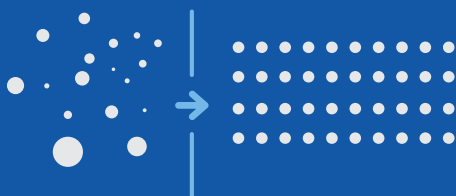


SERVICES FOR COMPANIES

Improving internal training capacities



E2E education to employment programme

The Education to Employment programme is a twelve-year partnership project of two governments – Switzerland's and Serbian – designed to create preconditions for faster recruitment and employment.

The E2E brings together key stakeholders involved in employment from the Serbian Government, the private sector and the civil society and promotes their cooperation for a better positioning of women and men in the labor market.



OUR TRAINING SOLUTIONS

We support companies in establishing or improving their internal training processes and finding adequate workforce. We do this by utilizing **extensive expertise and experience** within our team, as well as a **broad network of partners across Serbia**.

E2E RESULTS SPEAK FOR THEMSELVES

Organizing and financing Work-Based Learning trainings since 2016 has led to the following achievements:



Support to and cooperation with more than **250 companies**



E2E has supported trainings for more than **2400 people**



Our measures supported **employment of more than 1800 people**



More than **750 in-company instructors** were trained to conduct E2E supported programs



More than **100 training programs** were developed or improved with E2E support

MAIN SERVICES WE OFFER TOWARDS COMPANIES:

Depending on the scope of support, number of trainees and other factors, we offer **free or co-financed** trainings of new and existing workers, improving internal training procedures, and finding adequate workforce for open positions within companies. Cooperation with the private sector is initiated by firstly discussing the training needs within companies with decision makers within companies. Here we identify the main obstacles and challenges that are faced when it comes to training processes. After this phase, we agree upon support measures created based **on the specific needs of each company**.



Developing new or improving existing training programs

We offer tailor-made training programs based on analysis of each job derived from proven **Swiss SKA methodology** used by the E2E since 2016. From simple to complex workplaces or occupations, we ensure that our **training solutions align with the specific skills and competencies required**, delivering measurable results that enhance both individual and organizational performance.



Developing learning materials

We provide support in creating suitable learning materials to complement training programs. These materials may be **written, video, or online format**.



Training of in-company instructors

Experienced employees bring valuable practical knowledge and job-specific skills, but **effective training also requires the ability to pass that**

knowledge on to others. Our instructor training program equips seasoned workers with the tools they need to deliver high-quality, impactful training.



Support in accreditation

We offer expert guidance, financial support, and advice to help companies achieve official accreditation as a “publicly recognized organizer of adult education programs (JPOA).” Our experienced specialist works closely with your company, guiding you through each step of the accreditation process, whether it involves new or existing training programs.



Organizing various training programs for new or existing employees

We organize and fund training programs based on company needs, in collaboration with partners from various fields, including:

- Management at all levels
- HR and soft skills
- Onboarding training
- Workplace safety and protection
- A range of other training types and support for the training process



Support in recruiting candidates for open positions

If collaboration is established in any of the previously mentioned training support services, E2E, in partnership with local partners, **will assist in finding, testing, interviewing, and recommending** suitable candidates for open positions or training programs.

HOW TO APPLY

Interested companies can apply by sending an enquiry to E2E@niras.com and the E2E team will contact them shortly.

THE PROCESS CONSISTS OF :



Joint analysis to identify areas for improvement in the training process.

Creating a training activity plan and support strategy, finding suitable providers from the E2E network (if needed), developing the budget and contract, and obtaining approval from the Swiss Agency for Development and Cooperation (SDC).



Carrying out the measures outlined in the agreed activity and training plan

In order to meet internal quality standards, improve future measures and satisfy reporting requirements of the E2E project to the donor, the results of internal training improvements are monitored over time. The supported company submits data on the number and structure of trained individuals.



WHICH COMPANIES ARE ELIGIBLE FOR SUPPORT?

Our main goal is to establish or improve training processes in companies with a **long-term need** for them. The E2E primarily supports companies that have a **continuous need for training** both existing and new employees. Beneficiary companies typically meet some of the following criteria:

- Employ over 50 people
- Are willing to invest in improving their training capabilities
- Experience consistent growth in employee numbers
- Plan to expand their business or enter new markets
- Want to accredit the training they offer
- Face challenges in recruiting the right talent

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