



LOCAL EMPLOYMENT
PARTNERSHIPS
IN BOSNIA AND HERZEGOVINA



Eda 20 YEARS

Project Summary:

Partnership for High Quality Jobs and Competitiveness



International Labour Organization



Problem

Prnjavor is an entrepreneurial municipality with growing industrial companies which continuously increase the number of employees, income and export. In spite of that, competitiveness and expansion of business operations of companies is seriously jeopardized by lack of available workforce having adequate knowledge and skills for work in the industry. However, there has not been any systematic approach, and coordinated activities of relevant entities such as the Employment Bureau, companies, secondary school and the Municipality in finding solution to this problem to date. The companies most frequently resolve this issue on their own, bearing high costs of training.

Main Idea

The identified supply and demand mismatch can be overcome by the coordinated work of all relevant stakeholders- project partners, where companies provide information on current employment situation and future employment needs, secondary school adapts curricula and implements practical trainings, the municipality conducts research, develops required plans and strategies and supports employment initiatives, and the Employment Bureau takes a very active role in performing continuous analysis, informing and connecting job seekers and employers. Establishment of sustainable employment partnership will create the basis for coordination of companies demand and workforce supply through definition of barriers, activities for overcoming of the barriers and joint interventions for overcoming the barriers. In this manner, the burden of providing qualified workforce is divided between relevant stakeholders, instead of being mostly carried by companies as it is the case now in practice. In addition, the workforce quality is improving, as a result of improved interaction between the economy and support institutions.

Objectives and Expected Results

Overall objective: Increased harmonization between supply and demand in the labour market in Prnjavor.

Specific objective: Established functional employment partnership of the Prnjavor Municipality as the capacity for continuous implementation of active employment measures.

Expected results:

1. The sustainable and functional Employment Council of Prnjavor Municipality has been established,
2. The Economic Council of Prnjavor Municipality has been restructured and formalized,
3. The Employment Action Plan of Prnjavor Municipality has been developed,
4. Secondary school capacities for practical training have been improved,
5. Permanent cooperation is established between secondary school, Employment Bureau and companies for practical trainings and trainings at companies,
6. Employability of the unemployed is improved acquiring new skills for active job seeking and knowledge and practical skills for working in industry,
7. An adult education program at the Secondary School for minimum one deficit occupation has been accredited,
8. Industrial occupations are promoted and the number of children enrolling in industrial occupation programs is higher.

Main activities

1. Development of the concept of Employment Council, with assignment of roles and responsibilities and reaching agreement on the Council establishment and the Council's institutional capacity building,
2. Restructuring, formalization and re-establishing of work of Economic Council,
3. Collection of data on current workforce supply and demand status in Prnjavor, Employment Action Plan preparation,
4. Analysis of secondary school needs and improvement of capacities for conducting practice and trainings which provide workforce according to the needs of enterprises,
5. Preparation of the concept and establishment of continuous cooperation in conduct of practical training at companies and secondary schools,
6. Implementation of trainings for the unemployed and employment initiatives,
7. Adult Training Program definition, development and accreditation,
8. Preparation and implementation of promotional campaign aimed at increasing interest in working in the economy.

Project Roles

- Lead applicant: Eda – Enterprise Development Agency, Banjaluka;
- Partners: Municipality of Prnjavor, Employment Institute of Republike Srpske- Employment Bureau Prnjavor, Centre of secondary schools “Ivo Andrić” Prnjavor, enterprises Trivas d.o.o. (meat industry) Topling d.o.o. (metal processing industry).

Timeline

June 1, 2017 – January 31, 2019

Source of Funding

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