



Employment Agency of Montenegro

EXAMPLES OF GOOD PRACTICE
PROGRAMS FOR YOUNG PERSONS

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Situation on the labour market as of 19th October 2009

Total number of job seekers: 27,871 (12,813 women)

Unemployment rate: 10.56%
(the biggest was in July 2000: 32%)

Time of job searching:
less than 1 year: 46.6%
over 1 year: 53.4%
over 3 years: 30%

Average age of job seekers: 42

Qualification structure:
I & II level: 26.95%
III, IV & V level: 61.05%
VI, VII & VIII level: 12%

Published vacancies: 43,305 (for 31,3% lower than in 2008)
Employed: 17,112 persons



Legal framework / documents

Law on Employment

- Regulations on Preparation for Employment

National Employment Strategy 2007-2010

National Action Plan 2008-2009, in preparation for 2010-2011

NYAP – National Youth Action Plan 2007-2012

Law on Professional Rehabilitation and Employment of Persons with Disabilities, ...

Doctrine and Technology of Work With Hard-to-place Persons



Structure of young unemployed persons

Participation in total unemployment: 16.35%

Qualification structure:

I & II: 14.43%

III, IV & V: 69.25%

VI & VII: 19.32%

Job searching time:

less than 1 year: 74.68%

over 1 year: 25.32%

1 – 3 years: 20.04%

3 - 5 years: 4.53%

over 5 years: 0.74%

Employed in 2009: 5,928 or 34.64%, out of total number of employed (17.112)

Participated in training programs: 17.6%



Programs for young persons

Workshops for young persons

- Target group: young unemployed persons with completed secondary and university education
- Performed by: EAM Advisors for records & job mediation and Advisors for professional orientation / CIPS
- General target: to stimulate personal development
- Duration: 3 days



Workshops for young persons – continued

Aims :

- to offer information,
- to make them to use own potentials in best way,
- to enable them to step on the labour market with confidence,
- to increase their chances for success,
- to help them find a job.

Focused on:

- practicing strategies for planning own career through self-evaluation
- increased motivation
- exchange of experience with members of a group
- information about labour market (visible and invisible)
- desirable skills
 - professional skills
 - transferable skills: team work, communication, negotiation ...
 - demonstrating, connecting and practicing skills
- how to provide information about vacancies
- training strategies for active and persistent job searching
- how to apply for a job (cover letter, CV)



“Chance to young managers”

- Organised by: EAM, Directorate for SMEs, “Adižes Montenegro”
- Started in: 2008
- Target group: young university graduates, future managers, mostly economists
- Trigger: demands of employers - lack of qualitative, skilled labour force
- Aim: to provide practical knowledge and skills for efficient inclusion on the job
- Duration: I phase 1 month +
II phase 2 months
- Organised in 4 cities



“Chance to young managers” - continued

I Phase – lectures and interactive workshops, simulations

Main topics: Foundations of Management
Project Management
Marketing & Public Relations
Business Communications

II Phase – practical work

- in some small or medium enterprise
- going through all levels of organisations – to be familiar with organisation and working process



Seasonal employment of young persons

- Partners: Ministry of Tourism and Environment Protection, EAM, NGOs
- Triggers: great potential of seasonal jobs – chance for our young workers;
experience from other European tourist destinations;
great number of foreign workers on seasonal jobs
- Target group: graduates from secondary schools and students
- Aims: to adopt working habits, to become responsible, to earn pocket money, to increase offer of labour force
- Duration: June - September



Seasonal employment of young persons - continued

Project phases:

January – mid March:

- visit to employers, making list of vacancies
- developing database of job vacancies
- PR activities: printing leaflets, media promotion
- contacts with the Ministry of Education & Science and schools; organised round-tables with representatives of schools
- training of interviewers
- database development



Seasonal employment of young persons – continued

mid March - April:

- survey among graduates from secondary and university education
- collection and processing of questionnaires, updating database
- organised call centre

May

- contacts with employers, provided lists with potential workers, selection of candidates
- organised short training programs for future workers

June – September

Project realisation, follow-up, Project evaluation through contacts with workers;
Project evaluation by employers.

.....summing up results.....



“Sunny workshop” – public work

Partners: EAM, local communities, Faculty of Fine Arts, NGOs

Target group: young persons with disabilities

Duration: 2 times a year x 2-3 months

Aim: to enable social and professional rehabilitation of persons with disabilities, to make them earn for themselves

Products: greeting cards, souvenirs



“Sunny workshop” – continued

Results

- Social and working inclusion of persons with disabilities
- Developed social and working skills
- Risen awareness of participants about own capabilities and working potentials
- Risen awareness of employers about working capabilities of persons with disabilities
- Sensibilisation of society for problems that persons with disability are faced with
- Better visibility of these persons in society



Other programs

Government Program (from 1992) for subsidising salaries during first employment of young graduates with university education/internship (1 or 2 years)

According to Regulations on Preparation for Employment:

- financing internship (IV, VI, VII level, talents)
- training programs to increase employability (for occupations in tourism and catering, construction, food industry...; courses of foreign languages, courses for IT skills, driving courses, ...)
- training programs according to demands of employers
 - realised: in cooperation with private training providers; VET schools; companies

Self-employment program

Participation in “Roma Decade 2005-2015; in the Project “The Second Chance” (Roma)

Project “I will succeede!” – for young persons with disabilities

Government program: “Job for you” – realised in underdeveloped areas



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Thanks for your attention

In the bottom right corner of the slide, there is a decorative graphic consisting of several concentric circles of varying sizes, rendered in a lighter shade of blue than the background. These circles are arranged in a way that suggests ripples on water.