

E2E Znanjem do posla



**ZA MLADE -
PRISTOJAN POSAO**

**ZA POSLODAVCE -
KVALIFIKOVANI RADNICI**

**ZA DRUŠTVO -
REŠAVANJE
PROBLEMA
NEZAPOSLENOSTI**



**FOR YOUTH - DECENT
EMPLOYMENT OPPORTUNITIES**

**FOR EMPLOYERS -
QUALIFIED EMPLOYEES**

**FOR SOCIETY - REDUCE
UNEMPLOYMENT**

E2E Education to Employment

1,058

polaznika završilo obuku na
radnom mestu

participants completed
on-the-job training

350

mladih iz teško zapošljivih grupa dobilo
profesionalnu podršku, od kojih 100
završilo obuku na radnom mestu

HPY received support, almost 100
included in on-the-job training

60%

mladih zaposleno
youth employed

128

kompanija u kojima su se mladi obučavali
i zapošljavali

companies participated in the project

19

19 inovativnih modela u kojima je
učestvovalo ukupno 400 mladih

innovative models participated by 400
young people



E2E Education to Employment (E2E)

E2E supports evidence-based development of youth employment policies in Serbia and facilitates employment and learning opportunities for young people in Serbia. E2E provides for the work-based learning of skills required within the labour market that helps young people find decent employment more easily. E2E is a partnership between the Government of Serbia and the Swiss Government building alliances between the public, civil, and private sectors involved in youth employment.

E2E Vision

Decent job prospects and career paths for all young women and men in Serbia.

Mission Statement

E2E improves the position of youth in the Serbian labour market through the modernisation of youth employment policies and the development of young skilled labour demanded by the private sector.

Znanjem do posla

E2E se u Srbiji zalaže da se politike zapošljavanja mladih donose na osnovu potreba utvrđenih u praksi i pomaže stvaranje prilika za zapošljavanje i obrazovanje mladih u Srbiji. E2E omogućava mladima da učenjem kroz rad steknu veštine koje se traže na tržištu rada i koje će im pomoći da brže i lakše dođu do pristojnog posla. E2E predstavlja partnerstvo vlada Srbije i Švajcarske kojim se povezuju akteri javnog, civilnog i privatnog sektora, koji su uključeni u proces povećanja zapošljivosti mladih.

E2E Vizija

Omogućiti razvoj karijere i pristojan posao za sve mlade koji ga traže!

E2E Misija

Poboljšati izgled mladih na tržištu rada u Srbiji kroz unapređenje politika i zakonskog okvira u oblasti zapošljavanja mladih, kao i kroz razvoj znanja i veština koje poslodavci traže.

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SOCIAL INCLUSION AND
POVERTY REDUCTION
UNIT

“Everybody was happy when I started working. It is really important to have a job today, to earn your own money. That gives you self-confidence and independence”

Semin Dolovac (19)
has been employed for 15 months



The “Luck Child”

TRAINING GOALS: Increasing employability young people with developmental disabilities through the improvement of their professional and personal competencies

STORY: When, Semin Dolovac posted on Instagram a photo from the automotive tinsmithing workshop with a comment “I had a stroke of good luck, I am a lucky child”, he could not even imagine how this line of a popular song precisely describes the current time of his life. Four months later, Semin passed on-the-job training in automotive tinsmithing in Novi Pazar and got a job.

THE EMPLOYER’S STATEMENT: *Semin should not worry about the job. If he wants to work and continue doing what he does now, he will always have a place in this workshop. He is now a member of our team and, should he wish to do so, he can stay until he retires in old age* –Nermin Hasanbegović, the automotive tinsmithing shop owner

TRAINING COURSE: 3 months of on-the-job training

105 included in on-the-job training

24 employed

Dete sreće

CILJ OBUKE: Osnajivanje mladih sa smetnjama u razvoju i jačanje njihovih kompetencija.

PRIČA:

Kada je Semin Dolovac na Instagramu objavio fotografiju iz autolimarske radionice uz komentar "krenulo me u životu, ja sam dete sreće", nije ni pretpostavljao koliko taj stih iz popularne pesme dobro opisuje trenutni period u njegovom životu. Četiri meseca kasnije Semin je prošao obuku u autolimarskoj radionici u Novom Pazaru i dobio posao.

REČ POSLODAVCA:

"Semin ne mora da brine za posao. Ako želi da radi i nastavi ovako, za njega će u mojoj radionici uvek biti mesta. On je postao deo nas i ako želi ovde može dočekati i penziju", Nermin Hasanbegović, vlasnik autolimarske radnje.

OBUKA: 3 meseca teorijske i praktične obuke

105 mladih iz teško zapošljivih grupa prošlo je obuku

24 došlo do zaposlenja

”Svi su se obradovali kada sam počeo da radim. Veoma je važno danas imati posao, zarađivati i imati svoj dinar. To ti daje sigurnost i samostalnost”

Semin Dolovac (19)
zaposlen već 15 meseci



“I wanted to learn everything, I asked about everything I was interested in, I soaked in everything new. During the training, I also learned something that they never even mentioned at the university. I learned everything a kindergarten teacher needs to know in working with children.”

Ana Ivković (28),
kindergarten teacher,
employed since March 2018



Ana met a forest fairy

TRAINING GOALS: Through a combination of theoretical and practical training, young people gain the experience, skills, and knowledge that employers are looking for.

STORY After many failed attempts to find work as a kindergarten teacher, Ana Ivković (28) has the impression that finding a job she was qualified for was distant and elusive, almost like something from a fairy tale. Meanwhile, Ana passed the training, within the project E2E, and her dream of finding employment in her profession came true. Today in “Forest Fairy” she shares with the little ones the most beautiful children’s world of play and imagination.

THE EMPLOYER’S STATEMENT: “Now I have a kindergarten teacher who was ready to work independently from the very start. I believe this is a great way in the future as well to develop human resources in this profession”, Neda Božović, founder and director of the privately-owned kindergarten

TRAINING: 2 weeks of theoretical training and 2 months of on-the-job training

709 young people completed training in Kragujevac

259 employed in Kragujevac

Ana je upoznala šumsku vilu

CILJ OBUKE: Kroz kombinaciju teorijske i praktične obuke, mladi stiču iskustvo, veštine i znanja koje poslodavci traže i da tako brže dolaze do posla.

PRIČA Zbog brojnih neuspešnih pokušaja da nađe posao kao vaspitačica, Ani Ivković (28) je zaposlenje u struci izgledalo daleko i nestvarno, gotovo bajkovito. U međuvremenu, Ana je prošla obuku u okviru projekta Znanjem do posla i ostvario se njen san o pronalaženju posla u struci. Danas u "Šumskoj vili" s najmlađima deli najlepši dečji svet igre i mašte.

REČ POSLODAVCA: „Dobila sam vaspitača koji je od starta bio spreman na samostalan rad. Smatram da je ovo odličan način da se i ubuduće pripremaju kadrovi u ovoj struci“, Neda Božović, vlasnica vrtića.

OBUKA: 2 nedelje teorijske obuke i 2 meseca prakse

709 mladih koji su u Kragujevcu prošli obuku

259 mladih koji su dobili posao

„Želela sam sve da naučim, pitala sam sve što me zanima, upijala sam sve što je bilo novo. Na obuci sam naučila i nešto o čemu na fakultetu nisam imala prilike ni da čujem. Naučila sam sve ono što je jednom vaspitaču potrebno u radu sa decom“

Ana Ivković (28), vaspitač
zaposlena od marta 2018



“My job is not difficult for me. If it wasn't for this project, I wouldn't have had the opportunity to find a job. We were given a great opportunity and we all made an effort to fit in as best we could.”

Marijeta Maržić (25)
employed since August 2018

Flowers for a Better Future



TRAINING OBJECTIVE: To increase the employability of young people from the Roma community who have no or only a primary school education.

STORY: Marijeta Maržić (25) had only a primary school education and couldn't find a job. This bright and cheerful mother of two boys, nine and six, wanted to work and secure a better future for her family. After training, she was employed at PUC Komunalac, a job that she enjoys. Marijeta loves gardening which is why she is so happy with her first job.

EMPLOYER STATEMENT: “We help them learn everything they need to

know, from learning about seeds to planting flowers in urban and park area flower beds. Once they complete training they are able to work with our gardeners, doing all the tasks necessary in landscaped green areas located in the city: raking, mowing, planting, pruning trees and hedges. They also learn about the complete planting processes in our plant nursery.” Jasmina Ilić, Mentor at PUC Komunalac

TRAINING: four months of theoretical and a month of on-the-job training

23 young Roma women completed on-the-job training in Pirot



“Posao mi nije težak. Da nije bilo ovog projekta ne bih ni imala nikakvu priliku da se zaposlim. Nama je pružena velika šansa i svi su se trudili da se što bolje uklopimo”

Marijeta Maržić (25)
zaposlena od avgusta 2018

Cveće za sigurniju budućnost

CILJ OBUKE: Povećanje zapošljivosti mladih iz romske zajednice koji nemaju obrazovanje ili su završili samo osnovnu školu

PRIČA Marijeta Maržić (25) završila je samo osnovnu školu i nije mogla da nađe posao. Ova vedra i nasmejana majka dva sina, od devet i šest godina, želela je da radi i stvori sigurniju budućnost za svoju porodicu. Nakon obuke dobila je posao u JKP Komunalac u kome uživa. Marijeta voli da sadi i neguje cveće, pa voli i svoj prvi posao.

REČ POSLODAVCA: „Trudimo se da im pomognemo da nauče sve, od semena do sadnje cveća u cvetnim lejamama u gradu na parkovskim površinama. Moći će da rade sa našim radnicima vrtlarima sve ono što se radi na uređenim zelenim površinama u gradu, grabuljanje, košenje, sadnje, orezivanje stabala i živice. U samom rasadniku naučili su kompletan proces sadnje“, Jasmina Ilić, mentorka iz JKP Komunalac.

OBUKA: četiri meseca teorijske i jedan mesec praktične obuke

23 mlade žene romske nacionalnosti prošlo je obuku na radnom mestu



Accurate Stitches to a Successful Business

TRAINING OBJECTIVE: To train future employees to fit local businesses. To train candidates to be able to independently perform duties and tasks within the profession, emphasising professional competences in this field.

STORY: Jovana Alaksić could not find employment. When she applied for this training, she knew nothing about sewing clothes including children's clothes. She started from scratch and she is now the company's best seamstress. She saw on-the-job training as a chance to learn something new and to find a job.

“I try to learn new things when I can and it seems that I am succeeding in this for now. I like that we all got the chance to get a job. I took advantage of this opportunity.”

Jovana Aleksić (28)
employed since May 2018

EMPLOYER STATEMENT: “Jovana was the best student during training. As soon as she arrived, she absorbed everything we showed her, it was evident that she wanted to learn. It's the same today. She is one of our factory's best seamstresses.” Gorica Pešić Mentor, Technologist at Beba kids

TRAINING: two months of theoretical and practical training

59 young people completed training with the support of a Knjaževac-based broker

30 employed in Knjaževac

Precizan štep za uspešan posao

CILJ OBUKE: Obuka radnika za zanimanja po meri lokalnog biznisa. Osposobiti kandidate za samostalno obavljanje poslova i zadataka u okviru profesije, naglašavajući profesionalne kompetencije u ovoj oblasti.

PRIČA: Jovana Alaksić nije mogla da nađe posao. Kada se prijavila za obuku ništa nije znala o šivenju odeće, pa ni šivenju odeće za decu.

Krenula je od nule, a sada je najbolja radnica. Obuku na radnom mestu videla je kao šansu da nauči nešto novo i nađe posao.

REČ POSLODAVCA: „Jovana je bila najbolja tokom obuke. Čim je došla, prihvatila je sve šta god smo joj pokazali, videlo se da želi da nauči. Tako je i danas. Ona je jedna od najboljih radnica u fabrici“, mentorka, tehnolog Gorica Pešić, "Beba kids".

OBUKA: dva meseca teorijske i praktične obuke

59 mladih koji su uz pomoć brokera iz Knjaževca prošli neku od obuka

30 mladih koji su dobili posao u Knjazevcu i okolini



„Trudim da naučim ponešto novo i čini mi se da u tome za sada uspevam. Dopalo mi se i to što smo svi mi dobili šansu da zasnujemo i radni odnos. Ja sam tu šansu iskoristila.“

Jovana Aleksić (28)
zaposlena od maja 2018

A Job That's Better Than a Hobby

TRAINING OBJECTIVE: Improving the position of young people in the labour market and providing trained workers for locally scarce occupations. Training individuals to perform welding competently and to increase the efficiency and effectiveness of the welding process in the metal processing industry.

STORY: Anđel Đorđević was trained as a road traffic technician but has never held a job in that profession. Anđel is 29 years old and the father of a 2-year-old girl. Welding was a hobby

that he engaged in at home. When he learned about on-the-job training available for welders, he saw in this the opportunity to learn a lot more about welding and find a highly-sought after job in this industry.

EMPLOYER STATEMENT: "This type of welder training is very useful. This is how we are able to reach well-trained people who can be employed directly in production." Miloš Ristić, Head of the Training Centre, Mechanical Engineer at Wacker Neuson

TRAINING: two weeks of theoretical and two months of practical training

709 young people completed training with the support of a Kragujevac-based broker

259 employed in Kragujevac



“I believe I'm well on my way to succeeding in a job that provides security for me and my family. This is an imperative for me as a young man who wants to support his family.”

Anđel Đorđević (29)
zasposlen od juna 2019



„Verujem da sam sada na dobrom putu da se obučim za posao koji će pružiti sigurnost i meni i mojoj porodici. To je najbitnije za mene kao mladog čoveka koji želi da izdržava svoju porodicu“

Anđel Đorđević (29)
employed since June 2019

Posao bolji od hobija

CILJ OBUKE: Poboljšanje položaja mladih na tržištu rada i obezbeđivanje obučених radnika za deficitarna zanimanja na lokalnu. Osposobljavanje lica za kompetentno obavljanje poslova zavarivanja i povećanje efektivnosti i efikasnosti funkcije zavarivanja u metalo-prerađivačkoj industriji.

PRIČA: Anđel se školovao za tehničara u drumskom saobraćaju, ali nikada nije imao posao u struci. Anđel ima 29 godina i otac je dvogodišnje devojčice. Zavarivanje mu je bilo samo hobi, kod kuće. Kada je saznao za obuku

na radnom mestu za zavarivača, video je priliku da nauči mnogo više o zavarivanju i savlada posao koji je veoma tražen u industriji.

REČ POSLODAVCA: „Ova obuka za zavarivača je veoma korisna. Na taj način dolazimo do kvalitetno obučених ljudi koji mogu da idu pravo u proizvodnju“, rukovodilac Trening centra, mašinski inženjer Miloš Ristić, kompanije Wacker Neuson.

OBUKA: dve nedelje teorijskog dela obuke i dva meseca praktične obuke

709 mladih koji su uz pomoć brokera iz Kragujevca prošli neku od obuka

259 mladih koji su dobili posao

“The mentors were really patient with us. They demonstrated everything several times and did not get angry if we wasted rubber. It was important to them that they teach us how to do the job properly.”

Dušan Jevtić (30)
employed since April 2018



From Butcher to Tire Producer

TRAINING GOALS: Increasing youth employability and training young people for occupations for which there is no formal education. The aim of vocational training for the operators of rubber production and processing machines is to acquire theoretical and practical knowledge as well as skills and competences so that candidates can do the job independently.

STORY

Dušan finished a secondary education at Chemical Vocational School to become butcher, but was unsuccessful in finding work in his chosen profession. He worked in various jobs, from digging canals to construction work. He wants to find a job in the rubber industry because this is one

of the most sought after professions in his hometown of Kruševac.

THE EMPLOYER'S STATEMENT: “Our company plans to expand production. We will need more staff and that is why it is very important for us to have trained people to come and work for us.”, Vladimir Veljković, Owner/Director at Silikon Komerc

TRAINING: one week of theoretical and two months of practical training

96 young people completed training with the support from a Kruševac-based broker

49 employed in Kruševac

Od mesara do gumara

CILJ OBUKE: Povećanje zapošljivosti mladih i obučavanje mladih za zanimanja za koja nema formalnog obrazovanja. Cilj stručne obuke za rukovaoce mašinama za proizvodnju i preradu gume je sticanje teorijskih i praktičnih znanja kao i veština i sposobnosti, kako bi kandidati mogli samostalno da obavljaju posao.

PRIČA: Dušan je završio Hemijsku školu, smer za mesara. U svojoj struci nikada nije radio. Bavio se raznim poslovima,

od kopanja kanala do finalnih radova na građevini. On želi da nađe posao u gumarskoj proizvodnji, jer je to u njegovom rodnom gradu Kruševcu jedno od najtraženijih zanimanja.

REČ POSLODAVCA: „Naša kompanija planira da proširi proizvodnju. Trebaće nam više radnika i zato je za nas veoma važno da obučimo ljude za ovaj posao“, Vladimir Veljković, vlasnik i direktor kompanije Silikon Komerc.

OBUKA: jedna nedelja teorijskog dela obuke i dva meseca praktične obuke

96 mladih koji su uz pomoć brokera iz Kruševca prošli neku od obuka

49 mladih koji su dobili posao u Kruševcu

„Mentori su zaista strpljivi, pokazuju nam više puta, ne ljute se ako upropastimo gumu, bitno im je da naučimo da radimo kako treba“

Dušan Jevtić (30)
zasposlen od aprila 2019





Without Prejudice

“The most important thing for me is that I have acquired working habits and had the chance to experience a working atmosphere in a company. I think that’s the greatest value of the practice I’ve had”

Lazar Bulatović

TRAINING GOALS: Establishing dialogues, relationships of trust and creating working conditions that are appropriate for both young people with disabilities and their employers.

STORY

Lazar Bulatović, a sociologist, worked as a practitioner in the field of developing an e-learning platform for transcription of video material, as well as translating declarations from English and German. The company he worked for provided him with working conditions, a customised workplace, commute to and from work, as well as the necessary equipment. The practice enabled Lazar to acquire new skills, work habits, meet new people and enrich his curriculum vitae.

PARTNER STATEMENT: “Organising practical work enables each company to create a quality base of future personnel that can be used later. Also, this is a kind of trial work, so employers can recognise in the practitioners those who would fit in well with the team. Research shows that the productivity of a company grows when young people are hired because young people bring in ideas and new creative energy”, Ljiljana Pavlović, Employers’ Union of Serbia

TRAINING: three months practical work

15 youth with disabilities and 13 employers

5 employment agreements were signed, 3 young persons participated in public works organised by NES





Bez predrasuda

CILJ OBUKE: Uspostavljanje dijaloga, odnosa poverenja i stvaranje uslova za rad koji odgovaraju i mladima sa invaliditetom i njihovim poslodavcima.

PRIČA: Lazar Bulatović, diplomirani sociolog, je u okviru prakse radio kao praktikant na poslovima razvoja e-learning platforme za transkripciju video-materijala, kao i prevode deklaracija sa engleskog i nemačkog jezika. Kompanija u kojoj je radio obezbedila mu je uslove za rad, prilagodila radno mesto, putovanje do i sa posla, kao i neophodnu opremu. Praksa je Lazaru omogućila da stekne nove veštine, radne navike, upozna nove ljude i obogati svoju radnu biografiju.

REČ PARTNERA: „Organizovanje prakse svakom preduzeću omogućava da napravi kvalitetnu bazu budućih kadrova koja kasnije može da se koristi. Takođe, ovo je i svojevrsan probni rad,

pa poslodavci mogu u praktikantima da prepoznaju nekoga ko bi bio dobar deo tima. Istraživanja pokazuju da produktivnost kompanije raste kada se angažuju mladi ljudi, jer mladost donosi ideje, novu kreativnu energiju“, Ljiljana Pavlović, Unija poslodavaca Srbije.

OBUKA: tromesečna radna praksa

15 mladih sa invaliditetom i 13 poslodavaca

5 osoba zaposleno, a 3 učestvovalo u javnim radovima koje organizuje NSZ

„Najvažnije mi je što sam stekao radne navike i osetio radnu atmosferu u jednoj kompaniji. Mislim da je to najveća vrednost prakse koju sam imao.“

Lazar Bulatović



“I made the decision that I wanted to make more money on my own property and be my own boss.”

Dragiša Grujović

Youth and Agriculture – A Perfect Combination

TRAINING OBJECTIVE: Promoting entrepreneurship for agribusiness among young people.

STORY: After winning an award for his sheep farming development business plan, young agriculturalist Dragiša Grujović was able to form a foundation stock, which also granted him additional subsidies for agricultural development. In addition to his rural job, Dragiša also enrolled in university and is now a successful student who plans to grow fruit on his farm.

PARTNER STATEMENT: “When we receive an application like Dragiša’s, we know that he/she is an ideal candidate for us. Not just someone who wants to live in the countryside, but someone who knows what that job can bring. Those who really know and really want to work are always singled out” Aneta Dukić, DAFF Programme (Agricultural Development Fund Phenomena)

TRAINING: theoretical and practical training of three three-day modules

40 young people have been trained

3 people received a grant to start their own business



Mladi i poljoprivreda – prava kombinacija

CILJ OBUKE: Podsticanje preduzetništva među mladima za agrobiznis

PRIČA: Mladi poljoprivrednik Dragiša Grujović je nakon osvajanja nagrade za poslovni plan o razvoju ovčarstva uspeo da formira matično stado, koje mu omogućava i dodatne subvencije za razvoj poljoprivredne delatnosti. Pored seoskih poslova, Dragiša je



upisao i fakultet i sada je uspešan student, a planira da se na svom gazdinstvu bavi i uzgojem voća.

REČ PARTNERA: „Kada dobijemo prijavu poput Dragišine, znamo da nam je to idealan kandidat. Ne samo neko ko hoće da živi na selu, već neko ko zna šta taj posao donosi. Uvek se izdvoje oni koji stvarno znaju i stvarno hoće da se rade“, Aneta Dukić, DAFF program (Poljoprivredni razvojni fond Fenomena)

OBUKA: teorijsko-praktična obuka tri modula po tri dana

40 mladih je prošlo obuku

3 osobe dobile su bespovratna sredstva za pokretanje svog preduzeća

„Rešio sam da probam da li mogu da imam veću zaradu na mom imanju i da budem sam svoj gazda.“

Dragiša Grujović



Youth and Entrepreneurship - A Recipe for Success



”I am fulfilled, I know that I will make a child happy someday.”

Adrijana Savić

TRAINING OBJECTIVE: Supporting young people to become successful entrepreneurs.

STORY: Adrijana Savić is one of the winners of the “Explore Your Business” model competition held in Zrenjanin. She had the idea of a psychology and speech therapy counselling centre for diagnosing and treating children. Andriana has left a full-time job and now writes and produces educational books for children made of natural materials. These books are recommended by psychologists and speech therapists to develop fine motor skills and logical thinking.

PARTNER STATEMENT: “During the training, young people were able to develop their ideas into a business model: how they will conduct the business

- what service they will provide, what product they will produce and to whom they will sell and how. Eventually they developed their business plans individually, with the guidance of mentors and industry partners”, Branislav Milosav, Banat Regional Educational Centre

TRAINING: bi-monthly theoretical and practical training

34 young people received training

12 people are now self-employed as a result of the support received through the programme



Mladi i preduzetništvo - recept za uspeh

CILJ OBUKE: Podrška mladima da postanu uspešni preduzetnici.

PRIČA: Adrijana Savić jedna je od pobjednica takmičenja u okviru modela „Istraži svoj biznis“ u Zrenjaninu. Ona je imala ideju o psihološko-logopedskom savetovalištu za dijagnostifikovanje i terapijski rad sa decom. Andrijana je napustila stalan posao i sada pravi edukativne knjige za decu od prirodnih materijala. Te knjige psiholozi i logopedi preporučuju za razvijanje fine motorike i logičkog razmišljanja.

REČ PARTNERA: „Mladi su tokom obuke razvijali svoju ideju u poslovni

model: na koji način će poslovati, koju uslugu će pružati, koji proizvod će proizvoditi, kome će prodavati i kako. Na kraju su razvijali svoje poslovne planove individualno, sa mentorima i partnerima iz privrede”, Branislav Milosav, regionalni edukativni centar Banat

OBUKA: dvomesečna teorijsko-praktična obuka

34 mladih je prošlo obuku
12 osoba se samozaposlilo na osnovu podrške dobijene kroz program



„Ispunjena sam, znam da ću usrećiti neko dete“

Adrijana Savić



One Must Try

TRAINING GOALS: To support young people in developing their own business models.

STORY: Ivan Milenković, a hairdresser, decided to start his own business, and after the workshops he attended, he applied for a NES competition and received a subsidy. He believes that the training helped him to quickly start and adapt his business. He is proud now of the fact that he runs successful hair salon and is working in a job he loves.

PARTNER STATEMENT: *"Our vision is for every young man and woman in the Jablanica area, and in Serbia, to be a part of the workforce, starting their own businesses or gaining employment. We have created a cluster of about 40 SMEs. The model includes potential entrepreneurs and young people who want to be employed and for which professional internships are organised with*

an employer", Srđan Dimitrijević, European Movement in Serbia (EMS) - Leskovac
"I think the biggest success is changing the perception of young people from this community that they can work and live off what they make here", Suzana Dimitrijević from EMS

TRAINING: Ten three-hour workshops and three months of work with mentors for potential entrepreneurs, or one and a half days of internship for young people who want to get a job

50 youth from the Jablanica district have been trained

20% of participants in self-employment programmes started their own businesses, of which 60% are women

”For years I have been trying to find my dream job, to be a hairdresser. I tell everyone that it's important to try. Now, I am fulfilled, I feel a child-like excitement about my work.**”** Ivan Milenković (23)



Mora da se pokuša

CILJ OBUKE: Podrška mladima u razvoju sopstvenih biznis modela.

PRIČA: Frizer Ivan Milenković rešio je da pokrene svoj biznis, a nakon radionica koje je pohađao, prijavio se na konkurs NZS i dobio subvenciju. Smatra da mu je obuka pomogla da veoma brzo adaptira svoj lokal i pokrene posao. Sada je ponosan jer uspešno vodi svoju frizersku radnju i radi posao koji voli.

REČ PARTNERA: "Naša vizija je da svaki mladi čovek i mlada žena u Jablaničkom okrugu, i u Srbiji, budu u svetu rada ili pokretanjem sopstvenog biznisa ili zapošljavajući se. Napravili smo klaster u

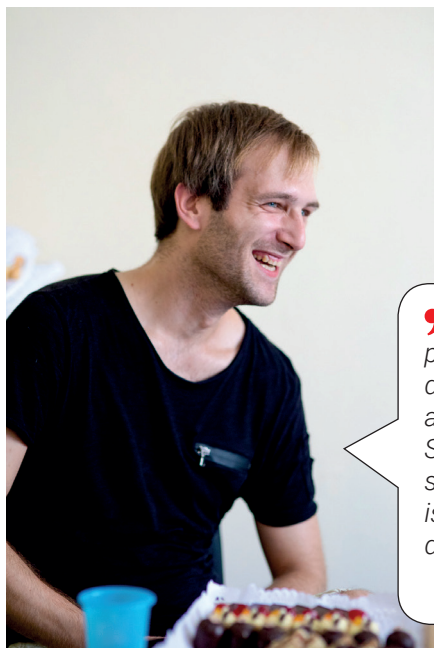
koje je 40-ak malih i srednjih preduzeća. Model uključuje potencijalne preduzetnike i mlade koji žele da se zaposle i za koje se organizuju stručne prakse kod poslodavca", Srđan Dimitrijević iz organizacije Evropski pokret u Srbiji – Leskovac

"Mislim da je najveći uspeh – promena percepcije mladih ljudi iz ove sredine da ovde može da se radi i živi od svog rada", Suzana Dimitrijević iz organizacije EPuS

OBUKA: deset tročasovnih radionica i tri meseca rada sa mentorima za potencijalne preduzetnike, odnosno mesec i po dana prakse za mlade koji žele da se zaposle

50 mladih iz Jablaničkog okruga je prošlo obuku

20% učesnika programa samozapošljavanja je pokrenulo sopstveni biznis, od čega su 60% žene



”Godinama sam pokušavao da dođem do posla koji volim, a to je posao frizera. Svima kažem mora da se pokuša. Mene to sad ispunjava, radujem se kao dete.”

Ivan Milenković (23)



“It was important for us to face the situation head on, that is, to face the company”

Katarina Jović

Now We Know What They Did Last Summer

TRAINING OBJECTIVE: Increasing student employability through connecting with the economy and acquiring locally applicable practical knowledge.

STORY: Katarina Jović, a student at the Faculty of Occupational Safety, believes that theory is taught at the faculties, but that the only reason she acquired the internship necessary for future work was by participating in the Practical Academy. For Katarina, teamwork is very valuable, which is especially important for a person in charge of occupational safety, health, fire protection and environmental protection.

PARTNER STATEMENT: “Companies are interested in the programme, students are satisfied and once they are 80% ready,

they join the company. Through this practice, they gain guidance and the methodology required of them as master protection engineers.” Sveta Cvetanović, professor at the Faculty of Occupational Safety

“Our goal is to show that it can have an impact. There are so many companies that need help, and there are students who are interested in internships”, Dejan Mitić, Association for Local Development of Kamenica

TRAINING: a four-week internship

54 students participated in the programme

The market value of products and services developed by students during practice twice exceeded the total value of the project (EUR 23,000).



Sad znamo šta su radili prošlog leta

CILJ OBUKE: Povećanje zapošljivosti studenata kroz povezivanje sa privredom i sticanje lokalno primenjivih praktičnih znanja.

PRIČA: Katarina Jović, studentkinja Fakulteta zaštite na radu, smatra da se na fakultetima nauči teorija, ali da je tek učešćem u Praktičnoj akademiji stekla praksu neophodnu za budući rad. Za Katarinu je rad u timu veoma dragocen, što je posebno važno za osobu koja je u firmi zadužena za

bezbednost i zdravlje na radu, zaštitu od požara i zaštitu životne sredine.

REČ PARTNERA: „Firme su zainteresovane za program, studenti su zadovoljni i nakon programa su 80 odsto spremni za ulazak u firmu. Kroz ovu praksu dobijaju smernice i metodologiju šta oni zapravo treba da rade kao master inženjeri zaštite“, Sveta Cvetanović, profesor Fakulteta zaštite na radu „Naš cilj je da pokažemo da može, da ima efekta. Toliko je firmi kojima je potrebna pomoć, kao i studenata koji su zainteresovani za praksu“, Dejan Mitić, Udruženje za lokalni razvoj Kamenica

OBUKA: četvoronedeljna praksa

54 studenta je učestvovalo u programu

Tržišna vrednost proizvoda i usluga koji su razvili studenti tokom prakse prešla je za duplo ukupnu vrednost projekta (EUR 23,000)



„Bilo nam je važno da se sretnemo sa realnom situacijom, odnosno kompanijom“

Katarina Jović



Programme Information

Duration (first phase) **2015-2019**

Serbian Contribution: **EUR 6.5 million**

Swiss Contribution: **EUR 7 million**

Supported by: **Swiss Agency for Development and Cooperation SDC**

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