

NEWSLETTER

OUR PROJECT JOURNEY: TRAININGS, EMPLOYERS, AND SUCCESS STORIES



In this newsletter, you will find an overview of everything we have achieved together so far. Discover how we supported NEET youth through professional trainings and certified courses, how we worked with employers in Montenegro and Kosovo, and how mobile info stands and cross-border activities created new opportunities for employment. We also share inspiring success stories and highlight our strong cooperation with institutions and partners.



Tvoja PRIČA
Tvoja PRILIKA

In Employment, Education, Training – InEET is a cross-border project implemented in Montenegro and Kosovo. The project leader is the non-governmental organization Juventas (Podgorica, Montenegro), while the project partner is the non-governmental organization Labyrinth (Pristina, Kosovo).

The project is supported through the Montenegro – Kosovo Cross-Border Cooperation Programme, IPA II – EuropeAid/171521/ID/ACT/MULTI.

The project aims to contribute to a higher level of inclusion of socially excluded communities or communities at risk of social exclusion, and to their access to the labor market.

It consists of three specific objectives.

The first objective is to increase the employability of young people from communities at risk of social exclusion or socially excluded communities by providing competitive skills and work experience.

The second objective is to contribute to the social reintegration of former prisoners through economic empowerment.

The third objective is to strengthen the capacities of social protection institutions in working with communities at risk of social exclusion or socially excluded communities.

Young people at risk of social exclusion or those already socially excluded, within the scope of this project, include all young people in Montenegro aged 18 to 30 who, due to various characteristics, experiences, or circumstances, have become victims of discrimination and social exclusion. Discrimination and social exclusion have harmful consequences, such as reduced social inclusion and a weakened economic position.

Through this project, the following groups of young people will be included:

- those from the NEET population (not in education, employment, or training);
- those who have been victims of violence;
- those from the Roma and Egyptian (RE) population;
- LGBTIQ+ youth;
- those with a history of using psychoactive substances;
- those who have been in conflict with the law;
- other young people who, due to various personal characteristics or affiliations, are socially excluded or at risk of social exclusion.

IN EMPLOYMENT
EDUCATION
TRAINING



What does our project include?

The project activities are planned chronologically, through several phases.

The first phase includes preparatory activities – we collected applications from employers who are willing to host NEET youth for professional training or upskilling.

Through a short survey, employers provided information about their company, the number of young people they could engage, as well as the qualifications required, for which Juventas and Labyrinth can cover the costs of certified training, courses, or retraining. After collecting the applications, we matched employers with NEET youth.

In Montenegro, we plan to include 40 young people who will, with different employers, undergo professional training or upskilling and be engaged in work for a period of 3 months. For this period, Juventas will provide them with a monthly allowance of 300 euros gross. In addition, for at least 20 participants, certified courses and training will be funded (e.g. marketing design, cosmetology, language courses, accounting, Microsoft tools). We are carrying out the same activities in Kosovo as well.

Special attention is also given to young people who have been or are in conflict with the law – for 10 to 15 former prisoners, per country, we will finance retraining courses (e.g. cooks, butchers, carpenters, tilers), after which they will take an exam and obtain official licenses needed for employment.

The second phase brings the start of professional training at employers, with continuous communication and monitoring of participants' satisfaction and progress. The goal is the economic empowerment of young people and the increase of their competitiveness in the labor market, with the possibility of continuing employment with the employers where they trained.

As special activities, we are also organizing mobile stands to promote employment opportunities in Montenegro and Kosovo.

A separate segment of the project focuses on strengthening the capacities of institutions and organizations working with NEET youth. Two cross-border trainings are planned, along with networking of institutions and organizations, and the development of two labor market analyses.

**CROSS-BORDER
COOPERATION**

80

40

30

4 MOBILE STANDS

What did we do?

In Montenegro

40

young people have completed the professional training program lasting 3 months

22

young people attended courses and retraining programs

18

individuals serving prison sentences have completed certified retraining and education programs

out of that number, 13 attended the program for assistant kitchen workers

and 5 attended the training for assistant wall painters/plasterers



In Kosovo

young people have completed the professional training program lasting 3 months

34

young people attended courses and retraining programs

20

individuals serving prison sentences have completed certified retraining and education programs

15

In Montenegro and Kosovo

149 NEET young direct beneficiaries involved in the project activity

young people who were involved in internships
gained employment

31.08 %

33 prisoners attended certified retraining programs

employers involved in the professional training program

39

42 trainings conducted for other NEET youth

cross-border trainings conducted for representatives of institutions

2

35 participants of the cross-border trainings

we have written and published labor market analyses related to
youth in Montenegro and Kosovo

2

1 we have published a guide on employment opportunities

we visited municipalities and organized mobile info stands on
employment

4

64 employers who took part in the implementation of the mobile info
stands – guides

visitors of the mobile stands

289

OUR RESULTS

Who did we collaborate with?

At the very beginning of the project, the Juventas and Labyrinth teams established a broad cooperation network with institutions and organizations working with at-risk youth. Meetings were held and memorandums signed with numerous stakeholders: the Employment Agency, the Employers' Union, the Chamber of Commerce, the Directorate for the Execution of Criminal Sanctions, the SOS Hotline, Queer Montenegro, the Center for Women's Rights, Help Montenegro, Center for woman rights, Center for social group development Prishtina, Liberal democratic center Peja, Syri and Vizionit and other.



PRIVREDNA
KOMORA
CRNE GORE



Unija poslodavaca
Crne Gore

MONTENEGRAIN EMPLOYERS FEDERATION



TELEFON ZA ŽENE I DJECU ŽRTVE NASILJA



Queer
Montenegro



Help

Hilfe zur Selbsthilfe



Syri i Vizionit

LIBERAL
DEMOCRATIC
CENTRE

OUR PARTNERS

Cooperation with state institutions

We have established cooperation in both Montenegro and Kosovo with the administrations responsible for the execution of criminal sanctions, and we signed a memorandum of cooperation with them. We also cooperated with the Employment Agency in both country. With them, we had formal cooperation, including the institutional endorsement of this project.



Trainings for prisoners

As part of the project **In Employment, Education, Training – IN EET**, professional training was conducted for incarcerated individuals in Montenegro and Kosovo, with the aim of preparing them for release and reintegration into society. In Montenegro, the training included a total of 15 prisoners who were qualified for the professions of kitchen assistant and assistant painter/decorator. In Kosovo, 15 prisoners completed training for the professions of electrician, plumber, and assistant cook.

A particular strength of this segment lies in the fact that the programs were designed based on the participants' own preferences. Through individual interviews and surveys, their wishes and interests were identified, which made it possible to offer training that was relevant, motivating, and focused on real employment opportunities.

These activities are of exceptional importance because they provide prisoners with the opportunity to acquire concrete, practical knowledge that they can immediately apply upon release. Through professional training, participants gain not only technical skills but also a sense of personal value, confidence in their abilities, and a perspective for the future. In this way, the chances of finding employment, achieving economic stability, and becoming active and responsible members of the community after release are significantly increased.

Training for practical and market-demanded professions also has a long-term social impact – it reduces the risk of recidivism and contributes to a safer and more inclusive society. When prisoners leave the system with valid knowledge and certification, their return to the community becomes sustainable and functional.

The training was conducted in accordance with national educational standards, by accredited institutions: the Archimedes Educational Center, Center for Education and Training ZOPT and Institute for Professional Training KTC LLC.

18

attended the training for assistant kitchen workers

5

attended the training for assistant wall painters/plasterers

5

attended the training for electrician

5

attended the training for plumber



Regional cooperation and capacity building

Peja - 22-23.02.2024.

In February 2024, a two-day regional meeting of institutional representatives from Montenegro and Kosovo was held in Peja. This event served as a platform for direct exchange of experiences, identification of common challenges, and discussions on employment and inclusion policies for vulnerable groups.

Participants discussed the research findings, existing practices, and the need to further improve the institutional framework. The meeting strengthened cross-border cooperation and opened space for the development of joint initiatives.



Bijelo Polje - 28-30.10.2024.

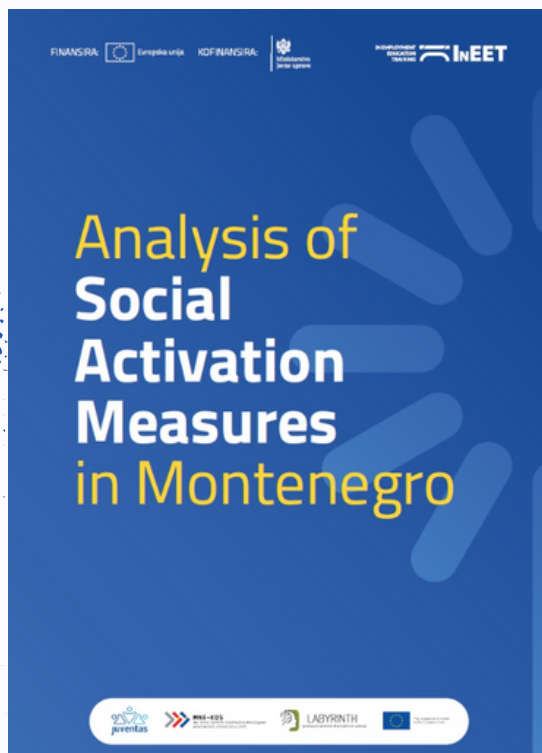
Following the exchange of experiences, a three-day training was organized in Bijelo Polje for representatives of social work centers, employment agencies, and other relevant institutions. The training focused on modern approaches to working with vulnerable groups and included topics such as multidisciplinary approaches, motivational support, and local employment mechanisms.

Through lectures, practical exercises, and workshops, participants gained concrete knowledge applicable in their daily work. The training also contributed to professional networking and a better understanding of how to systemically respond to the needs of at-risk youth and former prisoners.



Analysis of social activation measures in Montenegro and Kosovo

The aim of the research is to provide recommendations for activities that can effectively support inactive citizens and facilitate their integration into the labor market and the wider society.



The analysis in Montenegro was conducted by Maja Marković.
The analysis in Kosovo was conducted by Vebi Mujku.

Trainings for NEET youth

We stated that we carried out 42 trainings for young people from the NEET population; here we provide an overview of the trainings implemented.

- 5 trainings for pastry makers
- 5 trainings for tailor
- 5 trainings for heating installer
- 5 trainings for makeupr
- 9 training for nail technicians
- 4 driver's license training
- 4 trainings for accounting technicians
- 1 training for a WordPress developer
- 1 computer skills training
- 2 language learning courses
- 1 training for additional physiotherapy skills

**TOTAL
42**

Guide on employers, employment opportunities, and mobile info stands

The mobile stands were successfully established in Berane and Podgorica in Montenegro, and in Peje and Istok in Kosovo. These mobile stands served as accessible contact points for individuals seeking employment information and support, particularly targeting vulnerable groups. A total of **289** participants visited the stands, with 63 in Istog, 47 in Peje, 87 in Berane, and 92 in Podgorica. Participants had the opportunity to pick up a copy of the Employer Handbook for Kosovo and Montenegro, which provided key information about companies and organizations currently seeking employees. This allowed visitors not only to explore potential job opportunities but also to directly consider employment options relevant to their qualifications and interests. There were 190 males and 99 females involved.

At these stands, participants received guidance on job opportunities, employability skills, and available training programs, through previously created Employer Handbook/Guide.

The number of registered organizations has exceeded the initial target.

A total of **64** employers were registered, 28 in Montenegro and 36 in Kosovo.



Tvoja
PRIČA
Tvoja
PRILIKA
INFORMATOR

Success stories

JASMINA BERIŠA

1. How did you find out about this program and what motivated you to apply?

I found out about the English course from a friend. The experiences of some other friends motivated me to apply, as they emphasized how much knowing the language helped them in everyday life and when applying for opportunities abroad. I was also motivated by my desire to communicate more easily in English.

As for the driving school, I've always considered getting a driver's license an important step toward independence. Besides wanting to learn how to drive, I was also motivated by the practicality a license offers – from getting things done faster to having the freedom to organize my own travel or commute to university and work in the future.

2. Were there any doubts or challenges in the beginning, and if so, how did you overcome them? What specific skills and knowledge did you acquire during the program that you consider significant for your further professional development?

At the beginning of the English course, I felt a bit unsure because I wasn't confident in my conversational skills. However, with the support of the instructor and engaging teaching methods, such as interactive exercises and conversation simulations, I gradually built up my confidence. The key is attending classes regularly and practicing at home. As for driving school, I still have to take the theory test, so for now it's all up to me — whether I study or not. Looking ahead, I feel a bit anxious and I think parking will be something I'm afraid of.

3. How did you experience the learning environment, and during the professional training, did you have the opportunity to directly collaborate with a mentor and peers? How much did that contribute to your learning and work?

In the English course, the instructor is always available for extra questions and explanations, which really helps me with the lessons. Also, group work supports learning because we get the chance to correct each other and learn through interaction.

As for driving school, my experience with the instructor has been very friendly so far, and I appreciate how he manages to adapt to each student – which is a real challenge considering that some are already experienced drivers, while others, like me, have never even started a car.

4. How did you feel about your professional potential before and after the training? Did this experience impact your self-confidence?

Although both programs are still ongoing, I already feel significant progress. The English course gives me the confidence to communicate in a foreign language, which motivates me to consider future education or career opportunities.

The driving school helps me feel more independent and capable, which greatly boosts my self-confidence.

5. Did this program help you identify your strengths and interests, as well as areas you still need to work on?

Definitely! The English course helped me realize how quickly I can learn new language skills, but also showed me that I need to work on expanding my vocabulary and forming sentences more fluently. In driving school, I've learned how important it is to stay calm in stressful situations. Working on this skill helps me not only while driving, but also in everyday life.

6. What is your opinion on the importance of such programs for young people in terms of self-awareness and character development?

These programs are extremely important because they help young people discover their potential and overcome personal limitations. They don't just provide dry knowledge – they offer the chance to apply that knowledge in real life.

7. Do you think this experience will make it easier for you to find a job in the future?

Absolutely! English language skills have become a basic requirement in almost every profession, so I'm confident this course will help me stand out when applying for jobs in the future. On the other hand, having a driver's license gives me a practical advantage, as I'll be able to travel to work independently, without relying on others or public transport.

8. What specific skills or knowledge have you gained during the training?

So far, I haven't gained specific skills since the programs are still in progress, but I'm sure I'll be much more comfortable communicating in English, and that I'll learn how to drive.

LAZAR MARSENIĆ

1. How did you find out about this program and what motivated you to apply?

I learned about this program through a friend and applied based on his recommendation.

Since I was unemployed and hadn't worked since completing my internship, I was motivated by the opportunity to work with colleagues to support members of the Roma and Egyptian (RE) population in learning basic skills that would serve as a starting point for the period ahead of them.

2. Were there any doubts or challenges in the beginning, and if so, how did you overcome them? What specific skills and knowledge did you acquire during the program that you consider significant for your further professional development?

At the beginning, I did have some doubts and challenges – I wasn't sure whether I would be able to do the job well and how the children would accept me. But thanks to the support and collaboration with my colleagues, I quickly overcame these obstacles.

The skills I acquired during the program include improved communication, both with colleagues and with children from the RE population, as well as a deeper understanding of the challenges they face in their education and everyday lives.

3. How did you experience the working atmosphere, and during the professional training, did you have the opportunity to collaborate directly with your mentor and colleagues? How much did that contribute to your learning and work?

The working atmosphere was very pleasant, as was the collaboration with my colleagues Anđela Aleksić and Teodora Bakić. Our cooperation was constant, and we managed everything smoothly as a team. There was also ongoing communication and consultation with our mentor. Although we had a work plan, our mentor gave us a lot of freedom and autonomy, with occasional check-ins and guidance.

4. How did you feel about your professional potential before and after the training? Did this work experience impact your self-confidence?

My professional potential was already high before the training, but this program helped me improve it further.

This work experience boosted my self-confidence even more, even though it was already strong prior to the program.

5. Did this program help you identify your strengths and interests, as well as areas you still need to work on?

Yes, this program helped me better understand people and how to approach the tasks we were assigned. It strengthened my existing skills, helped me work on weaker areas, and sparked a deeper interest in participating in similar projects in the future.

6. What is your opinion on the importance of such programs for young people in terms of self-awareness and character development?

My opinion is extremely positive. Programs like this help young people build stronger character, improve communication skills and competencies through collaboration with colleagues and mentors, and provide numerous opportunities for personal and professional growth.

7. Do you think this experience will make it easier for you to find a job in the future?

I believe that participating in this project is a strong addition to my CV and will definitely make job searching easier.

8. What specific skills or knowledge have you gained during the training?

Although we had the freedom to work independently, we also followed a structured program that included learning about Roma culture, customs, and the languages spoken by the RE population in Berane.

Thanks to this program, I was also provided with accounting training funded by the organization Juventas, and I significantly improved my communication skills.

SARA LJEŠEVIĆ

1. How did you find out about this program and what motivated you to apply?

When we have a clear goal, it's only a matter of time before the right opportunity appears.

“Your Story – Your Chance” came at just the right time. It was the opportunity I was looking for, and I applied without hesitation. While I initially thought financial support would be the most important part, I actually gained something far more valuable – work experience. This program encouraged me to act responsibly both at work and outside of it, and it inspired me to help others reach their goals in the future.

2. Were there any doubts or challenges in the beginning, and if so, how did you overcome them? What specific skills and knowledge did you acquire during the program that you consider significant for your further professional development?

I would highlight communication and organizational skills. In this line of work, it's extremely important to align goals – both my goals as a physiotherapist and the clients' goals. For that reason, proper and efficient organization of tasks, roles, and responsibilities is key. These are precisely the skills that are crucial for success in this profession.

3. How did you experience the working atmosphere, and during the professional training, did you have the opportunity to collaborate directly with your mentor and colleagues? How much did that contribute to your learning and work?

I believe a work environment isn't just a place for performing tasks. The PhysioCare team is a space where ideas are developed daily, and goals are achieved. A positive atmosphere is the number one factor because it affects productivity and satisfaction. During the program, I was in daily communication with my mentor and colleagues, both at work and outside of it. Trust and openness created a supportive environment where we all felt valued. I knew I could count on their support, which made it much easier to deal with challenges.

4. How did you feel about your professional potential before and after the training? Did this work experience impact your self-confidence?

I've known for a long time that this was the career I wanted, and I was already aware of my potential, which I gradually discovered over time. But success requires taking meaningful actions and developing practical skills. Some of those skills I gained at university, others through everyday life, and the most important ones I developed during this program. I now have significantly more confidence – because people who are effective in their jobs naturally have higher self-confidence. My ability to work efficiently and to acquire new skills means I now have more opportunities for growth, more clients, and so on.

5. Did this program help you identify your strengths and interests, as well as areas you still need to work on?

In this program, I was surrounded by people who believed in what I do, and I felt responsible to justify their trust. Communication used to be one of my weaker areas, which is crucial for effectively solving problems in my profession. During the program, I learned to communicate more clearly and precisely. I also recognized my strengths – something I've always aimed for.

6. What is your opinion on the importance of such programs for young people in terms of self-awareness and character development?

The most important reason I would recommend this program to everyone is the knowledge it provides. During the program, you gain skills that will help you move forward in your career. Of course, times are changing, but it's important to encourage young people to expand their knowledge through programs like this. This program is proof that younger generations have strong potential. Learning doesn't stop after graduation – and that's exactly why this experience offers something completely different.



7. Do you think this experience will make it easier for you to find a job in the future?

Work experience is probably the most sought-after quality when looking for a job, so it's always important to have it. I believe this experience was essential for me and marked the beginning of my career.

8. What specific skills or knowledge have you gained during the training?

During my studies, the emphasis was always on how to answer questions – much less on how to ask the right ones to the patients. Before I begin addressing an issue in this profession, I've now learned to first analyze and reflect on what caused the problem in the first place.



ELDIN DEŠEVIĆ

1. How did you find out about this program and what motivated you to apply?

I saw the public call and decided to apply. I was motivated by the opportunity to gain knowledge and skills through the project that will be useful to me in the future and help me improve in my field.

2. Were there any doubts or challenges in the beginning, and if so, how did you overcome them? What specific skills and knowledge did you acquire during the program that you consider significant for your further professional development?

There were no doubts, especially since I am familiar with projects, particularly in the north.

I learned to work with the General Ledger, prepare calculations, bookkeeping and payroll, submit VAT returns via the tax portal, and work with the IOPPD form, which is necessary for monthly reporting.

3. How did you experience the work environment, and during the professional training, did you have the opportunity to directly collaborate with a mentor and colleagues? How much did that contribute to your learning and work?

The work atmosphere was excellent. I didn't have a mentor, but I communicated daily with a colleague who was also in the professional training program, particularly regarding invoice processing. I also communicated with the executive director about the firm's income and expenses and other business transactions.

4. How did you feel about your professional potential before and after the training? Did this work experience impact your self-confidence?

I feel more motivated to eventually start an agency or NGO focused on bookkeeping services for employers.

My self-confidence has grown, especially after communicating with other employers while processing invoices, which further motivated me to improve my skills.

5. Did this program help you discover your strengths and interests, as well as the areas you still need to work on?

It greatly helped me improve communication with clients, which is important since most accounting work is done in an office.

One area I still need to work on is becoming an accountant who performs final tasks, supported by bookkeeping work.

6. What is your opinion on the importance of such programs for young people in terms of self-awareness and character development?

These projects help young people form a clearer image of themselves and recognize their needs and how to address them. While they may not solve major problems, such programs encourage young people to express themselves, become more confident, and present their ideas.

I must emphasize that more projects like this should be implemented in the north, where unemployment is higher and more young people are leaving.

7. Do you think this experience will make it easier for you to find a job in the future?

Absolutely. Any kind of practical experience and self-development increases the chances of finding a job in the future.

8. What specific skills or knowledge did you gain during the training?

Budget preparation and management, cost calculation, data analysis and reporting, tax planning and reporting, improving business processes, effective management of timely payments, identifying opportunities for better financial results through cost reduction, and communication skills in building client relationships.



Employers where the young people carried out their professional training

In Montenegro

1. GLORY FOR NIX - HAIRDRESSING SALON
2. NGO ASSOCIATION OF YOUTH WITH DISABILITIES
3. DOO G CONSULTING
4. DOO NEW PAGE
5. NGO ASSOCIATION FOR THE SUPPORT OF ROMA AND EGYPTIANS
6. PUBLIC PRIMARY SCHOOL RADOMIR MITROVIC
7. PUBLIC PRESCHOOL RADMILA NEDIC
8. NGO ASSOCIATION PARENTS
9. INTERNATIONAL ORGANIZATION CARITAS BERANE
10. INTERNATIONAL ORGANIZATION HELP
11. NGO CENTER FOR CIVIC EDUCATION
12. NGO ACTION FOR HUMAN RIGHTS
13. NGO CHILDREN OF MONTENEGRO
14. NGO STANA
15. UNION OF YOUNG ENTREPRENEURS OF MONTENEGRO
16. DOO MERKATOR INTERNATIONAL - GRAPHIC CENTER
17. PHYSIOCARE TEAM
18. MESO-PROMET FRANCA
19. OAZA
20. PLAV SHOPPING CENTER
21. SHOPPING CENTER
22. ROMA YOUTH ORGANIZATION "WALK WITH US - PHIREN AMENCA"
23. YOUTH EDUCATION CENTER
24. MONTENEGRO YOUTH NETWORK
25. TRUCKS AND DELIVERY DOO
26. DOO GLAVICE

In Kosovo

27. PROFESIONAL ELEKTRO SH.P.K
28. VIZION DENT SH.P.K
29. ART RESORT SH.P.K
30. N.T.SH METABO PROFI
31. GASHI PLANTACION
32. FATI HOME
33. AUTO SERVIS NORI SH.P.K
34. JUSAJ SH.P.K
35. KAPITAL AG
36. DEV SOLUTION SHPK
37. AMC GROUP
38. FASHION SEWING SH.P.K
39. KAPITAL GROUP SH.P.K

**THANKS
A LOT TO
EVERYONE!**

IN EMPLOYMENT
EDUCATION
TRAINING

INEET

