The 250 enterprises of the metal industry employ about 2,000 workers in Kosovo. Out of 250 enterprises, 89 have responded to the skill gap report.

**MAIN FINDINGS**

**DO ENTERPRISES AGREE THERE IS A SKILL GAP IN THE METAL SECTOR?**

64% YES 36% NO

**MAIN FOUR SKILLS NEEDED IN THE METAL SECTOR**

- Welding (Aluminum and TIG welding) skills
- Skills for operating CNC machines
- CNC machine programming skills
- Auto CAD skills

**HOW BUSINESSES IN METAL SECTOR TRAIN THEIR EMPLOYEES**

- 41% Trained staff with in-house staff expert
- 23% Trained staff with external trainers
- 20% Send workers to training sessions provided by business associations and other training providers
- 10% Use online training method
- 6% Other

**HOW ENTERPRISES WOULD LIKE THE TRAININGS TO BE FINANCED**

- 57% Co-financing from donors and businesses
- 23% Total donor funding
- 20% Total financing from the business
FINANCIAL CAPACITIES TO INVEST IN TRAININGS ACCORDING TO ENTERPRISE SIZE

- Micro
  - Up to 1K: 42%
  - 1 to 3K: 46%
  - 3 to 6K: 8%
  - Over 6K: 5%

- Small
  - Up to 1K: 23%
  - 1 to 3K: 23%
  - 3 to 6K: 23%
  - Over 6K: 11%

- Medium
  - Up to 1K: 26%
  - 1 to 3K: 18%
  - 3 to 6K: 18%
  - Over 6K: 3%

- Large
  - Up to 1K: 26%
  - 1 to 3K: 25%
  - 3 to 6K: 25%
  - Over 6K: 25%

I cannot invest in staff training: 100%

HOW ENTERPRISES RECRUIT NEW WORKERS

- Through personal contacts and references: 46.5%
- Through job vacancy announcements: 27.6%
- Through jobseekers’ initiatives: 11.8%
- Through regional employment officers: 6.3%
- Through practical work programs (institutions that provide education and training): 4.7%
- Other: 3.2%

PROFESSIONAL PROFILES DIFFICULT TO FIND AND HIRE AS A WORKER

- Metalworker: 44%
- Production line maintenance technician: 16%
- Mechanical Engineer: 15%
- Engineering Designer: 12%
- Mechatronics Engineer: 8%
- Civil Engineer: 5%

PLANS FOR HIRING NEW WORKERS IN THE COMING YEARS ACCORDING TO ACTIVITY

- Processing of metal structures: 85%
- Processing of machine parts and tools: 100%
- Other profiles: 83%

Yes: 3%
No: 14%
I don't know: 83%