

REPUBLIC OF SERBIA  
MINISTRY OF YOUTH AND SPORT

REPORT ON THE IMPLEMENTATION OF THE STRATEGY OF CAREER  
GUIDANCE AND COUNSELLING IN THE REPUBLIC OF SERBIA

FOR THE PERIOD FROM MARCH 2012 TO MARCH 2013

Belgrade, August 2013



# **REPORT ON THE IMPLEMENTATION OF THE STRATEGY OF CAREER GUIDANCE AND COUNSELLING IN THE REPUBLIC OF SERBIA**

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## **INTRODUCTION**

The Strategy of Career Guidance and Counselling in the Republic of Serbia (*Official Gazette of the RS*, No. 16/10, hereinafter the "Strategy") was adopted on 4 March 2010. The Republic of Serbia (hereinafter the "RS") adopted this important strategic document as it was stipulated under the National Youth Strategy (*Official Gazette of the RS*, No. 55/08). The Strategy envisions career guidance and counselling (hereinafter "CGC") as a factor of social and economic development, as well as objectives and specific measures which may help the implementation of the CGC practical policy. The Action Plan for the Implementation of the Strategy 2010-2014 forms an integral part of the Strategy (hereinafter the "Action Plan").

Despite the high unemployment rate in the RS (23.1% according to the Labour Force Survey published in October 2012), the economy lacks qualified workforce with competences required by the contemporary labour market. With regard to what the workforce can offer, the focus is largely on the skills and professions which are obsolete or contrary to the needs of a developing economy. The inconsistency of what is available in the labour market and what is actually in demand by the labour market continues to slow down the development of new areas of economy which additionally highlights the need for further reforms of the system of education and training.

Even though notable progress towards achieving education based on competences and outcomes has been made, the education system in the RS still provides knowledge and skills without a systematic and

effective compliance with the requirements of the labour market. Evidence of that lies in the high and growing rate of unemployed young people (according to data from the Labour Force Survey, October 2012, the unemployment rate among young people aged 15 to 30 years is 42.25%) which calls for further development of the CGC system and easier accessibility to these services.

Over the past several years, CGC with the concept of lifelong learning has been taking a growingly important place in European and international frameworks as an instrument for increasing employability. At the European level, as part of the EU 2020 Strategy (*EU Strategy for Youth – Investing and Empowering*), the Agenda for New Skills and Jobs brings initiatives directed towards the development of a qualified workforce capable of adjusting to the changing demands of the labour market, which is essentially one of the key priorities of Europe to increase the employment rate. Continued investment in education and training, development of mechanisms to forecast labour market needs and offer of CGC services are the basis for increasing productivity, competitiveness, economic growth and, ultimately, employment. CGC has been recognised as one of the key instruments of human resource development used to achieve the aims of a greater social equality and inclusion, as much as the aims of education and economic growth.

The contemporary concept of CGC transcends the initial choice of school and profession and involves combining of professional and private roles: job, leisure time and mental health. The ultimate goal of establishing a system of CGC at a national level is to have individuals capable of planning their education, continuous improvement and work. Equally, the contribution of such a system to the development of local, regional and national economy through promotion of human resources is evident.

As a body responsible for monitoring the implementation of the Strategy, the Working Group for the Implementation of the Strategy on Career Guidance and Counselling in the Republic of Serbia

(hereinafter the "Working Group") was formed by the Government Decision 05 No. 02-3148/2011, dated on 28 April 2011 (*Official Gazette of the RS*, No. 30/11), for a period lasting until 2014. The basic tasks of the Working Group concern the following: proposing measures for the purpose of harmonising activities for Strategy implementation according to the dynamic determined by the Action Plan, monitoring the implementation of the Strategy, participation in the evaluation and preparation of annual Strategy implementation reports for the Government, as well as participation in the promotion and popularisation of having a CGC system established in the RS.

As a result of institutional and personnel changes occurred after forming the new government in 2012 and adoption of the new Law on Ministries (*Official Gazette of the RS*, No. 72/12), changes were made to the composition of the Working Group. Consequently, on 29 December 2012, the Government of the RS adopted a Decision on the Dismissal and Appointment of the President and the Members of the Working Group, No. 119-9471/2012 (*Official Gazette of the RS*, No. 124/12).

The appointed members of the Working Group were as follows:

- 1) the President:  
Nenad Borovčanin, Ministry of Youth and Sport;
- 2) members:
  1. Zoran Kostić, Ph.D., Ministry of Education, Science and Technological Development,
  2. Jelena Rančić, Ministry of Finance and Economy,
  3. Biljana Žarković, Ministry of Regional Development and Local Self-Government,
  4. Brankica Janković, Ministry of Labour, Employment and Social Policy,
  5. Prof. Dr. Nada Kovačević, Conference of the Universities of Serbia.

After the changes were made, the Working Group now convenes in the following composition:

- 1) the President: Nenad Borovčanin, Ministry of Youth and Sport,
- 2) Snežana Klašnja, Ministry of Youth and Sport,
- 3) Zoran Kostić, Ph.D., Ministry of Education, Science and Technological Development,
- 4) Jelena Rančić, Ministry of Finance and Economy,
- 5) Biljana Žarković, Ministry of Regional Development and Local Self-Government,
- 6) Brankica Janković, Ministry of Labour, Employment and Social Policy,
- 7) Prof. Dr. Nada Kovačević, Conference of the Universities of Serbia,
- 8) Dragan Djukić<sup>1</sup>, National Employment Service,
- 9) Slobodan Samardžić, Chamber of Commerce and Industry of Serbia,
- 10) Jasmina Tanasić, Standing Conference of Towns and Municipalities,
- 11) Vesna Djukić, Belgrade Open School.

Report on the implementation of the Strategy for a period March 2010-March 2012 was submitted on 1st October 2012 to the Government for informative purposes.

It was concluded in the Report that in the first two years of the Strategy implementation, a significant progress was made in terms of strategic linking of key actors in this field, that foundations for the development of the CGC system were successfully laid and that the gap between the world of education and the labour market was starting to be reduced. Additionally, half-way through the strategic period, progress was noted in the building of basic infrastructure: opening of university and other centres for career guidance and development, professional rehabilitation and employment of people

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1 Note of the translator: "Dj/dj" is a transcription of the Serbian letter "Đ/đ" which is the only letter of the Serbian alphabet rarely pronounced correctly by non-native speakers, unless in transcription.

with disabilities, including the introduction of CGC services in the Youth Offices (hereinafter the “YO”). The overall impression was that there had been improvement in the quality and accessibility of information about the labour market, employment measures and incentives. Moreover, a large number of informative material, brochures, guidelines and manuals was produced and distributed which allow further spreading of good practice. The Report also emphasises activities which due to lack of funding were not finalised within the prescribed time-line and thus ought to be treated as priority activities.

### **METHODOLOGY FOR THE DRAFTING OF THE REPORT**

For drafting this Report, the Ministry of Youth and Sport (hereinafter the “MYS”), as the competent ministry for the Strategy implementation, collected the written suggestions and comments of all members of the Working Group on the basis of which an overview of activities performed on the Strategy implementation during the period from March 2012 to March 2013 was made. A draft Report was submitted to all members of the Working Group for their comments and agreement. All their suggestions and comments were included in the final version of the Report.

The overview of the performed activities follows specific objectives and individual activities of the Action Plan for this reporting period. Therefore, the content of the Report is divided into four chapters, according to the specific objectives:

1. Establishing a system of career guidance and counselling;
2. Developing a system of career guidance and counselling in education;
3. Developing a system of career guidance and counselling in employment;
4. Continuous promotion of career guidance and counselling.

Upon reading the Report, it is possible to get an overview of individual activities performed in 2012/2013, including those partially completed. Moreover, certain specific activities performed were not originally foreseen in the Action Plan, but were included in the Report as the environment demanded for their implementation.

## **1. ESTABLISHING A SYSTEM OF CAREER GUIDANCE AND COUNSELLING**

A system of CGC is an organised system of social and professional activity, providing continuous help to individuals throughout their career development, firstly in education and then in professional activity. Setting up a CGC system involves the creation of CGC service providers' capacities: Centre for Career Guidance and Counselling of the Fund for Young Talents scholarship holders (hereinafter the "Centre for CGC of Young Talents"), CGC, different universities' and faculties' career centres, information and professional counselling centres (hereinafter the "IPCC") within the National Employment Service (hereinafter the "NES"), as well as career development centres within the associations.

Actors participating in the implementation of the Strategy stress that the CGC implementation centres have a very important role in the creation and the development of the CGC system. One of the specific models of a CGC centre, made in cooperation with MYS and Belgrade Open School (hereinafter the "BOS"), is the Centre for CGC of Young Talents. This Centre operates in four directions: career informing, counselling by career counsellor in individual or group sessions, cooperation with employers and workshops for professional development. During the reporting period, the Centre organised 48 workshops for professional development of the Fund scholarship holders on 16 different topics and held them in Belgrade, Novi Sad, Niš and Kragujevac. A total of 638 participants attended the workshops. The Centre's Facebook group with over 750 members continued with its work and the informing of joined members about the opportunities for academic, professional and

personal improvement and training, and posted over 300 separate information notices. 66 individual and 13 group career counselling sessions were held for the Fund scholarship holders with a career counsellor. During the group counselling the scholarship holders were given an opportunity to exchange information and experiences with their colleagues or fellow students from other faculties in a small group, together with the counsellor considering problems and dilemmas that arise and find suitable solutions for them. A webpage of the Centre was created (<http://ckvisdositeja.fondmt.rs/>) and posted as part of the *Dositeja* website of the Fund for Young Talents where information about upcoming and completed activities of the Centre is published regularly. For the purpose of informing the new generation of 2012/13 scholarship holders, a new leaflet was made about the services offered by the Centre in 3,000 copies. Additionally, a new methodology for measuring and monitoring the effects of the CGC for young talents on employability was created for the needs of the Centre. The basic aim of this methodology is to collect and analyse data on the basis of which the effect of CGC services provided (through workshops, counselling, informing) on the employability of the service users could be measured or estimated. As a result of the continued cooperation with companies, the Fund's scholars were informed about the new possibilities of professional trainings and internships in different companies. As a result of the cooperation with the companies, scholarship holders have been getting information about the possibilities of doing professional training. They were informed about a potential professional training and employment in companies such as *Microsoft*, *Velexfarm* and *S Media*. A total of 77 scholarship holders applied for the available positions in these companies. The selection process is currently undergoing.

Youth Offices have an important role in the implementation of the Strategy on local level. Today, there are 141 YO in Serbia, of which 119, have local action plans (hereinafter the "LAP"). The YO represent places where young people have an opportunity to actively participate in the life of their community, realise their ideas for promotion and improvement of living standards for themselves and citizens, as

well as places where they can find useful information for further education, professional training, volunteering or employment. As in the previous period, the MYS continued to provide, through projects and competitions, resources for the development of activities in the YO, the opening of new YO, the support to insufficiently developed areas, as well as support for the implementation of the LAP concerning youth.



In respect of the improvement of CGC services in the YO, great progress was made with the implementation of the project *Professional Orientation in Serbia* financed and implemented by the German Agency for International Development (hereinafter "GIZ"), with its partners being the MYS, the Ministry of Education, Science and Technological Development (hereinafter the "MESTD") and the NES branches participating in the Project activities by operating on local level. The Project has been implemented since 2011 and is to be implemented until 2015 when all the YO are planned to be included in the training program for the establishment of a career info corner. By March 2013, this training was completed by 54 YO in which activities of career informing are now being successfully run and where realistic meetings with employers are taking place. Many of these YO are organising visits of representatives of different professions in order to allow youth to get informed about their potential career choices. Furthermore, mobile teams for professional orientation consisted of students of the Faculty of Political Sciences and the Faculty of Philosophy , as a part of their professional training are offering services of professional orientation across Serbia through workshops and individual career counselling. By April 2013, the services of 157 university students in training were used by more than 4,000 secondary school students, with over 10,000 young people having been informed about the program. Bearing in mind the service of the career info corner in the YO across Serbia, around 10,000 young people were directly involved in this program. The services of career informing are also being offered in the YO in different ways, through career info centres and the work of peer career informers. Taking into consideration all the stated services of CGS currently being offered through the YO across Serbia, the total number of young people who have used them until March 2013 amounts to around 55,000. The majority of young people were using the career informing services (around 51,000), then peer educational trainings (around 2,000) and career counselling (around 2,000).

In Vranje in March 2012, BOS organised a Round Table on the topic of career informing inYO. At the Round Table, the results of the *Career*

*Informers* project which was implemented by BOS during 2011, were presented and a discussion on further development of career informing in the YO took place. Moreover, at the Round Table, two recommendations for further development of career informing in local YO were created. All relevant inputs from the experiences gained in other BOS projects, agencies of the United Nations (hereinafter the "UN") and other partners in this domain were also included in the recommendations which overall depict an ideal situation to which ought to be strived. Partners in this activity were the YO Vranje, joining programmes of the UN – Peace-building and Inclusive Local Development (hereinafter "PBILD") and the Youth Employment and Migration (hereinafter the "YEM"). The participants of the Round Table were as follows: representatives of the MYS, NES, Civil Society Organisations, numerous local YO, secondary school teachers, young people and other interested stakeholders. The main result of the Round Table were the *Recommendations on Career Informing in Youth Offices* ([www.bos.rs/cgcc/uploaded/Preporuke%20Osto.pdf](http://www.bos.rs/cgcc/uploaded/Preporuke%20Osto.pdf)).

In November 2012 in Belgrade, BOS held a three-day training for future peer career informers, *A Career is Calling for You* – for activists from YO municipalities of Apatin, Bačka Palanka, Bujanovac, Indjija, Kikinda, Sjenica, Sremska Mitrovica, Stara Pazova, Svilajnac and Svrlijig. Young people who participated in the training could develop their communication skills, learn how to recognise and understand career needs, pass information on and make presentations, including gaining certain knowledge about topics relevant to the development of young people's careers. The Project was completed with the financial support of the MYS and implemented by BOS and YO municipalities Apatin, Bačka Palanka, Bujanovac, Indjija, Kikinda, Sjenica, Sremska Mitrovica, Stara Pazova, Svilajnac and Svrlijig.

The peer career informing workshops were held in Svilajnac, Bačka Palanka, Indjija, Bujanovac, Sjenica, Apatin, Svrlijig, Sremska Mitrovica and Kikinda. Participation in the workshops offered youth a chance to learn more from their peers about career development, career informing, writing of CVs and entrepreneurship. In the course of

the Project, over 450 young individuals were reached through the workshops and online career counselling.

In the RS, there are also career centres opened in state and private universities and faculties providing support to students and helping the system of CGS to be established. Universities with their own centres for career development and counselling of students (hereinafter the "CCDC") are the University of Belgrade, University of Kragujevac, University of Niš, University of Novi Sad, State University of Novi Pazar, Megatrend University and Singidunum University. During the stated reporting period, these Universities' CCDC were conducting similar activities which are planned to continue throughout 2013 and 2014. These centres organised work training programs for students and subsequently career counselling and career informing (in person, by e-mail, through website and social networks). These centres also hosted workshops for writing of CVs and motivation letters, including preparation for job interviews. In the reporting period, language courses, scholarship fairs, public debates and panel discussions covering employment and education topics were also organised. In addition to the named universities, there are other faculties that have career centres (Faculty of Organisational Sciences, Faculty of Engineering Management, Faculty of Economics, Finance and Administration, etc.), with another one opened at the Faculty of Economics in Bujanovac during the reporting period.

As part of the Tempus Project "Development of Career Guidance in Order to Improve Higher Education in Serbia - CareerS", several activities were organised during the reporting period:

- In May and November of 2012, one training in Great Britain (within the Centre for Career Development of the University of Swansea) was held for those working at university career centres on the CareerS project and for the representatives of the MYS and the MESTD, as well as several workshops in Italy (within the Centre for Career Guidance and Counselling of the University of Padova);

- Annual conference of the TEMPUS project took place in Belgrade on 5 December 2012;
- For the purpose of drafting the National Programme and Methodology of CGC for young people between 19 and 30 years of age, two meetings were organised in June 2012 and February 2013 in Belgrade. The preparation of the National Programme and Methodology shall be implemented through the work of experts delegated by institutions/partners working on the implementation of the project, including students.

The objective of the CareerS project is the development of career guidance at universities, which effectively targets universities (students and academic staff), employers and decision-makers, as the direct beneficiaries. Partners working on the implementation of the Project are as follows: the MYS, the MESTD, Students Conference of Universities in Serbia (hereinafter the "SCUS"), Elektroprivreda Srbija (State-owned electricity utility company, hereinafter referred to as the "EPS"), BOS, Infostud, domestic and foreign universities.

In accordance with the Action Plan a National Resource Center for CGC is to be formed by the end of 2014 and would represent a direct link between the world of education and employment. Therefore, a project proposal called "Development of a Career Guidance and Counselling System in the Republic of Serbia" was entered in the ISDACON data base on 1 March 2012. Additionally, the Serbian European Integration Office (hereinafter the "SEIO") included this topic as one of the priority measures of the *Sector Identification Fish* for IPA 2013. At the proposal of the SEIO, the MYS made a short project draft (ToR) with the support of BOS' team of experts which was forwarded to the SEIO on 26 November 2012.

In January 2013 in Serbia, the Euroguidance Centre was launched as an organisational part of the Tempus Foundation and as part of the European Euroguidance network. The Centre's activities will primarily be directed to experts in career guidance and informing, then to students, pupils, employees or unemployed individuals in the labour

market, foreigners wishing to study/work in the RS and foreign experts in career guidance and informing. The services offered by the Centre will be free of charge with the Centre updating information on the European portal about opportunities for education - Ploteus (*Portal on Learning Opportunities throughout the European Space*).



By March 2013, 5 sessions of the Working Group for the Implementation of Strategy were held. Due to the forming of the new Government and institutional changes, the Working Group convened twice during the reporting period, namely on 9 March 2012 and 31 January 2013. The sixth session of the Working Group was held on 28 May 2013.

## 2. **DEVELOPMENT OF THE CGC SYSTEM IN EDUCATION**

In the sector of education, the CGC services are offered in elementary and secondary schools, institutions for higher education and other institutions offering education according to regulations on extra-curriculum. The main responsible body for activities in the implementation and the development of CGC system in education is the MESTD – elementary and secondary schools and institutions for higher education, followed by the remaining partners participating in the development of CGC.

During the report period, the MYS financially supported 14 projects which were submitted through various open calls, dealing with issues of careering informing, education, unemployment and insufficient employability of young people that are related to insufficient distribution of CGC services to youth in the RS. Projects are largely

implemented in a form of training for young people or cooperation between associations of young people and the YO. For instance, through the project “Program of Drafting and Promotion of Proposals on Practical Policies and the Standardisation of Priority Areas on the National Youth Strategy” which was implemented by the National Youth Council of Serbia (hereinafter the “NYCS”), a Working Group for Education and Employment was formed. The Working Group is operating in accordance with the Strategy with the aim of drafting practical policies in the respective area. Due to the importance of informal education for the labour market, the cooperation between Erste Bank, the NES, the U.S. Agency for International Development (hereinafter the “USAID”) Sustainable Local Development Project, Smart Kolektiv and the MYS has led to the implementation of a program called *Youth Business Serbia*, as an overall support programme for economic empowerment of young people which aims to help young people make economic progress and start their own businesses through entrepreneurship development and professional training (March 2012 – January 2013). As part of the Youth Business Serbia program, the MYS shall continue to fund the activities on the “Support is Important at the Start” project in 2013, which is being implemented by Smart Kolektiv with aforementioned partners.

In February 2013, the MYS published an Open Call for the distribution of 11 million dinars for the support of CGC of young people, with two components:

- A – Competition for administrative and technical support and professional support to the MYS and the Centre for CGC of Young Talents, promotions and implementation of the Strategy;
- B – Strengthening the capacities of the Youth Offices in providing CGC services.

The Chamber of Commerce and Industry of Serbia (hereinafter the “CCIS”), the MYS, YO and the Civic Initiatives organised a Round Table – presentation of the results of the research called “A civil servant? – No, thanks, I am an entrepreneur!”, which was held by the Civic Initiatives association with the financial support of MYS. In

addition to providing a clear insight into the young people's opinion on entrepreneurship, the results of the research are also a source of information and recommendations to all representatives of the private, public and non-governmental sector, i.e. all relevant actors whose engagement and concrete activities could motivate the youth to start their own businesses and thus contribute to the reduction of unemployment in Serbia. (March 2012).

The European Training Foundation (hereinafter "the ETF") and the MESTD held a seminar called "The Report on the Torino Process 2012 – Evaluating the System of Professional Education and Professional Training in Serbia". An analysis of the current state of the national system of professional education and training was presented at the seminar, which uncovered a necessity for changes in the secondary professional education, whilst the actual Report clearly highlighted the importance of having CGC established in the respective area.

More than 30 representatives of institutions and organisations from the country, whose area of work focuses on this particular subject matter attended the seminar. The Report was published on the ETF website with its official publication pending (25 October 2012).

As part of the school component of the previously referred GIZ project, which is being implemented in cooperation with the MESTD, a total of 735 elementary schools in Serbia underwent the training and formed teams for professional orientation. The number of seventh and eighth graders was 65,000. The number of students belonging to vulnerable groups amounted to around 5,600. By March 2013, a total of 2,194 teachers and professional associates underwent accredited training for the provision of service of professional orientation. By the end of the Project (2015), all 1,104 of elementary schools in Serbia are expected to include professional orientation for graduating students in their regular activities.

The MESTD and the Ministry of Labour, Employment and Social Policy (hereinafter the "MLESP") are partners on the "Second Chance" project

– Systematic Development of Functional Elementary Education of Adults, which was launched in 2010 to be implemented until 2013. The aim of this Project is to include persons without elementary education in the process of elementary education to allow them to obtain elementary education as well as their first simple qualification which would then increase their level of qualifications and improve their position on the labour market.

The MESTD and the MLESP are partners on the IPA 07 project “Modernisation of the Secondary Vocational Education and Training System”. As part of this Project, activities are being conducted towards the development of the National System of Qualifications, the introduction of new educational profiles into the system, the development of education of adults and guarantees of vocational education quality.

The British Council (hereinafter “the BC”) being a very important partner in the implementation of the Strategy, in cooperation with the MYS organised a workshop “Connecting with Employers – Possibilities for organising Working and Vocational Trainings” in December 2012. The workshop was intended for representatives of government institutions which are competent for dealing with matters concerning youth, employment, education and work, as well as representatives of university centres for career development and counselling of students. The workshop was also a continuation of a successful cooperation between the MYS and the BC in exchanging of experiences of Great Britain and the RS in the area of CGS. The workshop was attended by 18 participants from 13 institutions, specifically the MLESP, the MESTD, the NES, the CCIS, the CGC Centres, etc.

University CCDCs had similar activities during the reporting period. These centres acknowledged that organising vocational training ought to be accepted in formal education system as a teaching method, all of which ought to be regulated by law. In addition to numerous trainings, the centres were also involved in organising workshops,

lectures, discussions and trainings on the topic of employment and career development.

For the purpose of innovating and improving cooperation with faculties and creating programs in accordance with interests shown, the University of Belgrade – Centre for Career Development and Counselling of Students (hereinafter the “University of Belgrade – CCDC”), organised a meeting with a Pro-rector of Curriculum and Vice-Dean of Academic Affairs in March 2012, and one of the discussed points was the cooperation of the CCDC with other faculties of the University of Belgrade. The CCDC is also the Coordinator of the Tempus Project “Development of Career Guidance in Order to Improve Higher Education in Serbia - CareerS” for which in 2012 it, *inter alia*, held several meetings, organised two study visits abroad, published material on the development of cooperation between universities and employers and material as a presentation of career guidance at universities in Serbia (in electronic and printed form), created a website for the Project and a mailing list for the dissemination of information. Furthermore, the CCDC also began conducting a research called “What Employers Expect of Young Experts and Universities in Serbia Today?” which is being implemented as part of the Tempus Project for the purpose of gaining an insight into the needs of employers in terms of desired profiles of future employees and understanding the extent to what employers are familiarised with the reform of higher education in Serbia, including what information they may be lacking. As a partner, this Centre is also participating in the implementation of TEMPUS project *Conducting graduate surveys and improving alumni services for enhanced strategic management and quality improvement - CONGRAD*. The Project focuses on the monitoring of employability of graduates from universities in Serbia, Montenegro and Bosnia and Herzegovina. After establishing cooperation with the faculties/schools, the project activities were directed towards organising and collecting data about graduates of two academic years, specifically 2006/7 and 2011/12. As a result, 21 faculty of the University of Belgrade joined the Project. On the other hand, the Centre’s team worked with representatives of partner institutions on the drafting of

a questionnaire to be used in 2013 in a research on the conditions for studying at universities and hiring graduates. The participants in the Project were 21 faculty of the University of Belgrade, the Bielefeld University, the University of Kragujevac, the University of Novi Sad, the University of Tuzla, the University of Montenegro, the University of Banja Luka and Singidunum University (October 2011 - October 2014). The Centre's employees held 11 lectures and workshops, primarily focusing on the development of skills - skills that are crucial when entering the labour market, and also about the development of a career development plan. The topics covered were as follows: "Job Interview", "Actively Searching for Jobs", "Job Interview Simulation", "Networking", "Writing CVs and Motivation Letters". The total of 1,000 students and graduates of the University of Belgrade participated in the workshop (March – December 2012). Lectures and workshops with visiting lecturers were also organised, including a Round Table on the topic "Employment and Social Networks" in cooperation with Infostud and the third regional "Virtual Days of Career and Knowledge". Furthermore, the Centre held a panel discussion on the topic "I am graduating in Pharmacy, what next?" at the Faculty of Pharmacy, during which students could learn from the panellists about their typical day at work in a pharmacy, pharmaceutical company and laboratory. The students could also learn about the requirements for the positions involved in all three places of employment and the necessary skills and knowledge to be successful in the profession. During 2012, two "Eager to be Personnel" program cycles took place - a series of trainings led by experts in the field of human resources from leading companies which are members of the American Chamber of Commerce in Serbia. Third cycle of the BG PRACTICE – a program of university work experience in public and public communal companies was held. The Program is being implemented on the basis of the Protocol on Cooperation in Organising and Offering Practice signed by the Rector of the University of Belgrade and the Belgrade Mayor. The participants were 272 students in their final year of studies and graduates of different faculties/schools of the University of Belgrade, University of Arts and other institutions of higher education, 21 city companies, 14 organisational units of the Belgrade Administration, 7 cultural institutions and 3 city municipalities. The Centre also

organised programmes of work experience in companies such as *NIS Gazprom Neft*, as well as visits to *Japan Tobacco International*, *GlaxoSmithKline* and *Eurobank EFG*.

During the reporting period, the University of Novi Sad – Centre for Career Guidance and Counselling of Students (hereinafter the "University of Novi Sad - CCGC") organised a total of 12 workshops as part of the "Step by Step to Employment" project in four cities with 183 young people involved in them. Peer career counselling has been organised on a daily basis and run by the Centre's trainees who are in fact students attending the University of Novi Sad. There is also a six-month university practical work experience operating in units of local self-government on the territory of the Autonomous Province of Vojvodina. In 2011/2012, this practical work experience was successfully completed by 30 trainees in 12 local self-governments. In 2012/2013, the program started in January with 13 trainees having successfully completed it in 8 units of local self-government. The University program of work experience in the Assembly, Provincial Government, Provincial Administration bodies and funds, directorates and institutes founded by the Autonomous Province of Vojvodina was organised in 2011/2012 and successfully completed by 47 trainees in 15 Administrative bodies. In 2012/2013, the Program started in January with 44 trainees having completed it in also 15 administrative bodies. The University program of summer work experience for students was also organised in company *NIS Gazprom Neft*.

The University of Kragujevac - Centre for Career Guidance and Counselling of Students (hereinafter the "University of Kragujevac - CCGC") held an "University Open Doors" event as two panel discussions: "Career and the First Encounter with Employers" and "Student Mobility". In cooperation with the PR Sector of the University of Kragujevac, the Centre initiated further cooperation with the Italian Cultural Centre in Belgrade in order to allow for Italian language courses to be held at the Centre. Moreover, the Centre held a presentation of volunteer camps which give students training opportunities in certain areas of their choice during the summer, which is certainly a good opportunity for them to improve their knowledge of English language. An agreement

was signed between the University of Kragujevac and the City of Kragujevac concerning the provision of student work experience in institutions founded by the City, public and public communal companies, private businesses and the City administrations. Similarly, the Centre established cooperation with the representatives of the Italian company *GEOX* which is expected to open its office in Vranje. In fact, the company representatives contacted the Centre in order to link them with students and graduates.

During the reporting period, the University of Niš - Centre for Career Guidance and Counselling of Students (hereinafter the "University of Niš - CCGC") held presentations on the types of student mobility and student counselling at faculties of the University of Niš. The presentations were prepared by associates of the CCGC, students, graduates, professors and administrative staff of the University of Niš. Also, each year, the University of Niš organises an event "University Open Doors" during the celebration of the University's Day. On this occasion, the Centre presents its work and services. The event organisers are all the faculties and students of the University of Niš, associates of the Centre and curriculum associates. An agreement was signed between the University of Niš and NISAL concerning the provision of work experience for students of the technical faculties of the University of Niš.

The Singidunum University - Centre for Career Guidance and Counselling of Students (hereinafter the "Singidunum University - CCGC") organised a training for students and members of the *ALUMNI* association about business communication, professional skills, writing of CVs, motivation letters, personal statements and letters of recommendation, how to search for jobs, receiving guidance when choosing careers, including the preparation of complete documentation necessary when sending job applications, information about scholarships, projects, work experience, etc. By organising public discussions titled "Career without Limits" for the purpose of introducing students to different choices of profession and opportunities, the Centre contributed to the strengthening of the connection between students, employers and the University.

The Megatrend University - Centre for Career Guidance and Counselling of Students (hereinafter the "Megatrend University – CCDC") organised free language tests in collaboration with *Equilibrio*, a foreign language school, and the issuance of linguistic passports. In cooperation with the Embassy of the United States of America and *World Learning*, a presentation of Global UGRAD program was held for exchange students of the Megatrend University. At the Megatrend University premises, meeting was held with the General Director of *Carlsberg* in Serbia, Ralph Zigerling with whom students could discuss about the Future Leaders program. Additionally, a significant number of vocational trainings were held in companies which have been cooperating with the Centre since 2011 (6 students got jobs after completing the training). In 2012, Agreements on Cooperation were signed with new companies (*Wiener Städtische* insurance company, *Mini Studio Publishing Group*, *Imperial Tobacco*, *Adria Media Serbia*, *Societe Generale*, *WAVE* magazine, *Konekta Plus*, *Wannabe* magazine, *BancaIntesa*...). The vocational training was completed within periods of two weeks to four months, depending on the agenda of the company holding the training in question.

### **3. DEVELOPMENT OF THE CGC SYSTEM IN THE EMPLOYMENT SECTOR**

Problems relating to recruitment, employment and unemployment are key issues for the development of any society and state. The CGC system development plays an important role in employment and the prevention of unemployment in our country because for the first time factors involved in the country's human potential have strategically become linked and harmonised in the context of lifelong learning and career planning.

The pillar institutions in the implementation of the CGC system in employment are the MLESP and the NES through 34 subsidiaries and three CIPCs under the auspices of the NES. CIPCs work in Belgrade, Niš and Novi Sad, and cover the following categories of users: primary school, secondary school and university students, the unemployed

and those seeking employment. Branches in Belgrade, Novi Sad and Kragujevac also include centres for vocational rehabilitation and employment of persons with disabilities. The NES services are intended for the following user categories: the unemployed and persons seeking a change of employment, as well as primary and secondary school and university students. Priority for inclusion in active employment policy measures in accordance with the National Employment Action Plan is provided to the young, the elderly people, persons with no professional qualifications, persons with disabilities and members of other vulnerable groups on the labour market, such as Roma, returnees in the process of readmission, persons in need of social welfare and so-forth.

The activities of the NES have significantly contributed to the success of the implementation of the Strategy. During the reporting period, measures of active labour market policy included 767,907 people of which 306,288 were young people up to the age of 30 (view table below). Most of them used services of career guidance and counselling, as well as programs of additional education and training. Employment counselling was provided to 579,564 persons (75.47 % of the total number), job fairs, career guidance and career planning involved 57,253 persons (7.45 % of the total number), training courses for active job searching and self-efficacy were attended by 46,776 persons (6.09 % of the total number), selection and classification services were utilised by 16,615 persons (2.16 % of the total number), information and career planning and counselling services were useful to 13,231 person (1.72 % of the total number). Twenty one fairs providing professional guidance and career planning had been organised over the course of the reporting period. In addition to workshops offering active job searching and self-efficacy training courses, other career education programs have also been implemented, such as stress management workshops, time management study groups and so-forth. Due to the diversity and quality of its services, the NES has been recognised by international organisations as a regional leader in the field of vocational guidance.

Throughout the reporting period, the NES has organised various programs of additional education and training, in line with labour market requirements, individual employment plans and career planning for the unemployed, as follows: professional lectures for different professions, foreign language courses, computer literacy studies and workplace training. Furthermore, people without qualifications and the unemployed were given the opportunity to participate in programs for the acquisition of practical knowledge, while the unemployed who desired to start their own businesses were provided with educational workshops dealing with planning skills development and company management. A special professional practice program was organised for young people without work experience in their field of education. This program involved 28,111 people (3.66 % of the total number). Over 9,745 people have found jobs through various forms of subsidised employment as a result of participation in a variety of other education and training courses and activities in career guidance and counselling, primarily in the areas of information and employment and career planning counselling.

Over the course of the reporting period, the CIPC provided various forms of services to more than 4,000 beneficiaries. The CIPCs provide current information concerning labour, education and employment. Service users have access to a self-service system for acquiring information and assessment of personal capacities and professional interests, and may also use search vacancies and career planning assistance via Internet.

According to the NES, over 200,000 unemployed people found employment through mediation and active employment policy measures during this period. They predominantly used career guidance and counselling, without any financial incentives for further education or employment.

*Table: Number of persons involved in active employment policy measures for the period 01 March 2012 – 31 March 2013.*

<b>ACTIVE EMPLOYMENT POLICY MEASURES</b>	
<b>1.</b>	<b>EMPLOYMENT MEDIATION</b>
1.1.	<b>Employment counselling (assessment of employability and individual employment plans)</b>
1.2.	<b>Active job searching training course – ATP 1</b>
1.3.	<b>Job searching club</b>
1.4.	<b>Motivation activation training for Roma</b>
1.5.	<b>Job fairs, professional guidance and career planning</b>
<b>2.</b>	<b>PROFESSIONAL GUIDANCE AND CAREER PLANNING COUNSELLING</b>
2.1.	<b>Information on opportunities for career development</b>
2.2.	<b>Counselling</b>
2.3.	<b>Selection and classification</b>
2.3.1.	Selection for employer
2.3.2.	Selection for LTD and entrepreneurship
2.3.3.	Classification
2.4.	<b>Self-efficacy training courses- ATP 2</b>
<b>3.</b>	<b>FURTHER EDUCATION AND TRAINING</b>
3.1.	<b>Professional Practice</b>
3.2.	<b>Gaining practical knowledge</b>
3.3.	<b>Training</b>
<b>4.</b>	<b>SUPPORT TO SELF-EMPLOYMENT</b>
4.1.	<b>Educational programs for entrepreneurship development</b>
4.2.	<b>Subsidies for self-employment</b>

Unemployed persons			Youth (15-30)		
In Total	Women	Men	In Total	Women	Men
680,702	344,319	336,383	266,204	135,308	130,896
579,564	289,049	290,515	216,017	108,820	107,197
38,637	21,952	16,685	23,768	12,707	11,061
4,000	2,656	1,344	2,708	1,670	1,038
1,248	575	673	611	280	331
57,253	30,087	27,166	23,100	11,831	11,269
49,352	32,768	16,584	25,487	16,547	8,940
4,374	2,561	1,813	3,110	1,807	1,303
8,857	5,068	3,789	5,729	3,291	2,438
16,615	11,456	5,159	8,055	5,542	2,513
15,081	10,612	4,469	7,425	5,278	2,147
1,524	839	685	622	259	363
10	5	5	8	5	3
2,891	2,227	664	538	365	173
14,285	8,060	6,225	7,786	4,079	3,707
2,753	1,861	892	2,329	1,560	769
174	71	103	83	27	56
5,679	3,064	2,615	2,687	1,246	1,441
15,855	6,673	9,182	4,125	1,670	2,455
13,826	5,841	7,985	3,623	1,495	2,128
2,029	832	1,197	502	175	327

5.	EMPLOYMENT SUBSIDIES FOR EMPLOYERS
5.1.	<b>Job creation subsidies</b>
6.	PUBLIC WORKS
7.	PROGRAMS ENCOURAGING THE EMPLOYMENT OF PERSONS WITH DISABILITIES AND SUPPORT MEASURES
7.1.	<b>Subsidised employment of people with disabilities without experience</b>
7.2.	<b>Reimbursement of costs for the appropriate modification of workplaces dedicated to special needs of disabled people and labour assistance</b>
IN TOTAL	

The MLESP and the NES jointly implement programs and measures significant for encouraging youth employment in accordance with the National Employment Action Plan (hereinafter the “NAEP”) for 2012 as follows: organisation of professional practice programs and professional development training courses for young people that provide knowledge and experience necessary for taking internship or professional exams; improvement of the quality of human capital in accordance with the National Employment Strategy for 2011-2020 and the NAEP for 2012 by involving a larger number of people in CGC measures, developing existing and opening of new CIPCs under the framework of the NES and establishing cooperation with CIPC info desks at YO; definition, adoption and implementation of the NAEP for 2013, which as one of its priorities sets workforce development through education and training. Furthermore, there has been active participation in implementing the strategy by encouraging partnerships and cooperation and involving more people with CGC measures, harmonising National Occupations Classification with ISCO 8 standards under the framework of the project “Support in Designing a Data Based Employment Policy” and continued development of the National System of Occupational Classification

1,252	555	697	483	186	297
1,252	555	697	483	186	297
309	123	186	98	48	50
273	105	168	84	37	47
36	18	18	14	11	3
767,907	395,167	372,740	306,288	158,712	147,576

in the part concerning the description of other professions not listed under the 600 occupations described in the previous project.

The MESTD, the MLESP, the NES, the Institute for the Advancement of Education, the Institute for Quality Education and Evaluation and the Chamber of Commerce jointly participate in the development of the National Qualifications Framework (hereinafter the "NQF") and closely cooperate within the Working Group for the Development of the NQF for vocational education levels I to V. Four Sector councils for qualifications development have been formed as follows: for agriculture, food industry, tourism and hospitality and information technology. These councils are composed of representatives of relevant employers, the MESTD, the MLESP, trade unions and others.

Within the programming cycle EU- IPA 2012, the MLESP conducted activities proposing actions in implementing measures aimed at expanding the network of job clubs and career guidance and counselling centres. Many activities were also undertaken in suggesting a Sector program for the IPA 2013 program cycle aimed at contributing to smart, sustainable and inclusive growth

of the Republic of Serbia through the development of an educated workforce, improvement of social protection policies, promotion of social inclusion of vulnerable groups and creation of opportunities for a better living standard.

The Ministry of Regional Development and Local Self-Government (hereinafter the "MRDLS"), the Council of Europe Office in Belgrade, and the Standing Conference of Towns and Municipalities (hereinafter referred to as the "SCTM") are preparing project proposals for the implementation of the part of the strategy relating to professional development of local self-governments in Serbia, which would be financed from EU-IPA 2007 funds, under the auspices of the Municipal Support Programme - Good Local Governance, Planning and Service Delivery 2013.

In cooperation with the ETF, the MLESP initiated activities on the "FRAME" project, which has four components: prediction, a review of institutional arrangements, monitoring and regional cooperation, all referring to the development of a vision and direction for skills until 2020. Important phases of the agreement were related to a common vision, setting priorities and developing a road map for Serbia in terms of the necessary skills that should be included in the education and training system until 2020. During the reporting period, one workshop had been organised, but more are being prepared with the goal of familiarising participants with the tasks and goals of the mentioned project. In addition, the implementations of certain activities in the development of a vision and roadmap have commenced.

The MLESP and the NES are working together on the project "Support to National Efforts for the Promotion of Youth Employment and Management of Migration". The main objectives of the project are to increase youth employment in Serbia, reduce the negative consequences of readmission and illegal migration. The Spanish Fund for the Millennium Development Goals is a partner in this project. Since 2012, the joint project "Support in Designing a Data Based

Employment Policy” has been implemented in order to improve the effects of the employment policy through the integration of forecasting, monitoring and evaluation. Over the course of the reporting period, the project “Peace Building and Inclusive Local Development” had been realised – under the auspices of the joint program “Strengthening Capacities for Inclusive Local Development in Southern Serbia” (hereinafter the “PBILD”). Program activities were and are still aimed at achieving four key results that should influence the reduction in differences between Jablanica and Pčinj districts in relation to the rest of Serbia and provide an inclusive, prosperous and sustainable life and future for residents of selected municipalities of the aforementioned districts. The program is implemented through the strengthening of communal unity and human capital, public services, economic development and migration management.

The MYS, Manpower and USAID implemented the project “Career Development of Young People”. Throughout the reporting period, four workshops, entitled “Job Searching is a Full Time Job”, were held in three YO (Zrenjanin, Kruševac and Belgrade municipality of Palilula) with the participation of 120 young people. This project was completed in December of 2012.

With regards to the promotion of career development of scholars from the Fund for Young Talents and the creation of opportunities for their easier access to the labour market, at the beginning of February 2013, the Minister of Youth and Sports and the Director General of *NIS Gazprom Neft* signed Protocol on cooperation aimed at supporting talented students who are scholars of the Fund for Young Talents. In accordance with the signed protocol, NIS shall provide professional practice to high school and faculty students who have received scholarships and awards from the Fund for Young Talents. Cooperation also includes the employment of graduated scholars of the Fund according to the needs and capabilities of NIS, as well as the organisation of practice and workshops in order to share information on the company’s operations and spread practical knowledge and experience. In addition, high school students who achieved the best

results at competitions in the fields of physic, mathematics and Russian language, shall be awarded by NIS with accommodation in a summer camp in Bečići, where they will be provided with the best opportunity to acquire new knowledge and improve their skills through training courses and workshops.



USAID is running the “Sustainable Local Development Project” which provides support to the MYS in the implementation of the Strategy at the level of inter-municipal partnerships, and to youth organisations, civil society organisations and institutions engaged in non-formal education (Smart Collective, Balkan Community Initiatives Fund, Group 484, BOS, etc.). So far, 10 career guidance mobile teams have been established comprising of representatives of the NES, vocational schools and YO in the territory of 10 municipalities. Approximately 1,500 young people have used this program.

As part of USAID’s “Program for Economic Security”, 58 youth office coordinators have received training through three courses in the field of entrepreneurship, while 10 action plans for the development of youth entrepreneurship have been adopted and implemented. Nearly 3,000 young people have been involved in the implementation of

these action plans through 23 projects. Furthermore, training has been held for representatives of 15 career development centres on the topic of collaboration with employers. The final conference of the project was held on 7 March 2013, gathering circa 300 participants.

#### **4. FURTHER PROMOTION OF CGC**

Promoting a strategy involves continuous activity that is carried out through writing reports on implemented activities, issuing publications concerning the strategy, online CGC support, as well as promotion of the strategy in the media, at expert conferences domestically and abroad, and so-forth.

Online CGC support has been implemented through: organising and advertising practice and jobs in cooperation with employers on the website [www.razvojkarijere.bg.ac.rs](http://www.razvojkarijere.bg.ac.rs) (the number of visits during the reporting period: 246,617), career counselling and promotion of the first online system for youth career planning in Serbia- BOS Career, [www.karijera.bos.rs](http://www.karijera.bos.rs) (the number of visits during the reporting period: 90,392), sharing of career information to final grade primary school students through the NES website: [www.vodiczaosnovce.nsz.gov.rs](http://www.vodiczaosnovce.nsz.gov.rs) (the number of visits throughout the reporting period: 70,059 users from 387 cities in more than 60 countries around the world), career guidance for students graduating from primary schools and young people in Serbia through the site [www.profesionalnaorijentacija.org](http://www.profesionalnaorijentacija.org) (number of visits during the reporting period: 25,634), as a part of the GIZ project "Professional Orientation in Serbia". This project pays great attention to promoting the significance of vocational guidance. Accordingly, numerous media reports have been broadcasted on television, and published online and in the printed media.

(<http://www.mreza.rs/evronet/previous-episodes/Obrazovanje-i-nauka/38738/-profesionalna-orijentacija.html>, <http://www.studiob.rs/info/vest.php?id=87569>,<http://www.politika.rs/rubrike/Drustvo/Kako-izabrati-pravo-zanimanje.sr.html>).

In addition, the CCD of the University of Belgrade presented its activities to volunteers and employees of the urban public enterprise

City Market, as well as at the *Job Fair*. Those engaged in the CCD of Belgrade's University, in cooperation with volunteers within the "CCD at Your College", visited 29 BU faculties, during which they personally contacted around 2,500 students and collected 800 registration applications. These activities were used to inform students about the type of services and current programs the Centre provided.

The NES, vocational guidance trainers and career planning coaches participated in 15 radio and TV shows and gave 10 statements to the press in connection with CGC. During study visits to MYS, representatives of institutions and organisations dealing with youth issues from the Czech Republic, the Slovak Republic, the Republic of Srpska and Republic of Slovenia were familiarised with the process of strategy implementation. The main actors in the implementation of the strategy organised and participated at numerous seminars, training sessions and conferences concerning the development of CGC in all fields at home and abroad.

The Civic Initiatives, the SCC, the MYS and the MLESP participated at the conference "Youth and Entrepreneurship", which presented the results of a research on youth entrepreneurship and initiated discussions regarding ways to improve the environment for youth entrepreneurship. The SCC, in cooperation with the MESTD, SCSU and the TEMPUS Office in Serbia, organised two round tables on education: "The Economy and Higher Education- Entrepreneurship, Internship and Career Guidance". Student practice and career guidance assist students to gain work experience while studying and learning about the world of business and prepare them to continue developing a successful career. Examples of good practices of cooperation between the economy and higher education have been presented at various round tables. The round table "Economy and Higher Education – Pharmacy", dedicated to the discussion of skills, knowledge and competencies that pharmacists possess upon completion of integrated studies of pharmacy, may be mentioned as a very well organised event. The organisers of the round table were: A team of experts for the reform of higher education, the MESTD, SCC,

SCSU, TEMPUS Office in Serbia, Pharmaceutical Chamber of Serbia, Serbian Chamber of Biochemists, and pharmacy faculties from Serbia. In cooperation with the ETF, the MLESP launched an initiative to improve the implementation of training on labour market needs for the unemployed, and thus organised the round table “Labour Market Training Courses” in order to share experiences between different institutions in the country and from abroad. Participants of the round table were representatives from Slovenia, France and Ireland.

As part of the “Career Guidance and Counselling Days” in Belgrade on 1 and 2 March 2013,, a symposium dedicated to CGC was organised by the MYS and BOS. As a leader in the implementation process, MYS marked the three-year implementation of the Strategy by holding this manifestation. This professional meeting brought together more than 60 participants, who, among other, held discussions about the importance of CGC and the results summarised in the biannual report on the implementation of the Strategy for Career Guidance and Counselling.



The Regional CGC Conference “Youth and Career Planning” was held in Belgrade on 14 March 2013. The conference was organised by the NES, with the support of the International Labour Organisation (hereinafter the “ILO”), under a joint PBILD project in southern Serbia. It was attended by over 90 representatives from various institutions, including representatives of youth associations. The aim of the conference was to inform the public about the results of two years of collaboration within the PBILD project. The conference was an opportunity to talk about the state and prospects of CGC young people in Serbia, with a focus on service users and professionals. A presentation of “The Guide to Occupational Choice” was made at the conference. This publication intended for young people just enrolling into high school aims at preventing unemployment and wrong career choices. In addition to its availability on the Internet, a printed version of the guide, with a circulation of 25,000 is being distributed to final year primary school students for free.

International training under the framework of the Youth in Action program of the European Commission (hereinafter the “EC”) concerning better employability of young people from minority groups was held in October of 2012. Its goal was to strengthen the capacity of youth workers in Europe to support young people from different minority groups in order to increase their opportunities for employment and career development. The training brought together 28 participants and 5 experts and implementers from the European Union (hereinafter the “EU”) and South-Eastern Europe.

In April 2012, a delegation of the RS participated at the 10<sup>th</sup> Plenary Meeting of the European Lifelong Guidance Policy Network (hereinafter the “ELGPN”) in Copenhagen, Kingdom of Denmark. This network aims to assist EU member states, neighbouring countries eligible for development of the EU Lifelong Learning Programme and the EC in the development of European cooperation on lifelong guidance in both the education and employment sectors. The session introduced the current development of lifelong guidance in the Kingdom of Denmark, and provided a venue for discussions on the

implementation of the CGC program in 2011 and 2012. Participants included representatives of 31 ELGPN member states.

Representatives of the MYS, BOS, CCD in Belgrade and the NES participated at the conference "Motivating Development", organised in Sofia on 10-12 October 2012 by Euroguidance Centre of Bulgaria. In February 2013, a BOS representative participated at the 12th ELGPN Plenary Session held in Dublin, Ireland. The meeting was organised by the National Centre for Guidance in Education and the EC, as part of the event "Irish Presidency over the EU Council" in 2013. The main topics of the meeting were the presentation and development of lifelong guidance in Ireland and discussions on future development of ELGPN, especially on recording and measuring the effects of lifelong career guidance. A delegation of the RS participated at the regional conference *New Skills for New Jobs* in Sarajevo, in July 2012. This event was organised by the Regional Cooperation Council for representatives of Western Balkan countries with the aim of sharing experiences, knowledge and good practices concerning new skills on the labour market relevant for the education and employment sectors.

Throughout the duration of the reporting period, a vast number of informative materials and publications on CGC services had been published. The MYS, in conjunction with the BOS, prepared "The Guide to Career Planning", which provides the latest career information in accordance with the needs of young people with full consideration of current market conditions. The NES published "The Guide to Occupational Choice", in collaboration with the MLESP, MYS and ILO, in order to facilitate career planning for final year primary school students. Within the project "Modernisation of Secondary Vocational Education and Training" IPA 07, "The Self-Assessment Manual for Institutions of Vocational Education" was published and "The Handbook for Monitoring Counterparts with Equal Education and Position" prepared in cooperation with the MESTD and the MLESP.

## CONCLUSION

During the reporting period, the greatest progress was made in relation to the inclusion of a large number of young people in the CGC process, primarily through career information services. This has been contributed to a growing number of career service providers, in the first place, YO offering CGC services through different modalities. The most common services in YO are provided peer career information and peer workshops for professional development that have so far proven to be most beneficial for young people. To further improve the service it is necessary to increase the visibility of career information and its effects within the local community, both among young people and among institutions.

In addition, university career centres have enriched their activities mainly through the organisation of practice programs and establishment of better cooperation with employers. Based on signed protocols on cooperation between the University and the public/public utilities, many students got the opportunity to gain practical experience and apply acquired knowledge in a real business environment. It is expected that the experience and skills gained in practice shall enable students to improve key competences they need in order to better meet the demands of the modern labour market.

The Centre for CGC of Young Talents continued to provide services to scholars of the Fund for Young Talents. The largest coverage was achieved through the services of career information and workshops for professional development. It is expected that in the coming period more emphasis shall be placed on organising practices and real encounters with the world of labour, given the protocol signed between the Minister of Youth and Sport and President of the Fund for Young Talents with the Director of *NIS Gazprom Neft*, as well as other protocols<sup>2</sup> and agreements reached with certain companies.

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<sup>2</sup> Shortly after the reporting period, Erste Bank Jsc. Novi Sad and the MYS signed a Protocol on Cooperation in mid-April 2013 in order to employ fellows of the Fund for Young Talents. The Protocol stipulates that Erste Bank is to offer professional development to students granted scholarships by the Fund through

In terms of professional orientation, a broad scope of final year primary school students participated in the GIZ project "Professional Orientation in Serbia" through workshops designed by school teams. Plans envisage the involvement of all primary schools in Serbia by the end of the project. This shall contribute to the ability of young people to make informed decisions regarding the selection of secondary schools and jobs, in accordance with their interests, abilities, needs and visions of lifelong learning. Moreover, participation in the vocational guidance program provides young people with additional knowledge and developing life skills necessary for facing the dynamic and changing labour market.

Bearing in mind that the achievement of all activities planned by the Action Plan and the finalisation of the process of establishing a CGC system shall last at least another year and a half, priorities for the upcoming period can be identified:

- Establishing a protocol on cooperation between key stakeholders in development of the CGC system;
- Creation of conditions for the formation and operation of a National Resource Centre for CGC and establishment of an information base;
- Development of a National CGC Programme in accordance with the Strategy;
- Implementation of the CGC Programme in accordance with the Strategy.

Initial steps in relation to all of the aforementioned activities have already been taken so as to maintain compliance of implementation with the Strategy. At the 6<sup>th</sup> meeting of the Working Group held on 28 May 2013, a recommendation was made that the MYS, in order to continue with the development of CGC system will prepare a proposal of a Protocol of Cooperation by their next meeting in September that would be signed by key players. It is expected that such a protocol

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practice and obtaining of practical experience and knowledge.

would contribute to the efficiency and better coordination of planning and implementation of CGC measures nationally. Protocols of this type have already been signed at the local level in the City of Kruševac and the Municipality of Bor, while the spread of such practice shall also enable local communities to develop mechanisms for improving CGC, and stakeholders to continuously exchange information and carry out coordinated activities within their jurisdiction.

In connection with the formation of the National Resource Centre, the MYS drafted a project in collaboration with BOS for the development of the "Feasibility Study for the Identification and Selection of the Most Efficient and Best Model of National Resource Centre for Career Guidance and Counselling". This draft shall be forwarded to the EU Delegation by the SEIO for evaluation, after which negotiations on budget defining are expected.

The development of a CGC standard intended for the young people aged 19 to 30 years commenced under the auspices of the Work Package 6 Tempus Project "Development of Career Guidance in Order to Improve Higher Education in Serbia- CareerS". In the coming months, efforts shall be made to prepare the first drafts of CGC Program and Methodology for the aforementioned age group.