



# ALIGNING SKILLS SYSTEMS WITH MIGRATION DYNAMICS IN BOSNIA AND HERZEGOVINA

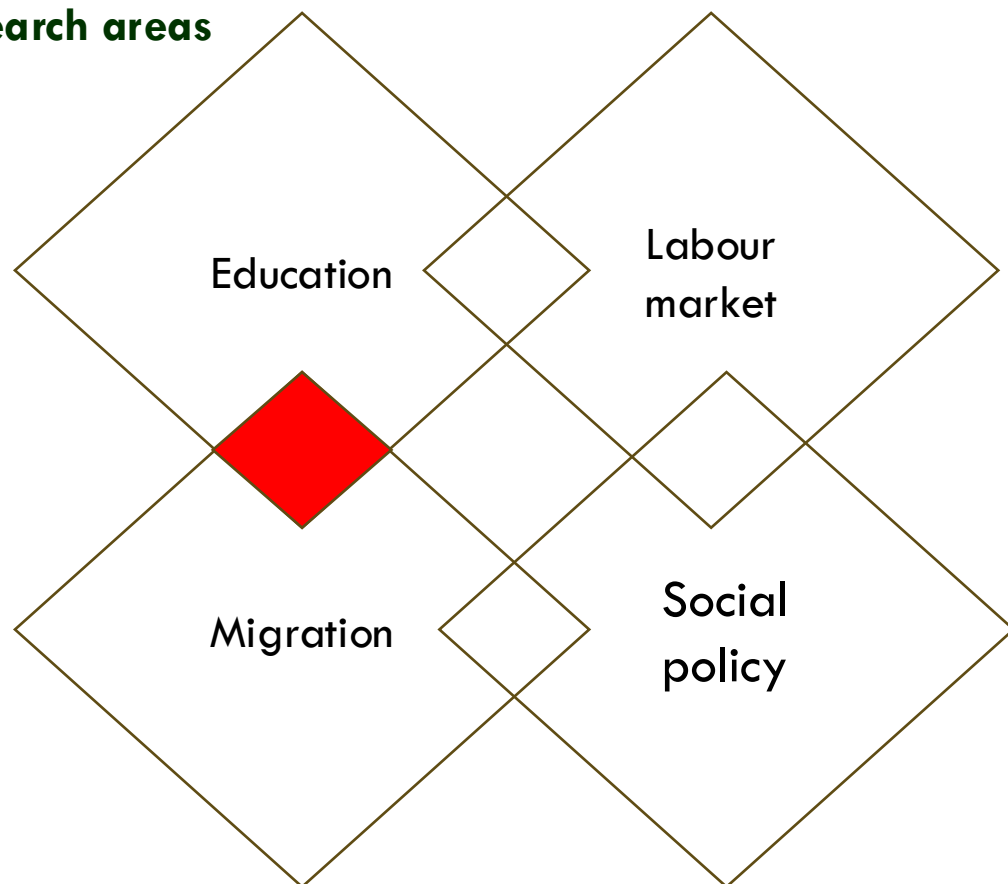
Nermin Oruč, Director of Research, CREDI

**ETF Skills Lab MIG Community Webinar  
"Migration and development in countries  
of origin,,**

**5 May 2026**

# ABOUT CREDI

## Research areas



## Other:

- **Partners in two ERICs**
- **Have survey unit with 400 trained interviewers**
- **Provide regular trainings in research methods and impact evaluation to institutions and young researchers**
- **Authored first microsimulation models for tax and benefits in BiH**
- **Authored first occupational forecasting models for BiH**
- **Implemented first tracer studies at universities in BiH**
- **Developing labour market information system**

# MIGRATION-EDUCATION NEXUS RESEARCH AT CREDI

- **Perspectives included:**
  - **Causes:**
    - Intertwining of factors influencing the migration and education decisions
    - Brain drain and human capital formation (with a focus of conflict settings)
  - **Consequences**
    - Impact on the domestic labour market
    - Industrial relations perspectives
- **Papers:**
  - Breznik, Maja, Nermin Oruč, Veronika Bajt, Amela Kurta, Katerina Kočkovska Šetinc (2026) *Educational institutions in the service of transnational migration? Cases of Slovenia and Bosnia and Herzegovina*, European Journal of Industrial Relations – in print
  - Oruc, Nermin (2026) *Migration prospects, conflict-induced displacement and human capital accumulations*, ETF

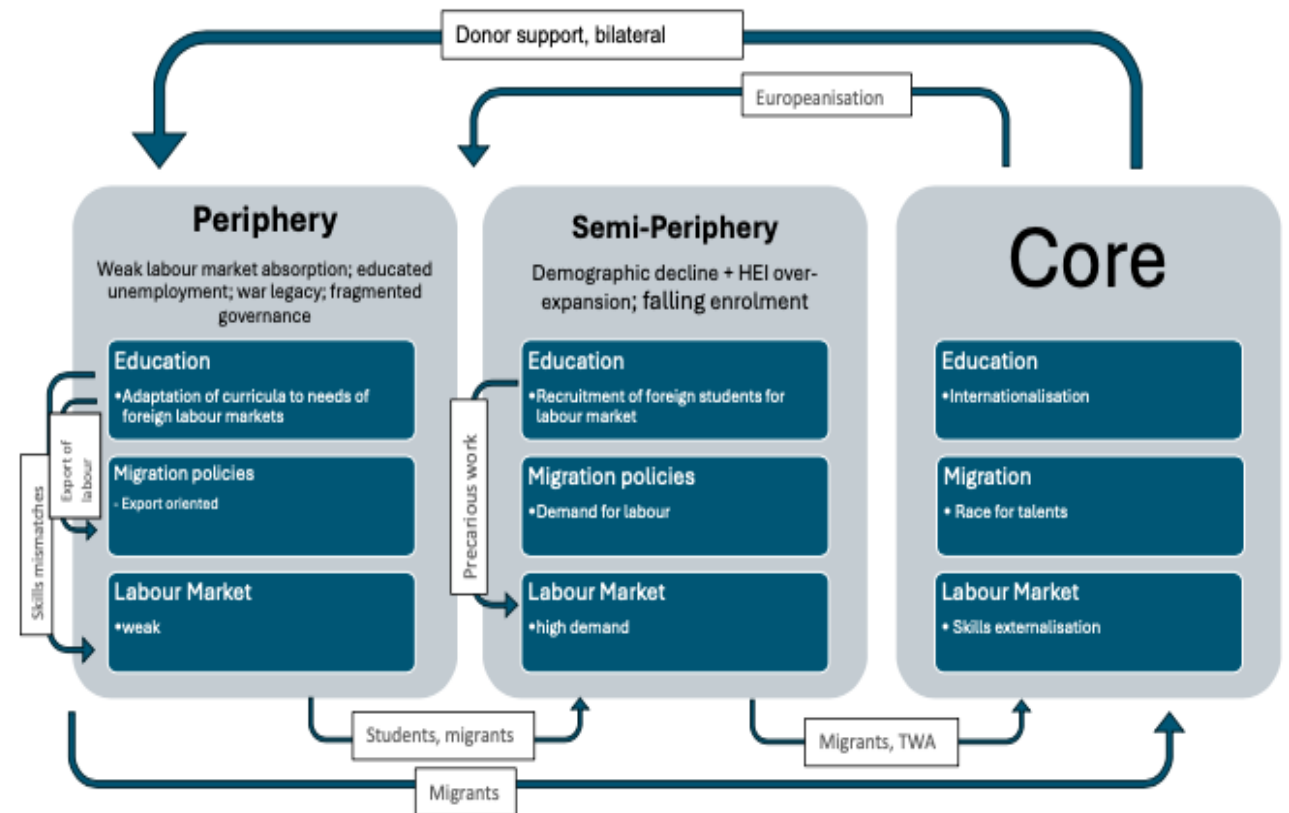
# EDUCATIONAL INSTITUTIONS IN THE SERVICE OF TRANSNATIONAL MIGRATION? CASES OF SLOVENIA AND BOSNIA AND HERZEGOVINA

Higher education institutions act as channels for international labour migration

Based on the education–migration nexus concept, but using the industrial relations perspectives

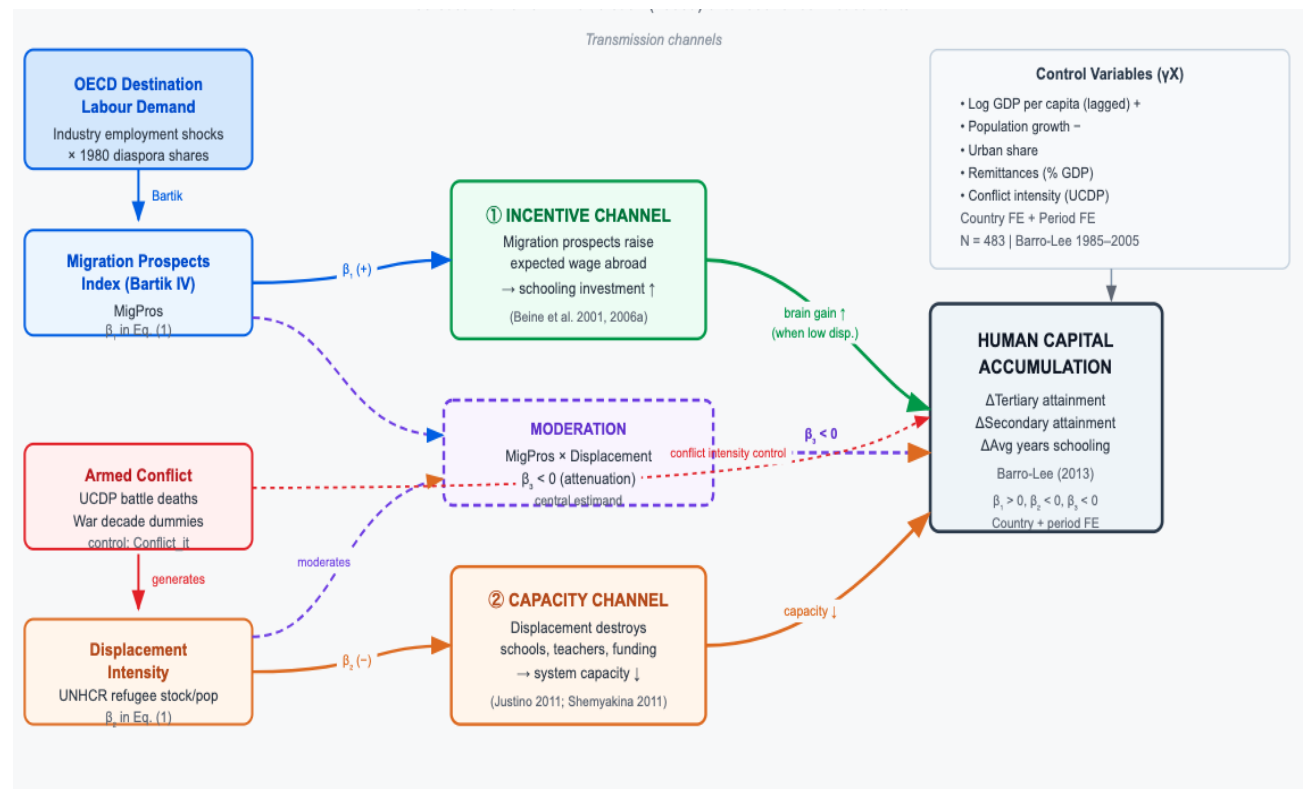
In BiH:

- Weak domestic labour market → limited absorption of graduates
- Universities indirectly function as producers of a migrant workforce
- Alignment with migration dynamics encourages outward mobility
- Graduates increasingly prepared for and oriented toward foreign labour markets
- Raises concerns about brain drain and structural dependency
- Raises concerns about the skill mismatches of those produced for foreign labour markets but left in the domestic labour market (both oversupply and skills missalignment)



# MIGRATION PROSPECTS, DISPLACEMENT AND HUMAN CAPITAL ACCUMULATION

- Panel data analysis of country-level datasets on migration, conflict, human capital
- Testing the brain gain hypothesis in conflict-settings by testing influence of:
  1. Brain drain
  2. Depletion of educational system capacity



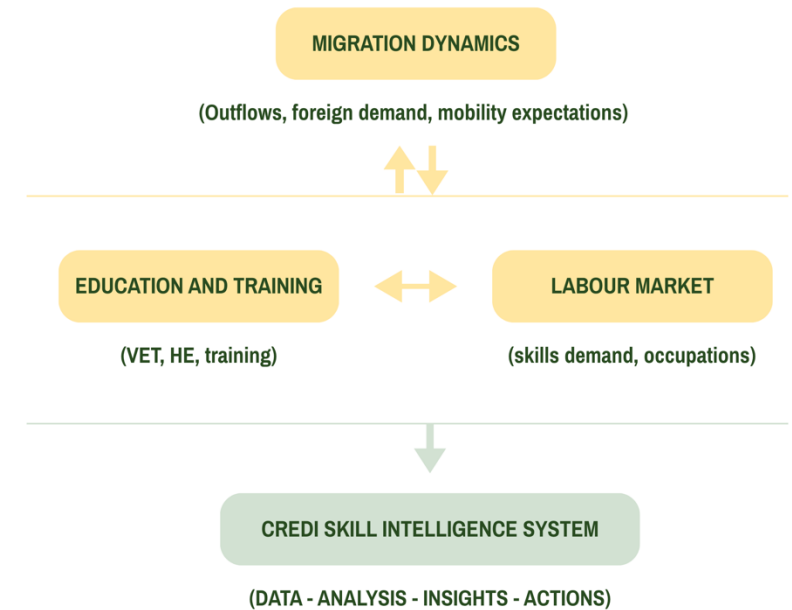
# CREDI'S SKILLS INTELLIGENCE SYSTEM – LINKING EDUCATION, LABOUR MARKETS AND MIGRATION DYNAMICS

1. **DATA AND ANALYSIS** - Job vacancy analysis (OJV / scraping); Employer and tracer surveys; Labour market indicators, Migration and demographic trends.
2. **SKILL INTELLIGENCE CORE** – Skills mapping (ESCO); Identification of skill gaps and trends, Emerging skills detection, Sector and occupation profiling.
3. **APPLICATION AND TOOLS** – Curriculum analysis and redesign, Training programme development, Mapping supply (portal for training providers), dashboards, policy recommendations.

→ Migration dynamics influence all stages

## CREDI Skill Intelligence

- Integrates education supply, labour demand and migration signals
- Turns fragmented data into actionable decisions for VET and policy
- Enables continuous adaptation of training systems



From fragmented data to actionable intelligence for policy and curriculum.

# THANK YOU FOR YOUR ATTENTION!

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