



# PUBLIC CALL FOR EMPLOYERS

## EMPLOYEES TO FIT YOUR BUSINESS

### WBL Training Platform



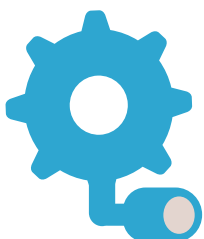
#### WHO WE ARE!

The “Education to Employment” (E2E) project, a multi-annual long partnership project of two governments, Swiss and Serbian, which was designed in view of creating an environment conducive for enhanced youth employment, published a new call for employers – “Employees to Fit your Business”.

Within this call, E2E project provides financial and technical assistance to private sector employers in need of competent labour force, through organization of various work-based learning opportunities via the WBL Training Platform for current or future jobseekers, mainly focusing on youth under 30 years of age, but not excluding other potential participants, particularly from vulnerable groups. This support program will assist employers in the process of selection, training and recruitment of new workers. E2E promotes decent work and will incentivize particularly employers who offer suitable employment conditions to trainees.

#### WHERE IT WILL BE IMPLEMENTED

In view of improving the position of youth on the Serbian labour market through the modernisation of employment policies and training youth for jobs in demand, the E2E project will implement the WBL training programme in the following counties:



#### PROGRAM BUDGET

The “Education to Employment” project will be allocating 75 million dinars for this call. The E2E will provide support for employers who invest efforts in acquiring qualified work force among young beneficiaries. The budget for the training shall be the result of a joint funding. The budget shall propose employer’s co-financing that will be at least:

- 30% of the overall budget for entrepreneurs, micro and small companies
- 50% of the overall budget for medium and large sized companies



The value of the training program will be presented in a jointly financed program budget containing the following elements such as: contribution to trainees’ salaries/ wages, material costs and theoretical part of the training cost, broker fee.

## BENEFITS FOR SELECTED EMPLOYERS

- 👉 Support to find and train new workforce for improving their productivity
- 👉 Support to identify the company training needs
- 👉 Professional HR support in the recruitment and pre-selection of suitable trainees from among eligible beneficiaries
- 👉 Training of in-company instructors (mentors)
- 👉 Professional support in the development of the WBL training program
- 👉 Reimbursement of parts of the training program costs such as: administrative costs, theoretical training, beneficiaries' wages/ salaries, relevant insurance, protective suits and equipment, engagement of mentors, material for practical training etc. See individual measures for details.



## WHO CAN APPLY?

Eligible applicants are employers that fulfil the following administrative criteria:

- have the status of an entrepreneur or legal entity that actively performs a registered activity and belongs to the private sector (share of private capital in the ownership structure is over 50%),
- have been operating in Serbia or abroad, for at least 18 months prior to the date of application
- have not been continuously recorded for more than 30 days in the last six months in the register of debtors of forced collection of the National Bank of Serbia
- have registered business unit in at least one of the E2E target areas/territories (see map on the first page)
- have at least 5 full-time employees at the moment of applying, and have available staff for mentoring
- are not engaged in activities related to games of chance, production or trade in weapons and/ or support to political activities
- re-applying companies should have settled all their previous contractual and other obligations towards NIRAS-IP



E2E particularly supports the work integration of hard-to-place and socially excluded groups; e.g. young people not in employment, education or training (NEET), rural youth, Roma, youth without parental care, single parents, young people with disabilities, victims of domestic violence, etc. Companies will be encouraged and incentivized to adapt their work places for people with disabilities if needed, or request longer training durations for people with disabilities.



smartME

## HOW AND WHERE TO APPLY

Employers interested to organise WBL training are invited to fill out and submit their applications online, via SmartME, or contact a local project partner, using the contact data available on the E2E project website. Guidelines for applicants, and application forms, may be downloaded from the E2E project website: [www.znanjemdoposla.rs/](http://www.znanjemdoposla.rs/) The evaluation of received application will be made on a monthly basis.

## ROLE OF LOCAL PARTNERS - BROKERS

This WBL training Platform is implemented in close cooperation with local organizations. These local partners - brokers are mandated by NIRAS - IP Consult to collect applications, formulate and submit full program offers, and administer the implementation of approved programs at the local level. Brokers are mandated to organize and conduct specific phases of every training program, together with the employer-applicant:

- Informing youth, conducting competence assessment and pre-selection of candidates before each WBL training programme
- Performing skills-gap analysis (SKA) and curriculum development / curriculum adaptation together with appointed workers within the each applying company
- Conducting training of in-company instructors (mentors)
- Contracting companies for each WBL program
- Responsible for administration and reporting obligations towards NIRAS – IP Consult



*In previous WBL training programs, 1645 young people participated in 127 projects. More than 75 % of young people got employment after completing the training. In Phase II of the Project, Switzerland and Serbia continued to jointly contribute to Project implementation – Swiss Government with 8.1 million EUR, and Serbian Government with 4.5 million EUR.*

### BONUS POGRAM

Job Shadowing - Companies are invited to open their doors to the community for job shadow days. Successful applicants will be awarded with lower co-financing percentage of max -2% for the main training(s) if they realize job shadowing program during the implementation of the main contract.

### DEADLINE FOR APPLYING AND CONTACT DETAILS

Applications of interested employers will be accepted until all available funds are spent, or before 31. December 2022 at the latest.

The assessment of received applications will be made on a monthly basis.

Guidelines for applicants, and application forms, may be downloaded from the E2E project website: [www.znanjemdoposla.rs](http://www.znanjemdoposla.rs)  
For any questions and interest to apply please visit our HP and/or contact us directly via

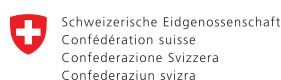
Email: [E2E@niras.com](mailto:E2E@niras.com) or SmartME,  
and Phone: Boban +381 66 8333 054

### Local Self Government (LSG)

#### Recognition & Contribution

So far 4 LSG (Cacak, Pirot, Kraljevo, Kragujevac) have decided to come forward with financial contributions towards the E2E WBL Training Platform. This multiple recognition and strong local ownership for embedding the WBL model promoted by E2E in the local communities will secure a long-term training solution.

Supported by:



Swiss Agency for Development and Cooperation SDC

Implemented by:





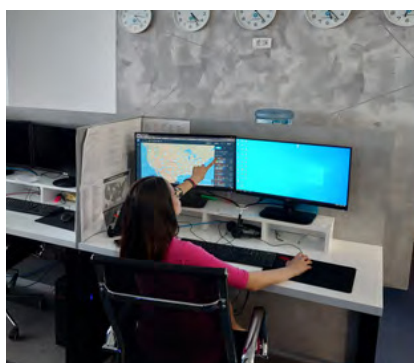
### STANDARD E2E WORK-BASED LEARNING PROGRAM

- Duration: for 2-6 training months
- Intended for: unemployed persons without formal qualifications and work experience in the envisaged occupation



### SHORT-TERM TRAINEESHIP

- 1-2 months, (with an option to extend up to 4 months for higher level education jobs)
- Intended for:
  - unemployed persons with formal qualifications and/ or work experience and for students of the final years of VET schools/university in the requested profile or
  - integration into workplaces that do not require any previous qualifications



### UPSKILLING/ RESKILLING

- Duration: 1-3 months
- Intended for: current workers younger than 30 or women employed or engaged on flexible contract forms



### Some of our partnering companies



And many more...