

## Swiss job creation model develops skills and knowledge among Serbia's youth

Through a network of local partners, this youth employment programme provides funding for career guidance, counseling, internships, trainings, and work-based learning



**Mr Oliver Streit**  
E2E Head of Project  
NIRAS Technical Director  
for Education Skills and  
Employment  
T: +381 64 648 0737

ost@niras.com

The vision of the Education to Employment (E2E) programme is to provide decent job prospects for all young women and men in Serbia regardless of their social status. This vision is achieved through the promotion of modern active labour market and skills development measures based on the Swiss model and adjusted to local needs.

Bringing together key stakeholders involved in youth employment from the Serbian Government, the private sector and civil society, E2E aims to create a long-term, sustainable municipal-level system to increase youth employability and create a dynamic, modern and adaptive labour market in Serbia.

In modernising Serbia's youth employment policies and increasing the competence of young labour through work-based learning programmes, the goal is to achieve a better matching of the demand for and the supply of work in the private sector.

The project is operational in the municipalities of Novi Pazar, Knjaževac, Pirot, Kruševac and Kragujevac where it tests labour market interventions for increased youth employability that are replicable in other Serbian municipalities. To have a higher impact in the 2<sup>nd</sup> phase, the geographical coverages are planned to be expanded to surrounding territories of partners or "brokers".

### Network of local partners

In order to help the youth efficiently prepare for jobs that meet private sector needs, the E2E created a network of five local partners. These so-called "brokers" act as mediators and bridge-builders between training providers, companies and youth - setting up a system that will serve the community long after the

project comes to a close. Local partners offer services such as provision of labour market information, training programs, practical guidance and vocational counselling in school-to-work transition and mediation of work-based learning (WBL) opportunities such as internships for youth.

60%

of participants in work-based learning programmes were employed after the trainings

350

marginalised youth - foster children, victims of domestic violence, ex-offenders, disabled youth, and young Roma women - received training and services

E2E partners work to develop public-private development partnerships (PPDP) at the local level with companies, local government and training providers to develop and expand a market for non-formal trainings with work-based elements that fits both the needs of the private sector and young people.

### Modern work-based learning opportunities

E2E creates WBL opportunities for young job-seekers from selected regions of Central-South Serbia. As a result, they are better able to position themselves on the labour market through employment promoti-

#### Donor

Swiss Agency for Development and Cooperation (SDC)

#### Client

Government of Serbia

#### Location

Krusevac, Kragujevac, Knjazevac, Novi Pazar and Pirot

#### Contract value

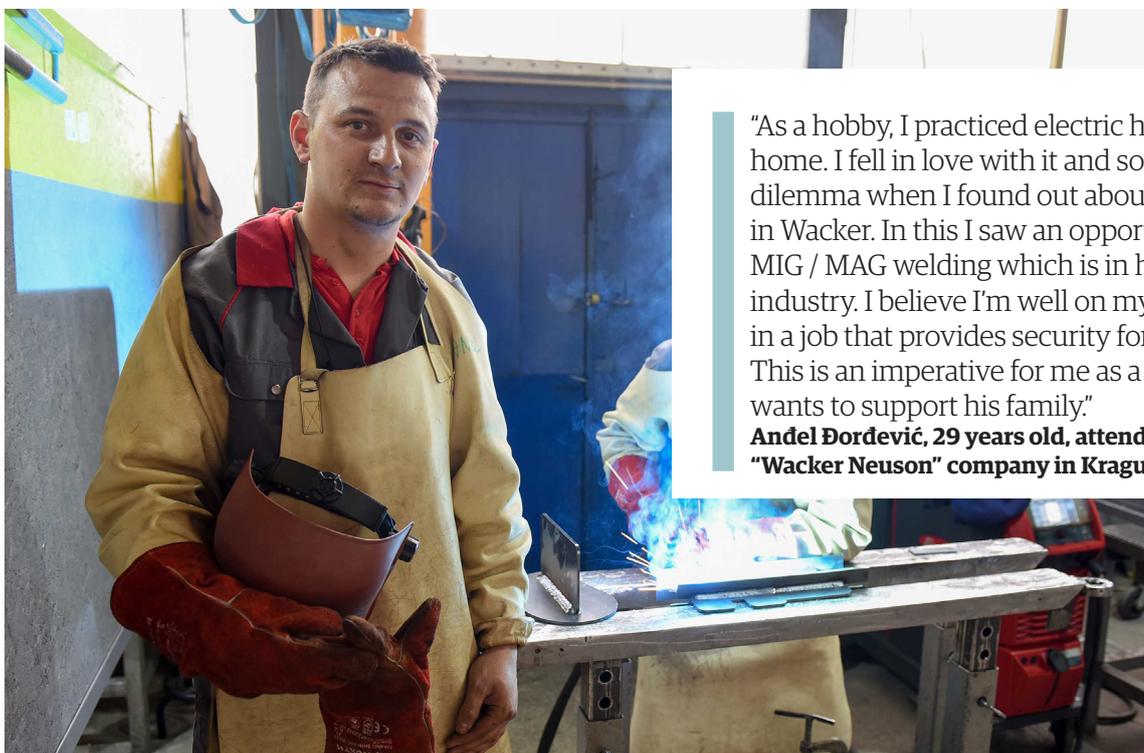
€12,560,000

#### TA value

€6,313,551

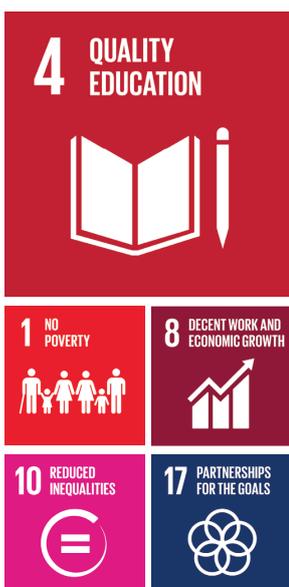
#### Duration

2016-2023  
(Phases 1 and 2)



“As a hobby, I practiced electric hand welding at home. I fell in love with it and so there was no dilemma when I found out about E2E WBL training in Wacker. In this I saw an opportunity to mastering MIG / MAG welding which is in high demand in the industry. 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.”

**Andel Đorđević, 29 years old, attended a training at “Wacker Neuson” company in Kragujevac**



**Switzerland promotes work-based learning (WBL) programmes to raise the skill set required by the labour market and further develop new matching & counselling services that will enable young people to find a decent job faster and make an informed career decision earlier.**

82

projects in 20 municipalities supported, with the participation of +128 companies and 30 partners in both public and civil society sectors.

on measures and non-formal training offers required by the private sector. To this end, E2E promotes modern trainings in companies, career counselling and other labor market measures (provision of labor market information, job search and traineeship placement assistance) that increase the chances for young people to enter and pursue a career.

**Working with government to improve policy**

E2E's unique “bottom-up” approach allows the programme to work in local communities and then feed findings and know-how to the government through its Social Inclusion and Poverty Reduction Unit (SIPRU), which advocates changes in the youth policy framework practices. As a result, relevant national and local key stakeholders can apply effective and evidence-based policies on youth employment and employability through increased performance capacities and a diversified funding portfolio.

The PPDP assists Serbia in applying successful elements of Swiss and other EU cooperation models in the field of dual vocational education training, non-formal training market, work integration/social inclusion of disadvantaged groups and labour market mediation.

In addition to SIPRU, E2E involves collaboration with the Cabinet of the Prime Minister; the Public Policy Secretariat; the Ministry of Labour, Employment, Veteran, and Social Affairs; the Ministry of European Integration; the Ministry of Education, Science, and Technological Development; the Ministry of Youth and Sport; the National Employment Service; the Institute for Improvement of Education; the Qualifications Agency; the Chamber of Commerce and Industry; the Standing Conference of Towns and Municipalities; and various municipalities.

+12,500

youth reached with career guidance counselling services, of whom +1066 participated in work-based learning programmes

**Working with vulnerable groups**

The project emphasises work with vulnerable social groups, such as domestic violence victims, young offenders, Roma, rural youth, refugees, returnees etc. Each municipality tests ways to include a different group and works toward identifying a nation-wide, replicable model with optimal results.

For more information on the available funds and opportunities please visit the project website: [www.znanjemdoposla.rs](http://www.znanjemdoposla.rs)