



From Education to Employment (E2E) – Serbia

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

The E2E creates Work-Based Learning (WBL) opportunities for young jobseekers from selected regions of Central-South Serbia. To better match private sector needs with the labour supply, it cooperates with six local partners (called “brokers”) from Novi Pazar, Knjaževac, Pirot, Kruševac and Kragujevac that facilitate the WBL programs and offer top-modern career guidance and matching services for youth and companies. The result is that young jobseekers are better able to position themselves on the labour market through employment promotion measures and non-formal training offers required by the private sector.

Despite the COVID-19 impacts and challenges faced, the E2E succeeded just in 2021 through the implementation of the [Call for Employers](#) to ensure 55 companies to complete 52 WBL trainings. Through these programs, so far 44 companies till the end of 2021 trained 465 youngsters in 63 WBL trainings. The employment rate after finishing the trainings has increased up to astonishing 72%. This means former unemployed young people are now in decent employment relations and continue their life in Serbia.

Based on this success, the greatest achievement in 2021 was the multiple recognition and strong local ownership for embedding the WBL model promoted by E2E in the local communities. Four different LSGs have decided to come forward with financial contributions towards the E2E-WBL approach named “Call for Employers”. Thanks to the high employment and training rates in WBLs, the effectiveness of the WBL approach on the ground has been recognized and is starting to be adopted and replicated at the local level. In the past two years, the municipalities of Čačak (2020/Q3), Pirot (2021/Q2), Kraljevo (2021/Q3) and Kragujevac (2021/Q4) have come forward to either contribute financially to the calls out of their own municipal budgets, or even to copy the whole approach independently in the case of Pirot. Currently already the share of companies in the costs of training for young people has increased significantly within this Call, on average to 54%.

Work-based learning (WBL) results in 2021



Strengthening cooperation with LOCAL SELF-GOVERNMENTS

After the City of Čačak, which was the first municipality in Serbia to co-finance the E2E is proud to announce that in 2021 two more cities joined namely Kraljevo and Kragujevac. In September and October, two Cooperation Agreements were signed between the E2E project and cities of Kraljevo and Kragujevac with the aim of young people to acquire new competencies and new jobs in those local communities.

The agreement envisages the joint support of cities and the Swiss-Serbian E2E project on raising the employability of young people through the regular organization of work-based-learning trainings with employers from the local territories. The agreements signed in 2021 were an extremely positive sign that trainings for young people are becoming sustainable permanent solutions and that companies and local self-government are participating jointly together. The model piloted by the E2E project, as a collaboration between the private and public sectors (PPP), with the support of civil society, has the potential to come to life across the country. Ultimately, the establishment of local WBL Training Platforms would ensure a long-lasting effect in the local communities.

Just in 2021 local self-governments contributed to the cost of trainings for youth in their communities with the amount of more than 2 million dinars.

<https://znanjemdoposla.rs/en/e2e-press-release-signed-cooperation-agreement-on-implementing-the-education-to-employment-project-on-the-city-of-kragujevac-territory/>

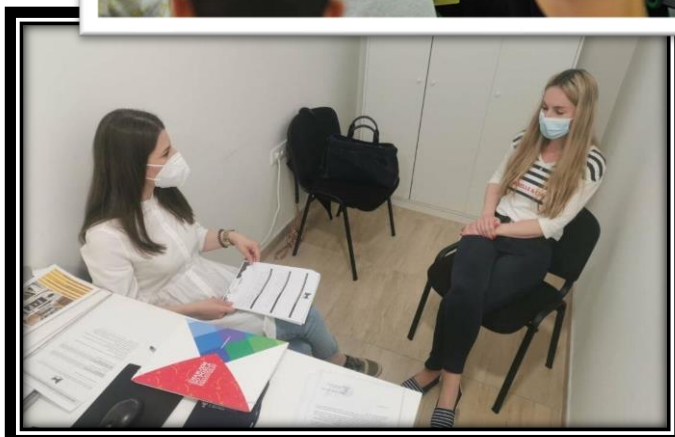


<https://znanjemdoposla.rs/en/a-cooperation-agreement-signed-with-second-local-self-government-in-serbia-the-city-of-kraljevo/>



Career Guidance and Counselling approach within E2E in 2021

During 2021, the E2E continued with the implementation of several innovative CGC package services via a blended approach. Within career centers and schools, physically or online, career practitioners continued using various developed test and instrument for CGC in the direct work with young people. Additionally, in 2021 two newly developed tools from 2020, were rolled out. The WayFi-career quiz and Basic Check - aptitude and competencies test. For further info please visit our homepage. The number of young people who received CGC services in 2021 were **5.083 (M:2.545 / F:2.538): 1.829 individual CGC (M:887/ F:942) and 3.480 group CGC (M:1.749 / F:1.731).**



During the first half of 2021 an additional tool was adapted and developed in cooperation with the Swiss IT CGC partner Gateway and put into practice. The **Matching Tool** is used for comparing the results achieved on the Basic Check test and the required levels for certain jobs/occupations, and/or to get information on what are the main required levels for specific jobs. Additionally, descriptions for each job/occupation are available for a comparison within the Matching Tool and available on the E2E website (<https://znanjemdoposla.rs/opisi-poslova-znanjem-do-posla/>). The Matching Tool, as well as description of jobs, will help young people making informed career decisions and get informing about the local/regional job profiles.



Tesar

Opis

Tesari obrađuju masivno drvo i poluprodukte od drveta, izrađuju i montiraju drvene skele, radne platforme i krovne konstrukcije. Takođe grade fasade i stepenice, oblažu podove, ubacuju prozore i panelne zidove i plafone. Zaduženi su i za zaštitu drvenih konstrukcija od vremenskih uticaja, vode i vlage, brinu se o održavanju drvenih konstrukcija i vrše potrebne popravke. Na osnovu izrađenog plana, tesari izrađuju predmete od drveta, ručno i pomoću alata za merenje, bušenje, brušenje, glodanje, alu koriste i mašine, tako da drvene grede i daske imaju potrebnu veličinu i oblik. Kako bi alat i mašine bile upotrebljive, tesar se brine i o njihovom održavanju. Tesari poznaju strukturu materijala sa kojim rade, kao i projektnu dokumentaciju i građevinske elemente koji se kombinuju u radu.

Na gradilištu timski obavljaju montažne radove, spajaju masivne drvene konstrukcije prema prethodno preciznom utvrđenom planu. Da bi montaža mogla da se izvede sigurno i brzo, rade u timu i ruku pod ruku sa kolegama i ostalim stručnjacima na gradilištu. Tesari uglavnom rade na otvorenom i često na velikoj visini, gde izvode fizički zahtevne radove. Zbog toga je jako važno poštovanje bezbednosnih mera i nošenje zaštitne opreme. Pripremni radovi se obavljaju na zatvorenom, uz izloženost jakom buci. Tačnost, preciznost, fizička snaga, dobra prostorna orijentacija i dobra ravnoteža su od velike važnosti za obavljanje posla tesara.

- Poželjne osobine/zahtevi:**
- Manualna/ručna spretnost;
 - Okretnost i fizička izdržljivost;
 - Dobar vid i preciznost;
 - Osećaj za oblik i proporciju;
 - Prostorna orijentacija;
 - Strpljivost;
 - Odgovornost i pouzdanost;



Mehatroničar

Opis

Mehatroničari imaju širok spektar zadatka. Oni učestvuju u izradi tehničke dokumentacije, odnosno stvaraju idejnih rešenja, montiraju i podešavaju parametara mehatroničkih uređaja i sistema. U tom procesu koriste brojne alate i računarski kontrolisane merne i dijagnostičke uređaje (za proveru funkcionalnosti motora ili vozila). Na osnovu rezultata preciznog merenja lociraju kvarove i utvrđuju proceduru za otklanjanje kvarova. Mehatroničari popravljaju neispravne jedinice pomoću specijalnih alata i elektronske opreme za ispitivanje. Među brojnim radnim aktivnostima, mehatroničari rade i na održavanju mehatroničke opreme, rade periodične provere, vrše čišćenje i podmazivanje delova kako bi uređaji i sistemi pravilno funkcionalni. U radu je bitna i komunikacija sa korisnicima, kojima isporučavaju, šta je ono što se mora popraviti i na koji način. Mehatroničar mora biti dobar poznavalac tehnologije mehatronike, kao i načine rada elektroničkih, mehaničkih i elektronskih sistema i sklopova, kao i da koristi modernu dijagnostičku opremu. Pored toga moraju biti spretni, precizni i stalnoženi, kao i da rade u timovima.

Likolno se specijalizuju za automobilsku mehatroniku ondu su zaduženi sa prijem vozila, dijagnostiku kvarova i popravku. Oni proveravaju, popravljaju ili zamenjuju automatske menjače, motor, klobučni sistem i ključne delove vozila. Bez obzira na polje rada, uglavnom se radi stogeli i u zatvorenom prostoru.

- Poželjne osobine/zahtevi:**
- Manualna/ručna spretnost;
 - Okretnost i fizička izdržljivost;
 - Dobar vid i preciznost;
 - Prostorna orijentacija;
 - Odgovornost i pouzdanost;
 - Organizovanost i fleksibilnost;
 - Komunikativnost;
 - Rad u timu.

- Positive strane:**
- Polje rada mehatroničara su raznovrsna, postoji mogućnost široke primene praktičnih veština i znanja. U radu se koriste moderna dijagnostička sredstva
- Negativne strane:**
- Mehatroničari moraju biti precizni i sigurni. Radi se uglavnom stogeli, zbog stalnog napredovanja tehnologije i primene visokotehnološke opreme potrebno je kontinuirano učenje i usavršavanje.

Karijerni put/ polja rada

Za obavljanje poslova mehatroničara, potrebno je završiti srednje stručno četvorogodišnje obrazovanje. Mehatroničari mogu raditi u servisnim radionicama, automobilskim servisima, u sklopu firmi koje se bave proizvodnjom mehatroničkih sistema i sklopova, ili mogu voditi i svoj posao.

To improve the work of career practitioners, new workshop formats were developed such as the informal assessment training course as well as gender-sensitive activities were promoted amongst CGC counsellors. The E2E strongly focuses on creating open and equal accessible measures and activities for young women and men via implementing gender-sensitive activities, reflecting on gender topics and fighting gender stereotypes through tailor-made CGC activities which supports in particular young female in their career planning and improving their right career decisions.

As part of the E2E contribution to the national policy reform process within the CGC field, the project supported the implementation of several trainings for counsellors from the NES and Employment Agencies, for introducing the Rulebook on CGC service standards and adapting the working practice in line with the defined standards. The training program was developed and implemented in cooperation with the Belgrade Open School, and so far, two trainings were organized in 2020 for 30 participants and two more in 2021 for 34 participants. In total 64 participants passed the training.









E2E usluge karijernog vođenja i savetovanja

Institutional cooperation in 2021

During 2021, the E2E started several supporting activities for improving the framework policies and work procedures of national institutions, such as: i) conducting trainings for 37 NES counsellors for the implementation of the new CGC standards; ii) supported to the development of non-formal education system through the development of the methodology for non-formal education programs based on occupational standards; iii) supported to the methodology of examinations for assessing professional competencies and the framework for andragogy competencies of teachers in adult education; iv) piloting the draft methodology for the development of occupational standards; v) participation in working groups for the Law on NQF amendments and related rulebooks on PROAE (JPOA) development and vi) commencing a comparative analysis between the E2E WBL and NES Training at employer's request.

----- Who is helping us achieve these results – Our local partners -----

 <p>Promo video BIPS</p>	 <p>Promo video RBC</p>	 <p>Promo video Timočki klub</p>
 <p>Promo video Udruženje psihologa Novi Pazar</p>	 <p>Promo video Job Info centar</p>	 <p>Promo video Edukativni centar Kruševac</p>