



Quarterly Report
October through December 2013

Education Development Center



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Acronyms

ALMM	Active labor market measures
AOTR	Agreement Officer's Technical Representative
AWP	Annual Workplan
BCM	Business Confederation of Macedonia
COP	Chief of Party
CC	Career Center (VET)
DCOP	Deputy Chief of Party
ESA	Employment Service Agency
EDC	Education Development Center Inc.
FAM	Financial and Administrative Manager
GCDF	Global Career Development Facilitator
ILO	International Labor Organization
ICP	Individual Career Plan
JC	Job Club (ESA)
HCN	Host Country National
HICD	Human and Institutional Capacity Development
LESC	Local Economic and Social Council
MK	"Moja Kariera"
MLSP	Ministry of Labor and Social Policy
MOF	Mladinski Obrazoven Forum
M&E	Monitoring and Evaluation
NESC	National Economic and Social Council
NGO	Non-governmental Organization
ORM	Employers Organization of Macedonia
IT	Information Technology
PMP	Performance Monitoring and Evaluation Plan
PPD	Public –Private Dialogue
PPR	Project Portfolio Review
RC	Regional Coordinators
RFO	Regional Field Offices
STS	Senior Technical Specialist
VET	Vocational and Educational Training
USAID	United States Agency for International Development
WBL	Work-based Learning
WRS	Work Readiness Skills
WRC	Work Readiness Curriculum
YES	Youth Employability Skills Network

Executive Summary

As agreed with the project's AOR, starting from this Quarterly Report (October – December 2013), the reporting of the project activities and achievements will be prepared based on the revised/modified project objectives (Modification 06 for Yes Network Project, Award #AID-165-A-00-10-00106, officially approved and signed by EDC and USAID officials on July 31, 2013).

The YES Network continues to work together with partner municipalities and other social partners in strengthening the PPD and developing the capacities of established LESC.

At the beginning of December 2013, the members of LESC Bitola in collaboration with the Municipality of Bitola and supported by YES Network project, have started the development of the Strategy for Local Development for a period 2014-2018. The strategy will be covering the following four areas: economic development, tourism, youth and sport and environmental protection.

The strategic planning document which includes an annual work plan of LESC Stip was officially presented to the City Council members. The document was accepted and evaluated as a very useful tool for further upgrading social dialogue between the social partners in the Municipality of Stip.

LESC Tetovo has established a working group which includes two members of the municipality, one member from the employers, one from the Trade Union and another member from the Enterprise Support Agency who worked together on the selection of 5 priorities from the Action plan adopted in September 2013. These five priorities were proposed to be implemented in 2014, after they received approval from the Municipality and the City Council.

The members of LESC Strumica attended a capacity building workshop organized by YES. They have identified several key points necessary for the successful functioning of the Council and implementation of the previously planned activities. Also, YES Network and municipalities of Strumica have agreed that the YES regional office in Strumica will continue to serve as an official office of LESC Strumica. Starting January 1st 2014, all utility costs for this office will be covered by the Municipality of Strumica.

The LESC Gostivar held its first constituent session on October 18, 2013. All members were present at the meeting. They discussed and voted on the Rules of Procedures' document and have elected the President, the Vice-president and the Secretary of the LESS. Also, the members of LESC of Gostivar municipality participated in a two-day Strategic planning workshop organized by YES.

On October 2-3, 2013, the Economic Council in Prilep organized a Career Fair in collaboration with the Employment Center from Prilep and with support from the YES Network Project. This fair was a perfect opportunity for an immediate meeting and an open discussion between the unemployed youth and the local businesses.

Also, on December 18th, 2013, in the Council Hall of the City of Skopje, the inauguration of the Local Economic and Social Council (LESC) of the City of Skopje took place. The first and also constitutional meeting of the LESC Skopje will be held in late January 2014. At the meeting, the official documents on work and policy procedures will be adopted and the leading structure will be appointed (the chairperson, the deputy chairperson and the LESC secretary).

On October 1st 2013, Milica Trpevska was hired as a Coordinator for the Inclusion of Youth with Disabilities and YES Network began the implementation of a new component for the Inclusion of Youth with Disabilities. The sub awards were signed with two Disable Persons Organizations (DPOs) that will partner with YES for the implementation of the YwD activities. Also, the YES Network project has engaged two teams of local consultants to upgrade/adapt the Work Readiness Skills Curriculum for youth with physical, sensory and intellectual disabilities.

The Job Club in ESA Skopje was officially re-opened on November 26, 2013 by Mr. James Stein - Director of USAID Mission in Macedonia, Mr. Dime Spasov - Minister of Labour and Social Policy, Mr. Vlatko Popovski - Director of ESA Macedonia and Ms. Slobodanka Aleksovska - Head of the Center for Employment of the City of Skopje in the presence of many employers, youth and partners of the YES Network. YES Network has renovated and equipped the Job Club with IT equipment, new furniture and career development materials.

In this reporting period, 14 WRS workshops were delivered in 7 ESAs Centers and in total 245 registered unemployed youth have successfully completed the WRS trainings. During the same period, 15 unemployed youth registered in ESA Stip and one in ESA Gostivar gained a long term employment.

During this quarter, YES Network team held an official opening of two career centers, one in secondary school Zdravko Cvetkovski in Skopje and one in secondary school Riste Risteski Richko in Prilep. At the official opening in Skopje, the importance of the implementation of Career Center activities was expressed by the Minister of Education and Science, Mr. Spiro Ristovski, the Mayor of the City of Skopje, Mr. Koce Trajanovski, and USAID Mission Director, Mr. James Stein.

Due to big interest among the teachers from Gostivar in the Work Readiness Skills program, YES Network has organized and delivered the second training for this program, with additional teachers from all three secondary schools in Gostivar.

New 32 groups of students following the WBL program in VET schools have been formed for this school year as well. Through WBL program, many students had the opportunity to visit successful companies and observe the organization of the work, the production processes, and the overall functioning of a company.

A total of 75 teachers from secondary schools in Tetovo, Gostivar, Bitola, Prilep, Strumica, and Stip, successfully finished the Career Counselors' trainings.

The draft competency based standards for Mentors in Companies were finalized and approved by the VET Center, MoES and the Crafts Chamber. Based on these standards, a training program for mentors in companies has been developed as well.

The Bureau for Development of Education (BDE) approved a project activity for Career Planning for gymnasium students in their fourth year.

A survey exploring the experiences of the youth who were employed after their participation in WRS workshops in ESA Centers and NGOs was conducted. Its purpose was to explore the job searching process after the training and the perceived benefits from the training in securing and maintaining the job.

On December 4th, 2013 the USAID YES Network Project organized a presentation of the monitoring and evaluation results. More than 120 representatives of the project partners including municipalities, secondary schools, the Employment Service Agency, local economic and social councils (LESCs), non-governmental organizations (NGOs), disabled persons organizations (DPOs) and other guests had the opportunity to be informed about the successes and the challenges of their work in the field of preparation of youth for employment.

1. Program Activities and Outcomes

1.1. Facilitate Public-Private Dialogue that will improve demand-supply labor exchange at the local level

Establishment of local ESCs

Bitola: The last quarter was marked by a significant progress in a number of areas in regards to the full functioning of the LESC Bitola. Examples of such advances were particularly evident in the improvement of:

- Collaboration with the Municipality of Bitola
- Coordination with the appointed persons by the Mayor in charge of the LESC activities
- Establishing and setting up the whole structure of the LESC Bitola as official body to the Municipality
- Official support of everyone involved
- A wider agenda of local interest
- Effective local publicity

On October 15-16, 2013, LESC members attended the first part of the two-day workshop on Strategic Planning. They met once again, on November 15, 2013 for the second part on the same topic at the follow up workshop.

During the workshops the participants demonstrated knowledge of the theme and familiarity with the key points of the strategic planning made them very effective, efficient and original in drafting the document, i.e. the strategy of the next activities that will be implemented by the LESC Bitola in the forthcoming four years.



The Mayor of Bitola, Mr. Vladimir Talevski expressed



his great satisfaction and pleasure with the fruitful collaboration with the YES Network Team and personally sent an invitation letter to our workshop to all LESC members, explaining the importance of the LESC for the local community of Bitola. Obviously, his

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direct address to the LESC members motivated participation in all meetings and workshops organized for and with the LESC members.

The LESC members in collaboration with the Municipality of Bitola and with support of our Project began preparation of the Strategy for Local Development 2014-2018. It will be covering the following four areas: economic development, tourism, youth and sport, and environmental protection.

The document was designed during the three-day working sessions organized separately (13, 16 and 25 December, 2013) for four different focus groups involved in preparation of the strategy. The first working session was opened by the Mayor of Bitola and attracted a lot of local media coverage.

The Strategy for Local Development is in the final phase of review and editing and it is expected that together with the document on Strategic Planning of the LESC Bitola, it will be presented at the next City Council Meeting, scheduled for the end of January 2014.

Prilep: The members of the Economic Council of Prilep scheduled and participated in three meetings during the reporting period. The last meeting was somewhat informal, attended by Mr. Zoran Stavreski, the Minister of Economy where he was informed about the activities this Council is involved with and the accomplishments achieved so far.

On December 3, 2013, the USAID YES Network STS PPD held a coordination meeting with Mrs. Vineta Ivanoska, the Head of LED Department in Municipality of Prilep. The status of the EC Prilep and the current activities were discussed at the meeting. It was pointed out that the Economic Council of Prilep does not face any particular challenges, and the presence of the members and the frequency of the meetings on a regular basis are not an issue.

The Head of the LED Department requested YES Network support in organizing an event similar to a town hall meeting or a round table/panel discussion to discuss an actual topic on youth employment which is relevant to the local community .

It was also agreed that at the next meeting of the Council that will be held in January 2014 with representatives from USAID, YES Network and from Business Start Up Center Bitola to discuss the eventual joint collaboration and support for some of the Council's initiatives in the near future.

Stip: The LESC document on strategic planning was publicly presented on November 5, 2013 in front of the City Council members. The document was accepted and evaluated as a useful tool for further upgrading the social dialogue between the social partners in the Municipality of Stip.

On November 23, 2013, YES Network PPD team organized a Capacity Building Workshop for the members of the LESC Stip. The workshop was opened by the STS for Public-Private Dialogue in YES Network Project by presenting the project's objectives in general with special attention to the support provided for LESC Stip functioning. The workshop agenda was presented and the sessions were facilitated by Mrs. Jadranka Kungulovska, LESC Capacity Building consultant in cooperation with YES Network STS PPD.



The LESC participants were able to gain some of the general/basic principles of professional communication, team work and facilitation skills, including tips for conducting effective meeting as well as consensus building mechanisms.

The Workshop completely met its goal, provided support to the LESC Stip for continuation of the work, raised awareness of their important community role and motivated the participants to increase their proactive involvement in the future.

Tetovo: On October 30, 2013, members of LESC Tetovo established a working group which includes two members of the municipality, one member from the employers, one member from the Trade Union and one member from the Enterprise Support Agency who worked together on the selection of main priorities in implementation of their action plan.

Five priorities were proposed to the officials from the Mayor's cabinet to be selected and implemented in 2014, after they get approved by the Municipality and the City Council. It is envisioned that these activities will be financed by the municipal budget, and implemented by the Local Economic Development office (LED). The Tetovo LESC is expecting a feedback regarding these proposed activities in January 2014 at the latest, when the City Council is going to have its next meeting. Unofficially, the chairperson of the LESC Tetovo (who is also the Head of the LED department) shared information with the YES Network STS PPD, that these activities will be accepted and supported in the first half of 2014.

Strumica: On November 12, 2013, members of the LESC Strumica attended a capacity building workshop. The main objective of this workshop was to improve the functioning of the Council and to enhance the implementation of the previously planned activities.

The participants reviewed the status of the LESC and mapped the activities in regards to what has been planned initially and what has been done. Through a brainstorming session,

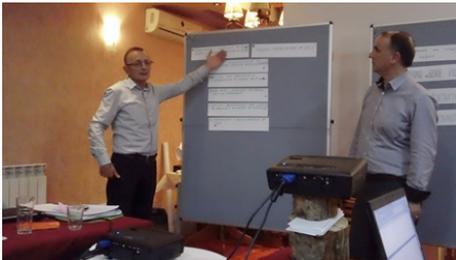


the LESC members defined several potential improvement points and proposed appropriate ideas and solutions in terms of a more efficient operating of the Council.

The workshop ended with prioritizing of the most important and most urgent actions that have to be undertaken, i.e. to make planning of the specific and concrete steps, initiatives, events and trainings for the whole next year.

After the discussion where all participants were actively involved, the LESC annual plan for 2014 was drafted. This draft was sent to all LESC members for review and comments together with the report from the workshop. The comments of the LESC Annual Plan were incorporated in the final version of the Plan additionally and disseminated to the LESC members afterwards.

Gostivar: The LESC of Municipality of Gostivar held its first constituent session on October 18, 2013. At the meeting attended by all members, the Rules of Procedures were discussed and voted for, the President, the Vice-president and Secretary of the LESC were elected.



On November 8-9, 2013, the members of LESC of Gostivar municipality participated in a two-day Strategic planning workshop. Almost all LESC members attended and contributed with constructive discussions and original ideas for drafting the activities outlines which will be implemented in the next four years.

The main LESC activities in the next period will be focused on a decrease in unemployment, improved quality of the social life in the municipality of Gostivar, enhancing the business environment and better promotion and recognition of LESC Gostivar.

The document is in the final phase of translation to Albanian language, and then will be printed out and distributed to the members of the LESC and the City Council of Gostivar.

Skopje: On December 18th, 2013, the inauguration of the Local Economic and Social Council (LESC) of City of Skopje took place in the Council Hall of the City of Skopje. The event was attended by Mr. James Stain, the USAID Mission Director and one of the key-note speakers at the event.



The Agreement on establishment of the LESC of City of Skopje was signed by the Mayor of the City of Skopje, Mr. Koce Trajanovski and the presidents of other social partners: the Employers Organization of Macedonia (EOM), the Confederation of Free Unions (CFU) and the

Federation of Free Unions of Macedonia (FUM). The newly formed LESC is the seventh among Local economic and social councils which were formed in the Project's partner municipalities.

Representatives from the City council and City administration, education, social, and economic sectors, as well as representatives from the employers and unions, were nominated to be members of the LESC Skopje. Besides these members, representatives from other YES partners: Employment Service Agency, NGO sector and the chamber of commerce and crafts associations will also actively participate in the activities of LESC Skopje.

The first and also constitutional meeting of the LESC of the City of Skopje will be held in late January 2014. At the meeting, the official documents on work and policy procedures will be adopted and the leading structure will be appointed (the chairperson, deputy chairperson and the LESC secretary).



Results 1.1

- A workshop on strategic planning for the members of LESC Bitola organized
- A document on strategic planning of the LESC Bitola prepared, reviewed, finalized, and printed out
- Three separate working sessions with four different target groups (LESC stakeholders) organized in terms of preparing, and drafting the Local Development Strategy for Municipality of Bitola
- LESC Gostivar held its constituent meeting and elected the chairperson, the deputy chairperson and the secretary of LESC Gostivar
- Two-day workshop on strategic planning for the members of LESC Gostivar organized
- One-day follow up workshop on strategic planning for the members of LESC Gostivar organized
- Document on strategic planning of the LESC Gostivar prepared, reviewed and finalized
- Document on strategic planning of LESC Stip distributed to the LESC members, and officially presented and adopted by the City Council of Municipality of Stip
- One-day workshop on capacity building for the members of LESC Stip organized
- Annual work plan for 2014 for LESC Stip finalized
- One-day workshop on capacity building for the members of LESC Strumica organized
- Annual work plan for 2014 for LESC Strumica finalized
- Document on strategic planning of Economic Council Prilep printed out and distributed, and officially presented and adopted by the Economic Council and the Mayor of Municipality of Prilep
- Formal inauguration of the LESC Skopje

- DPO representatives from Bitola, Stip, Tetovo and Gostivar included in local PPD as LESC members.

1.2. Strengthen the capacities of NGOs and DPOs for development of employability skills in youth

In an effort to enhance employability skills of Youth with Disabilities (YwD) by offering them inclusive workforce training and work-based learning opportunities, the YES Network has partnered with two Disabled Persons Organizations (DPOs) that share EDC's commitment for inclusion of YwD in all YES Network activities. One of these DPO partners – Open the Windows – is an NGO focused on promoting assistive technology as a tool to foster inclusion of Persons with Disabilities (PwD) in all walks of life. On November 30, 2013, EDC signed a Subgrant Agreement with 'Open the Windows' to equip CCs and JCs with assistive devices and deliver assistive technology and disability awareness training to 240 facilitators from secondary schools and ESAs.

The other partner – Disability Service Association 'Handimak' Tetovo – is a DPO dedicated to improving the quality of life for PwD through effective, relevant and quality services. On December 20, 2013, EDC signed a Subgrant Agreement to assess the physical accessibility of CCs and JCs in seven partner municipalities, build simple accessibility modifications (such as ramps and bathroom railings), train WRS, WBL and Career Counseling facilitators to include YwD in workforce training and closely monitor the progress of these efforts by organizing experience-sharing follow-up gatherings and singling out best inclusion practices and success stories.

With an aim to set solid grounds for successful collaboration with DPOs by exploring network-based approaches which would ensure sustainability, the YES Network invited DPO representatives from all seven partner municipalities to attend the Presentation of the YES Network Evaluation Results for 2012 and 2013. The Presentation, held on December 4, 2013, was followed by a workshop which brought together LESC members, teachers, ESA administrators, NGO and DPO representatives to discuss the ways of sustaining and building upon the positive results of the YES Network project. Inclusion of YwD in workforce training by strengthening DPO and NGO capacities to provide quality services to YwD was singled out as a key for enhancing the employability skills of this group. The discussion evolved around the inclusion issue in the working groups of stakeholders from Prilep and Bitola. The DPO representatives from these two municipalities expressed an interest to closely follow the project developments and work together with other local stakeholders to improve YwD employment prospects.

The outreach and networking with DPOs in seven partner municipalities will be further improved by hiring an Inclusion of YwD Program Intern. The open call for this internship position was announced on December 19, 2013. Twenty-five candidates have expressed their

interest to join the YES Network team and five of them have been invited for an interview taking place on January 15.

Upgrade/Adaptation of Work Readiness Skills Program for Youth with Disabilities

During this quarter, the YES Network project has engaged two teams of local consultants in the upgrade/adaptation of the Work Readiness Skills Curriculum for youth with physical, sensory and intellectual disabilities. The team of consultants contracted to upgrade the WRS curriculum for use in inclusive classrooms included two special educators with extensive experience in curriculum design and inclusive education. The team tasked with adaptation of the WRS curriculum for youth with intellectual disabilities consisted of speech and language pathologists and a special educator specialized in inclusive education.

Both consultant teams attended four-day WRS training in ESA Skopje. The consultants gathered best practices and lessons learned from the implementation of the WRS curriculum which has been piloted in the 'Iskra' Secondary School for students with intellectual disabilities in Stip.

In this reporting period, each of the two teams has upgraded/adapted four of the eight WRS modules. The team of consultants responsible for upgrading the WRS curriculum for use in inclusive classrooms with youth with physical and sensory disabilities has developed draft versions for the following WRS modules: Module 1 – Introductory Module; Module 2 – Personal Development; Module 3 – Appropriate Workplace Behavior and Module 4 – Communication Skills.

The team tasked with adaptation of the WRS curriculum for youth with intellectual disabilities has developed draft versions of the following modules: Module 2 – Personal Development; Module 3 – Workplace Behavior; Module 4 – Communication Skills; and Module 5 – Teamwork and Leadership.

The upgraded/adapted WRS curriculum for youth with physical, sensory and intellectual disabilities will be finalized by the end of January 2014.

Results 1.2

- Subgrant agreements with two DPOs (Open the Windows and Handimak) signed;
- Active participation and contribution of DPOs in the discussion on ensuring sustainability of positive YES Network results;
- Upgrading/adaptation of WRS curriculum for youth with physical, sensory and intellectual disabilities (in progress)

1.3. Strengthen the capacity of the Employment Services Agency to provide better services to registered unemployed youth, including YWDs, such as training in work-readiness skills, access to structured work-based learning opportunities, and up-to-date information on job openings and career development opportunities

Job Club Activities

The Job Club in Skopje ESA was re-opened on November 26, 2013. It was renovated and equipped by YES Network project with IT equipment, furniture and career development materials. The appreciations for the successful cooperation between the YES Network and EC Skopje were expressed in the speeches of: Mr. James Stein - Director of USAID Mission in Macedonia, Mr. Vlatko Popovski - Director of ESA Macedonia, Ms. Slobodanka Aleksovska - Head of the Center for Employment of the City of Skopje in the presence of the Minister of Labour and Social Policy Mr. Dime Spasov, many employers, youth and partners of the YES Network.

At the opening ceremony of the Job Club Skopje, certificates were issued to the trainers – representatives from ESA Skopje, who successfully completed the WRS training for trainers, as well as for the first group of young unemployed who have successfully completed the WRS training.



Many companies whose establishment was the result of the Active Labor Market Measures, the initiative of the GoM for self-employment, had their stands and promoted their products and services.

Since its opening, the ESA Skopje Job club has started delivering WRS trainings to the unemployed young people from the City of Skopje.

The Job clubs in all 7 ESA Centers for Employment are functioning according to the planned WRS and WBL trainings.

In October and November 2013, ESA Center in Strumica invited teachers and students from the secondary school Jane Sandanski and presented services of the ESA Job club.

During this quarter, “Open the Windows”, the YES Network Partner in the implementation of Inclusion of YwD component, has completed the procurement of assistive devices and IT peripherals for the seven job clubs in the YES partner municipalities. Open the Windows completed the procurement procedure for seven locally produced switches, as well as seven big-button keyboards, seven joysticks and seven trackballs which will be imported and

delivered. Based on a positive cooperation track record of successful delivery of locally produced switches in 2011, Open the Windows contracted a local company to manufacture and provide the needed switches.

Following an open (public) tender, Open the Windows contracted the same company to import and deliver seven big-button keyboards, seven joysticks and seven trackballs. The tender was advertised on November 30, 2013. Four companies obtained the tender documentation needed for submitting an offer; three of them have submitted an offer within the set deadline. The offers were opened publicly by the Procurement Commission in the presence of representatives of two companies.

The negotiations with the bidder whose offer was selected as most favorable failed because the company was not prepared to import and deliver the assistive devices within the 45-day deadline stipulated in the tender documentation. As a result, Open the Windows concluded a procurement contract with the second-ranked bidder to deliver the assistive devices by mid-February.

The assistive devices for the seven job clubs were procured together with the same assistive devices for 38 career centers.

Work Readiness Skills Program (WRS)

In this reporting period, 14 WRS workshops were delivered in 7 ESAs Centers (1 in Strumica, 3 in Tetovo, 3 in Bitola, 2 in Gostivar, 2 in Skopje, 1 in Shtip and 2 in Prilep) and in total 245 registered unemployed youth have successfully completed the WRS training.



In this reporting period, after the successful completion of WRS trainings, 15 unemployed youth from Stip and one from Gostivar gained long term employment.

The ESA facilitators have continued to regularly invite local employers to participate in the WRS trainings. In all 7 ESA centers, 12 employers were invited as guest speakers to present their views on the local labor market.

The ESA Skopje facilitators have been very successful in organizing and delivering the WRS trainings due to their previous experience. They started organizing and implementing the WRS trainings independently and without any support from the NGO facilitators, which were a practice and a need for all other ESA Centers.

The ESA Centers for employment in Tetovo, Gostivar, Bitola, Prilep, Strumica and Stip are continuing to organize and implement WRS trainings for youth without any direct support by the project, which is a result of the continuous cooperation and support provided by the YES Network. YES will continue to build their capacities to ensure sustainability of the implementation of WRS trainings in the future.

Work Based Learning Program (WBL)

In this reporting period 8 WBL workshops specifically tailored for ESA were delivered in Prilep (2), Gostivar (2), Tetovo (2), Stip (1 and Bitola (1). The total number of trained registered unemployed youth on WBL is 150.



WBL program (with the main focus on Internship) has been introduced as a continuation of WRS trainings. During the WBL trainings, the unemployed young people had the opportunity to learn more about the work based learning opportunities as well as the benefits that the real job experience could provide.

Career Counseling Program

During this quarter, YES Network LM Specialist and 2 representatives from ESA worked on an adaptation of the currently developed Career Counseling Program for secondary schools. This program was specifically customized to the needs of ESA and consists of 6 modules: 1. Introductory module; 2. Career planning; 3. Individual and Group counseling; 4. Career Information and Labor Market; 5. ESA services and support; 6. Ethic norms

Career Fair

On October 2-3, 2013, the YES Network Project organized a Career Fair in Prilep, one of the partner municipalities of the project. The event took place in the Cultural Center “Marko Cepenkov” and was organized together with the local self-governance and the Employment Service Agency (ESA) - Employment Center from Prilep.

The Minister of labor and social policy, Dime Spasov delivered a speech at the official opening, pointing out that the fair provided a venue and a rare opportunity for the local stakeholders to meet and talk over various topics that directly concern them. The Mayor of Municipality of Prilep, Mr. Marjan Risteski, the Director of USAID office for Democracy and Education, Mr. Michael Stievater and the Director of Employment Service Agency, Mr. Vlatko Popovski, also saluted the initiative and noted that these events should happen more frequently, first of all locally and then on a national level.

During the fair, local businesses and business associations, secondary schools from Prilep municipality, the Chamber of Commerce of Macedonia and the Employment center-Prilep had their own stands through which they presented their businesses and activities.

Also, 12 panelists held their presentations in 6 panel discussions on different topics regarding different aspects of the labor market in Macedonia. The discussions were focused on the following: the needs and challenges of the local labor market; the potential for "green" jobs in Macedonia; the importance of continuous learning for professional development, and etc. Many young people from Municipality Prilep visited the stands and participated in the panel discussions.

Results 1.3

- Job Club in ESA Skopje is open and fully functioning
- 14 WRS trainings implemented in 7 ESA Centers for employment
- 245 registered unemployed youth trained in 7 Centers for employment
- 15 unemployed youth from Stip and 1 from Gostivar gained long term employment.
- 12 employers were guest speakers at WRS trainings
- 8 WBL trainings implemented in 5 ESA Centers for employment
- First draft of Career Counseling Program developed
- Career Fair organized in Prilep municipality
- Networking meetings held between ESA Strumica and secondary schools
- Procurement of assistive devices and IT peripherals (switches, big-button keyboards, joysticks and trackballs) for seven job clubs completed

1.4. Provide continuing professional development opportunities for teachers in secondary schools.

Career Centers Activities

A brochure for parents regarding their involvement in the career planning process has been developed and prepared for printing. This brochure should help parents to become more aware of their role in their child's decision making regarding their careers. It provides hints and tips, what the career plan means, as well as how they can cooperate with schools (career counselors) in this process.



During November and December of 2013 e-portfolio workshops were held in all 11 Skopje secondary schools that are included in the project. These short trainings were meant for the teachers who already attended the Work Readiness program

curriculum to learn in-depth about the career portfolio and how to technically create their own portfolio.

YES Network is always searching for ways to enhance youth skills. Towards this goal, YES Network has been supporting for two years the contest “Best e- career portfolio” and is already preparing for the next competition.

During this quarter, YES Network team held an official opening of two career centers, one in SUGS Zdravko Cvetkovski- Skopje and one in SUGS Riste Risteski Richko- Prilep. Mr. Spiro Ristovski, Minister of Education and Science, Mr. Koce Trajanovski, Mayor of the City of Skopje and Mr. James Stein, USAID Mission Director in Macedonia, expressed their support during the official opening ceremony in Skopje.



As part of the official ceremony, 55 teachers from 11 secondary schools from Skopje, which are partnering with YES Network, were rewarded with certificates for successful completion of the training on the implementation of the Work Readiness Skills program.



In Prilep, Mr. Zarko Temelkov - Director of the school, Mr. Nikola Dimeski - President of the Council of the Municipality of Prilep and Ms. Ivana Georgievska – STS VET in YES Network, addressed the audience. Teachers from R.R. Richko have been actively involved in all the project activities and trainings. All activities are on-going in this school since their inclusion in the project and the lack of venue for the Career Center so far has not

obstructed teachers’ enthusiasm to implement the activities.

All eleven (11) schools from Skopje that YES supports in establishing and equipping the Career Centers (CC), developed Career Center Action Plans covering:

- Main CC objectives for school year 2013/14
- Activities which will be implemented to achieve main CC objectives
- Responsible persons designated to implement CC activities
- Promotion of CC activities to students and local community



The VET Center facilitators were the advisors of this activity. These schools received literature for the Career Centers, as well as video cameras.

Similar to job clubs, career centers will also be equipped with assistive devices and IT peripherals for students with disabilities. During this quarter, the YES Network partner Open the Windows has completed the procurement of 38 switches, 38 big-button keyboards, 38 joysticks and 38 trackballs for the school career centers. The procurement procedure was elaborated in the previous section of the report as the same devices were procured for the job clubs in each YES partner municipality.

Work Readiness Skills Program

Due to big interest among teachers from Gostivar in participating in the Work Readiness Skills program, YES Network has organized and delivered the second training for this program, with additional teachers from all three secondary schools in Gostivar being involved. The VET Center advisors served as trainers. There were 24 new teachers selected by their schools, based on their interest and future plans for the implementation of the WRS program. The second group of teachers successfully finished the WRS training, and YES Network will continuously support them in order to ensure that they also begin implementing WRS by integrating its goals within the subjects that they are teaching.

The new school year has started with WRS being implemented for the first time through 25 groups of students in the Skopje schools. Other municipalities also continue the implementation with a total of 40 groups of students.



Work Based Learning Program

New 32 groups of students following the WBL program in VET schools have been formed for this school year as well. Through WBL program, many students have had the opportunity to visit successful companies and see the organization of the work, the production processes, and the overall functioning of companies. This has proven to be very positive for professional growth of students, since they have a first-hand experience to see what is involved in a given profession/occupation and can make a better decision when choosing their future education and career path.

Career Counselors Certification Program

A total of 75 teachers from secondary schools in Tetovo, Gostivar, Bitola, Prilep, Strumica, and Stip, have successfully finished the Career Counselors training. One more service is available for secondary school students within their Career Centers, through which they can now receive professional career counseling and orientation regarding their future education, professional



orientation and career selection based on their abilities and interests, and to be properly informed about the current situation of the labor market needs and future trends.

These teachers also worked on case studies which were a part of the training process, for which they obtained a professional feedback.

The second part of the training delivered during this quarter focused on the following topics:

Module 5: Career Information and Labor Market
Module 6: Ethical norms and dealing with differences
Additional material: Working with parents

25 groups of students from the second year in the VET schools have been formed, and are following the Career Planning free-classes program.

The CCCP program has also been completely translated into Albanian.

Results 1.4

- 24 additional teachers from high schools in Gostivar trained for the Work Readiness Skills program
- 2 trainings for development of Action Plans for CC delivered
- 4 trainings for CCCP delivered
- 75 participants trained during the second part of the CCCP from Tetovo, Gostivar, Bitola, Prilep, Strumica, and Stip
- 32 groups formed in VET schools from the 6 municipalities to follow WBL program in free-classes
- 65 groups formed in secondary schools in 6 municipalities + City of Skopje to follow WRS program in free-classes
- 25 groups formed in VET schools from the 6 municipalities to follow CP program in free-classes
- Procurement of assistive devices and IT peripherals (switches, big-button keyboards, joysticks and trackballs) for 38 career centers;

1.5. Creative innovative mechanisms to make secondary schools and the VET Center more responsive and relevant

A meeting with Skopje directors was organized in October 2013 to inform them of the initiated activities with their schools, to share the experiences from their colleagues from the six municipalities, and to emphasize the importance of their support to the teachers involved in YES network activities.

The draft standards for Mentors in Companies were finalized and submitted for approval by the VET Center, MoES and the Chambers. They were adopted by VET Center and the Chambers after a positive opinion by the MoES, now representing a national level standard. Based on these standards, a program for mentors in companies has been developed. Following the same, the conceptualization of the pending trainings has been initiated.

BDE approved a project activity for Career Planning. It is a program of 30 hours aimed at gymnasia students in their fourth year. This program is approved to be piloted during the project, and BDE has requested analysis of its implementation so that it can make an informed decision to adopt it as a project activity on a national level. Selection of project activities for students in the gymnasia is obligatory.

Results 1.5

- Meeting with Skopje directors organized and experiences in implementation of YES activities shared
- Standards for mentors adopted on a national level
- Program for mentors in companies developed
- Project activity for Career Planning approved by BDE for piloting

1.6. Integrate productive connections with current and planned USAID and other donor workforce related activities

YES Network has been collaborating with a Business Start-up Center from Bitola in organizing and delivering entrepreneurship training for developing a business plan. The bridging over the space between the existent offers from the educational institutions and the needs of the business community is a common goal of USAID YES Network project and BSC. The organization of entrepreneurship skills training was aimed at teachers and students involved in the Work Based Learning program. With this intervention, students will get an opportunity to gain some entrepreneurship experience and the teachers would be able to provide support to further generations of students attending WBL program.

YES Network has continued its cooperation with USAID's Teacher Professional and Career Development Project through participating in a work group for VET teachers' standards. Opportunities have been discussed for including the externship experiences of teachers in the standard for VET teachers. Also, possibilities were explored for involving career counselors' professional development in a suitable standard.

Schools in ethnically mixed municipalities have reported various activities in the Career Centers and through the WBL program (predominantly company visits) that have been organized for ethnically mixed groups of students, thus meeting both YES Network goals and USAID's Interethnic Integration in Education Project goals.

On November 22, 2013 the YES Network YwD coordinator and the STS PPD attended the panel: 'Inclusive Schools – the Way Forward'. The panel discussion on inclusive education brought together parents of children with disabilities, special educators, teachers, NGOs and state institutions. The organizers – an informal group of parents and special educators – presented an overview of parents' and professionals' attitudes, regarding the ways to ensure successful implementation of inclusive education throughout the country. These attitudes will be summarized in an inclusion action plan and will be presented to the relevant state institutions responsible for the introduction and development of education reforms – the Ministry of Education and the Office of Education Development.

On October 30, 2013 the YES Network YwD Inclusion Coordinator and Monitoring and Evaluation Specialist attended a Public Debate on the issue of Discrimination on the Basis of Physical and Intellectual Disability, as well as on Initiatives for Amending the Law on Employment of Disabled Persons. The event ended with a discussion on discrimination in the job-seeking process and in the work environment, labor market integration prospects of persons with disabilities and the different Macedonian translations of the term 'disability'. The YES Network YwD team discussed the initiative for amending the Law on Employment of Disabled Persons and urged DPOs to reject the term 'invalidity' and agree on another universal translation of the term 'disability'.

On November 18-19, 2013, the YES Network YwD Inclusion Coordinator and the Monitoring and Evaluation Assistant attended training on the role of assistive technology in an inclusive primary school classroom. The training was delivered by Open the Windows, as part of the USAID-funded E-accessibility in Education project, and was mainly intended for primary school teachers and education overseers. Most teachers attending the training have already had some previous experience with assistive devices and IT peripherals. Through success stories from primary schools and other practical examples, teachers and education overseers learned about the ways in which they can use assistive technology to facilitate their work with children with disabilities and foster their active class participation. The YES Network attendees actively observed this training and contributed to the discussion on the overall context and challenges of inclusive education in Macedonian primary schools.

On November 21, 2013 the YES Network YwD Inclusion Coordinator, Monitoring and Evaluation Specialist and Office and Information Manager attended the promotion of USAID Persons with Disabilities Internship and Employment Project organized by 'Moja Kariera'. The purpose of the promotional event was to provide an overview of the results of the Persons with Disabilities Internship and Employment Project in the Skopje region. The project implementer in this region, 'My Career' invited persons with disabilities who attended their job-searching strategies trainings. Two success stories of persons with disabilities who got internship/employment placement were also featured at the event.

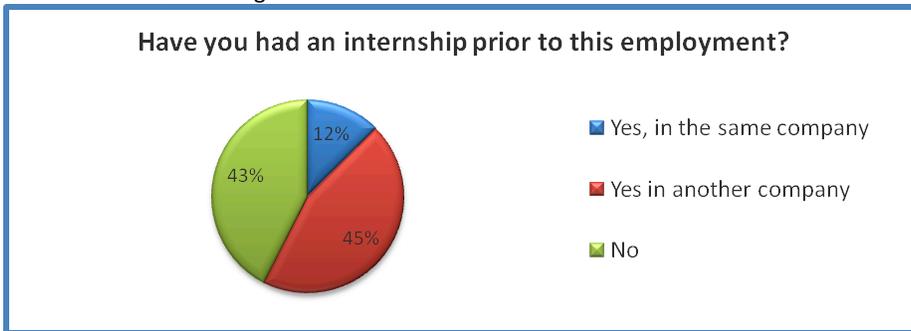
1.7. Monitoring and Evaluation

Survey of employed youth and employers that have employees or interns previously trained in WRS

During October 25-30, 2013, a survey exploring the experiences of the youth who got employment after their participation on WRS workshops in ESA Centers and NGOs was conducted. Its purpose was to explore the job searching process after the training and the perceived benefits from the training in securing and maintaining the job.

A convenient sample was created using data from the NGO and ESA Centers' reports on employed youth. An online survey was administered to 94 young people, which represents 63% of the total number of employed youth during FY2013 (148). The sample encompassed 37% male and 63% female respondents, 67% trained by ESA Centers and 33% by NGOs. The response rate was 49% (46 respondents)

Based on the responses, 37% are no longer employed and the most common reasons are: being employed as a substitute and temporary employments. Regarding internship experience prior to the employment most of the respondents claim to have had an internship. The graph below best illustrates the finding.



Graph 1. Internship experience prior the employment

The respondents were asked to report if the WRS training contributed in any way to their employment and 59% of them stated that the training did contribute to their employment.



Graph 2. Contribution of the WRS training towards gaining of employment

The further elaboration of the type and extent of the contribution showed that the training better prepared the young people for presenting themselves to the employer and increased their self-confidence.

Table 1 presents the ranks of the possible contributions of the training to the youth's employment, assessed on a scale of 1-5, where 1 means no contribution at all and 5 means high contribution.

Table 1. Rankings of the ways that WRS training contributed to the gaining of employment

I was better prepared to present myself to the employer (CV, motivation letter and job interview)	4,22
I felt more confident about myself	4,13
I was better skilled in job searching	3,96
I took initiative and approached the employer	3,68
The certificate I received for passing the training had an effect on the employer	2,45
I met the employer at the WRS training	1,36

At the same time a survey for exploring employers' satisfaction with the new employees was implemented, but the response rate was very low, thus not providing useful and necessary amount of data for analysis.

Preparation of the Evaluation report FY 2013

During this quarter M&E team was working on the preparation of the Evaluation report for FY 2013, which will be finalized at the beginning of the following quarter.

Presentation of YES Network results to project beneficiaries and partners

On December 4, 2013, the USAID YES Network Project organized a presentation of the monitoring and evaluation results. In this event, more than 120 representatives of the project partners including municipalities, secondary schools, Employment service agency, local economic and social councils (LESCs), non-governmental organizations (NGOs), disabled persons organizations (DPOs) and other guests had the opportunity to hear about the successes and the challenges of their work in the field of preparation of youth for employment.

Among the many successes of the Project were presented the following:

- 83% of the youth report that have improved their employability skills after the training
- Students and youth after completing the training have increased self-confidence
- They have acquired practical knowledge and skills useful for life
- They have a more complete picture of the complexity of the job searching process
- They show greater initiative for searching for a job and internship
- 20% of the trained youth through ESA Centers and NGOs got employment

This presentation was delivered at the beginning of the last two project years with the aim to inform the local partners about what has been done so far and, even more important, how this learning could strengthen the networking among the relevant institutions at the local level to

make the positive outcomes sustainable and to build upon them. This was discussed after the presentation, among 90 participants working in six groups of different stakeholders in one municipality. The outcomes were many action-oriented recommendations on how to enhance the efficiency of the Local economic and social councils as bodies for public-private dialogue and how to strengthen the collaboration among the schools, employers, municipalities and ESA in order to secure work-based learning for students and youth.

This event was also a great opportunity to raise awareness of the importance of the inclusion of youth with disabilities in society. YES Network is currently working on the adaptation of its curricula so that they become inclusive, while the training for facilitators will start at the beginning of the next year.

The entire information about the event, the presentation (PPT) and the photo gallery can be found on the following link: <http://yesnetwork.mk/en/news.aspx?id=209>

WRN! pilot testing

EDC shared the results from the WRN! pilot testing. Out of 159 young people that participated in the pilot testing 65% successfully passed it with criteria of 75% correct answers.

They all received an electronic badge and a certificate. The certificates were mailed first to YES Network office and were further mailed to the responsible persons in the schools, ESA centers and NGO.

2 . Activities proposed for the coming quarter : January through March

2.1 Facilitate Public-Private Dialogue that will improve demand-supply labor exchange at the local level

- Finalization of the Strategy for the Local Development of Municipality of Bitola
- Public presentation and adopting of the Local Development Strategy of Municipality of Bitola by the City Council of Municipality of Bitola
- Distribution of the document on Strategic Planning of LESC Bitola to the members of the LESC Bitola and City Councilors
- Public presentation and adoption of the document on Strategic Planning of LESC Bitola by the City Council of Municipality of Bitola
- Organizing public event in the Municipality of Prilep to increase the visibility of the Economic Council Prilep
- Adopt at least three priorities from the LESC Tetovo Action Plan and support them by the Municipality
- Printing and distribution of the document on Strategic Planning of the LESC Gostivar to the members of the LESC and the City Councilors
- Public presentation and adoption of the document on Strategic Planning of the LESC Gostivar by the City Council
- Organizing first constitutive meeting for the LESC Skopje

2.2. Strengthen the capacities of NGOs and DPOs for development of employability skills in youth

- Selecting ten DPOs (four in Skopje, and two in each of the six partner municipalities) and including them in YES WRS training of trainers;
- WRS training of trainers for Skopje NGOs and DPOs;
- Continued outreach and networking with DPOs in seven partner municipalities;

2.3. Strengthen the job services capacity of ESA and private job matching companies to ensure trained youth have access to up-to-date information on job openings and career development opportunities

- Career Counseling Training for ESA staff
- Deliver WRS and WBL workshops in all 7 Centers for Employment
- Networking meetings between ESA and other YES Network partners
- Finalizing the upgrading/adaptation of the WRS curriculum for unemployed youth with physical, sensory and intellectual disabilities;
- Assessing the physical accessibility of job clubs in seven partner municipalities;
- Disability awareness and assistive technology training for ESA job club facilitators;
- Equipping of JCs with assistive devices and software for youth with physical and sensory disabilities;
- Deliver trainings for representatives of ESA employment centers on the upgraded/adapted WRS curriculum;

2.4. Provide continuing professional development opportunities for teachers in secondary schools.

- Deliver WBL trainings for the VET teachers from Skopje schools
- Deliver additional WRS trainings for teachers from Prilep and Stip
- A training for mentors in companies will be organized and delivered for one pilot municipality
- Deliver mentoring sessions in all partner municipalities and City of Skopje
- Start preparations for Career Fair with MASSUM
- Print and deliver Parents' Brochure for Career Counseling (in two languages)
- Assessing the physical accessibility of career centers in seven partner municipalities;
- Equipping of Career centers with assistive devices and software for youth with physical and sensory disabilities;

- Disability awareness and assistive technology training for school career center facilitators;
- Trainings for secondary school teachers on the upgraded/adapted WRS curriculum;

2.5. Creative innovative mechanisms to make secondary schools and the VET Center more responsive and relevant

- Finalize program for mentors in companies and make concept for the trainings
- Develop externship syllabus for teachers and instruments, as well as a standards for externship
- Finalizing the upgrading/adaptation of the WRS curriculum for secondary school students with physical, sensory and intellectual disabilities;

2.6. Integrate productive connections with current and planned USAID and other donor workforce related projects

- In collaboration with BSC from Bitola, organize Students Competition for the Best Business Plan

2.7. Monitoring and Evaluation

- Finalization of the Evaluation report FY 2013.
- Plan and organize data gathering for the evaluation of FY 2014
- Class observations
- WRS workshops at ESA observations
- Planning of the evaluation for the Career planning program

3. Administration and Finance

3.1 Administration activities and outcomes

The activities completed during the quarter include:

- FY2013 closed;
- Budgets for YES partner organizations Handimak and Open the Windows for the new YWD component prepared;
- Sub grant agreements for Handimak and Open the Windows prepared and executed;
- Disposition Plan for Skopje Job Clubs and Career Centers sent to EDC home office for approval;

- Disposition Plan for Strumica Regional Office equipment and furniture approved by USAID;
- Transfer Agreement for Strumica Regional Office equipment and furniture was signed by Municipality of Strumica;
- Books and posters for Career Centers and ESA shipped from USA;
- YWD Intern Position Advertisement published on YES Network web site;
- Mathew Rochkind is the new EDC Home Office Financial Analyst responsible for YES Network project among other duties.

3.2 Administration activities proposed for the next quarter

- Upon approval of Disposition Plan for Skopje Job Club and Career Centers to prepare the Transfer Agreements for ESA and each school;
- Leverage calculations;
- VAT reimbursement documents for July-September 2013 to be submitted to USAID;

4. Appendices

Appendix I

Leverage

YES Network Project has calculated the contribution by the Ministry of Education and Science (MoES) in the payment of the teachers who implement Work Readiness and Work Based Learning Programs. According to the regulations related to payment of teachers, the contribution by the MoES was calculated as follows:

- the average monthly gross salary of a teacher with 20 years of work experience is 33,469.00 MKD, namely, 401,628.00 MKD annually (this information is provided by the MoES) ;
- this average gross salary refers to a “full fund of school hours”, which implies that the teacher needs to have 20 in-schools hours per week to get a full salary;
- Programs we have developed are implemented through two school hours per week.
- As 2 is equal to 10% of 20, we calculate the annual amount that would refer to pay for implementation of a program being realized through two hours a week with one group of students. Therefore, we get the sum of 40.162,80 MKD per group per program annually, which is 10% of Teacher’s Annual Gross Salary. In USD, that amount is \$ 902.53 (1\$=44.5MKD);
- For the school year 2010/2011 there were no programs and groups in the schools as the programs were being in the phase of development;
- For 2011/2012 school year, WRS was officially adopted and implemented with 28 groups in three municipalities. Therefore, the leverage for 2012 was \$ 25,270.98;
- For 2012/2013 school year, WBL was officially adopted as well, and there were 71 WRS groups in 6 municipalities, and 15 WBL groups in 3 municipalities. Therefore, the leverage for 2013 was \$ 77,618.00;
- As presented in the table below, the total leverage from the implementation of WRS and WBL in the secondary schools in FY2012 and FY2013 is \$ 102,888.97.

Exchange Rate: 1US\$=44.50 MKD

Average Annual Gross Salary in MKD	Rate per group in MKD (10% of Average Annual Gross Salary)	Rate per group in US\$
401.628	40.162	\$ 902.53

YEAR II			
Program	# of groups	Rate per group (in US \$)	Total (in US\$)
WRS	28	902.53	25.270
WBL	0	0	0
Total in YEAR II:			25.270
YEAR III			
Program	# of groups	Rate per group (in US \$)	Total (in US\$)
WRS	71	902.53	64.080
WBL	15	902.53	13.618
Total in YEAR III:			77.618
YEAR II + YEAR III			\$ 102.888

Appendix II

Media Coverage Report

1. Career Center opening ceremony - GUC "Zdravko Cvetkovski" - Skopje" (November 5th 2013)

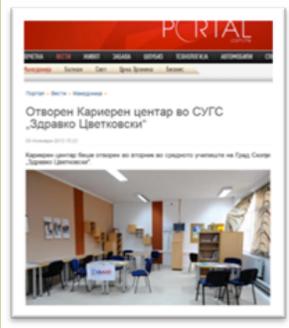
News	Links
<p>Headlines:</p> <ul style="list-style-type: none"> ❖ Official opening of Career Center in secondary architecture school "Zdravko Cvetkovski" Skopje ❖ Secondary school "Zdravko Cvetkovski" got Career Center ❖ Career Center opened in secondary school "Zdravko Cvetkovski" in Skopje <p>"The Mayor of City of Skopje Mr. Koce Trajanovski, the Minister for education Mr. Spiro Ristovski, USAID Macedonia Mission Director Mr. James Stein and the director of "Zdravko Cvetkovski" secondary school Ms. Dragica Kostadinovska, officially opened the Career Center."</p> <p>"This official opening is the first of the planned 11 Career Centers which will be opened in vocational schools in Skopje, included in USAID project Youth Employability Skills Network (YES Network)."</p> <p>"Career Center will help students in professional orientation and to make decision based on their interests and skills and to provide easier approach to labor market information and contacts of companies and employers."</p> <p>"USAID Mission Director focused his speech on the meaning of the Career Centers in decreasing of youth employment. Career center is place where young people which are searching for employment can find resources needed for analyses of their interest, skills and career possibilities which are opened on current labor market. YES Network provided this Career Center with furniture, IT equipment and career related materials."</p>	<p>Sources:</p> <ol style="list-style-type: none"> 1. http://cooltura.mk/?p=40978 2. http://makfax.com.mk/322152/otvoren_karieren_centar_vo_sugs_zdravko_cvetkovski 3. http://lider.mk/2013/11/05/srednoto-uciliste-zdravko-cvetkovski-dobi-centar-za-kariera/ 4. http://skopje.gov.mk/ShowAnnouncements.aspx?ItemID=6175&mid=482&tabId=1&tabindex=0 5. http://kurir.mk/makedonija/vesti/136213-Centar-za-kariera-otvoren-vo-srednoto-uciliste-Zdravko-Cvetkovski 6. http://www.netpress.com.mk/mk/vest.asp?id=142009&kategorija=1 7. http://sitel.com.mk/mk/centar-za-kariera-otvoren-vo-srednoto-skopsko-uchilishte-zdravko-cvetkovski 8. http://lokalno.mk/otvoren-karieren-centar-vo-skopje/ 9. http://www.mia.mk/mk/Inside/RenderSingleNews/134/111295514 10. http://www.skopjeinfo.mk/gradot/1517909863/foto-otvoren-karieren-centar-vo-sugs-zdravko-cvetkovski 11. http://portal.com.mk/vesti-makedonija/otvoren-karieren-centar-vo-sugs-zdravko-cvetkovski.html 12. http://tocka.com.mk/1/109992/otvoren-kariernot-centar-vo-srednoto-uciliste-zdravko-cvetkovski 13. http://a1on.mk/wordpress/archives/232072 14. http://www.mon.gov.mk/index.php/aktivnosti/1605-otvoren-centar-za-kariera <p>Announcement:</p> <ol style="list-style-type: none"> 1. http://cooltura.mk/?p=40900&utm_source=rss&utm_medium=rss&utm_campaign=25d0%25ba%25d0%25be%25d0%25bf%25d1%2598%25d0%25b5 2. http://lider.mk/2013/11/05/otvoranje-na-centar-za-kariera-vo-ramki-na-sugs-zdravko-cvetkovski/ 3. http://skopje.gov.mk/DesktopDefault.aspx?tabindex=0&tabid=277 4. http://kurir.mk/republika/skopje/136122-Karieren-centar-se-otvora-vo-SUGS-Zdravko-Cvetkovski 5. http://www.netpress.com.mk/mk/vest.asp?id=141932&kategorija=1 6. http://www.plusinfo.mk/vest/112959/Otvoren-karieren-centar-vo-Zdravko-Cvetkovski 7. http://www.telegraf.mk/aktuelno/makedonija/58815-usaid-otvora-karieren-centar-vo-ucilistetozdravko-cvetkovski 8. http://kanal5.com.mk/vesti_detail.asp?ID=21770 9. http://www.idividi.com.mk/vesti/makedonija/882988/index.html <p>Aggregators:</p> <ol style="list-style-type: none"> 1. http://grid.mk/news/506151605/otvoren-karieren-centar-vo-skopje 2. http://www.time.mk/c/394de9fd9d/karieren-centar-vo-sugs-zdravko-cvetkovski.html 3. http://daily.mk/otvoren-karieren-centar-vo-zdravko-cvetkovski?cid=d5ee1b1e90ef936832f44c478ea26462 4. http://info.mk/News/LoadNews/1372738 5. http://www.redup.mk/site/out/1021132-otvoren-karieren-centar-vo-sugs-

%E2%80%9Ezdravko-cvetkovski%E2%80%9C

6. http://bukvar.mk/cluster/otvoranje-na-karieren-centar-vo-skopje?clusterid=CdNMXMm1tntpY_nDTrfr&cc=skopje

Video:

1. <http://www.makedonija24.mk/play/centar-za-kariera-otvoren-vo-srednoto-skopsko-uciliste-zdravko-cvetkovski>



2. Career Center opening ceremony - "Riste Risteski Richko" - Prilep (December 20th 2013)

News	Links
<p>Headlines:</p> <ul style="list-style-type: none">❖ Opened new Career Center in Prilep <p>"Today, in presence of the school Director of "Riste Risteski Richko" and large number of teachers, representatives from USAID YES Network and various institutions, was opened the new Career Center."</p> <p>"Through the Career Center in "Richko" will be implemented a program for certifying career counselors for which purpose there are prepared special standards. This program will help students in making right choice for their further education and career."</p>	<p>Sources:</p> <ol style="list-style-type: none">1. http://www.prilep.gov.mk/news/mk/otvoren-nov-karieren-centar-vo-prilep/2. http://www.zenitprilep.com.mk/petka/6223-karieren-centar-za-patronatot.html3. http://10bez10.com/vesti/opshтина/1820-otvoren-nov-karieren-centar-vo-prilep



3. Inauguration of the Local Economic and Social Council of City of Skopje (December 18th 2013)

News	Links
<p>Headlines:</p> <ul style="list-style-type: none"> ❖ Signing of agreement for establishment of Local Economic and Social Council in the City of Skopje ❖ USAID and the City of Skopje inaugurated Local Economic and Social Council ❖ Established Local Economic and Social Council in the City of Skopje <p>“Today, representatives from: the City of Skopje, Organization of employers of Macedonia, Federation of trade unions of Macedonia, Confederation of free inions of Macedonia; signed the agreement for establishment of Local Economic and Social Council of the City of Skopje as consultative and advisory body to the City Council.”</p> <p>“The main goal of LESC will be: building public private dialogue and initiating projects for development of city of Skopje, upgrading of the functioning of the local self-governance, influencing on better life conditions and business climate, and especially increasing of youth employment.”</p>	<p>Sources:</p> <ol style="list-style-type: none"> 1. www.skopje.gov.mk/ShowAnnouncements.aspx?ItemID=6287&mid=482&ta bid= 2. http://www.skopjeinfo.mk/gradot/1340431705/potpisana-spogodba-za-osnovanje-lokalen-ekonomsko-socijalen-sovet-na-grad-skopje 3. http://kurir.mk/republika/skopje/141405-Osnovan-Lokalen-ekonomsko-socijalen-sovet-na-Grad-Skopje 4. http://www.radiomof.mk/usa-id-gradot-skopje-osnovaa-lokalen-ekonomsko-sotsijalen-sovet/ 5. http://www.utrinski.mk/default.asp?ItemID=63E9986631820143A99302813D0681D2 6. http://bi.mk/%D1%83%D1%81%D0%B0%D0%B8%D0%B4-%D0%B8-%D0%B3%D1%80%D0%B0%D0%B4%D0%BE%D1%82-%D1%81%D0%BA%D0%BE%D0%BF%D1%98%D0%B5-%D0%BE%D1%81%D0%BD%D0%BE%D0%B2%D0%B0%D0%B0-%D0%BB%D0%BE% 7. http://faktor.mk/archives/89008?utm_source=rss&utm_medium=rss&utm_campaign=osnovan-lokalen-ekonomsko-socijalen-sovet-na-grad-skopje# 8. http://sitel.com.mk/mk/osnovan-lokalen-ekonomsko-socijalen-sovet-na-grad-skopje 9. http://makfax.mk/#325321 10. http://www.ssm.org.mk/index.php?option=com_content&view=article&id=998&3Apotpisana-spogodba-za-osnovanje-lokalen-ekonomski-socialen-sovet-na-grad-skopje&catid=49&3Ahealth&Itemid=146&lang=mk 11. http://www.telegraf.mk/aktuelno/makedonija/80559-grad-skopje-osnovan-lokalen-ekonomsko-socijalen-sovet <p>Aggregators:</p> <ol style="list-style-type: none"> 1. http://www.time.mk/c/ab530e670e/potpisana-spogodba-za-osnovanje-lokalen-ekonomsko-socijalen-sovet-na-grad-skopje.html 2. http://daily.mk/grad-skopje-osnovan-lokalen-ekonomskosocijalen-sovet?cid=d58d215cd0e77eef3407cd4151a84d6

“Through the LESC, USAID YES Network encourages the local self-governance, the participants in the social dialogue, and the local businesses to find smart ways for solving economic and social issues of the citizens ad for increasing of youth employment.”

- <http://www.novini.mk/cluster/cd41c84d447d0b6f28e380b68c15c93ff/grad-skopje-osnovan-lokalen-ekonomsko-socijalen-sovet>
- <http://bukvar.mk/news/potpishana-spogodbata-za-osnovanje-lokalen-ekonomsko-socijalen-sovet-na-grad-skopje?newsid= 80s>
- <http://grid.mk/news/506430402/grad-skopje-osnovan-lokalen-ekonomsko-socijalen-sovet>

Video:

- <http://www.makedonija24.mk/play/osnovan-lokalen-ekonomsko-socijalen-sovet-na-grad-skopje>



4. Capacity building workshop for Local Economic and Social Council of Municipality of Strumica (November 18th 2013)

News	Links
<p>Headlines:</p> <ul style="list-style-type: none"> ❖ The Local Economic and Social Council of Municipality of Strumica is building its capacities <p>“Members of the Local Economic and Social Council of Municipality of Strumica in the Army Hall held workshop for capacity building. On this workshop were discussed the realized activities of the LESC, were reviewed the planned activities in the strategic documents and were initiated ideas for overcoming the obstacles which appeared during LESC’s functioning period. ”</p>	<p>Sources:</p> <ol style="list-style-type: none"> http://strumica.gov.mk/index.php?option=com_content&view=article&id=1701%3A2013-11-13-10-40-32&catid=34%3A2010-09-02-08-37-56&Itemid=55&lang=mk <div style="text-align: center;">  </div> <p>http://www.strumicity.com/2013/11/13/lokalniot-ekonomski-socijalen/</p>

5. The Local Economic and Social Council of the Municipality of Bitola participated in preparation of Strategy for local development of Municipality of Bitola (December 13th 2013)

News	Links
<p>Headlines:</p> <ul style="list-style-type: none"> ❖ Municipality of Bitola started with reviewing and developing strategies ❖ New strategy for local development of the municipality <p>“Municipality of Bitola in collaboration with USAID YES Network started with reviewing of the existing strategies and developing new ones.”</p> <p>“On the two meetings planned to be realized during December 2013 will be reviewed the mission, vision and the main strategic goals. Today’s activities will focus on drafting strategies for economic development, tourism, environmental and social protection.”</p> <p>“Working groups are formed by representatives from: suitable institutions, local self-governance, NGO sector, municipal council; with the purpose of inclusion of all stakeholdersto give relevant input in strenhtening of an area.”</p>	<p>Sources:</p> <ol style="list-style-type: none"> 1. http://regioni.mk/opstina-bitola-zapocna-revizija-na-postoeckite-i-izrabotka-na-novi-strategii/ 2. http://www.tera.mk/2013121373900/aktuel/nova-strategija-za-lokalen-razvoj-na-opshтината 3. http://radio105bombarder.com/makedonija/opstina-bitola-zapocna-revizija-na-postoeckite-i-izrabotka-na-novi-strategii/ 

6. Job Fair in Prilep (October 2nd and 3rd 2013)

News	Links
<p>Headlines:</p> <ul style="list-style-type: none"> ❖ Fair for career and employment in Prilep ❖ Two day fair for career and employment in Prilep <p>“In Culture Center – Marko Cepenkov in Prilep was opened the first fair for career and employment which is organized in collaboration between USAID YES Network, the Employment Center – Prilep and the local self-governance.”</p> <p>“Panel discussions will be used as opportunity for job matching between employers and unemployed youth and for shadowing the present supply and demand on the local labor market.”</p> <p>“In the Culture Center, local companies have stands for presentation and young people will have the opportunity to communicate with the employers and to gain relevant information about job opportunities.”</p> <p>“The fair was opened by: the Minister of labor and social policy Dime Spasov, the Director of the employment Service Agency Vlatko Popovski, the Mayor of Municipality of Prilep Marjan Risteski, and the Director of USAID democracy office Michael Stiewater.”</p>	<p>Sources:</p> <ol style="list-style-type: none"> 1. http://www.alfa.mk/News.aspx?ID=64059#UIPJ5IO2bjl 2. http://www.fakulteti.mk/news/12-04-09/deneska_pochnuva_saemot_za_vrabotuvanje_i_kariera.aspx 3. http://www.press24.mk/dvodneven-saem-na-kariera-i-vrabotuvanje-vo-prilep 4. http://a1on.mk/wordpress/archives/214408 5. http://www.sitel.com.mk/mk/saem-na-kariera-i-vrabotuvanje-vo-prilep 6. http://lider.mk/2013/10/02/saem-na-kariera-i-vrabotuvanje-vo-prilep 7. http://denesen.mk/web/2013/10/02/saem-na-kariera-i-vrabotuvanje-vo-prilep/ 8. http://denar.mk/28823/ekonomija/saem-na-kariera-i-vrabotuvanje-vo-prilep 9. http://www.prilep.gov.mk/news/mk/zapocna-saemot-za-vrabotuvanje-i-kariera-vo-prilep/ 10. http://www.tera.mk/2013100271056/aktuel/saem-za-vrabotuvanje-i-kariera-vo-prilep 11. http://makfax.mk/319653/saem_za_vrabotuvanje_i_kariera_vo_prilep 12. http://lokalno.mk/saem-za-kariera-vrabotuvanje-vo-prilep/ http://www.novamakedonija.com.mk/DetailNewsInstant.asp?vestInstant=25096 13. http://www.infosega.org.mk/aktielni-informacii/nastani/524-saem-za-kariera 14. http://www.gimprilep.edu.mk/karieren/karieren.html 15. http://www.maxim.mk/spasov-vladinite-proekti-za-vrabotuvanje-se-so-uspeshnost-od-90 16. http://www.sky.mk/index.php/republika/25827-dvodneven-saem-na-karierata-i-vrabotuvanjeto-vo-prilep 17. http://www.mchamber.org.mk/%285%280sqib55ehvpkiivg4lkkvrk%29%29/default.aspx?lId=1&mid=55&smlD=0&cld=0&evId=22197 18. http://etleboro.org/mk/l/l/10039376 <p>Aggregators:</p> <ol style="list-style-type: none"> 1. http://www.time.mk/c/ea368cb9b8/saem-na-kariera-i-vrabotuvanje-vo-prilep.html 2. http://www.novini.mk/cluster/41d20b15e2d2bbc64af7fecb635ae60/saem-za-vrabotuvanje-i-kariera-vo-prilep 3. http://grid.mk/news/505921147/saem-na-kariera-i-vrabotuvanje-vo-prilep 4. http://bukvar.mk/cluster/saem-na-kariera-i-vrabotuvanje-vo-prilep?clusterid=M85jktJwbMeFW25Z_m8omP&cc=republika 5. http://www.redup.mk/site/out/964644-saem-na-kariera-i-vrabotuvanje-vo-prilep 6. http://info.mk/News/LoadNews/1306083



7. Official reopening of the Job Club in Employment Center Skopje (November 26th 2013)

News	Links
<p>Headlines:</p> <ul style="list-style-type: none"> ❖ Reopening of the Job Club in Employment Center of City of Skopje ❖ Reopened the Job Club for gaining employability skills <p>“In Employment Center of City of Skopje, today was officially reopened the Job Club with support provided by the USAID YES Network project.”</p> <p>“Main goal of the Job Club is to help unemployed youth registered as active job seekers in ESA to provide training for skills necessary for employment.”</p> <p>“Guests on the ceremony were: the Minister of Labor and social policy Dime Spasov and USAID Mission Director James Stein, which were welcomed by the Director of ESA Vlatko Popovski and by the Head of Employment Center of the City of Skopje Slobodanka Aleksovska”</p>	<p>Sources:</p> <ol style="list-style-type: none"> 1. http://www.alfa.mk/News.aspx?ID=66943#Upc_Tsdfadw 2. http://www.telegraf.mk/aktuelno/ekonomija/69375-otvoren-rabotniot-klub-za-steknuvanje-vestini-za-vrabotuvanje 3. http://www.radiomof.mk/povtorno-otvoren-rabotniot-klub-vo-tsentarot-za-vrabotuvane-na-grad-skopje/ 4. http://lider.mk/2013/11/26/otvoren-raboten-klub-za-steknuvanje-vestini-za-vrabotuvanje/ 5. http://www.vlada.mk/?q=node/7810&language=mk 6. http://falanga.com.au/otvoren-raboten-klub-za-steknuvanje-vestini-za-vrabotuvanje# 7. http://bi.mk/%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%B5%D0%BD-%D0%BA%D0%BB%D1%83%D0%B1-%D0%B7%D0%B0-%D1%81%D1%82%D0%B5%D0%BA%D0%BD%D1%83%D0%B2%D0%B0%D1%9A%D0%B5-%D0%B2%D0%B5%D1%88%D1%82%D0%B8%D0%BD%D0%B8-%D0%B7%D0%B0/ <p>Aggregators:</p> <ol style="list-style-type: none"> 1. http://www.time.mk/c/ea859a463/otvoren-raboten-klub-za-steknuvanje-vestini-za-vrabotuvanje.html 2. http://grid.mk/news/506278419/otvoren-rabotniot-klub-za-steknuvanje-vestini-za-vrabotuvanje

