SKILLS GAP ANALYSIS IN PRINTING INDUSTRY

The printing and packaging industry is one of the most important factors for a sustainable economic development of a country. Every company that produces a product will need some kind of packaging. It could be Offset, Flexo, Digital or Screen printing, but printing is needed.

- **Annual Turnover**

  Small and Medium Enterprises had an increase of about 8.9% in their annual turnovers.

<table>
<thead>
<tr>
<th>Year</th>
<th>Turnover</th>
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<tbody>
<tr>
<td>2018</td>
<td>16,750,000.00 EUR</td>
</tr>
<tr>
<td>2019</td>
<td>18,250,000.00 EUR</td>
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- **Main Findings from the Skill Gap Analysis in Printing Industry**

  - **ISO Standard**

    ISO Standards are a key part of our society as they ensure quality and safety in both products and services in international trade.

    Out of 17 Small and Medium Enterprises only 7 SMEs have already obtained ISO standards.

- **Most Frequently Applied International Quality Standards**

  - ISO 22000: 10%
  - ISO 9001: 70%
  - ISO 127000: 10%
  - ISO 14000: 10%

- **Employment in Printing Industry**

  The interviewed SMEs altogether have declared the following information regarding the employment section:

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Number of Employees</th>
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<tr>
<td>2018</td>
<td>359</td>
</tr>
<tr>
<td>2019</td>
<td>396</td>
</tr>
<tr>
<td>2020</td>
<td>401</td>
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Based on the findings and sector needs, the following profiles are identified as being in shortage for the printing sector:

- Prepress / graphic design
- Offset operators
- Book binding
- Post-Production Offset - like die cutting, folder gluing and others
- Flexo print operators
- Post-Production in flexo-printing

How adequate are the skills of workers in the printing sector?

- Inadequate: 6%
- Sufficient: 23%
- Adequate: 47%
- Very Adequate: 24%

Main problems identified in the printing sector:

- Lack of market information
- Supply with raw materials
- Unqualified work force
- Investing in new technologies
- Issues on late payments
- Usage of business support services