

Employment Challenges of the Youth in Kosovo

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Abstract: This research is of a great importance because it provides insights for the government of Kosovo, businesses and universities to focus more on creating employment opportunities for students, and thus reduce the level of unemployment within the country. This research also highlights the need to develop relevant skills required in the labor market so that graduates with their knowledge and skills meet market requirements. The main purpose of this research is to identify some employment barriers faced by young people in Kosovo, in order to have a review of the challenges of Kosovo's youth and how to overcome them. In this assignment the survey method with evaluation strategy is used, whilst the approach of this assignment is deductive based on the empirical literature. Also, structural data (questionnaire) are used since this method is more effective and helps to collect more reliable data and enables to achieve objectives of this research. Kosovo has the highest unemployment rate in Europe and faces many challenges in creating employment opportunities for young people. Work experience has a direct impact on the selection process of future employees and as such the lack of work experience is a major obstacle for young people in Kosovo when applying for work. This research is the first of its kind that deals with the employment challenges of young people in Kosovo, during the application process and finding a job. Also, this research is focused on a developing economy and the findings are in line with the proposals.

Keywords: Youth employment; challenges; education; professional training; skills

JEL Classification: E24

1. Introduction

It is obvious that unemployment is a measure of a country's economic health. Also, it can be considered as one of the most severe macroeconomic diseases which is an indicator showing a country's economic slump and poverty rate. Unemployment is one of the main challenges most European countries face. Kosovo is one of the countries facing the highest unemployment rate in Europe, which is in a great need for investment in order to overcome this challenge that it is facing in recent years. The

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factors that most affect the increase of the level of unemployment can be: country's economic development, stability and welfare, the level of wages, working conditions etc.

Until they find a job, in Kosovo, young people face this phenomenon a lot. Among the main challenges for young people applying for a job is considered to be: work experience. The quality of education in the country is often considered to be the main indicator of youths' unemployment. Thus, in our country, the education system should be linked with the labor market so that young people have the opportunity to gain greater knowledge about the labor market during their studies, to be able to find a job and keep it, and all this can be achieved through internships offered to students by various enterprises or even through part-time employment.

The access to the labor market presents a major challenge for youth in many countries and this has begun to attract everyone's attention. This is due to the result of an unemployment rate recorded in Europe showing a higher rate of youth unemployment compared to those who are older. Facing various employment challenges, these young people see migration as the only solution, i.e. leaving the country in search of better working conditions, better wages, welfare or even health insurance which are not provided in their own country but offered in other countries. But, even the unemployed who have decided to stay, are a heavy financial burden for their families and for the government that must create financial assistance for the unemployed. In 2016, Kosovo recorded a GDP growth of about 4.06% (KSA 2017), but it was not enough to create new jobs in the market in compliance with population growth. Kosovo is characterized as a very small country, with a population of about 2 million inhabitants, therefore it faces a lack of foreign investment as foreign countries do not benefit from investing in a market which has small population and as a result more and more young people are suffering from this who have less employment opportunities ahead of them and thus the unemployment rate continues to rise. Young people are considered to be discriminated from the very moment the vacancy is opened, due to work experience criteria of up to two or three years. This leads us to the conclusion that Kosovo needs a faster economic development pace in order to increase the demand for employees and reduce the unemployment rate, which is one of the main economic and social challenges facing the Government of Kosovo today. In this research, we interviewed Bachelor students at public universities in Kosovo, aged 18-24, to identify challenges these young people face when looking for a job.

2. Literature Review

During literature review, gaps were noted as this topic was not treated much in the context of theoretical and practical work. However during this research it has been noted that there are two types of articles that this assignment is based on during literature review: the first group comprises the research based on economic and econometric models, whilst the second group, which is smaller, comprises two theories that belong to the economic field that are not specific for the employment obstacles, but it covers much of the theoretical part. Employment is an individual challenge, as it is characterized by many obstacles and it has certain characteristics. Different authors see the obstacles from different angles, therefore they are specific to each and every economy. But, in the case of Kosovo's youth, barriers are of a different nature, but we will channel these barriers based on theories elaborated above.

There are a number of obstacles for young people entering New Zealand (Youth Parliament 2013), including economic conditions, educational achievement, lack of experience and skills, competition with older workers, wage rates, and employers' attitudes. According to (Oxenbridge and Evesson 2012), "Engaging young people in workplaces after graduation is presented as part-time work combined with studies, full employment, employer involvement in the education system, professional and educational training and through labor market mediators."

Education is the main element of individual's skills development and its inclusion in the labor market is facilitated by a good education. A feature characterizing the country in transition, such as Kosovo, non-qualitative education negatively affects young people as they will have more barriers to employment. (Biavaschi et al, 2013) states that transition countries which have a large output of graduates, unemployment is due to the lack of matching education with labor market demands. In all developed countries and in some developing countries, the education system implies a two-step integration. The first step includes participation to the relevant labor market trainings and education. Whereas, the second step consists of integration into the labor market. In transition countries, these two steps are missing but only the step of education is presented, therefore challenges are greater to enter the labor market. General knowledge and skills are based on the academic or educational system at secondary or higher levels.

The forms of vocational trainings are numerous because they are dictated by the level of development of a country's education, but in our case, the level of education is at a lower level of development, determining that vocational training is a necessity for a more sustainable workplace. Generally, better educated young workers have better access to profitable employment and better jobs (O'Higgins, 2001). Education and vocational trainings bring young people closer to the labor market (Biavaschi et al, 2013). They point out that the performance from vocational trainings provide

young people a good investment that will enable them easier employment in the labor market, examples such as Austria, Denmark, Germany and Switzerland are the places where young people after the completion of vocational training courses are easily integrated into the labor market, in contrast to the European countries who have major education challenges such as the need for vocational training is higher. While, in our case in Kosovo, vocational training is more seldom because there are very few vocational training centers which are associated with low levels of education, therefore this situation brings continues problems for the young people in Kosovo to be employed.

The first problem that young people are facing during the process of recruitment is the lack of experience for full-time jobs. Such a trend is of a great increase, where employers more and more require people who have work experiences and this element conditions young people to have employment difficulties (Riggert et al. 2006). Also, these authors emphasize that the decline in full-time employment has generally led to an increase in part-time youth employment, but it has limited young people's choices to work full time jobs. This barrier is numerous, but the greatest impact for young people will be the lack of sufficient training to gain a job they are aiming for, because the lack of full-time job work experience pre-vents them in the future to look for a job and also will prevent to achieve career goals.

The labor market is determined by job requirements and job bids, which make it easier for young people to enter the labor market. The labor market is a great arena, where we see young people facing their first challenges, the transition from school to workplace. During economic growth periods, labour markets are more fluid and workers engage themselves more easily unemployment to the employment state. Moreover, in the latter case they usually move to a better-paid job – a phenomenon that is sometimes referred to as “climbing the wage ladder” (Faberman and Justiniano, 2015), (Karahan et al, 2017), (Hahn et al, 2017). This study assesses the impact of both new and long-standing challenges on global labour market trends. Its analysis should also be useful in considering the recommendations in the Report of the Global Commission on the Future of Work (ILO, 2019) and its call for a new focus on the changing nature of employment and its place in economy and society, as part of a “human-centred agenda for the future of work”. (Puerto, 2010) presents the real labor market structure for young people, including: demand for new skills, salaries, public employment programs, legal discrimination and other forms. Young people in the labor market are included with all the skills gained from the education system, while the barrier factor and the labor market require other specifics which are determined by the demographic and economic development of the area where they live and want to be employed. Economic growth was included among the SDG 8 targets by the United Nations in response to the consensus reached in academic and policy debates on the desirability of sustainable and inclusive growth, especially in response to such urgent challenges as the need for productive transformation, the

high incidence of in-formality, the exclusion of workers from financial resources, environmental deg-radation, and inadequate living standards in the poorest countries (Brown 2011, ILO 2018, Lopes 2019, Paus 2018).

Based on the literature above we will test these two hypotheses:

1. Lack of work experience is the biggest challenge for hiring young people.
2. There is no impact on the employment of young people based on gender determination.

3. Methodology

Respodents and samples – Respodents of this assignment are students from public universities in Kosovo. The number of students interviewed was 150, whilst the random sample is used to select students. We have chosen to interview young people aged 18-24 who are university students and are at the bachelor's level of their studies, respectively first, second and third year students. We have chosen young people of this age because this is exactly the stage where they start to de-velop their careers and look for an ideal job. This helps us to achieve the goal of this research and to identify the challenges that young people face when looking for a job. In this research, a series of qualitative and quantitative elements were analyzed to identify and analyze the employment challenges faced by young peo-ple in Kosovo.

The sources of data used in this research are primary and secondary data. In this research, analytical methods were also used to analyze and identify youth employment challenges, as well as to analyze opportunities for further development and the creation of new employment opportunities for young people. In this as-ignment the survey method with evaluation strategy was used, whilst the ap-proach of this study is deductive approach, based on empirical literature. Also, structural data (questionnaires) were used, as this method is more effective and helps to collect more reliable data to identify the challenges that young people face in finding a job. This form of data collection has been used because such a topic is not addressed in the context of Kosovo. We used the Independent Sample Test to test study hypotheses by using the following variables: employment (de-pendent variable) and work experience (independent variable), to see if the work experience variable affects or is an obstacle to youth employment in Kosovo. We also used this Test for other variables such as: gender (independent variable) and employment (dependent variable) to find out whether gender affects youth em-ployment in Kosovo. Correlations were also used to observe relationships between different variables and determine what impact they have on youth employment. We have also tested the factors that influence the choices of jobs by young people in Kosovo and how vocational training affects youth employment and career de-velopment. Then, from

the collected data, various analyzes were conducted to achieve results and to reach a conclusion which shows that the inductive method was used.

4. Analysis of Results

The drafting and compilation of the questionnaire has been adapted to the objectives of the research study to obtain results on employment challenges of young people in Kosovo. The purpose of this research is to collect data and identify the most important factors that affect the employment of young people in Kosovo, as well as the barriers that young people face in finding a job. The sample of this study consists of 150 students. The surveyed students are from different universities in Kosovo, and their average age is 18-24 years old.

Table 1. Respondents' Age

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-21	123	82.0	82.0	82.0
	22-24	27	18.0	18.0	100.0
	Total	150	100.0	100.0	

Source: The author's data (2018)

From the table above we notice that 82% of respondents are aged 18-21, whilst the remaining 18% are aged 22-24. The interviewed youth are university students and are at the bachelor's level of their studies, respectively first, second and third year students.

Table 2. Respondents' Gender

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	68	45.3	45.3	45.3
	Female	82	54.7	54.7	100.0
	Total	150	100.0	100.0	

Source: The author's data (2018).

From the above data, we notice that 45.30% of respondents are male while the remaining 54.70% are female. In Kosovo, the majority of young people attending higher education are women. Whilst, men who continue their studies are in lower percentage compared to women.

Table 3. Number of Students Based on the Academic Year of their Studies

Yearofstudies					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	First year	51	34.0	34.0	34.0
	Second year	56	37.3	37.3	71.3
	Third year	43	28.7	28.7	100.0
	Total	150	100.0	100.0	

Source: The author's data (2018).

From the above data, 34% of respondents are first year students, 37.3% are second year students, while 28.7% of respondents are third year students.

From all interviewed students, the highest percentage is for the second year students, then the first year students, while the lowest percentage is for the third year students.

We have chosen young people of this age because this is exactly the time when young people start building their careers and looking for an ideal job. This helps us achieve the goal of this study and identify the challenges that young people face in finding a job.

Table 4. The Number of Employed and Unemployed Students

Employment status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Employed	60	40.0	40.0	40.0
	Unemployed	90	60.0	60.0	100.0
	Total	150	100.0	100.0	

Source: The author's data (2018).

From the data processed above, we see that 40% of respondents are employed, while 60% of respondents are unemployed. This means that 60% of young people who continue their studies are unemployed and hope that after graduation to find a job within the scope of their university qualification. While the rest of the students (40%) have managed to find a job and most of them are in their third year of study. This means that students at the end of their studies are more likely to find a job than students who have just started their studies.

Table 5. Employed and Unemployed Data Based on Gender, in Percentage

Employment status * Gender Crosstabulation					
		Gender			Total
		Male	Female		
Employment status	Employed	Count	27	33	60
		% within Employment status	45.0%	55.0%	100.0%
		% within Gender	39.7%	40.2%	40.0%
		% of Total	18.0%	22.0%	40.0%
	Unemployed	Count	41	49	90
		% within Employment status	45.6%	54.4%	100.0%
		% within Gender	60.3%	59.8%	60.0%
		% of Total	27.3%	32.7%	60.0%
Total		Count	68	82	150
		% within Employment status	45.3%	54.7%	100.0%
		% within Gender	100.0%	100.0%	100.0%
		% of Total	45.3%	54.7%	100.0%

Source: The author's data (2018).

From the data processed in the table above, we notice that 55% of women are employed within the employment status, while 45% are men. 40.20% of women and 39.70% of men are employed within the gender status. While a total of 22% of employees are female, and 18% of the total number of employees are male.

Within the employment status, 54.4% of females are not employed, whilst 45.60% of the unemployed are male. In terms of gender, 59.8% of the unemployed are female and 60.3% of them are male. In total, 32.7% of females are un-employed and 27.3% of males are also unemployed. This shows that women, in addition to being more involved in studies, also have a greater share in employment. This shows that women have easier access to the labor market than men who are in a smaller percentage in this regard. Kosovo society has undergone a major change in recent years giving females greater employment priorities and also more responsibilities, compared to the first years of the 21st century where women have had less participation in employment.

Table 6. Employment Status, Based on Academic Years of Study

Employment status * Yearofstudies. Crosstabulation						
			Year_of_studies			Total
			First Year	Second year	Third year	
Em- p- l- o- y- m- e- n- t s- t- a- t- u- s	Employ- ment	Count	19	20	21	60
		% within employment sta- tus	31.7%	33.3%	35.0%	100.0 %
	Unem- p- l- o- y- m- e- n- t	Count	32	36	22	90
		% within employment sta- tus	35.6%	40.0%	24.4%	100.0 %
Total		Count	51	56	43	150
		% within employment sta- tus	34.0%	37.3%	28.7%	100.0 %

Source: The author's data (2018).

From the data processed above, we note that within the employees' percentage, 35% of them are third year students, 33.3% are second year students, and 31.7% are first year students. Also, with regard to employment status, 24.4% of the un-employed are in the third year of their studies, 40% are in the second year of their studies and 35.6% of the unemployed are in the first year of their studies. This means that first year students find it harder to find a job rather than students who are finishing their studies or even those in the second year. Students who recently started studying want to devote as much time as possible to their studies and cannot work because studies require a lot of time and dedication. Whilst, at the end of their studies they want to find a job, so that after graduation they have the opportunity to enter the labor market.

Table 7. Work Experience and Employment

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Work experi- ence	Equal vari- ances as- sumed	2.605	.109	.805	148	.422	.083	.104	-.121	.288
	Equal vari- ances not assumed			.834	140.215	.406	.083	.100	-.114	.281

Source: The author's data (2018).

Table 7. describes the correlation between variables of "work experience" and "employment", from T test data can be seen that there is a significant correlation between work experience and employment where the hypothesis (1) is approved and work experience affects youth employment. Work experience is one of the main obstacles to youth employment in Kosovo. Young people say that they are being discriminated from the beginning of their professional careers, because job vacancies

require work experience, and on the other hand, they are not given the opportunity to create this work experience. Young people need to be supported and institutions should give them priorities during the recruitment process in order to giving them the opportunity to enter the labor market, create work experience and develop their skills based on their professional qualifications because the youth adapts quicker to changes that society and businesses world face.

Table 8. Gender and Employment

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Gender	Equal variances assumed	.018	.893	.067	148	.947	.006	.084	-.160	.171
	Equal variances not assumed			.066	126.438	.947	.006	.084	-.160	.171

Source: The author's data (2018).

Table 8. describes the relationship between the variables of “gender” and “employment”, the t-test data show that there is no correlation between gender and employment, where hypothesis (2) is accepted but gender has no impact on youth employment. Gender in employment is not a direct but indirect barrier, which is covered by some other challenging elements, but in general it is not a barrier to employment. Research results indicate that gender is not a factor that affects youth employment, but shows that both genders, i.e. women and men are equally involved in the employment process and there is no discrimination in this process.

Table 9. Factors that Influence Job Selection to Young People

Report					
Gender					
Selection_of_work	Mean	N	Variance	Std. Deviation	% of Total Sum
Family	1.54	124	.250	.500	82.3%
Field of studies	1.50	20	.263	.513	12.9%
Society	1.83	6	.167	.408	4.7%
Total	1.55	150	.249	.499	100.0%

Source: The author's data (2018).

From the above data we notice that family mostly influences the youth on job selection, where 82.3% (124) stated that the family influences them selecting a job. Whereas, 12.9% (20) stated that their field of study affects choosing a job. This is an indicator that young people are not being employed in the field of their academic qualification. Most of them are employed in jobs that have been suggested by members of their family, perhaps because young people find it difficult to make decisions in their early careers without consulting their family members. As soon as young people are given the first job opportunity, they cannot lose it because they do not have many employment opportunities, due to the fact that foreign investments in Kosovo are also scarce, as investors are reluctant to invest in countries with small population.

Table 10. Respondents' Work Experience

Report					
Work experience	Mean	N	Variance	Std. Deviation	% of Total Sum
Three Years	1.80	10	.178	.422	7.8%
Two years	1.44	32	.254	.504	19.8%
One year or less	1.56	106	.249	.499	71.1%
Without experience	1.50	2	.500	.707	1.3%
Total	1.55	150	.249	.499	100.0%

Source: The author's data (2018).

From the table above, we notice that most of the surveyed students have less than one year (71.1%) work experience, about 20% have 2 years of work experience, and 7.8% have 3 years of work experience. The lack of work experience for young people is due to the lack of internships. Internships will help young people to be ready for the labor market because they say that there are difficulties in entering the labor market just because of the lack of work experience and the only opportunity for them is through internships provided by different businesses and if they show good results, their regular employment contract can be extended and thus they manage to find a job.

Table 11. Correlation among Different Variables

Correlations					
		Gender	Professional training	Employment status	Work experience
Gender	Pearson Correlation	1	.139	-.005	-.036
	Sig. (2-tailed)		.090	.947	.661
	N	150	150	150	150
Professional training	Pearson Correlation	.139	1	.358	.147
	Sig. (2-tailed)	.090		.917	.072
	N	150	150	150	150
Employment status	Pearson Correlation	-.005	.358	1	-.066
	Sig. (2-tailed)	.947	.917		.422
	N	150	150	150	150
Work experience	Pearson Correlation	-.036	.147	-.066	1
	Sig. (2-tailed)	.661	.072	.422	
	N	150	150	150	150

Source: The author's data (2018).

Table 11. shows that there is a stronger positive relationship between professional training and employment (Sig. 0.91), which means that vocational training helps young people find jobs easier and be better prepared for the labor market. From the analyzed data, we see that young people who have attended trainings have managed to find work and have emphasized that trainings are very useful in building work experience. Whilst, other correlations are not significant, therefore there is no positive correlation between gender and employment, but a negative correlation that answers the research question that gender has no impact on youth employment.

Vocational training turns out to be effective for young people in finding a job, as it empowers and prepares them for the labor market. Such an approach should be available to the education system in the country in order to provide more opportunities for students to gain practical knowledge in addition to theoretical knowledge they gaining in their study field.

5. Discussion

Finding a job continues to be a major challenge for Kosovo's youth. Just as entry into stable employment has become a lengthier and more complex process, so the notion of what constitutes a young person has also undergone some modification. The standard United Nations (UN) definition of a young person as one aged between 15 and 24 years no longer fully covers the typical period of transition from education to employment which the concept of youth was originally intended to capture. These days, more young people stay in education to higher levels, and the transition process itself is becoming more drawn out, so that a significant number of young people do not complete that transition until their late twenties (ILO, 2017).

Youth employment is considered to be one of the main challenges for many developing countries. Kosovo is among these countries which is ranked to have the highest unemployment rate in Europe. Creating greater employment opportunities for young people remains one of the main objectives of our state leaders who should provide and create an environment for capital investments in order to create more jobs for youth. In Kosovo, young people find it difficult to access the labor market and there are very few employment opportunities because Kosovo is a small country and the level of investments is still low. Kosovo needs more investments and open new businesses to create more opportunities for our young people in order to get employed easier. Young people are also concerned about the lack of the law on health insurance and this is a big challenge when choosing a job because this indicates that they are not safe in case something happens in the workplace. Taking into account all these employment barriers for the youth, we think that our government leaders should be more concerned about the future perspective of Kosovar youth and that this is a precondition for sustainable economic development. Bringing in foreign investors to Kosovo and creating new jobs should be a priority for the Kosovo government, as young people are leaving the country due to a lack of prospects for the future. Young people see Kosovo as a country that offers less opportunities and prosperity for their future and career, compared to other European countries.

From the results of this research we can conclude that young people in Kosovo face many challenges for finding a job, especially in their field of studies or academic qualification. Among the main challenges these young people face are: lack of work experience, adequate education, vocational training and labor market.

5.1. Work Experience

Based on the results of this research, obviously one of the main challenges that young people in our country face while finding a job is the work experience. Young people say that every job vacancy requires at least 2 to 3 years of work experience, even more. This makes it impossible for them to find a job because they cannot start working with such an experience, but they must have support and be given the

opportunity to gain that experience. But, the ability of an individual to earn a job also plays an important role. These skills can be acquired from education, vocational training that the individual has attended or even from the internships that he/she has attended in different companies. Young people should be given easier access to the labor market through the link between the education system and the labor market and to offer students the opportunity to learn more about their field of study through internships offered by different companies. Institutions in our country or government leaders of this system have done little in this regard and have not created opportunities for greater development of youth skills, which would be achieved through their access to the labor market during their studies. Also, as many vocational schools as possible should be opened in order that these young people to have the opportunity to receive metier in a certain field, because not everyone wants to continue their studies at higher levels.

5.2. Education System and Vocational Trainings

From our experience and numerous trainings, it has been concluded that students from school come up with good theoretical concepts (as a result of individual work of students), but due to the lack of infrastructure in educational institutions, there is a lack of practical experience as well. Businesses and the labor market, on the other hand, require professionalism because human resources are key indicators that enhance and improve the image or outcome of a company. The education system in our country offers to the young people very little access to the labor market, as universities do not enter into agreements with businesses to give them opportunities for internship or even long-term employment. Such an approach would create more opportunities for young people and facilitate their entry into the labor market. So, young people have no choice but to pursue private trainings in order to gain a job through the practical knowledge gained.

5.2.1. Education System

It is obvious that quality and professional education is one of the main factors for young people to be well prepared for the labor market and to acquire the necessary skills to adapt to market demands. Developed countries, which also offer high level vocational education provide young people with better conditions for their future and prepare them for the labor market. Qualitative education depends on the development of the country in general. Kosovo, being a less developed country, also has a less developed educational system and young people have difficulties finding a job in the field in which they study. The process of employment through studies or after their graduation is very important for the perspective of young people and their future. In our country, young people are not offered such an opportunity because most of them have to choose between studies and employment, because they cannot achieve both, as they are not offered the opportunity to work part-time or even with flexible hours.

Based on the research conducted, we have come to the conclusion that institutions should do more in this regard, linking the education system with what is required in the labor market or even through vocational schools, and through this increase the quality of education that young people would be better prepared for the labor market and would be able to find work during their studies or even after their graduation.

5.2.2. Vocational Trainings

Due to the absence of an education system that prepares students for the labor market, young people should choose vocational trainings as an option to find a job and gain practical knowledge related to their profession and gain necessary skills required in the labor market. Young people are tired of the education system which offers more theoretical knowledge about their profession, they say that they need practical knowledge, knowledge which is really required in the labor market and most of them say that they gain this knowledge by pursuing additional vocational trainings and thus make it easier to find a job. The results of the research show that students who have attended vocational trainings have found it easier to find a job, compared to those who have not attended any vocational training. Finally, we conclude that vocational training prepares young people for the labor market by providing them practical knowledge about their profession and facilitating the employment process.

From the analysis conducted in this research, we came to the conclusion that vocational training helps young people find jobs more easily and be more prepared for the labor market. From the analyzed data, we see that young people who have attended trainings have managed to find work and have emphasized that the trainings are very useful in building the professionalism of the work.

6. Conclusion

In this research, the data of the questionnaire for young people in Kosovo were empirically analyzed. The employment challenges of young people in Kosovo, generally come as a result of economic and local development factors. Young people in Kosovo are the dominant population, but supporting them is lacking. From the analysis done in this research, we come to the following conclusions:

From our experience and extensive research, we came to the conclusion that students gain good theoretical knowledge in their schools (as a result of their individual work and engagement), but due to the lack of infrastructure in our educational institutions, also there is a considerable lack of practical work experience practice. On the other hand, businesses and labor market demand professionalism because it is human resources through which they increase their image or the success of a company.

Based on the research conducted, we came to the conclusion that institutions should do more in this regard by linking education system with what is required in the labor market or even through vocational schools, thus education quality will increase and young people would be more prepared for the labor market and would be able to find a job during their studies or even after their graduation. Young people in Kosovo find it difficult to enter labor market due unlikely employment because Kosovo is a small country and investments are is still low.

This country needs more investments, open new businesses and creating opportunities for our young people to easily find a job. Young people are also concerned about the lack of health insurance law and this is a big challenge when choosing a job because it indicates that they are not safe in case something happens in the workplace. Considering all these employment barriers for the youth, we think that our government leaders should deal more with the perspective of Kosovar youth and this is a precondition for sustainable economic development. Bringing in foreign investors to Kosovo and creating new jobs should be a priority for the Kosovo government because the youth is leaving the country due to the lack of future prospects. Compared to other European countries, young people see Kosovo as a country that offers small opportunities and prosperity for their future and career.

The main challenge that young people face in finding a full-time job is the lack of work experience. Such a trend is growing, where employers are increasingly looking to hire individuals with work experience, which makes it even more difficult to employ young people. Empirical results show that the factor that most affects the employment of young people in Kosovo is work experience while other factors are not statistically significant, so we conclude that work experience is the main obstacle for young people in Kosovo to find a job. Young people say that they are discriminated from the beginning of their professional career because job vacancies require work experience, and on the other hand, they are not given the opportunity to create this work experience. Gender is not a direct barrier to youth employment, but an indirect one, which is covered by several other challenging elements, but in general, it is not a barrier to employment.

From the analysis conducted in this research we have concluded that vocational training helps young people find jobs more easily and be more prepared for the labor market. From the analyzed data, we see that young people who have attended trainings have managed to find work and have emphasized that training is very useful in building professional work experience. Research results show that students who have attended vocational trainings find it easier to find a job, compared to those who have not attended any vocational training. Finally, we conclude that vocational trainings prepare young people for the labor market by providing them with practical knowledge of their profession and facilitating the employment process. As shown above, youth unemployment and the unemployment rate, in general, continue to

cause severe social and economic costs resulting in the loss of economic growth opportunities in Kosovo. On the contrary, a key guideline to address youth employment challenges is the need for an integrated rural development strategy for the growth and creation of new jobs.

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