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**Swiss Agency for Development  
and Cooperation SDC**



**SOCIAL INCLUSION AND  
POVERTY REDUCTION  
UNIT**

The publication has been printed with financial support of the Swiss Agency for Development and Cooperation, within the Project entitled "Support to the Implementation of the Employment and Social Reform Programme (ESRP) in Serbia with a Focus on Youth Employment and Employability Policies"

# SUPPORT

**to the Implementation of the Employment  
and Social Reform Programme (ESRP)  
in Serbia with a Focus on Youth Employment  
and Employability Policies**

## LOT 1

### Early Development of Innovative Approaches

- *Association for Local Development Kamenica - "Youth development service"*

Through ground research and analysis, project conducted comprehensive development of innovative traineeship model. The model is based on bringing together local university attendants and business sector, combining diagnostic and practical traineeship elements including the elements of co-working and co-living space for youth.

- *Enthusiasts from Kučevo - "Your land will worth more"*

Through serious of consultation and analysis performed, project developed a proposal how to put together all local level resources from public to private and civil sector in the "same structure". This model is based on effective usage of locally available resources for prosperous business (organic food, countryside tourism etc.) and supporting young people in using them effectively.

- *Timoči klub Knjaževac - "Digital inclusion"*

Project developed a "Job shadowing" model which could be implemented in Knjaževac covering gymnasium pupils. Within this concept young people will have an opportunity to spend few days in selected local companies with mentors in order to learn more about specifics of certain job.

- *Novi Bečej Roma organization - "Are you aware, are you able?"*

Project developed a comprehensive data base profiling the unemployed young Roma population in order to better define the local level policies targeting more effectively identified group. Proposed job matching model is based on overcoming the gap in unemployed competences and employers demand. By providing non-formal education and organizing the local level task force with relevant stakeholders this model can serve as a job matching platform.

## LOT 2

### Testing or Improvement of Innovative Solution

- *Business Development Center Kragujevac – “Local level partnership for youth employment”*

Project successfully tested a new youth apprenticeship model by overcoming the gap between the existing competencies of the target group and the needs of employers. Within the piloted project 23 young people completed the capacity building program; 11 of them finished apprenticeship in selected partner companies and all of them (7 males and 4 females) found a permanent job either in project partner companies or in other companies on the local market (2).

- *Regional Education Center Banat – “Start your own business”*

Project provides the opportunity for young unemployed people with adequate training and mentoring program to develop business ideas, improve their skills and knowledge and to be ready to set off into entrepreneurial waters. Within the piloted project 3 young people were supported with small scale fund for their start-ups; 30 young people had an opportunity to participate in the basic training on entrepreneurship; 20 of them passed the advanced level of business plan development and 10 specific business ideas were developed.

- *European Movement in Leskovac – „ACTIVATOR “:Cluster based model of traineeship support for youth employment”*

Multisector model combining resources from public, private and civil sector, bringing them in the cluster, was further improved in order to fine tune previously developed entrepreneurship training and entrepreneurship mentoring programs. As a result, 8 people found a job through mentoring program in selected companies and 10 young people established/ready to start companies.

- *Fenomena Kraljevo "DAFF agribusiness start up for youth"*

Project tested a specific approach in ensuring a sustainable support for youth (mostly females) entrepreneurship in agriculture sector by developing non formal education program, supporting youth in business ideas development and financial support. One business idea shall be tested on the market, with financial support of CSO Fenomena. If successful, small percentage of income shall be returned to the DAFF Fund and used for further development of education program.

- *Foundation for Advancement of Economics - "NAPRED – networking of private and education sector"*

Project launched the IT platform which could be used by youth (high schools and students), researchers and university professors and private sector as a matching tool for traineeship/internship, research tasks or jobs. Using IT platform young people will have an opportunity to post their CVs and express the interests in having traineeship/internship/research task/job in certain area. Private sector shall be able to post open vacancies for research, short or long term jobs, apprenticeships etc. More information on IT platform: [www.napred.rs](http://www.napred.rs)

## LOT 3

### Scaling Up Innovative Approaches

- *Timočki omladinski centar – "POMAK transformacija"*

Project expanded with proposed mechanism for transformation of civil society organizations into social business. The Manuel that could be used by CSOs is a very useful guiding tool for all CSOs with ambition to start its own social business. Out of 50 interested organizations, only 5 were selected for the process of transformation with trainings, mentorship and seed funds for business start-up.

## The flagship initiative within this project was “policy testing”

### Local Level Implementation Programme

The programme is designed to support innovative models and solutions for increasing youth employment and employability which, in the main phase of the Project (2016–2019), could be scaled up, institutionalized and/or implemented as public policies of the Government of Serbia. The programme was implemented through an Open Call for Proposals, with a total budget of CHF 150,000. It was launched on 1 February 2016 and finished by the end of July 2016. During the six-month period, ten innovative models and solutions were supported through three different lots, depending on the level of innovation maturity.

#### Programme impact

- employability of more than 100 end users is increased through different trainings, courses and capacity building programmes;
- 26 people got employed, 19 of whom in different companies, while seven of them started their own businesses;
- ten additional youth are in the process of starting their own businesses;
- local-level policy measures (strategies, local action plans for youth employment) were supplemented by advice and results obtained under the project;
- more than 20 different civil-public-private partnerships were established;
- increased youth motivation for and participation in innovation development and testing; [...] programme participants/beneficiaries included long term unemployed, the Roma, persons with disabilities, NEET category and single parents.”



The project is a part of the larger “Education to Employment E2E Program”, funded by the SDC in Serbia in order to support the Government of Serbia in implementing the Employment and Social Reform Programme in Serbia with a Focus on Youth Employment and Employability Policies. The ESRP is considered a framework policy document in the areas of social and employment policies. Through this project, the Government of Serbia is making the necessary preparations for successful implementation of the Youth Guarantee scheme, by strengthening its capacities for absorption of ESF funds, but it can also be seen as a supplementary measure to the low national budget allocations for active policies tackling high youth unemployment rate.

**Donor:**

Swiss Agency for Development and Cooperation (SDC)

**Duration:**

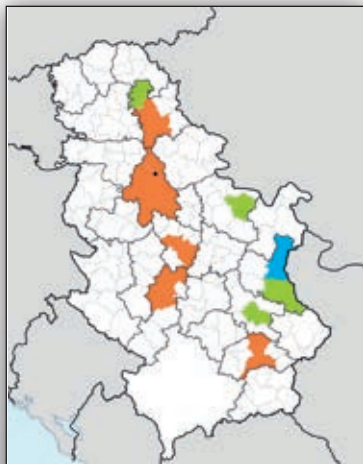
October 2015 – September 2016

**Implementation unit:**

Social Inclusion and Poverty Reduction Unit

**Partners:**

The Ministry of Labour, Employment, Veteran and Social Affairs, the Ministry of Education, Science and Technological Development, and the Ministry of Youth and Sports



-  LOT 1
-  LOT 2
-  LOT 3