

CURRICULUM VITAE

Sidita Dibra

Email: sidita.dibra@swisscontact.org
Phone: +355684018265



PROFILE (BIO)

Current position: Advisor Skills Development | Deputy Circle Lead Skills and Labour Market

Education:

PhD in Economic Sciences, University of Tirana, Albania (2013)

MBA – Masters in Public Administration, joint degree from University of Tirana, Albania and Lincoln University of Nebraska, USA (2007)

Bachelors Degree in Business Management, Faculty of Economy, University of Tirana, Albania (2004)

Languages: English (professional fluency), Italian (professional fluency), German (basic), Albanian (mother tongue)

Profile statement:

Sidita is a VET expert with more than 16 years of experience working with international organisations in piloting innovative interventions, including collaboration with the private sector, introducing technology in education, organisational design and quality standards, policy evaluation, legal framework, VET financing, inclusiveness in VET, etc. She is actively involved in designing and supporting the implementation of skills development projects as well as external evaluation. Sidita has an academic background, a PhD in Training and Development, and almost 20 years of experience as a lecturer in the Human Resources domain. Her research work covers topics of VET, training & development, online learning, and business model innovation.

KEY QUALIFICATIONS

Making Market Systems Work, Sprigfield Centre - Bangkok, Thailand (2024)

Data wise, Harvard University Graduate school of Education (2020)

Digital Transformation – Platform Strategies for Success, MIT Sloan, Executive Education (2019)

Results Measurement for Private Sector Development – Practical results measurement in accordance with guidelines of Donor Committee for Enterprise Development, HPC – Bangkok, Thailand (2019)

Facilitation Techniques, Ingenious Peoples Knowledge - Thesaloniki, Greece (2017)

Performance Evaluation System, DBB Academie – Berlin, Germany (2011)

Visiting Scholar, George Washington University, Washington DC, USA - US department of State Scholarship (2008)

PROFESSIONAL EXPERIENCE

Institution: Swisscontact Date: 05.2024-current position	Role: Deputy Circle Lead Skills and Labour Market - Coordinate thematic leadership of relevant SLM working areas - Lead internal community of practice and knowledge sharing groups - Supports circle annual planning, reporting and monitoring - Manage operational budgets and associate contracts
Institution: Swisscontact Date: 01.2022-current position	Position: Advisor Continuous Vocational Education and Training - Support skills development project design, tender writing, backstopping for implementation at Global Level. - Thematic lead in continuing VET working area - Support capitalisation and knowledge management processes in a global level - Conduct internal and external evaluations. - Responsible for consolidating SC experience from all regions. - Link to research & development / academia on VET. - Contribute to positioning & networking with International Networks.
Institution: Swisscontact	Mid-term review as per DAC criteria

	- BOOST Employment, Albania & Kosovo (October – December 2024) - NVQS Project, Nepal (February – April 2023) - ASTHA - High-quality healthcare services in rural areas, Bangladesh (March – December 2024)
Institution: Swisscontact	Strategic advising project design & steering, project proposal writing - PropelA, Kenya (2025) - Innova, Guatemala (2024) - Tafawog+, Lebanon (2024) - Private Sector Engagement for Vocational Education and Training in Hospitality Management, Georgia (2024) - EdUP, Ukraine (2022) - Elevate, Jordan (2023- 2024) - Matching Skills to Jobs, Kosovo (2023) - Skills for Jobs, Albania (2016, 2019)
Institution: Swisscontact Client: SDC, Rwanda	Technical backstopping Swiss Development Cooperation on VET in Rwanda
Institution: Swisscontact Client: Lux Development	Lead VET expert in project formulation - RWA/030 - Improving Skills for Holistic Employment in Modern Agriculture, Rwanda (2024) - RWA/027 - Digital Skills Project, Rwanda (2023)
Institution: Faculty of Economy, University of Tirana, Tirana, Albania Date: 10 2004 – present	Position: Associate Professor - Lecturing and scientific research in areas of TVET, HRM; Training and Development, E-learning, Business Modelling etc. - Coordinator of Community of Practice in e-learning. - Member of internal evaluation working group.
Institution: Swisscontact Date: 05.2016 – 12.2021	Position: Deputy Project Manager and Line Manager at Skills for Jobs, SDC project - Technical support and project implementation at provider level - Technical lead and coordinator of the intervention to integrate blended, and ICT-based learning, in vocational schools. - Technical lead and coordinator for organisational development. - Contribute to Swisscontact regional business development.
Institution: ETF (European Training Foundation) Date: 12.2015 – 06.2016	Position: National expert for Albanian Qualification Framework (AQF) Handbook - Support National Qualification task force and technical working groups in preparation of the AQF handbook, aligned with EFQ.
Institution: ETF (European Training Foundation) Date: 2015	Position: Local expert on VET Financing - Assist the Ministry of Social Welfare and Youth with the completion of the revision of the VET legal framework; undertake an analysis of VE and VT financing and propose the legal framework.
Institution: London School of Economics Enterprise Date: 04-05 2015; 01-03 2014	Position: Technical expert at “Regional Support to Inclusive Education” project - Design and implement a participatory action research on inclusive education.
Institution: Kultur Kontakt Austria (KKA), regional Office Date: 2014	Position: Technical expert for gender inclusion - Provide evidence in designing gender friendly VET occupational profiles in tourism & hospitality, ICT.
Institution: ETF (European Training Foundation) Date: 12.2013 – 04.2014	Position: National Expert in VET evaluation at “An Improved VET planning to meet national and regional employment and inclusion objectives – VET school baseline study” project - Conducted the evaluation for north and southeast providers.
Institution: IPF - Infrastructure Projects Facility, Western Balkans	Position: Local Expert in Capacity Building at “Education Investments Framework Project, TA-ALB-10” project, Financed by European Commission - Educational expert in developing an intelligent software for Capital Investment

Date: 10.2010 –03.2012	- Planning system in pre university education. - Coordinate capacity building of local actors for infrastructure evaluation.
Institution: Graduate Institute for International Studies, Geneva Date: 10.2008 – 10.2009	Position: Researcher - Review VET policies & regulations and map and interview actors to develop the case study: “Skills Development Policies in Albania: The Role of National and International Actors” project, project Financed by SDC.
Institution: European Commission, UT Date: 2014-2016	Position: National Leading Expert at “Platform for Trans-Academic European Union, Adriatic IPA Cross Border Cooperation 2007-2013. - Review public policies on innovation and coordinate the empirical & action research on assessing the level of innovation in organisations.
Institution: GIZ Technical Cooperation with Albania Date: 2015	Position: Short-term expert on HR for VET Providers Project - Analyse the Albanian Public VET Providers Managerial Capacity Assessment and need for Human Recourses Development policies for public VET providers in Albania.
Institution: Institute for Democracy and Mediation Date: 10.2013 – 05.2014	Position: Cluster Researcher at “Empowering Women Through Economic Cluster Development” - Responsible for developing a sustainable business model for rural women entrepreneurs’ group, design and coordinate the capacity building component of the project.
Institution: GIZ – German Technical Cooperation Date: 12. 2008 – 02.2009	Position: Consultant at “Short term consultancy on Health Insurance Institution organisational restructuring” - Analysed the HII organisational structure and HRM procedures and propose organisational redesign

REFERENCE PROJECTS

[Skills for Jobs](#), Albania, Swiss Development Cooperation

[BOOST Employment](#), Albania and Kosovo, financed by Medicor and City of Zurich

[Partnership for Plumbing](#) Education, Ukraine, financed by Swiss Development Cooperation and Geberit

[QualityTY](#) project, Nepal, Swiss Development Cooperation

[NVQS](#) project, Nepal, Swiss Development Cooperation

[TVET for vulnerable youth](#), Jordan, [RACA](#) and Swiss Development Cooperation

[ASTHA](#) - High-quality healthcare services in rural areas, Bangladesh

[Vocational Education and Training \(VET\)](#) programme, GIZ, Albania

[Education Investments Framework Project, TA-ALB-10](#), EU, Albania

[RWA Digital Skills](#), LuxDevelopment, Rwanda

[PropelA](#), Swisscontact, Kenya

[Colombia + Competitiva](#) - Strengthening the Competitiveness of the Private Sector, Colombia, SECO

[Innova](#), Guatemala, Swisscontact Development Program

SELECTED PUBLICATIONS & CONFERENCES

Publications

- Dibra, S., Gerdoci, B., Cali, M. (2025). “The differential impact of interaction, environment and learner cognitive factors in online learning outcomes: Insights from an European transition economy”, [Knowledge Management & E-Learning](#) (Forthcoming)
- Dibra, S., Cali, M., Rusi Xh., Kina, K. (2024). “Role of universities in preparing consumers and professionals for the green economy”, Albanian Journal of Economic Studies, (Forthcoming)
- Dibra, S., Gerdoci, B., (2023). “[Training Function Expected Performance index – a new HR measurement instrument for service companies](#)”, Special Edition journal publication of The International Journal of HRD: Practice, Policy and Research,
- Dibra, S., Gerdoci, B., Sula, G., Kurti, S., (2022). “Predicting behavioral intention among graduate students in emergency remote teaching - Evidence from a developing country”, Journal of Computers in Education, <https://link.springer.com/article/10.1007/s40692-022-00239-7>
- Gerdoçi, B., Bortoluzzi, G., Dibra, S., (2017) "Business model design and firm performance: Evidence of interactive effects from a developing economy", European Journal of Innovation Management, <https://doi.org/10.1108/EJIM-02-2017-0012>

- Xhumari, M., Dibra, S., (2016), Access to the VET and social inclusion in Albania, European Journal of Education, special issue "Secondary Education and Social Exclusion: Evidence from Vocational Schools in the Western Balkans", ISSN 1465-3435
- Dibra, S., Mema, F., (2012), "Vocational Education Financing Problems", Revista Shqiptare Social Ekonomike, No.1 (70), p.97, ISSN:2222-5846
- Dibra, S., Tabaku, J., (2011), "VET – an opportunity for Small Business and Entrepreneurship promotion", Revista Shqiptare Social Ekonomike, NO.4 (68), p.65, ISSN:2222-5846

Conferences:

- Cali, M., Dibra, S. (2024), "Greening curricula impact on students' pro-environmental behavior – findings from a quasi-experiment in an Albanian University", International Conference on Economy, Business, Innovation and Technology, FEUT, Albania, Tirana
- Dibra, S. (2023), "Extending Training Function Expected Performance for the new world of work", International Conference: Economic Restructuring for Sustainable Development. Impact of Tourism in this Process, FEUT, Albania, Tirana
- Dibra, S. (2023), "Exploring the Business Model and Organizational Innovation of Vocational Schools: A Case Study of Development Units", 14th International Conference on Management, Economics and Humanities, Copenhagen, Denmark
- Dibra, S., Thano, K., (2023), "Talent management after the great resignation – a strategy for millennials attraction and retention", 8th Business & Entrepreneurial Economics (BEE), 1-3 June, 2023, Croatia
- Dibra, S. (2023), "Human Resources Attraction and Retention in Tourism Industry in Albania –Addressing Effects of the Great Resignation", European Integration - Realities and Perspectives World Institutional Challenges in the post-COVID Era, 18th Edition", 19-20 May, Romania
- Dibra, S. (2023), "Green skills in developing countries – is it a myth or opportunity for growth?", Economic Challenges and innovation, 13th international Scientific Conference by Business Faculty, UAMD, 27-28 April, Durres, Albania
- Gerdoci, B., Cali, M., Dibra, S., (2022), "The Simultaneous Effect of Class Attendance on Grade Expectations in an online learning setting", Smart Digital Futures 22, 20-22 June 2022, Greece. DOI: https://doi.org/10.1007/978-981-19-3112-3_12
- Dibra, S., Gerdoci, B., Cali, M., (2021), "The Effect of Different Types of Interaction on Students' E-Learning Outcome", EBOR CONFERENCE, 4th Economics, Business and Organisation Research Conference 21-22-23 May 2021, Poland
- Gerdoci, B., Dibra, S., (2020), "Innovation and Sales Growth Among Heterogeneous Albanian Firms - A Quantile Approach", 5th International Conference On Applied Economics, Greece, published in Advances in Longitudinal Data Methods in Applied Economic Research, from Springer International Publishing, DOI: https://doi.org/10.1007/978-3-030-63970-9_11
- Gerdoci, G., Dibra, S., (2020), "Gender Gap in Skills Development: Determinants of Girls' Access in Vocational Education in Albania", 22nd International Conference on Social Sciences, 30-31 October 2020, Amsterdam.
- Dibra, S., Drishti, E., (2019), "Blended learning in Vocational Education and Training in Albania – preparing the youth for the future of work", 5th Conference of the LSEE Research Network on Social Cohesion in South East Europe, London School of Economics and Political Science, Belgrade
- Dibra, S., Jenneret, D., Cera, E., (2019), "Cost benefit analysis of work-based learning in Albania", International Scientific conference of Faculty of Economy "Dynamics of sustainable economic and social development", Luigi Gurakuqi University of Shkoder, ISBN 978-9928-207-25-8
- Dibra, S., Xhumari, M., (2014), "Integrated employment policy making for Albanian young people", "Delivering integrated employment policies - Cross-sectorial policies in practice", Edinburgh Napier University, Business School; Centre Emile Durkheim- Bordeaux France
- Llaci, Sh., Tabaku, J., Dibra, S., (2009), "Policy Transfer or Policy Learning: Interactions Between International and National Skills Development Approaches For Policy Making, The Case Of Albania", NORRAG Conference on Policy transfer or policy learning. University of Geneva