



Final report
**“Youth Employability Programme for European
Macedonia”**
Phase 1

January 2008

"In response to the alarmingly high youth unemployment rate in Macedonia, estimated to be over 56%, the European marketing firm Studio-Moderna has partnered with the Balkan Children and Youth Foundation (BCYF), the International Youth Foundation (IYF), and the Foundation Open Society Institute Macedonia to launch the "Youth Employment Program for European Macedonia". This initiative will provide employability training to 1,000 Macedonian young people, and place over 200 participants in internships and youth exchange programs throughout the region. The partnership, facilitated through CGI, aims to enhance employment opportunities for Macedonian young people, ages 18-30, and hopes to replicate the project in other Balkan countries. The project will focus on non-formal education, by promoting strategies such as NGO employability programs, business sector job shadowing and internships, and cross-border exchanges. "- Official quote from the presentation of the "Youth Employability Programme for European Macedonia".

In cooperation with **Studio Moderna**, Balkan Children and Youth Foundation realised the first phase of the project Youth Employability Programme for European Macedonia. BCYF as a field implementer on the project came up with the following results in 2007:

- **73 young people in Macedonia is fully employed after first year**
- **90 job internships has been organized (more than 60% of interns stayed in the companies afterwards)**
- **20 young people involved in cross-border job-learning exchanges**
- **100 business involved in the programme**
- **400 youth gained employability skills.**

Detailed report of the activities:

Launch of "Youth Employability Programme for European Macedonia"

On 5th October 2006, BCYF, Studio Moderna and FOSIM launched the first pilot project "Youth Employability Programme for European Macedonia". Professor Mr.Vlado Dimovski, Mr.Stojan Jovcevski (Studio Moderna Macedonia), Mr.Zoran Cali (FOSIM) and Mrs. Aleksandra Vidanovic (BCYF) officially launched the project and presented the project in front of the many important guests from Macedonia and the region coming from government, business and NGOs. Macedonian media were present and they covered the event in daily news – both TV and press. The partners in this project presented the concept of components that was developed for employing young people in Macedonia and the unique partnership that Studio Moderna and BCYF created.

BCYF organized Business Leaders Forum where lots of representatives from the business community in Macedonia, institutional representatives and young people who are the target

group in this project were invited. Business Leaders Forum was organized in a form of non-formal dinner where all invited guests discussed for the actual problems that exist on the labour market. The guests discussed about the needs and the qualifications that are demanded on the labour market and what are positions that are the most attractive on it. This Forum was a chance where people met and exchanged contacts and ideas for cooperation among the sectors. Business people were especially interested and motivated by the initiative that Studio Moderna took.



Launch event

Study Session "Strategies to secure Network Capacities with the Common Goal of Promoting Youth Employment in and with South East Europe" in Co-operation with Council of Europe DYS in Budapest

Council of Europe DYS has been for years striving to support youth policy development in Europe involving SEE youth and experts in its work as well as promoting social cohesion and inclusion. This was the point where BCYF initiative met with CoE DYS priorities and this study session is a first outcome of this cooperative project. This study session covered topics such as youth employment policies; youth labour rights, recognition of non-formal education for employability, poverty and relations between young people and business communities.

For most young people, finding productive and decent work is a coming-of-age symbol that marks the transition from childhood to adulthood, often referred to as a "yo-yo transition". By finding jobs, young people should gain independence and freedom of choice about their lives. Unfortunately, the employment opportunities available to millions of young people are limited, making it inevitable that youth remain dependent on their families for a longer period of time. In South East Europe, a region marked by political and economic uncertainty, young people increasingly question their future prospects. For those about to graduate from high school and university, one question prevails: "Will I be able to find a job?"

The major challenges facing young people in the region are: youth unemployment, corruption and insecurity (personal and political) about the future, which together contribute to a sense of despair.

Faced with uncertainties at home, many Balkan young people contemplate exercising their newfound personal freedom by leaving the region in search of better educational and job opportunities abroad. Brain drain has a relatively high profile in Albania, Bosnia and Herzegovina, Kosovo and Moldova. Albania lost one-third of its qualified people in the decade after the fall of communism. Other sources indicate that 40 percent of lecturers and researchers from universities and scientific institutions left the country. A large number of young people in Balkan countries are working in environments where they are deprived of basic employment rights and entitlements. Low-quality employment in many of the Balkan post-communist/post-conflict countries includes jobs that may provide higher salaries, but do not provide benefits such as health, pension, or unemployment insurance. For example in Albania, Moldova and Bulgaria, a very large proportion of the wage-employed work in low-quality jobs, but also Hungary was mentioned in this line. (This came after the input from one of the lecturers on Youth Labour Rights – Mr. Vlado Dimovski, and the debate was opened among participants discussing labour rights of young people.)



Prof. Vlado Dimovski - Labour Right session

Large absolute youth unemployment is only one aspect of high aggregate unemployment and low job creation in Balkans; it cannot be addressed in isolation from the wider employment problem. While economic growth is essential to supporting youth employment, the quality of that growth is equally important. Employment prospects for youth improved slightly after the conflicts and with the return of economic growth, but still the market needs and educational profiles of potential young workers are in discrepancy. Deficits in the educational sector mean that students graduate with skills ill suited to the demands of the job market, especially students who decide not to continue their studies after high school.

Policymakers need to address the barriers to young people's entry into the labour market. The existence of these barriers is indicated by higher rates of youth unemployment relative to adult unemployment. Barriers include the poor quality of skills possessed by labour-market entrants, low incentives for employers to hire first job seekers, a lack of mechanisms

to give young graduates exposure to work, and credit. (This was widely debated with the lecturer Jean Pierre Isbendijan in the session on youth employment policies.)

Promotion of "Youth Employability Programme for European Macedonia"

BCYF worked hard on promotion of the YPEM project on various levels – through public promotion and through media promotion. BCYF representative presented "Youth Employability programme for European Macedonia" on research seminar "Youth Employment and the Future of Work", held in Strasbourg in the period 21st -24th May 2007. On the presentation of the project, participants reacted on the donation of Studio Moderna as private company in to this project. People in Europe are still not used working with private donation on projects for social inclusion of young people in to working life. Studio Moderna is a leader in donating its money in project for making better life for young unemployed people. BCYF representative was chosen for presenting "Youth Employability programme for European Macedonia" as a best practice came from the Balkans, on the European Day on Migration and Integration, held in Aachen, Germany in the period 19th-20th November 2007 in front of the Members of the Committee of Migration in Council of Europe and MPs of Council of Europe. This invitation came as a follow up after presentation of the project in Budapest in a meeting "Access of young migrants and people in to working life" with the Members of the Committee of Migration.

BCYF also presented the concept of components that BCYF together with Studio Moderna developed and brought results, on Microsoft Conference "E-skills and Employability", held in Barcelona, Spain in period 19th-20th June 2007.

"Youth Employability Programme for European Macedonia" became very attractive for the business community in Macedonia and for the media as well. BCYF representative was invited to present this project on morning programme on National Macedonian TV station Sitel. BCYF representative got an invitation for an interview for Macedonian Daily Newspaper "Vreme" where she presented the concept that BCYF and Studio Moderna developed and its process and dynamics of implementation, and few more Macedonian dailies as well as Serbian Radio programme in Macedonia and TV appearances on Serbian programme of Macedonian National TV station.



Cross border exchanges

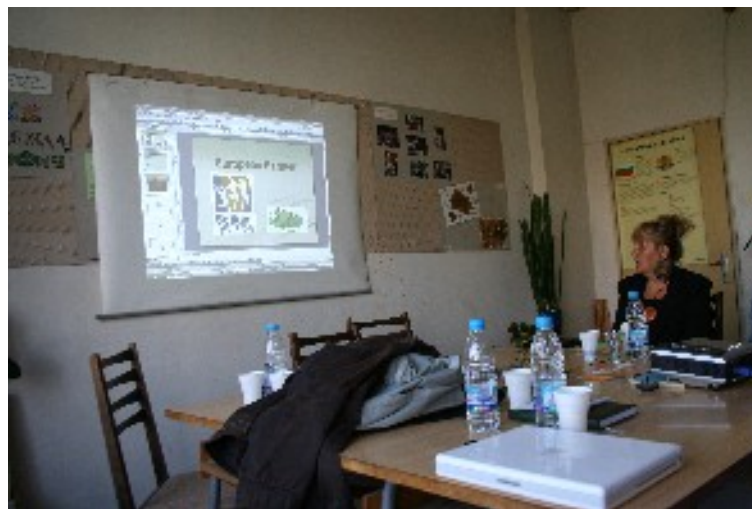
BCYF opened call for applications for the realization of this component in June 2007. From all applications that were received, BCYF team decided that only two organizations should be supported by BCYF, because of the complete applications, all criteria were accomplished, they offered original memorandum for co-operation with the organization from other

country. The ideas are very clear and efficient for realization, real and contain all elements for youth employability. Supported organizations are Organizing Bureau for School Students Unions; SEE regional office-OBESSU SEE, and EkoVita, Negotino.

Here are the conclusions of realized cross-border exchanges.

EkoVita Negotino

EkoVita had the opportunity to see a full-functioning NGO at work: BlueLink is an excellent example of a sustainable organization with full-time employees and well-developed projects. EkoVita were informed of how BlueLink is organized and funded. EkoVita were introduced to different aspects of the organizational structure – to the technology department, the project coordinators, and to those employees in charge of monitoring Bulgarian and international news outlets in search of the most recent and urgent environmental news. These pieces of news are constantly updated onto the BlueLink website and, if necessary, translated into Bulgarian and English for the site. Through BlueLink EkoVita were also of some of the most pressing environmental concerns and campaigns in Bulgaria, and to the position and importance of independent media, information portals, and NGOs in the fight for better environmental stewardship in Eastern Europe. (They discussed the existing online networks for the region: BlueLink for Bulgaria, SEE online network for East Europe (<http://www.see-nvironment.info/>),(<http://www.eko.net.mk/otherContent/aboutusEn.asp>))



Presenting the project "European Farmer" supported by YEPPEM project

EkoVita learned the details of past, current, and future projects of three Bulgarian NGOs visited. This provides a base to find common points of interest and focus, which will help them form working partnership for cooperative projects in the future. EkoVita were able to witness different approaches to improving the environmental awareness in Bulgaria. From BlueLink, EkoVita learned the importance of technology in mobilizing support and networking and the importance of remaining independent of government support in order to be a truly objective watchdog for environmental concerns. From the Youth Eco-Parliament, EkoVita saw the effectiveness of grassroots environmental awareness campaigns – designed, driven, and implemented by local youth volunteers. From the CVS, EkoVita were

introduced to the activities of the Eco Center in the village of Vlahi, an ecological center constructed and made possible all through volunteer action. EkoVita learned the history behind this action and is considering the possibility of EkoVita replicating this project concept in Macedonia. As this was the first exchange, EkoVita also learned what is needed in planning a successful exchange. EkoVita's first three exchanges were arranged as formal meetings at the offices of the respective NGOs, all productive and useful exchanges. However, the last was organized at a festival in Sandanski, a festival organized by the National Network MAJOR with which we intended to meet. Though EkoVita knew contact information for the group in Sofia, we did not have mobile numbers and we had difficulty in reaching the key organizers, busy as they were during the event.

EkoVita's youth group has immediate plans to apply for funding through the European Youth Foundation in October. This proposal will involve replicating activities from a previous EkoVita project involving mushroom growing and will partner with the Youth Eco-Parliament. EkoVita had the opportunity to present its activities relating to employment opportunities through mushroom growing education to the Youth Eco-Parliament during the exchange; they were impressed with the creativity of the idea and expressed strong interest in applying for cooperative funds in order to replicate the activities locally. They already presented the results of these visits and cooperation with Studio Moderna and BCYF on all local media.

EkoVita is in the process of building a website for the organization, designed and built by youth volunteers. BlueLink has a sophisticated interactive website that is effective in recruiting volunteers, informing others of its activities, etc. EkoVita was introduced to the details of this design and function during the BCYF exchange. EkoVita will use ideas suggested BlueLink and incorporate them into EkoVita's new website design to make it a better networking tool. This website was launched in November 2007. EkoVita will soon establish a library of books purchased by funds from BCYF in the NGO's office. These books cover topics of interest to members of EkoVita, thereby offering more public value by providing more information to EkoVita participants. These include books on grape growing, bee keeping, honey production, agricultural troubleshooting, landscape architecture, greenhouse building, website design, and basic computer skills.

OBESSU SEE

This cross border exchange was held in Belgrade, Serbia where the residence of the host organization for the exchange is. The host organization provided team of experienced young people dealing the issue of youth employability in the frames of UNSS. The visitor organization consisting the Coordinator of the SEE Office and a volunteer, shared the experience of OBESSU in the frames of the concrete issue on national level, explaining the actions in Macedonia toward youth employability.

The possibility offered by the cross border exchange program showed that it was not only a possibility for OBESSU and UNSS to develop and embitter conditions for employment of young people; but it is also a possibility for all of the young people that we work with and for to develop mechanisms for reaching autonomy in a way that we got detail information about the situation of youth employment in Serbia and discussed in detail our future cooperation in regard to starting to implement youth employability project, discussed ways

and mechanisms through which we can contribute to creating better work conditions for young people. The regional closeness and similar economic and political works proved that the situation of youth employability both in Macedonia and Serbia is facing the same obstacles as well as well set. Young people now days mainly face the problem when looking for a job regarding their vocation. The main obstacle is the transition phase of each country, when a lot of changes are implemented both in the public and private sector. Nevertheless, the democratic society and freedom of movement are additional reasons for slow input in function of this issue.

OBESSU SEE is dealing with target group of high school students, ages 15-18. In addition, the main objectives were aimed toward the high school graduates. Bearing in mind that this target group is inexperienced and approaching different phase in life, the accent of the program was taking a venue in finding solutions and improving personal qualities in the career search. The agenda fulfilled all the requirements in point of gathering necessary information what are the most useful steps one should do in order to achieve employment. The work plan of OBESSU and UNSS provides section for improving the follow up of one graduate student. Upon the above statements, through this cross border exchange they achieved the following goals:

- Got detailed information and examples of good practices of youth employment initiatives and activities
- Exchanged knowledge and experience
- Developed strategies and action plan for further work on youth employment issues
- Established cooperation among the visitor and host organization for further work on youth employment
- Developed strategies for providing skills training for young people regarding their employment
- Discussed and found ways to raise the question of youth employment on national level
- Discussed ways in which the youth organizations can influence and contribute to the creation of better employment conditions for young people
- Strengthened the capacities of the visitor organization to deal with youth employment issues
- Detailed introduction in the process of preparing, creating and publishing guidelines relating youth employment issues
- Discussed follow-up activities

Signifying the most important and useful ways how can one find employment; we stressed the work on the next issues and concluded that these actions should be developed further more in addition to improve the youth employability, based on the presentations, meetings and researches in the field of youth employability:

- More active participation of the target group at the fairs for career search; as well as, support for such actions by the private and public sector
- Raising the conciseness of the youth, pointing institutions that will stand by and support their further actions in life
- Linking and creating atmosphere for cooperation and consultation between the target group with the NGO sector and the Government

This exchange was meant to provide the participating organizations with information on the activities undertaken in each of the countries regarding youth employment, to share good practices, examples of implemented activities and/or policies by the NGO sector as well as by the Institutions and Governments. This cross border exchange was of a big importance for each of the organizations, as OBRSSU believes that sharing knowledge, experience and information is an important step towards reaching the goal of creating good employment conditions for young people on national and regional level. The follow up steps that these organizations can undertake and are in their power is raising the question of youth employment and influence the Government to develop comprehensive policy on the youth employment at the national level on one hand, and undertake projects for creating a documents for school students that will strengthen their job searching skills.

Internships and job shadowing

This component was introduced in order to help young people to secure internships and job placement both in the public and private sectors, and to provide follow-up services in job seeking and coaching. Based on the open calls for young people and companies, advertised in Macedonian daily newspapers, BCYF made its data base with young people who want to do internship and the companies that were willing to take interns in their daily work. The internships were made through matching. Matching means making perfect combination in time according of the companies' profile demands and qualifications of young people in BCYF's database.

In the past months, BCYF realized 90 internships in both, public and private business sector. The internships that BCYF did are up to three months. During the process of implementation of "Youth Employability Programme for European Macedonia", the project became more attractive for the business community. Beside BCYF's database with companies, other companies called us after the official open call and tried to take interns in their every day work. BCYF representative worked on promotion of the project and we did huge number of visits and met a lot of people, important for the business community. The issue of protection of each intern that BCYF send for internship was solved with three lateral contracts between BCYF (as responsible for the internship), the company (responsible for giving good practice on the young intern) and the intern (responsible for being disciplined during the internship and through helping to learn the job that is there for). Sometimes BCYF faced problems of convincing the businessmen that they are not wasting their time in teaching young interns during the internships, but these obstacles were overcome in time and after building trust between BCYF and companies involved.

After the period of internship, young interns were called to back to work on a long-term bases and majority of them got full employment. In some cases the interns had priority in the process of employment of other companies.



Internship in the Call Centre of Studio Moderna in Skopje

There were some companies that offered to pay the interns during the time of internship and they took the responsibility of paying monthly the interns. In that case BCYF called them partners in this component. According to project proposal for "Youth Employability Programme for European Macedonia" and its budget BCYF paid 2.500 denars or 50 USD per month to each intern, except the interns that were paid by the companies.

One of the biggest cooperation in this component is the bilateral institutional agreement that BCYF made with the Secretariat for European Affairs in the Government of republic of Macedonia where 16 young people were did internships in SEA's implementation partners. Listed companies were involved in the project "Youth Employability Programme for European Macedonia" for the internships in duration of three months: Studio Moderna Macedonia, Slis DOOEL, "Civil" Association, HTT Poll, Hajba Turs Ohrid, Regional Handicraft Chamber Debar, PSM Foundation, Secretariat for European Affairs in the Government of Republic of Macedonia, Ministry of Labour and Social Affairs in the Government of the Republic of Macedonia, OBESSU SEE, BAR E.C.E, MS Consulting, In&Out Translation and Course Services, Centre for Business Cooperation CDS, European Business Association, EkoVita Negotino (in the framework of the implementation of the component Grants for trainings), Eurokran DOOEL Skopje, Hi-Tech, Agro manager, Rinitolerante Debar, Gallery Psychogall, Luna start DOO, Big brother, big sister organization, Civil Engineering "8th September", Lawyer Office Markovska-Andrevski, Intel Art DOOEL Skopje, NLB Tutunska Banka, Ganlim, etc.

The contract that BCYF signed with the companies and the interns are legal forms required by Government of R. Macedonia since there is still no Law for Voluntarism in Maceodnia. The contract is a legal form that protects and obliges all three signed contractors to respect the labour rights and laws in Macedonia.

BCYF believes that the outcomes of the implementation of the component Internships and job shadowing are well achieved and efficient. Comparing with other similar (for an example UNDP programme for internships) programmes that are being implemented in Macedonia

BCYF achieved excellent results with the number of 90 realized internships and very big percentage of full employment of those people.

BCYF faced with some in kind problems, such as convincing the employers that they are not wasting their time if they give more attention to the interns and teach them about the real professional daily work, some of the businessmen tried to use the young people as a free labour force, but BCYF never allowed it to happened.

As a highlight of the implementation of this component, BCYF is confirming that fruitful cooperation with the both sides - the companies and the young people, who applied for this project, was made. Young people started, but also finished in very friendly, open, enthusiastic and optimistic mood. They behaved as professionals, and did their best. That is the reason why big percentage of the interns was kept on long-term employments after finishing the duration of the official internship. BCYF did constant monitoring during the period of implementation.

Grants for trainings

In November 2006 BCYF opened public call, for granting trainings for employment of young people, for NGOs and private and public companies. BCYF received 42 applications in total, but supported the best 5 proposals. The selection committee had the final decision for the grants selection. During the process of selection, the selection committee, choose different criteria that were the main points during the opening each application: geographical distribution of the projects on the territory of the Republic of Macedonia, the number of young people that are included in the project, the quality of the offered working programme, previous experience of each organization, the cooperation between the organization with its partner in the project.

BCYF awarded 5 organizations with financial support for the implementation of their projects and distributed the grants according the following contracts:

- BalkanIDEA, Skopje – GR_01_January_2007
- Rinitolerante, Debar – GR_02_January_2007
- Macedonian Association for IT Centers, Skopje – GR_03_January_2007
- Vrabotuvanje.com, Skopje – GR_04_January_2007
- EkoVita, Negotino – GR_05_January_2007

BalkanIDEA, Skopje is NGO from Skopje, which was established in 2001 and in the previous period realized number of projects that gained experience in working on projects for non-formal education for young people. The organization has its own centre for trainings for young people for promotion of personal, organizational and professional development of the Macedonian youth.

BalkanIDEA, Skopje applied with the "Employment NOW" programme and was granted with total amount of 275.000,00 denars or 4.508 EURO. The goal of their project was helping in decreasing the unemployment rate of young people in Macedonia, raising the motivation of the youth and helping in building of the youth's personal and professional capacity. The programme included professional companies in direct contact with the interns who are opened for realising internships. One of the most important aims of this project is recognition of the voluntarism as working experience by the business community in Macedonia. BALKANIDEA, Skopje defined measures for the following programme "Employment NOW":

- Professionalism in the education of the young people, taking closer step in looking for a job,
- Giving professional advices for looking for right job according to the qualification of the young men,
- Self-employability through the analyzes of the personal sources and motivations,
- Realization of the internships in companies in the bank sector, and its commitment for inclusion of the interns in their database, how later it would be given priority for employability of those trained people.

Project's outcomes

- 75 unemployed young people will gain professional education through different trainings
- Realization of 50 professional internships in quality competitive companies

Project's outputs

- Increasing of awareness of the companies for recognition of non-formal education as working experience,
- Increasing on the motivation for non-formal education,
- Decreasing on the unemployment through direct and indirect public influences.

Project's results

In April 2007 BALKANIDEA, made a public call for young applicants who are interested for internships in NLB Tutunska Banka. 32 young people applied. According to their qualifications, 30 of them were distributed on different positions in NLB Tutunska Banka, but before internships they passed trainings with 2 working shops for personal and professional development. The workshops were implemented through the following methods:

stimulation, interpersonal relationships and interpersonal evaluation. The final evaluation was successful and the participants of that training made it. The moderators of the workshops had a role of mentors and tip-tellers. During May 2007 BalkanIDEA, opened second public call for further 25 applicants who are interested in realization of internships in New Pension Fund. The goal of this training was to train 25 applicants and to pass the exams for official licensed agents of the New Pension Fund. After realization of the internships, evaluation electronic forms were sent to each applicant, as well as to each head of department in NLB Tutunska Banka and New Pension Fund. The final evaluation results showed quite successfully internships and positive experience for both sites.

On 9th June 2007 the first workshop took place. The first workshop consisted of theoretical training for stimulation, motivation and sales skill's development and practice simulation part of the same training. On the 10th June the second training for 7 applicants. On 22nd June all 22 applicants got training for passing the exams of the New Pension Fund for getting license for official agent of the New Pension Fund. 12 young people passed the exams on 30th June and got the licenses to become official agents of the New Pension Fund.

After the final evaluation and conversation with all the people who were involved in this project, the results showed very positive impact and experience from their side and they were happy because for the first time in their life they implemented in the reality the theory that they brought from the universities. The interns showed interest for being involved again in this kind of project in near future.

The interns that did the internship in NLB Tutunska Banka, were under the supervision of the head of departments in this bank, how they knew them well and those interns will have priority in the process of employment in NLB Tutunska Banka in the next period.

Because of the big interest for this project, BalkanIDEA and BCYF agreed that it would be for common need to support this project with further 300 EUROS (Anex agreement on Contract Number GR_01_January_2007), where BalkanIDEA will give training to another 24 young people, for personal and organizational development and BCYF will have additional internships in NLB Tutunska Banka. They got the training in the period 18th – 19th August and 25th – 26th August 2007, and they realized one-month internship in the period 13th August – 13th September 2007 in NLB Tutunska Banka.

As outcomes from this programme BCYF and BalkanIDEA developed:

- Inspiring young people's will for voluntarism;
- Giving them an opportunities, that will offer to young people useful experience and will help them in the final definition for their future profession;
- Personal development and initiatives for further inclusion of those people in similar project;
- Realized contracts for official agents of the New Pension Fund;
- Direct inclusion of the interns in to recruitment's process of NLB Tutunska Banka;
- Raising the awareness for voluntarism to the young interns, as a easy opportunity for their future employment;

- Recognition of the voluntarism as a working experience and its recognition during the process of recruitment;

The companies were very satisfied with the engagements of the interns as well with the effective internships that were realized in their departments. The companies that were included in this project (NLB Tutnska Banka and New Pension Fund) are already engaging the interns for long-term employment. The candidates that passed the exams for getting license for agents are already working as official agents of the New Pension Fund.

BalkanIDEA its project finished with the following results: realization of 24 internships in NLB Tutunska Banka, 22 internships in the New Pension Fund, 12 long term employments in the New Pension Funds and 24 internships in NLB Tutunska Banka. In total realized 70 internships and 12 employments.

Employment NOW	Realized results
Trainings for young people	70
Employment young people after the trainings	12

Rinitolerante, Debar is NGO from Debar, small town in the western part of Macedonia. Rinitolerante was established in 2002 and works on programmes and projects for youth, youth in the rural areas, programmes for strategically development, public health, women rights, and civil society ad volunteering programmes.

Rinitolerante applied to BCYF opened call for trainings with its project "With the education to employability". BCYF supported their project with 316.240,00 denars or 5.184 EUROS. The aim of this project was giving specified education through different trainings for 20 young people, aged 18-30 from municipalities of Debar and Zupa. Young people were trained for different working fields: marketing, finances, PR, making business plans, knowledge of ISO standards, locker smiths, and knowledge of 8 others international standards for working protection. The other basic goal of the project is full employment for the best 10 candidates mainly in Tani Impex DOOEL Debar, private company from Debar. It is planned to multiply this project in other municipalities in Macedonia. This project is directly orientated for promoting the importance of social and professional engagements of young people in Macedonia, as well its sustainability is ensured by the State Agency for Employment and the Ministry for labour and social policy in the Government of R. Macedonia.

Project's outcomes

Training for 20 young people from the Municipality of Debar and Zupa:

- 10 young economists with university degree
- 5 lock smiths
- 5 professional for electricity

Project's outputs

Decreasing the rate of unemployment in the region of Debar. Motivating young people for work and obligations and showing interest for attending courses for non-formal education, showing bigger initiative and promoting of the voluntarism as a step for gathering working experience.

Project's results

During April 2007 Rinitolerante participated on international NGO fair in Debar. The director of FOSIM, Mr. Vladimir Milcin, the major of the Municipality of Debar and the major of the Albanian city Peskopeja visited Rinitolerante. The presentation aim of Rinitolerante on that fair was promoting its project "With the education to employability" as a part of the project "Youth employability for European Macedonia" as well as promoting the project through all local media. For the selection of the applicants, Rinitolerante decided to make Selection Committee, where the major of the Municipality of Debar took a part. For the purpose of the project, Rinitolerante accepted different offers for organizing the trainings that applied on the opened call. The offers that Rinitolerante received were from the Public Labour Universities from Gostivar, Tetovo and Debar and from the private companies.

In May 2007 the candidates were chosen and the training providers as well. The trainings started later, during July 2007. The trainings for electricity consisted of theoretical and practical part. They were provided and led by the Head of Department for technical support in Tani Impex DOOEL Debar, Mr. Mojsi Dika. The theoretical part consisted for lessons for the types of the electricity, electricity of small and electricity of tall voltage, electricity lines, electricity mass, etc.

After this phase of the theoretical learning, the candidates started with the practical part in September 2007. The practical part of the project started with instalment of the electrical initialization in the factory as a first step in this part. The results that were learned from the previous one were satisfied. At the end of the practical part the candidates were making the instalment personally without any problems.

The theoretical part on the field of management was organized by Mr. Ardian Marke, BS in Economics and an expert of management for stimulation of foreign investments and Mr. Selaudin Imami as a trainer for supporting of small and middle enterprises. They introduced the candidates with the issue what is important for becoming young entrepreneur with own business ideas that would generate quick growth of their potential capacity, but with synergetic components. The participants got training for developing of good business idea and making quality business plan and what are the phases that you have to pass if you want implementation of your business idea. This training consisted of couple different workshops. The first one was "Development of your business through credit system". Participants were presented with credit lines of the banks in Macedonia, how they can apply for credit, how they can rationally use the credit, what documents are necessary to apply with, and information about the EU pre-accessing funds as well. They also got basic training in PR and the marketing (good presentation of your own business, why the contacts are always very

important to have very close to you, how you can make the contacts, how you can write business letter/offer, what are the elements of good and complete commercial and what is the differences between slogan and message, etc.)

After finishing the trainings, the official reports of each group was presented in front of Selection Committee and made evaluation for each candidate. The director of Tani Impex DOOEL informed that the company official is starting on 1st January 2008. As a direct result of the project "With the education to employability" are **employed in total 9 young people**. In Tani Imex DOOEL Debar are employed 4 young people, in other private company in Debar 1 young man and 4 young people started their own business.

<i>With the education to employability</i>	<i>Realized results</i>
Trainings for young people	20
Employment young people after the trainings	9

Macedonian IT Association (IT), Skopje, established in Skopje in 2005. MESA is an IT association, that brings together IT centres from around Macedonia and its priorities are promoting the IT society and improvement of life quality of young people in Macedonia. Their mission is directed for creating new partnerships among private and public sector for IT development and the communication technologies. MESA is an organization that organizes IT courses for the youth where those young people are getting international IT certificates.

MESA was awarded support for their project "Practical IT education for young unemployed people" with 270.400,00 denars or 4.433 EUROS.

The aim of that project was giving an IT trainings for young unemployment people, specially to young people who have potential for learning IT and communication technologies. MESA cooperated with its partners, the agencies for employment "Next Level "and "Work Space".

Project's outcomes

The target group of the project were 50 young people, aged 18-30, from different parts of Macedonia. During the selection process MESA was focused on the gender balance among the candidates and their geographical distribution. The goal of the project was from the selected candidates that would be trained; only 20 young people will be employed.

Project's outputs

Establishment of the revolving fund for IT education and training of young unemployed people in Macedonia is the main output of this project.

Project's results

For the purpose of this project MESA made partnership with the agencies for employment "Next Level" and "Work Space" in the municipalities where there were a need and interest for organizing those types of courses. During May, MESA promoted this project around Macedonia and made selection of the participants that were involved in the project. After the first contacts with the employees, MESA decided where to organise training and who are the participants. MESA developed excellent curricula for the courses, the educational process and together with the candidates crystallized the directions of the realization of the courses. The idea for Educational Fund for young unemployment people came in a very positive way and understanding and with directions for its further development.

The grant that provided for this project helped also in standardizing new practice in education. The Agencies "Next Level" and "Work Space", organized Educational Fund where they started already organizing IT courses for young unemployed and will work on raising the awareness for IT need on the labour market in different municipalities in Macedonia. That is an option for easier way for getting job for the young people and getting better working position in to companies. Agencies, private companies, the young unemployment people will also participate in the Educational Fund for 3 months after their employment with symbolic amount of money, how will help for raising this Fund for the better education for the other young people. The Revolving Fund for Education will be lead by MESA, as a promoter and the maker of the idea. Different municipalities were included: Tetovo, Kicevo, Gostivar, Prilep, Valandovo, Veles, Delcevo, Kriva Palanka, Kumanovo, Skopje, Resen, Kratovo, Sveti Nikole, Radovis, Kavadarci. After first visits in those Municipalities the representatives of MESA were quite satisfied with the contacts that they made there and were organized meetings with the people who were interested in this project. The selection was made according to gender balance and the age structure in each municipality.

The geographical distribution was one of the conditions for organizing the courses. MESA for this case used the list of young unemployed people that applied for a job in the Agencies for Employment. Used that list helped in selection the candidates and started the trainings in Macedonia. In MESA's centres trainings for the selected candidates were organised for 50 young people. The selected candidates showed interest for attending those courses, because it gave them opportunities for easier way of finding a job and the knowledge that they would gather during the courses they could find job that is very close to their qualifications.

With the "Practical IT education for young unemployed people", supported by Studio Moderna /BCYF , MESA managed to successfully employ 21 young people in public institutions such as Clinic Centre, Ministry of Economy in the Government of Republic of Macedonia, Public Parks of the Municipality of Skopje, etc.

<i>Practical IT education for young unemployed people</i>	<i>Realized results</i>
Trainings for young people	50

EkoVita, Negotino is NGO was established in 2003 and it is working with production of health food and environmental protection. The aims of EkoVita are: development o the individual agriculture in the region, development of small and middle enterprises for health food production, revitalization of agricultural production in the region of Povardarie with new technologies and agricultural measures.

“European farmer” is the project that EkoVita was approved and supported with 239.410,00 denars or 3.925 EUROS. The basic goal of the project was to organise trainings for young unemployed people from three Municipalities: Municipality of Negotino, Municipality of Karbinci and Municipality of Valandovo. The trainings were organized for growing mushrooms under special conditions. After the first presentation of the project in front of the participants, EkoVita selected the candidates that took part in this project, according to their interest that they showed on the presentation. The aim of the project “European Farmer” was delivering compost for growing mushrooms to the young entrepreneurs. The young entrepreneurs should increase the number of the bags of mushrooms with the compost if the really want to make good products and good profits. EkoVita provided young entrepreneurs with contact of private company “Labeko” from Skopje, which would buy the mushrooms from the entrepreneurs. The priority was given especially for young women.

Project’s outcomes

The applicants will get a contract with the private company “Labeko” that will buy the quantity of mushrooms from them. The young entrepreneurs will start with recycling the old compost’s seed and will start with keeping California worms.

Project’s outputs

Educated young people for standardize production of mushrooms. Raising awareness of young entrepreneurs for eco production and motivating young people for start up businesses.

Project’s results

EkoVita selected the candidates that were involved in the project “European Farmer”. The entrepreneurs got bags with compost and mycelium for growing mushrooms. The effective production of the mushrooms needs double number of bags of the bags that they got from EkoVita. This was the risk that the entrepreneurs took in order for making good profit from their own business.

The project started with six theoretical workshops. In Negotino the workshops were organised in the villages Bistrenci with 10 participants and in Vojshanci the presentation was attended by 11 candidates. EkoVita representatives explained the process of growing mushrooms and what kind of problems the entrepreneurs could face with. The presentation

included photos with positive examples and photos with bad examples in order to show participants the right ways of growing mushrooms. Most important in this business is daily following and evidencing the conditions of the mushrooms and agriculture in general, right use of the pesticides and working according the Euro gap standards.

In the Municipality of Karbinci in the first phase 18 candidates were trained. In the framework of the implementation of the project "Youth Employability programme for European Macedonia" BCYF organised three internships in EkoVita. Those three interns were trained and educated by EkoVita and they followed the representatives of EkoVita in each presentation and helped them during the trainings, thanks to their educational background.

EkoVita distributed 500 bags with compost in the Municipality of Negotino and Karbinci. During the distribution, EkoVita trained the candidates for the conditions that they should make for raising the mushrooms and what is their part of contribution if they want to make real profit. EkoVita distributed three measurable instruments in each Municipality. The priority for getting the instruments had the candidates that made the biggest contribution in increasing the number of bags with compost. In Negotino, EkoVita distributed three thermo-hydrometers for the young candidates that contributed with at least 50% by themselves. Two prick-thermometers and one digital were given in Bistrenci in the Municipality of Negotino. One prick-thermometer and one digital were also given in Karbinci and Valandovo. After distribution of compost came the phase of incubation and after 18 days the bags raised mycelium.



To all 27 candidates from the first phase the process of incubation finished with success and the first products came up in the third week of placed the bags with compost. The products were sold to the private company "Labeko" from Skopje and part of the produced quantity was sold on the local markets. In the first phase in the Municipality of Negotino the entrepreneurs got 420 kilograms, in the Municipality of Valandovo 80 kilograms and in the Municipality of Karbinci 350 kilograms of mushrooms.

One of the highlights of the project "European Farmer" was the inclusion of the family in each business that the candidates started with this project and became family business.

As interesting information from the first phase it is good to mention the interest that came from the organization "Tikveski Romi" from Kavadarci that works with Roma people issues. They were quite interested in this project and showed motivation to be involved. EkoVita through the intern Snezana Stojanova, gave a training to that organization. She made a presentation for the Roma people from Kavadarci how they can grow mushrooms in their home and educated them how they can start their own business of this kind.

In September 2007 in the Municipality of Valandovo, EkoVita distributed last 500 bags with compost. 400 bags with compost were distributed to young people and 100 bags to the Agricultural High School in Valandovo. In the region of Negotino the project in the second phase continued with 6 candidates. They bought 100 bags with compost and the young entrepreneurs made 240. The best results were made in village Argulica in the Municipality of Karbinci, where in the second phase there was self-contribution with 800 bags by young (woman) entrepreneur.

In the second phase the young entrepreneurs were coached by EkoVita about the importance of following the rules on monitoring and evidencing the agricultural production, using of the pesticides and protection of the environment, which is the base of Euro gap standards. In that phase continued 16 candidates (57% from the first 28 candidates in the first phase). With the last harvest were ruffled 850 kilograms mushrooms, 1.200 kilograms and are expecting to be ruffled 900 kilograms more mushrooms.

During the process of implementation of the project "European farmer", EkoVita participated on the regional NGO fair in the period of 14th – 15th June 2007 in Negotino. EkoVita presented with the project "European Farmer" with the bags with compost as exponents. The goal of the project "European Farmer" is increasing the responsibility to young entrepreneurs for safety agricultural production and that beside the profit made by raised mushrooms is very important keeping quality production and selling quality mushrooms on the markets. To one candidate in each region were placed California worms for production of compost in bio humus. The results of this activity are expecting during next year.

As final conclusion of the project "European Farmer" EkoVita reported that there is still a necessity for giving bigger attention to young entrepreneurs for co-financing. When the people have their own contribution they are more responsible during the process of raising the mushrooms and the process of implementation of the project and that is one of the reasons why the project could be sustainable.

As seen in the table below – by contributing to only ¼ of the total compost needs BCYF managed to support **16 youth businesses**.

No.	Section A - Trainees	Municipality Negotino	BCYF-SM	Bags bought by trainees	EkoVita
1.	Ilieva Samanta	Pepeliste		80	
2.	Lazo	Disan			50
3.	Vasilev Tose	Vojsanci			70
4.	Todorov Goran	Negotino		120	
5.	Paskov Pavle	Negotino			50
6.	Lazarov Kire	Negotino			70
Total			0	200	240
	Section B	Municipality Karbinci			
7.	Veselinov Joco	Karbinci		50	
8.	Stojanov Stojko	Karbinci		50	
9.	Miki	Karbinci		70	
10.	Kristina and Aco	Argulica		800	
11.	Minov Zoran	Tarinci		80	
Total			0	1050	0
	Section C	Municipality Valandovo			
12.	Georgiev Ilija	Valandovo	100		
13.	Corev Vase	Valandovo	100		
14.	Vasko Nikolov	Valandovo	100		
15.	Celevski Nikola	Valandovo	100		
16.	Agricultural High School in Valandovo	Valandovo	100		
Total			500	0	0
Total Section A+Section B+Section C			500	1250	240
<i>In total bags of compost</i>			<i>1.990</i>		

Vrabortuvanje.com, Skopje is a licensed agency for employment from Skopje, which exists and works since year 2003. The general mission of this agency is creating contacts among the companies that have need of employees and youth searching for working position in the labour market.

BCYF provided a grant for the project of Vrabotuvanje.com "Employment of 15 young people through the revolving fund for training, based on the real needs in the field of the labour market", in amount of 273.278,00 denars.

The goal of this project is providing training for 18 young people for currently most desirable positions in the labour market, merchandisers and sales agents. Vrabotuvanje.com will provide professional education throughout training courses for this group. Out of 18, the 15 candidates that show greatest success during the training course will earn employment at eligible positions in successful companies in Macedonia.

Project's outcomes

Employment of 15 young people at the positions of merchandisers and sales agents in high quality positions in the companies: Rudine-MM, Saving House FULM, insurance company AlmaM, etc.

Project's outputs

The employment agency Vrabotuvanje.com after ending this project will continue organizing training courses for the youth in the field of most searched employing positions within the labour market. Vrabotuvanje.com will continuously follow the offer and the need of the labour market within R. Macedonia. Vrabotuvanje.com will provide further training courses for group of 15-20 applicants interested in upgrade of their education before come out in the labour market.

Project's results

So far, the selection of appropriate candidates for the position of merchandisers and sales agent is done. Vrabotuvanje.com has expressed their support in the struggle for decreasing the unemployment at the youth. The negotiations with other suitable companies that would employ the further group of applicants after ending this project are in venue.

Thus, after signing the agreement, Vrabotuvanje.com has achieved outstanding number of contacts and meetings with companies- clients of the agency, with the aim of partnership realization of the project goals. Primary, it has been negotiated with a foreign company that is planning to invest in Macedonia and by the end of year 2007 to open a chain of 2 supermarkets within the province of Macedonia, increasing the number of 30-40 new employments. By means of greater number of employments, in period of 5 weeks (April and May 2007) it has been negotiated and a certain amount of analyses, strategies, surveys, elaborate and offers for business cooperation with foreign investor. After defining the client need and plans and he announcements that fulfilling in the positions in the supermarket in October 2007, another possibility will stand out in a way.

At the same time another 4-5 constrictive meetings for possible cooperation and realization of the grant with an IT company SEAVUS in Skopje were held. The company showed great interest for employing new suitable candidates from the IT sector through training course, but because of the big budget that was supposed to provide this kind of training course (42 working days training course per group of 12 participants, each provided with 8 hours of

education with certificated trainer for C++ and JAVA) and which was no sufficient from the given grant for the second time Vrabotuvanje.com had to seek a new partner.

Vrabotuvanje.com tried to provide a certain amount from the financial assets from SEAVUS, but at the given time they did not have room for unpredicted expenses in their budget.

The distributing company ALMA-M recently became partner of T-Mobile. For that need 10 new shops were ready for opening and in each supposed to employ three sales agents in the shops and one for outdoor sale.

After defining cooperation these activities followed up:

- Publishing an open call at the web page www.vrabotuvanje.com.mk on 15th May 2007 in duration of 21 days.
- Signing an agreement for business cooperation at 29th May 2007.
- Publishing an open call in daily newspaper "Dnevnik" – 23rd May 2007.
- Recruiting candidates for 10 cities-Tetovo, Skopje, Gostivar, Ohrid, Struga, Bitola, Strumica, Kavadarci, Kumanovo and Stip for the position of sales agents in the period of 15th May-5th June 2007.
- Selection of appropriate candidates from the City of Skopje, Kavadarci and Strumica 1st-5th June 2007.
- Selection of final candidates for making an interview before the beginning of the training course with representative from ALMA-M Vanco Postolski director for sales at 4th June 2007.
- Interview with the candidates from Strumica (4), Kavadarci (11) and Skopje (15) on 8th June 2007.
- In the selection committee Slavica Trajkovska from Vrabotuvanje.com, Vanco Postolski and Suzana Pentieva from ALMA-M took part.
- Organizing a training course from Vrabotuvanje.com for the elected candidates for Strumica, Kavadraci, Skopje, providing trainer setting up the training curriculum, providing location and equipment in a period of 25th June- July 2007.

Second round of project activities

After the accomplished training course for the first group of elected and already employed candidates a new procedure and recruiting of candidates for additional employing for 8 cities Tetovo, Gostivar, Ohrid, Bitola, Prilep, Kumanovo and Stip. This selection was held during the period of 5th -10th September 2007. The selection before interview was done with the representative from Alma M, Vancho Postolski, sales director Interview with the elected candidates was organised on 17.10.2007.

Selection of candidates from other towns (Tetovo, Gostivar, Bitola, Shtip, Kumanovo) was organised in period 17-30.10.2007. Additional selection for the town of Sveti Nikole in November 2007. The company and three by the employer elected six candidates.

SUMMARY:

Vrabortuvanje.com has organized and implanted the first training course in the field of the subject: Customer care for the first nine applicants that were elected and began to work in the shops of Alma-M and ETI-B as if from the period in July 2007 in Skopje and Kavadarci. Vrabortuvanje.com signed agreements with all the candidates that oblige them to pay out the cost for the training course they attended in three rates after the employing in amount of 30% monthly from the net salary.

After the employment of the first nine candidates we feel the urge to inform you that up till today, a payment still hasn't been done, in spite of the fact that the candidates has received the account number of Vrabortuvanje.com. Also, we have information from the company Alma-M that they receive full salary in time, and yet do not respect the agreement signed with Vrabortuvanje.com. This pilot project showed that it is very hard to implement the part of the agreement that obligates the candidates to pay for the training course they have attended. Also, another lesson we had to learn from the pilot project is that the company does not accept the responsibility about the financial cost reimbursed in the revolving fund. Vrabortuvanje.com learned that for the further projects we should sign the agreements with the company itself considering this issue.

The previous experience of Vrabortuvanje.com in matching employers and employees showed that they should always take in consideration the change of the venue according to the changes in the structure, way of working and often fluctuation of staff within one company. For the specific period of realization of the project "Employing 15 young people through the revolving fund for training course, based on the real needs of the labour market" 15 candidates were employed, 12 in AlmaM, 2 candidates in the office of AlmaM and 1 candidate in EtiB in Belgrade. In the near future BCYF expects additional employments in the shops of AlmaM in these cities: Bitola, Shtip, Kumanovo, Sveti Nikole and Gostivar.

BCYF remains to follow the venue of the work. Results up till now are the following:

<i>Employment of 15 young people through the revolving fund for training, based on the real needs in the field of the labour market</i>	<i>Realized results</i>
Trainings for young people	50
Employment young people after the trainings	15

Lessons learned for BCYF

BCYF finds that the pilot project “Youth Employability programme for European Macedonia” had very successful implementation in its phase. 2007 was a year when that brought great results on the field of youth employability in Macedonia. BCYF team is grateful that multinational company Studio Moderna put trust from the very beginning in solving this urgent problem such as high youth unemployment. Though there were some delays in the implementation is problems that interns and grantees met, results achieved show that this kind of initiatives are crucial in Macedonia and the region. It is confirmed that economic empowerment of young people leads directly to their better participation in the society, responsiveness and leading to better democratic communities. BCYF met and cooperated with lots of stakeholders from different professional, business and governmental sectors.

Successful economic engagement of 183 young people in Macedonia, education additional 400 and mobilising 100 business and institutional partners in a short period is an outstanding result of this cooperation.

This project contributed highly to better multi-sector cooperation and has pioneered the successful cooperation model such was developed by BCYF and Studio Moderna. Observing and evaluating daily commitments were one of the most important activities that BCYF performed daily in order to secure the results that were now brought together. BCYF team believes that in 2008 results will be even better and the promotion of this programme and cooperation with Studio Moderna even more visible and enhanced.