

Youth Employment Programme - YEP

Country/Region: Bosnia and Herzegovina

Timeframe/Status: October 2008 – September 2011

Needs: The relatively underdeveloped economy, the legacy of the socialist period, the consequences of the breakup of Yugoslavia, institutional over-employment, privatization and the consequences of economic restructuring have resulted in a level of youth unemployment significantly above European norms. Additionally, every fourth young employed person is working in the area different from his/her professional education. The education system in Bosnia and Herzegovina has not fully adjusted to meet market needs. When young people finish school, they are unable to find jobs, leading to discouragement, apathy and social exclusion.



Objectives: The overall objective of the Youth Employment Project (YEP) is to make a substantial contribution to the reduction of youth unemployment in Bosnia and Herzegovina (BiH). The objective is realized through the following four components that are designed to come together as a whole, promoting local ownership of the project, and contributing towards the understanding of the problems of young people whilst working towards practical and sustainable solutions:

- 1) Preparation of the graduates labour market
- 2) Providing guidance and support for the educated youth
- 3) Developing the partnership between public employment institutes and successful private agencies
- 4) Evaluation of findings and experiences of the project to bring positive influence to the whole youth employment policy

Target groups: The key operations of the project focus on young marginalized people, who upon finishing High School enter the labor market.

Focus / Activities: The four components focus on the following activities:

- Qualitative research on the needs of students and employers
- Development of a concept for a school-based training programme including curricula, teaching and training material.
- Training of teachers, trainers and principals/directors of secondary schools
- Identification of the youth that is excluded from the education and the employment system
- Provision of assistance to young people in terms of job search skills and enhanced employability; through vocational on-the job training with identified employers
- Establishment of a mobile careers resource unit and a careers website
- Mapping of available private/third sector organisations
- Support programme for public/private employment services (Training Needs Analysis, Training of Employment Service staff for marketing, performance management and customer service standards)
- Promotion of new approaches like job clubs, student labour offices
- Subcontracting of public employment service tasks: The initial focus will be on matching the supply side of the labour market to the demand side.

Results:

- Career Management Program was approved and is now being implemented in six pilot schools, where also Career Resource Centres were established.
- Training program provided for 100 teachers in the pilot schools.
- 300 final year students received training in job search techniques.
- 2 Job Clubs opened within the Public Employment Institutes (Banja Luka, Tuzla) offer three weeks training to enhance the chance of long term unemployed youth into work.
- Cooperation agreements between the Private Employment Agencies and Public Employment Institutes signed.
- 1120 job placements by January 2011.

Human and Financial Resources: The YEP in Bosnia and Herzegovina is financed by the Swiss Agency for Development and Cooperation and the Austrian Development Cooperation (ADC). The budget of the project is CHF 3'060'000 and four staff members are employed.

Implementing agency: The project is being implemented by the German company GOPA in cooperation with the following local partners: Promente, Posao.ba Sarajevo, Spektar Banja Luka and TALDI Tuzla.

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Useful Tools, Documents, Resources: <http://yep.mojakarijera.com/en/>