

# PUBLIC CALL FOR EMPLOYERS

## EMPLOYEES TO FIT YOUR BUSINESS



The "Education to Employment" (E2E) project, an eight-year 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 provided financial and technical support to employers from target locations to organise work-based-learning (WBL) training for young jobseekers. This support programme will facilitate the new staff selection, training (or induction), and recruitment processes for employers.

### PROGRAM BUDGET

The "Education to Employment" project will be allocating 50 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 shall be at least:

- a) 30% of the overall budget for entrepreneurs, micro and small companies
- b) 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 points: Practical WBL Training, Theoretical part of the WBL training, and Management Broker Fee.

### WHERE IT WILL BE IMPLEMENTED

In view of improving the position of youth on Serbian labour market through the modernisation of employment policies and training youth for the jobs in demand, E2E project will implement the WBL training programme in the following counties: Raški, Rasinski, Pirotski, Nišavski, Pomoravski, Zaječarski, Mačvanski, Šumadijski, and Moravički. Subject to the availability of funds, requirements of the training, and other specific requirements, there is also a possibility to consider the applications coming from outside this territory.

## BENEFITS FOR SELECTED EMPLOYERS

- Free of charge professional support in the recruitment and preselection of suitable trainees from among eligible young beneficiaries
- Free of charge training of in-company instructors (mentors)
- Free of charge professional support in the development of the training curriculum
- Reimbursement of parts of the training program costs such as for the administrative costs, theoretical training, beneficiaries' wages/salaries, protective suits, additional protective equipment and measures if COVID-19 requires, engagement of mentors, material for practical training and, where needed, entry sanitary exam and additional insurance.

## 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 for at least 24 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 Box 1 for eligible territories)
- have at least 3 full time employees at the moment of applying
- are not engaged in activities related to games of chance, production and trade in weapons and/or support to political activities.



## 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 in Kragujevac, Kruševac, Novi Pazar, Pirot, or Knjaževac, using the contact data available on the [E2E project website](#).

E2E supports the work integration of hard-to place and socially excluded youth; e.g. young people currently not employed, or being educated, or undergoing job training (NEET), rural youth, Roma, youth without parental care, single parents, young people with disabilities, victims of domestic violence, etc.

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## ROLE OF LOCAL PARTNERS - BROKERS

This Call for Employers is implemented in close cooperation with six local organizations. These local partners - brokers are mandated by the NIRAS - IP Consult to collect applications, formulate and submit full program offers, and administer the implementation of approved programs at the local level, with close monitoring of the NIRAS - IP Consult. Brokers are mandated to organize and conduct several compulsory parts 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 programme
- Responsible for administration and reporting obligations towards NIRAS – IP Consult

Each broker organisation is assigned with a geographical territory and mandated to administer minimum 10% of the overall budget. The remaining 40% will be open for competition. In cases of market needs the fund distribution will be timely revised.

## DEADLINE FOR APPLYING

Applications of interested employers will be accepted until all available funds are spent, or before 31 March 2021 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/poziv-za-poslodavce/](http://www.znanjemdoposla.rs/poziv-za-poslodavce/)



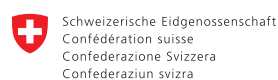
*During the Phase I of WBL training programme, 1055 young people participated in 61 projects, and further 350 young people belonging to hard-to place populations were provided assistance in finding a job. More than 60 % of young people got employment after completing the training. As many as 128 companies and 30 partners from both public sector and civil society were involved in the implementation of WBL training.*

*For the implementation of WBL training project, Swiss Government allocated about 1 million euro in Phase I, while further 180,000 euro was earmarked for the six programmes facilitating the employment of hard-to-place youth.*

*In Phase II of the Project, Switzerland and Serbia continued to jointly contribute to Project implementation – Swiss Government with 7.5 million EUR, and Serbian Government with 4.5 million EUR.*



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