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SUCCESS STORY

Korça Job Fair Improves the Labor Market and Results in 22 New Jobs

Korça's Job Fair, organized on 14 July 2009, gave businesses the opportunity to promote their activities and select the ideal candidate.



Niko Peleshi and Mikel Llogori during the interview process.



Ermal Xhixho, in his new position at Neptun Company, which he received through the Korçë Job Fair.

The labor market in Korçë City is very informal. There are no structured methods of announcing vacancies and in the majority of cases vacancy information never reaches the target group. Businesses have not identified appropriate information channels, and applicants have no way of finding vacancies except for word of mouth. Often, it is a matter of who you know rather than the quality of one's qualifications. As a result the demand and supply do not meet each other properly.

In order to improve the Korçë labor market, a Job Fair was conducted in the City of Korçë on July 14, 2009 with the support of the USAID Local Governance Program in Albania (LGPA) and organized through the collaboration of the Korçë Municipality, the Korçë Chamber of Commerce, Korçë University and the Community Development Center.

Prior to the Job Fair, the organizers contacted local businesses to identify those businesses that had vacancies. At the same time, the organizers advertised the event to job seekers including newly graduated university students and mid-career candidates. To ensure the effectiveness of the Job Fair a training on "How to be Successful in a Job Interview" was conducted in advance for potential applicants. For businesses, a training on "How to Prepare a Job Description" was conducted and information provided on how businesses should organize themselves for the Job Fair. In addition to giving businesses the opportunity to select qualified candidates, businesses also had the opportunity to promote their activities to Fair visitors. Throughout the day, participating businesses interviewed qualified job applicants.

The results of the Job Fair include: **17** participating businesses; **111** job applicants; **450** job interviews; and **22** people employed.

Ermal Xhixho is one of the 22 successful applicants that received a job as a result of the Job Fair. Ermal had just finished his studies at the Korçë University, faculty of economics, tourism branch and was looking for a job. As soon as he learned about the Job Fair, he registered and participated in the associated training on "How to be Successful in a Job Interview" and later in several interviews that took place during the Job Fair. Due to his good credentials, and his professional manner during the interview, Ermal was offered an advertising position at the Neptun Company

"At first I was very skeptical about my chances of success. Although I was doing the interview, I wasn't sure if I would get the job. But as I participated in the fair, I became more trustful and was surprised by the seriousness of the organizers and business representatives that participated in it," says Ermal. "My self confidence became stronger when I was offered the job position. It was a great feeling," he exclaimed.