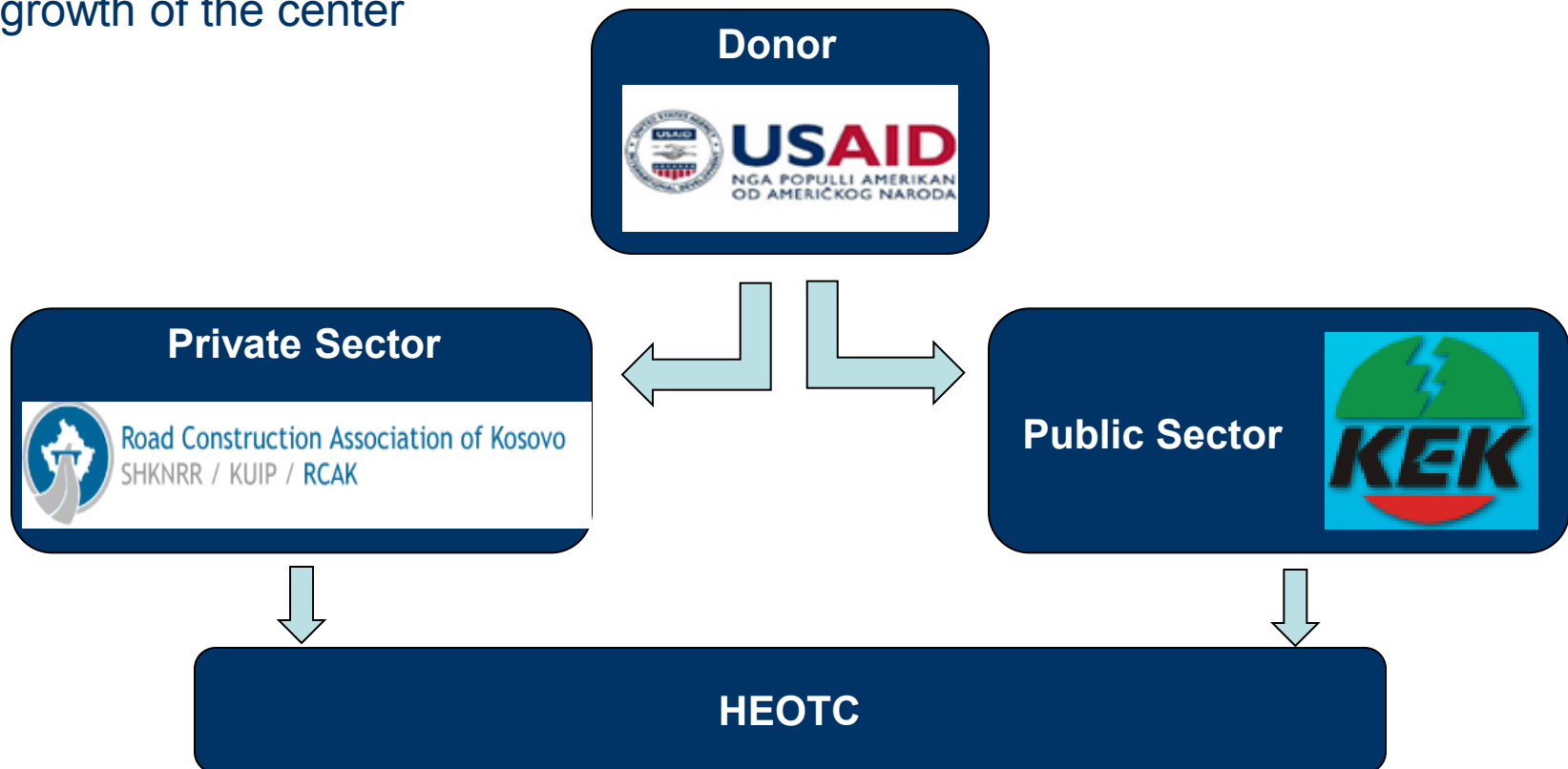
- Round 1 (2010)
 - 42 Graduated, Assessed and Certified
- Round 2 (2011)
 - 42 in process to be certified
- Recognized by Bechtel- Enka, the US-Turkish Joint Venture building a € 660.8 million highway in Kosovo





The project is sustainable because of the Public and Private ownership moving forward

KPEP demonstrated what was possible and demand will drive the growth of the center





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Accounting and Finance Internship Program



Kosovo faces many challenges due to its large number of young people and high rate of unemployment

Problem definition

- As in many countries in the region, there remains a mismatch between knowledge gained through the educational system and skills required by the labor market
- Internships can provide on-the-job training, but there remains a cultural challenge in eliminating nepotism
- Current hiring practices do not ensure a competitive workforce



The cross-cutting accounting and finance internship program offers targeted training and creates a more transparent hiring environment

- 103 students in the program began with a three-week accounting and finance training
- Upon completion, these students were placed for two to three months as interns in banks and microfinance institutions
- 62 out of 103 interns are now employed full time (51%)
- Placement rate for Ministry of Trade and Industry Internship program is 3%



The students acknowledge the quality of the program and the targeted training that is a differentiator

Besnik Xhemajli, Marketing and Sales Manager

“This internship, which is a brilliant source of knowledge, opened many doors leading to my future. It helped me not just academically, but also provided me with necessary experience in real life situations.”





The re-focus in the hiring environment on quality of new entrants is a beginning in a sustainable shift towards competitive hiring practices

