

Analysis of the Needs of Unemployed Youth in Ivanjica Municipality and the Needs of the Labour



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Within the global project, Making Migration Work for Sustainable Development, implemented by the International Organisation for Migration (IOM) and UNDP in Serbia, funded by the Swiss Government – Swiss Agency for Development and Cooperation (SDC), a Call for Proposals (CfP) was published with the aim to mitigate the negative effects of internal migration. Ivanjica Municipality Youth Office (YO) applied to CfP with a project titled, Model to improve the competencies of unemployed youth with the aim to mitigate the negative effects of migration, which was approved and is now implemented in cooperation with IOM and funded by the Swiss Government (SDC), and co-funded by Ivanjica Municipality, through the YO programme budget.

The aim of the proposed project is to contribute to improving the socio-economic situation of the local community, including particularly the unemployed youth in Ivanjica Municipality by developing a model to improve the competencies of unemployed youth with the aim to mitigate the negative effects of migration. This project will further promote employability, employment, and self-employment of youth through offered programmes and training.

A number of activities in the area of employment and self-employment will be implemented within the project. In addition to strengthening the capacities of YO staff (project team) and the procurement of the technical equipment needed for project implementation, some of the activities aimed at youth include CNC operator training, 3D modelling and printing, training for the development of online business, English language courses (beginner and advanced levels), basic training in the area of employment and self-employment, youth internship programme, education fair, round tables, individual and online counselling, analyses of the needs of unemployed youth and the needs of the labour market, as well as analyses aiming to define priority areas for business start-ups following the needs and interests of youth. All training on the project will be implemented by licensed academies as well as expert trainers in the above fields. One of the final activities on the project will be the development of a handbook for establishing the model to improve the competencies of unemployed youth with the aim to mitigate the negative effects of migration and disseminate good practice examples in the country and the region.

One of the very important activities within the above-mentioned project is the Analysis of the needs of unemployed youth in Ivanjica Municipality and the needs of the labour market, within which a labour market analysis and related human resource education needs was conducted. We surveyed 28 employers, 238 high-school students, and 118 final year primary-school students, for which we developed and used tailor-made questionnaires for the defined target groups.

The task of the analysis was to compare our students' wishes for further education with the needs of employers, in line with the strategic development of their companies, enterprises, businesses and similar, in the public and private sectors over the next 5 years. Also, we wanted to hear from these target groups about the initiation and introduction of Dual Education in the school system in our municipality.

For the workforce-related needs of employers, we used the questionnaire with tailor-made questions to receive concrete results and present them to the public and unemployed youth or youth planning to continue education and some form of skills training, so they can find employment or enrol school or university, which would then help them get a job sooner, or provide them with a livelihood.

CONCLUSION:

Based on the results received from the conducted analysis of labour market needs regarding the education of human resources, young high-school students vary in their expressed wishes and plans for further education, which is also confirmed by as many as 36 different schools and universities that they wish to attend. Again, most of them are interested in law, followed by electrical engineering, organisational science, medicine, tourism, economy, followed by medium interest in teacher education, which is currently an area with many unemployed human resources in the labour market. One-quarter of surveyed participants are still indecisive regarding their choice of school or university, and this is where there is room to influence them in some way to enrol schools that correspond to the needs of employers for workers that they would need in the future development of their companies and enterprises.

When it comes to primary school students in the last year of primary school, at this moment, as many as 40% are planning to enrol grammar school, a good part would like to work as hair stylists, followed by interests in high medical school, and finally vocational schools that are represented by our Technical School.

When it comes to the needs of employers for practitioner profiles, it can be stressed that the following profiles are needed in the locally developed wood processing industry: upholsterers, numeric machine operators, metal workers, workers in mechanics, hydraulics and electronics, graduated economists, furniture and interior designers, warehouse clerks, assembly workers, carpenters, production workers, warehouse workers.

Among educational professionals, currently the needed profiles are mathematics, physics, information technology and chemistry teachers. Regarding healthcare, the Health Centre is of the opinion that in the future period there will be much need for doctors and medical technicians. The metal industry needs CNC operators and machine engineers, as well as welders; textile industry needs seamsters and tailors, electricians/mechanics; and hospitality has great needs for good-quality cooks and waiters. The area of agriculture needs to employ agricultural technicians, food industry technologists, and operators of agricultural machines. Also, employers in the above-mentioned area share the opinion that Ivanjica, as an agricultural area, has great needs for its own high school for agriculture. In the area of utility, there is need for plumbers, unskilled workers, and in the coming years and in line with the company development and starting a company for the maintenance of town greenery, gardeners, designers, and architects will be needed.

Taking into account youth's interests, because they are unable to find employment in their hometown and their plans to make a living elsewhere, even abroad, it is necessary to develop and devise various services for youth regarding their schooling and education towards reducing internal migration from smaller towns to bigger educational and economic centres. A start could be to introduce Dual Education in high schools, as well as to open a local CNC training centre for operators, which would provide employers with staff trained well to perform the work, and youth could find employment and stay in their hometown. When it comes to highly educated professionals, we can only hope that in the near future there will be other areas of the economy and industry, such as this moment is the word processing industry (furniture production), because we have a lot of potential and capacities that need to be used well, when it comes to agriculture, fruit processing, tourism and hospitality, textile production, and in a way metal processing has improved, which was introduced with numerically controlled machines in production.

QUESTIONNAIRE FOR EMPLOYERS

1. Company: _____
2. Year of establishment: _____
3. Area of activity: _____
4. Worker profiles employed: _____
5. Types or worker profiles needed that are difficult to find: _____
6. Needs for worker profiles, or human resources, in line with company development over the next 5 years: _____
7. Are you interested in getting involved in the process of introducing Dual Education in Ivanjica Municipality?
YES NO

Based on the above questionnaire, an analysis of the current situation in the economy and public sector was performed, regarding the needs of employers for human resources and an analysis of the needs in the next 5 years in line with the strategic development of the surveyed companies.

The survey was conducted on 28 employers in the following areas: wood processing industry, tourism and hospitality, agriculture, forestry, textile industry, metal processing industry, health, crafts, education, freezing, processing, and preservation of fruit and vegetables, utility activities, journalism and media.

The representatives of the leading wood processing companies from the territory of Ivanjica Municipality reported that they needed to employ the following worker profiles: upholsterers, numerical machine operators, metal workers, workers in mechanics, hydraulics and electronics, graduated economists, furniture and interior designers, warehouse clerks, assembly workers, carpenters, production workers, warehouse workers.

In the area of tourism and hospitality, the most sought after are cooks and waiters, and employers have difficulties to find these profiles. The area of agriculture needs to employ agricultural technicians, food industry technologists, and operators of agricultural machines. Also, employers in the above-mentioned area share the opinion that Ivanjica, as an agricultural area, has great needs for its own high school for agriculture. In the area of forestry, there is currently no need to employ new resources.

In the area of textile industry, there is need to employ a large number of seamsters and tailors, also electricians/mechanics, and these types of workers are very hard to find.

In the area of crafts and utilities, there is need for plumbers, unskilled workers, and in the coming years and in line with the company development and starting a company for the maintenance of town greenery, gardeners, designers, and architects will be needed. In the area of metal processing industry, there is need to employ metal workers – welders, machine engineers, graduated machine engineers and CNC machine operators. In the area of education, deficient occupations are mathematics, physics, chemistry and information technology teachers. In the coming period, as shared by the Ivanjica Health Centre, the health sector will have difficulties in finding medical doctors and medical technicians.

When it comes to Dual Education, among the surveyed 28 employers, 23 employers responded that they would join the Dual Education process.

Analysis of the priorities and needs for further education and employment of youth in Ivanjica Municipality (high-school students)

According to the survey analysis, most surveyed high-school students were born in 2004 .

The surveyed schools include the Technical School (around 30% students out of the total number) and Grammar School (around 20% students out of the total number), 159 students in the Technical School and 79 students in the Grammar School, a total of 238 high-school students, which is around 25% of the total number of students. According to the survey analysis, a number of students are planning to continue schooling after high school, around 74% of the total number of survey participants. A significant number of students do not know which university or higher school they will enrol. Students expressed their wishes, and they were distributed among 37 types of universities and higher schools, and as mentioned, a large number of students do not know which school to go to after high school (25% indecisive). Students mainly chose to start law school, electrical engineering, organisational sciences, teacher education, medicine, economics, hotel management. Students' wishes related to what they would like to do, which is what the fifth question in the survey was about, mainly coincide with their chosen education. When it comes to life after school, a major part of surveyed students is planning to continue living in Serbia, around 53%, 72 in Belgrade, 31 in Ivanjica, followed by other towns. A large part of surveyed students is planning to continue their lives abroad, 31%, while around 16% are still undecided. Here is the chance to, by developing living conditions, various services for youth, improving the climate in the town, stop internal migration of youth from smaller towns into larger centres and keep this group of undecided students in their own towns, which would, together with the decided students, add up to around 50% of students who would stay and continue living in Ivanjica. A number of students (around 59%), do not plan to stay in Ivanjica if they find employment. Students largely know about the term Dual Education (69%). Also, they feel that improved education system, by introducing dual education in schools, would be useful to them because they could, in addition to studying, work and earn for a living, and also acquire work habits, which is a chance for small municipalities to retain youth in the towns where they come from .

Analysis of the priorities and needs for further education and employment of youth in Ivanjica Municipality (eighth-year students)

According to the survey analysis, most surveyed students of the eighth year of primary school were born in 2007. Students from Kirilo Savić school (around 66% of students out of the total number) and Milinko Kušić school (around 40% of students out of the total number), a total of 118 eight-year students were surveyed, which is around 51% of the total number of students.

According to survey analysis, a large number of students are planning to continue schooling after primary school in Ivanjica, around 66% of the total number of surveyed participants.

A neglectable number of students do not know which school they will enrol. Students expressed their wishes, and they were distributed across 16 types of high schools, and as said, a small portion of the students do not know which school to enrol. The students largely chose the Grammar School (around 40%), followed by hairdressing school (around 13%), medical school (around 10%), and finally vocational schools (economics, transport, cooking, machine, wood, textile, etc.). Students' wishes regarding what they would like to do, which is what the sixth question in the survey was about, mainly coincide with their chosen education

The majority of students has currently not decided which higher school / university to enrol. The table provides data, with a neglectable number of students who have decided on how to proceed with their education.

When it comes to life after school, a large number of surveyed students plan on continuing their lives in Serbia, around 58%, 38 in Belgrade, 19 in Ivanjica, followed by other towns. A good part of the surveyed students plans on living abroad, 40%.

Around 55% of students do not plan on staying in Ivanjica if they find employment.

Around 56% of the total number of surveyed eight-year students do not know about the term dual education.

Also, they feel that improved education system, by introducing dual education in schools, would be useful to them because they could, work and earn for a living, and also acquire work habits, and eventually find work, which is a chance for small municipalities to retain youth in their hometowns.

Table with current and planned workforce-related needs of employers in line with company development

No	Name of company/business/shop	Year of establishment	Area of activity	Worker profiles employed	Needed worker profiles that are difficult to find	Need for the worker profiles according to company development	Interest in Dual Education
1.	Pizzeria Fontana	2003	Hospitality	Delivery staff, cooks, waiters	Cooks, waiters	Delivery staff, cooks, waiters	YES
2.	Proleter JSC	1961	Sock production	Tailors, colourers, seamsters, machine workers, electricians, warehouse clerk,	Seamsters, electricians	Seamsters, electricians/mechanics	YES
3.	Institute ANEMIJA	1978	Healthcare	Doctors, medical nurses, laboratory technicians, administrative workers, assisting workers	Cooks and waiters	Cooks and waiters	YES
4.	All berries	2014	Fruit and vegetable processing	Workers in production, warehouse clerks, adminis-	Food industry technologist	Food industry technologist	NO
5.	Hotel Park	2018	Hotel management	Cook, waiters, maids, administrative workers	Cooks	Cooks	YES
6.	MiV Ivanjica	2009	Printing	Graphic work-	Graphic designer	Graphic designer	YES
7.	MoMo Plus	2009	Hospitality	Salespersons	Delivery persons	Salespersons and deliv-	YES
8.	Men's Hair Salon	2006	Male hair stylist	Hair stylist	Hair stylist	Hair stylist	NO
9.	Radio Ivanjica	2017	Programme	Journalists	Journalists and record-	Journalists and recorders	YES
10.	Educational centre	2017	Education	Preschool teach-	/	Preschool teachers	YES
11.	Matis Ltd	2003	Furniture production	Operators in production, warehouse workers, machine engineers, graduated economists, designers	Upholsterers, operators on numerical machines, metal workers, workers in mechanics, hydraulics and electronics, graduated economists, graduated furniture and interior designers, warehouse workers, workers in production	Upholsterers, operators on numerical machines, metal workers, workers in mechanics, hydraulics and electronics, graduated economists, graduated furniture and interior designers, professionals in occupational health and safety, workers in exports and sales, warehouse workers	YES
12.	Hotel Javor	1979	Hotel management	Cooks, waiters, administrative workers, assisting workers	Waiters	Waiters, metal worker, electrician	YES

13.	Floriva Ltd	2009	Agriculture	Agriculture	Agricultural technicians	Graphic designers	YES
14.	Cold storage Flora	1993	Processing and production	Technologists, warehouse clerks, workers in produc-	Workers in production	Workers in production	YES
15.	PUC Komunalno	1989	Utility activities	Economist, lawyer, construction worker, unskilled workers, drivers, administrative workers, plumbers	Unskilled workers, plumbers, drivers	Unskilled workers, gardeners, project designers and architect	YES
16.	Sloga MB	1990	Clothing production	Seamsters, tailors, textile workers	Seamsters and tailors	Seamsters and tailors	YES
17.	Pegaz Ltd	1949	Transport	Drivers, car mechanics, administra-		Drivers	NO
18.	TrieM Ltd	1992	Clothing production	Seamsters, tailors, textile workers	Seamsters and tailors	Seamsters and tailors	NO
19.	Konstantin Ltd	2002	Underwear production	Tailors and seamsters	Tailor	Tailors and seamsters	YES
20.	Metal Engineering Ltd	2000	Metal processing	Graduated machine engineers, metal workers, CNC ma-	Metal worker – welder, CNC operators, machine engineers	10 metal workers 2 machine engineers 5 CNC operators	YES
21.	Bor promet Ltd	2001	Prefabricated home produc-	Assembly workers, carpenters, drivers	Assembly workers and carpenters	Assembly workers, carpenters, and drivers	YES
22.	PUC Srbijašume	1991	Forest growing, protection and exploitation	Forest engineers and technicians, administrative workers, drivers,		Forestry engineers and technicians	YES
23.	Grammar School Ivanjica	1920	Education	Teachers in all fields	Mathematics, physics, information technology teachers	Mathematics, physics, information technology teachers	YES
24.	Health Centre Ivanjica	2014	Healthcare	Medical doctors, medical nurses and technicians, laboratory technicians,	Medical doctors	Medical doctors and medical professionals	YES
25.	PS Milinko Kušić Ivanjica	1836	Education	Teachers in all fields	Mathematics, chemistry, and physics teachers	Mathematics, chemistry, and physics teachers	YES
26.	Technical School Ivanjica	1861	Education	Teachers in all fields	Physics teacher	Physics teacher	YES
27.	PS Kirilo Savić Ivanjica	1992	Education	Teachers in all fields	Mathematics and physics teachers	Mathematics and physics teachers	YES
28.	RTV Golija	1995	Media	Journalist, camera operator	Journalists, camera operators, reporters	Journalists, camera operators, reporters	YES

“Нове компетенције младих као одговор на миграције”

Пројекат “Модел за унапређење компетенција незапослене омладине у циљу ублажавања негативних последица миграција”

Нови пројекат КАНЦЕЛАРИЈЕ ЗА МЛАДЕ ОПШТИНЕ ИВАЊИЦА

Финансира: Швајцарска влада - Швајцарска агенција за развој и сарадњу (SDC) у оквиру глобалног ИОМ/UNDP пројекта “Миграције у функцији одрживог развоја”

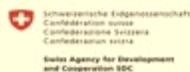
Суфинансира: Општина Ивањица

Носилац: Локална Канцеларија за младе општине Ивањица у сарадњи са Међународном организацијом за миграције (ИОМ) и UNDP у Србији

У оквиру пројекта
МЛАДИМА ИВАЊИЦЕ
се пружа могућност да учествују на следећим активностима:

- * Обуке за CNC оператере;
- * Обуке за 3D моделовање и штампање;
- * Обуке за развој онлајн пословања;
- * Курсеви пословног Енглеског језика (основни и напредни);
- * Програм радне праксе за младе
- * Радионице и предавања из области запошљавања и самозапошљавања;
- * Сајам образовања;
- * Округли столови;
- * Анализе на теме запошљавања и самозапошљавања;
- * Индивидуална и онлајн саветовања;

Све обуке и предавања водиће лиценциране академије, као и стручни предавачи.
Додела сертификата младима који су прошли обуке.



Пројекат: “Модел за унапређење компетенција незапослене омладине у циљу ублажавања негативних последица миграција”

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New competencies of youth in response to migration

Project: Model to improve the competencies of unemployed youth with the aim to mitigate the negative effects of migration

Funded by: Swiss Government—Swiss Agency for Development and Cooperation (SDC) within the global IOM/UNDP project Making Migration Work for Sustainable Development

Co-funded by: Ivanjica Municipality

Implemented by: Ivanjica Municipality Local Youth Office in cooperation with International Organisation for Migration (IOM) and UNDP in Serbia

The project provides IVANJICA YOUTH with the opportunity to participate in the following activities:

- CNC operator training
- 3D modelling and printing training
- Online business development training
- Business English language courses (basic and advanced)
- Youth internship programme
- Workshops and lectures on employment and self-employment
- Education fair
- Round tables
- Analyses on employment and self-employment
- Individual and online counselling

All training and lectures will be provided by licensed academies and experts.

Certificates will be awarded to participants.

Project: Model to improve the competencies of unemployed youth with the aim to mitigate the negative effects of migration