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"VoVo"



EMPLOYABILITY GUIDE FOR YOUTH - CROATIAN AND GEORGIAN PERSPECTIVES



The booklet has been prepared within the project Employability guide for Youth - Croatian and Georgian perspectives.

Employability guide for Youth - Croatian and Georgian perspectives is Erasmus+ project funded by Croatian NA.



Employability Guide for Youth - Croatian and Georgian Perspectives project arises from the specific needs of youth entering the labour market and thus specific needs of NGOs and their youth workers, which are active in this field and working with this sector of youth. It is their task to encourage young people in being self-initiative and taking risks at the beginning of their working life. Young people encounter difficulties in the transition from education to labour market. While theoretical knowledge about the labour market can be gained at schools and formal institutions, the youth workers are there to develop their sense of active approach of new generations of youth towards entrepreneurship and to help them to face challenges and surmount the difficulties.

As a result, In Georgia, in sunny Kobuleti , 24 representatives of the two countries gathered to share experiences, gain new knowledge, get to know the culture, make new contacts.

This booklet is a kind of summary of the project, which more clearly describes the activities and results we have undertaken.



What is employability?

Employability is: “a set of achievements – skills, understandings and personal attributes – that makes **graduates more likely to gain employment** and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy.

Employability depends on your knowledge, skills and attitudes, how you use those assets, and how you present them to employers.

The table below has been compiled by the participants of YE, and it lists the Top 10 Employability Skills which they look for in potential employees – that means you! We asked the participants to define exactly what these skills mean.

SKILLS THAT EMPLOYERS WANT	WHAT THAT MEANS
1. Communication and interpersonal skills Problem solving skills	The ability to explain what you mean in a clear and concise way through written and spoken means. To listen and relate to other people, and to act upon key information / instructions.
2. Problem solving skills	The ability to understand a problem by breaking it down into smaller parts, and identifying the key issues, implications and identifying solutions. To apply your knowledge from many different areas to solving a task.
3. Using your initiative and being self-motivated	Having new ideas of your own which can be made into a reality. Showing a strong personal drive and not waiting to be told to do things.
4. Working under pressure and to deadlines	Handling stress that comes with deadlines and ensuring that you meet them.
5. Organizational skills	Being organized and methodical. Able to plan work to meet deadlines and targets. Monitoring progress of work to ensure you are on track to meeting a deadline.
6. Team working	Working well with other people from different disciplines, backgrounds, and expertise to accomplish a task or goal
7. Ability to learn and adapt	To be enthusiastic about your work, and to identify ways to learn from your mistakes for the benefit of both you and your employer.
8. Numeracy	The ability to use data and mathematics to support evidence or demonstrate a point.
9. Valuing diversity and difference	Knowing the value of diversity and what it can bring. Understanding and being considerate of the different needs of different individuals.
10. Negotiation skills	To take on board other people's feelings and express your own requirements in an unemotional clear fashion to achieve a win-win outcome

Within the framework of the project, the participants had the opportunity to get acquainted with the activities of Georgian organizations in this direction. The visit to the organization [Education Development and Employment Center](#) was especially effective, due to the fact that this organization is in the forefront of the region working on employment issues.



Representatives of the Youth Agency introduced the participants to the country's strategy and vision for the development of the youth sector.



Through the project, through various non-formal education methods, role-plays, simulations, forum theater, group work and presentations, participants gained knowledge on topics such as and the objectives of the youth exchange were achieved:

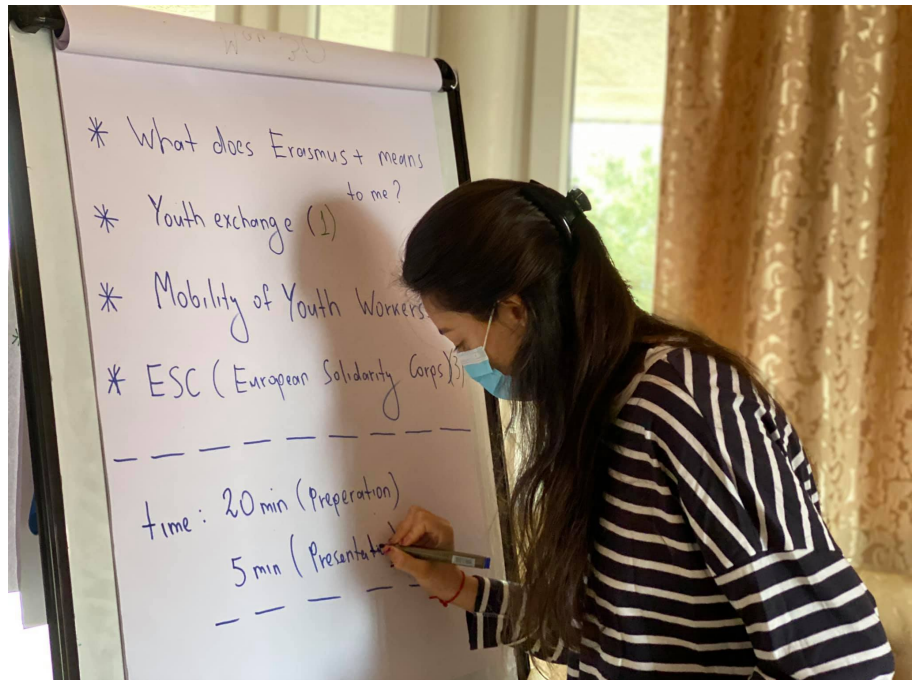
- to help young people to develop soft skills that are basic and necessary for communication;
- to equip youngsters with some creative tools needed for self-promotion and self-presentation in the employment market;
- to promote non-formal education as an added value to employment;
- to review and understand the sort of person they are and what they are capable of;



- to appreciate the range of opportunities that might be available to them locally, nationally and globally; and to help prepare to achieve what they want;
- to empower young people to actively participate in youth projects, to volunteer and to pursue development of a self;
- to increase the capacity of youth workers by enriching their working methods with improvisational theatre by offering
- activities that better respond to the challenges of young entrepreneurs
- to equip youngsters with knowledge and tools about creative thinking, public speaking, decision making and teamwork
- through non-formal methods of education;
- to promote solidarity, empathy and tolerance;
- foster networking among participants and create space for project building, especially in Erasmus+ context



The session on Erasmus Plus and its capabilities turned out to be especially interesting and informative for them. The session was attended by participants who had previously participated in the exchange program.



The issues discussed during the project were formulated as mini-projects by the participants. The task was as follows, the groups had to identify several key factors that hinder youth employment and think of activities to eliminate it.

Team N1

I.

Problem: Bureaucracy.

Activity: Negotiation with Government; Simplify the process- make template that would be put into place.

Target group: Public sector, citizens.

Target group needs: Efficiency, Productivity, Time-savings.

Resolution: Public sector; They would have more of a feeling of meaningfulness, better time management and citizens would be quicker in communication and dealing with the obligations towards the government and local bodies. Their lives would be easier because they wouldn't be spending huge time on Bureaucracy.

II.

Problem: gaining experience during the student years

Activity: Recommendation letters; Volunteering booklets; partnership between companies and universities.

Target group: youth (students), Companies, universities

Target group needs: Formal recognition of volunteering, benefit from volunteering

Resolution: Added value of volunteering experience through the recognition on the side of universities or potential employers and recognition on the side of the students

III.

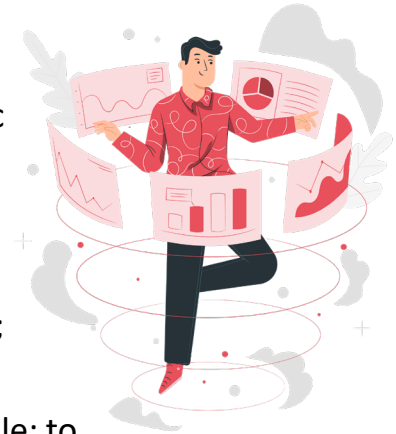
Problem: lack of information and visibility about funding students and young people.

Activity: Make official communication with the public through the lecturers, seminars, non-formal meetings, forum, website.

Target group: Youth from 18-30.

Target group needs: information about funding; networking; financing ideas, scholarships.

Resolution: To make idea for real, to employ young people; to increase knowledge about funding.



IV.

Problem: inappropriate education due to low quality of teaching.

Activity: external evaluation to all schools because of improving quality of education and raising standards of professionalism of teachers.

Target group: teachers.

Target group needs: better competences through additional education

Resolution: improving the quality of teachers skills and raising the quality of education.

V.

problem: lack of resources for non-formal education which leads to lack of experience for wanted jobs.

Activity: initiative of the youth for organizing educations, events, and internships through the pressure on the different organizations and bodies.

Target group: youth (18-30)

Target group needs: experience, skills, more information about non-formal education.

Resolution: organizing educations and programs for the youth through the collaboration of different organizations and bodies.

Team N2

1. Experience.

Activity: Giving materials (leaflet, booklet...) which contain an information about places where one can volunteer.

Open discussions- present problems by people from the places that need volunteering.

Making social media content that highlights the conclusions.

Giving encouragement to the public to be part of the volunteering activities response.

Target Group: University , students at risk (from occupied territories, with disabilities).

Target group needs: Recognizing the importance of volunteering in gaining the experience to find vacancies or job position easier; Improving skills in specific fields; Promoting social awareness soft skills.



2. Assignments to think of professional courses which one related to their interests.

Activity: Raising awareness of the significance of non-formal education options. Tackling the problem of education in the context of breaking the Soviet Mentality and its barriers.

Workshops, trainings, E-learning, schools cooperation with the professors related to the field which the professional course is related to.

Invite parents-Parents meetings.

Target group: 16-25.

Target Group Needs: Realizing that theoretical knowledge should be implemented in a practical environment that prof-courses are a valuable education tool.

3. Motivation.

No part-time jobs.

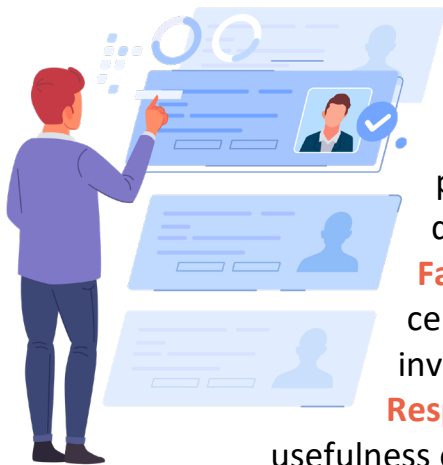
Activity: Persuading the government to change the conditions for part-time job employment; More convenient environment; Persuading the employers to consider part-time jobs as an effect. source of work force; By showing the results/benefits of new condition.

Target group: Employers, Government.

Target group needs: Saving money, raising standard; Giving more job opportunities; keeping peeps of the streets.

Employers: Cover taxes; Diversity of employees, flexibility.

Response: Gov. recognizes the significance of such an approach; Emp. Recognizes the usefulness.



4. Enrollment Quotes don't meet Labour Market standards.

Activity: Professional orientation for deficiency professions; Making fairs; Invite experts, psychologists deficiency fields.

Fairs: experts from professions state employment center workers who can provide statistics NGO's who are involved in such practices.

Response: negotiation of deficiency professions and the usefulness of choosing such a career path.

Target Groups: Highschool 16-25 unemployed.

Target needs: Planning their career path.

5. Increased usage of national and international funds.

Activity: Employed-encourage them to use these funds to open up new job positions.

Unemployed-making start-ups is cheaper than in other countries.

Implementation: Making presentation; Bringing in experts on know to apply to this funds and why are they useful; Outside investors; Outside investors.

Employed and unemployed- Presentation containing this into about how to use their funds in order how to direct ideas to be more suitable for fund application.

Unemployed- become self-employed presentations about start-ups-how to make a start-up .

„Push“- motivate them, successful start-uppers- It's cheaper in Georgia.

Making application on the spot workshop.

Target Group: Employed/Unemployed- 18-35.

Target Group needs- Employment, money, experience, funding.

Response: Creating job opportunities; Development opportunities; Economy; Employability rates.





Team N3

Social media vs Stigma

- **Objectives:** Raising awareness about stigma through Social media (Croatia, Turkey, Greece, Austria, Bosnia, Germany, Serbia)
- **Specific objectives:** Raise; Awareness about migration; Developing digital; Competence through making material to fight stigma; Learning what stigma is; Promoting inclusion; Exchanging experience about stigma.
- **Activities:** Teaching about stigma; Workshop about stigmatizing experiences; What can we learn from History? Study visit to migration camp and migration center; Collecting video material during study visit; Workshop are digital skills and production; Producing the content workshop; intercultural night; presentation of content in a high school XY
- **Target groups:** Youth from 16-25.
- **Estimate outputs:** Learning to learn; language; developing social skills; learning about cultures; developing digital skills; learning about the power of social media.
- **Numbers of participants:** 35
- **Duration:** 2 weeks
- **Type of the project:** YE
- **Applicant organization:** NGO X
- **Co-applicant organization:** Germany NGO Z; Croatian NGO Y; Bosnia NGO B; Austrian NGO A; Greece NGO G; Turkish NGO T.
- **Venue:** Nove

At the end of the project, the participants were awarded Youthpass certificates.