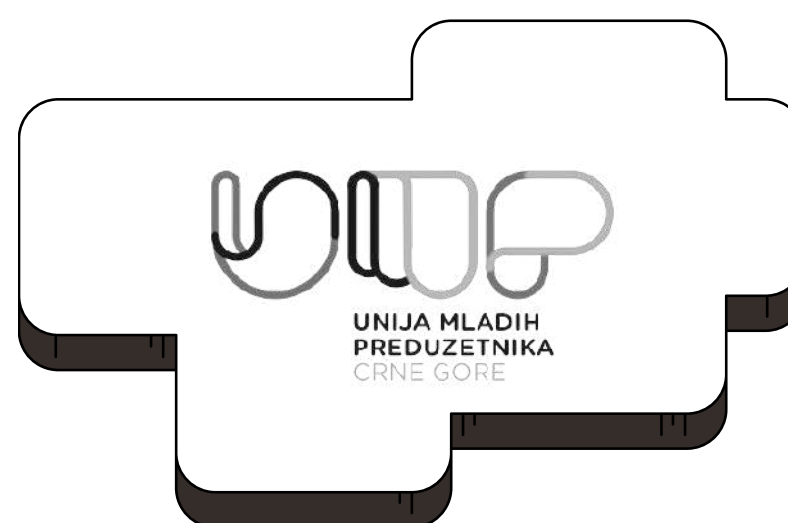
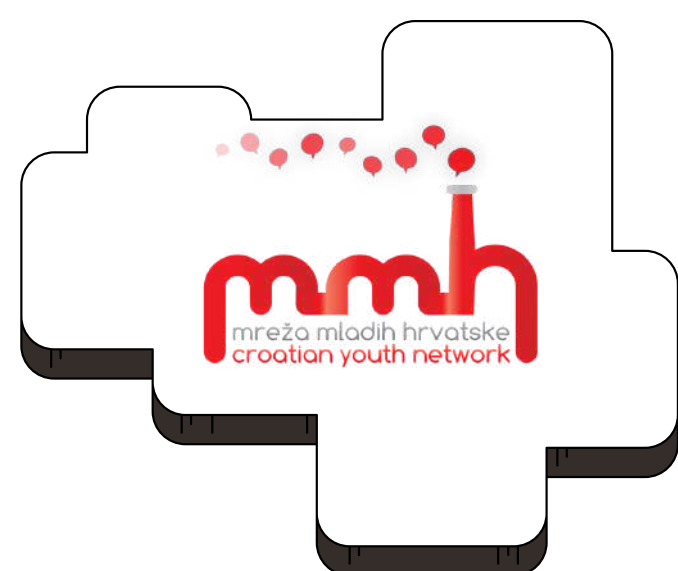


DIGIPATH: YOUTH UP 4 POSSIBILITIES

STUDY VISIT I
22 - 27.04.2024
ZAGREB, CROATIA



Co-funded by
the European Union



DIGIPATH

YOUTH UP 4 POSSIBILITIES

DIGIPATH - Youth Up 4 Possibilities'

International Study Visit Report

22.04.2024- 27.04.2024

ZAGREB, CROATIA



Co-funded by
the European Union

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SUMMARY OF THE VISIT

PROJECT	DigiPath - Youth Up 4 Possibilities
SUPPORTED BY	Erasmus + Programme Key Action 3, Capacity Building in the Field of Youth.
PARTNERS	Youth Alliance Krusevo, Croatian Youth Network, Fondacija Ana i Vlade Divac, NGO Aktiv, Kongresi Rinor Kombetar, Udruženje Proni centar za omladinski razvoj, Unija mladih preduzetnika Crne Gore, N.K.L. Inženiring, svetovanje in storitve d.o.o.
ACTIVITY TYPE	Study visit
DATE	22.04.2024-27.04.2024
VENUE	Zagreb, Croatia
THE MAIN AIM OF THE STUDY VISIT	The first study visit aimed to provide youth workers and representatives of youth organizations with an opportunity to explore local and regional practices in inter-sectoral cooperation, with a particular emphasis on the topics of digitalization and unemployment. The study visits involved visits to youth organizations, companies, educational institutions, and career centers, with the goal of learning from successful models, networking, and developing new partnerships across sectors. The study visit utilized non-formal education methods and tools, promoted active participation of participants, and emphasized learning through field visits and analysis of case studies. These activities were led by a YCN team with experience in international youth work and cross-sectoral cooperation. A crucial component of the study visits was visiting representatives from all sectors of the triangle, including industry (labor market), public sector, and NGO, to foster a conducive environment for networking, sharing of best practices, and mutual learning.
PROFILE OF PARTICIPANTS	The study visit targeted 18 participants, staff members from participating organizations, as well as youth workers and leaders responsible for designing and implementing activities in the realm of youth entrepreneurship, youth unemployment reduction, and youth engagement. Each partner organization nominated 2 representatives per country, involving a different profile of participants with diverse skills and expertise. The diversity of the participatory group was composed by: NGO representatives, representatives of unions or organizations working on youth employment, as well as young people involved in the organization's work, youth workers, and students. This diversity of the group was complementary with the main aim of the study visit, and all involved participants contributed to the successful implementation of the event with their interventions, active involvement, and capacities. Additionally, the group was gender balanced and environmentally aware.
SCOPE OF WORK AND	The methodology included practical workshops, guest lectures, and field trips to best-practice employers. Key activities involved team-building exercises, lectures from experts in employment services, trade unions, and social research, as well as discussions on the practicalities of finding jobs in the EU and the employment

METHODOLOGIES USED	of foreign labor in Croatia. Participants engaged in daily reflections, brainstorming sessions, and interactive discussions to enhance communication capacities and explore opportunities for young people in the region. interactive activities were employed to create a dynamic and engaging learning environment. These methodologies included presentations, discussions, lectures, visits, moments of reflection, and continuous evaluation. The use of non-formal education methodologies played a vital role in fostering active participation and engagement among the participants. By encouraging interactive discussions, group work, and experiential learning, the speakers aimed to create a collaborative and inclusive atmosphere that facilitated the exchange of ideas and experiences.
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DESCRIPTION OF THE SESSIONS

SESSION TITLE	Intro to the program & activities for getting to know each other
SESSION OVERVIEW	The study visit began with an introductory session. YAK team together with the hosting team provided a comprehensive overview of the project, outlining its objectives, scope, and expected outcomes. Following the introduction, participants introduced themselves, sharing their names, backgrounds, and reasons for joining the study visit. This exercise facilitated introductions, helping participants become familiar with each other, and discover common interests for networking and collaboration.
ACTIVITIES & EXERCISES IMPLEMENTED	• Introduction • ‘‘Getting to know each other’’ activities • Team introduction Discussion on the guiding principles of the study visit!
KEY OUTCOME	The main aim of this part was to create an open atmosphere, allowing participants to introduce themselves and learn more about each other's backgrounds. Additionally, participants had the opportunity to learn about each other's organizations, including a diverse range of profiles such as NGO representatives, representatives of unions or organizations working on youth employment, as well as young people involved in the organization's work, youth workers, and students.
SESSION TITLE	Exploring the youth employment realities across participant’s countries
SESSION OVERVIEW	The participants engaged in a series of activities and discussions aimed at fostering knowledge sharing and collaboration. The session began with each participant presenting a real context of the youth employment opportunities including educational and mobility opportunities from their respective country, as developed within the project. This session provided a platform for networking, relationship building, and partnership

	development among participants with shared interests or goals. Discussion on the realities and findings of the country realities generating considerable interest and discussion.
ACTIVITIES & EXERCISES IMPLEMENTED	• Country presentations • Group discussions • Work in mix-intercultural groups.
KEY OUTCOME	- Discussions enabled participants to share thoughts, ask questions, and explore topics collaboratively. - Through country presentations and group discussions, participants learned from each other, gained insights into different perspectives, and identified potential areas of collaboration. - The session served as a platform for networking, fostering relationships, and building partnerships for future collaboration.
SESSION TITLE	Guest lecture and visit from HZZ - Croatian Employment Service.
SESSION OVERVIEW	In the first session led by Ms. Ivana Vucetic Vujaklija, participants learned about registering for employment in Croatia and accessing job resources. They discovered that anyone actively seeking work can register, either online or in person. The benefits that the people looking for a job receive come with responsibilities, like following specified conditions, etc. The session covered age limits for registration, how to apply for financial aid, and the process for employment of non-EU citizens. Participants also learned about the "Burza rad" portal for job seekers and the E-pass system for accessing public services. Staying visible to employers requires staying active, and challenges like reaching certain demographics and preventing brain drain were discussed. Ms. Vujaklija presented the platforms used by Croatian Employment Service to facilitate citizens' navigation within the system, where one can register online as an unemployed person or other jobs seeker. An integral part of the online application is registration on their portal, the Job Exchange, which is used to list job offers (with filtering options, 1-on-1 consultations, personal data protection, etc.). Ms. Vujaklija announced certain changes to the law related to work permits, but for now, the ratio remains 1:4 (domestic worker – foreign worker). Croatian Employment Service conducts a labor market test through which work permits are approved. The labor market test can be positive or negative. It is negative if there are Croatian citizens in the labor market seeking the same job for which a work permit is required. One work permit can be for multiple people.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	Participants gained insights into the processes of employment for Croatians, but also for foreigners coming from EU and non-EU countries.

	They learn about the responsibilities and benefits associated with registration, including financial aid options and access to the "Burza rad" portal. Overall, the session provided participants with knowledge how to navigate through the Croatia's employment system.
SESSION TITLE	Guest lecture and visit from SGH- The Construction Trade Union of Croatia.
SESSION OVERVIEW	Mr. Domagoj Federbar's lecture, provided insights into the work of the Construction Trade Union of Croatia (SGH) and its role in advocating for workers' rights within the construction sector. He talked about the structure of the organization, about their collective efforts and the impact that the employment of foreigners can have on the domestic labor force. Mr. Federbar proceeded to talk about the process of employment of foreigners and the test done on the labor market. He emphasized that SGH is not a job intermediary; their work begins when a person is already employed, and a large part of their work involves visiting construction sites to assess working conditions and occupational safety. He also mentioned how they increasingly find themselves in situations where agencies bringing in foreign workers try to involve them in the process, which goes against the purpose of the Union's work. He presented a platform that SGH has been working on for over ten years, which facilitates access to information related to job opportunities in construction throughout Europe for workers from all over the world https://www.constructionworkers.eu/en . He emphasized how SGH was a crucial part of workers' rights on the Pelješac Bridge construction site, where they made sure to be on the construction site every day to ensure that workers received adequate treatment. Through collaborative discussion, participants gained a deeper understanding of employment practices across countries and identified common challenges they are facing.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Participants learned about the activities of SGH through their website, which provides access to collective agreements and job positions. -Understanding that SGH's work focuses on ensuring working conditions and occupational safety for employed individuals rather than job placement. -Awareness of SGH's efforts to combat the involvement of foreign worker agencies in their work. -Introduction to the constructionworkers.eu platform, facilitating access to job information in construction across Europe. -Recognition of SGH's crucial role in safeguarding workers' rights, illustrated by their active presence and advocacy on the Pelješac Bridge construction site.

SESSION TITLE	Battling the unemployment in the EU and the other partner countries
SESSION OVERVIEW	The session focused on identifying the root causes of youth unemployment in the region and sharing best practices for tackling this issue. Participants engaged in a dynamic dialogue, discussing the role of digital platforms, social networks, and policy interventions in creating job opportunities. The session also highlighted the differences and similarities in employment challenges between EU and WB6 countries, fostering a collaborative environment for developing innovative and digital solutions to reduce unemployment and enhance youth employment prospects across the regions.
ACTIVITIES IMPLEMENTED	• Group discussion • Sharing and Consolidation
KEY OUTCOME	-EU countries generally enjoy greater economic stability, leading to more consistent job creation, while WB6 countries often face economic fluctuations that impact employment rates; -EU countries typically provide better access to higher education and vocational training programs, equipping youth with the necessary skills for the job market. In contrast, WB6 countries often face challenges in education quality and availability. -Youth in EU countries benefit from a broader range of digital platforms and technologies that facilitate job searching and entrepreneurship. In WB6 countries, digital infrastructure is still developing, limiting access to such resources.
SESSION TITLE	Discussion on the practicalities related to finding a job in the EU
SESSION OVERVIEW	The session was focused on the key element - finding a job for young people across North Macedonia, Serbia, Kosovo, Montenegro, Bosnia and Herzegovina, Croatia, Slovenia, and Albania. The conclusion from the discussion was that there are diverse opportunities due to the differences in economic development, labor market conditions, and educational opportunities. Slovenia, as an EU member with a strong economy, offers more diverse job opportunities and lower youth unemployment rates compared to its Balkan neighbors. Croatia, also an EU member, provides better access to EU-wide job markets but still faces challenges with high youth unemployment rates. In contrast, Western Balkan countries like North Macedonia, Serbia, Kosovo, Montenegro, Bosnia, and Albania struggle with higher youth unemployment rates, often exceeding 30%.
ACTIVITIES IMPLEMENTED	• Group discussion • Conclusion session
KEY OUTCOME	-Limited access to quality education and vocational training, coupled with less developed economies, hampers job prospects. Additionally, political instability and slower economic reforms in these countries contribute to fewer job opportunities and higher rates of informal employment. For instance, Kosovo has one of the highest youth unemployment rates in the region, partly due to its young population and limited job

	market. Efforts to improve job prospects in these countries often focus on enhancing education systems, increasing investment in digital infrastructure, and fostering closer ties with the EU to benefit from broader employment opportunities.
SESSION TITLE	Guest lecture and visit from IDIZ Institute for social research
SESSION OVERVIEW	The topic was youth employment and migration, and the presented results are the product of research from 2018, as the results from last year have not yet been publicly released. The speaker emphasized that due to the fragmentation of the public sector, it is very difficult to access and collect data. The research focused on the position of young people in the labor market, with the highest percentage of young people in the labor market being students (40%). According to the research done the 3 main elements that are preventing the employment of young people are: the inability to get the desired job due to bad grades, the lack of jobs in the region where they were educated, and third reason is the level of education. Furthermore, 79% of the young people in the research said that successful employment requires connections with people in positions of power. Desirable characteristics of current and future jobs: job security, enough free time, working with people, the possibility to contribute to society. Young people believe that the factors for successful employment are connections, luck, and membership in a political party. A decrease in volunteer engagement was also noticed, and the preferred sector of employment was overwhelmingly the private sector. Youth migrations were mostly related to Erasmus, studying abroad, and gaining new experiences abroad, and the feedback was that young people who went to study had more positive experiences than those who went for work.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Presentation of research results from 2018 on youth employment and migration, highlighting the difficulty in accessing and collecting data due to public sector fragmentation. -Focus on the position of young people in the labor market, with the highest percentage being students (40%). -Identified desirable job characteristics for young people, including job security, sufficient free time, working with people, and contributing to society. -Perception among young people that successful employment is influenced by connections, luck, and political party membership. -Noted decrease in volunteer engagement and overwhelming preference for employment in the private sector. Compared to the survey from 2012, a decrease of 6 percent was recorded and in the context of other countries included in the research, Croatia is at the bottom in terms of volunteer work during the last 12 months

	-Discussion on youth migrations primarily related to Erasmus, studying abroad, and gaining new experiences, with feedback indicating more positive experiences for those who went to study compared to those who went for work. The most common reasons why young people in Croatia want to leave the country are: improvement of the standard of living, better employment opportunities and higher wages. Amongst the most popular destinations for migrations are Germany, Austria, Great Britain and Switzerland. Despite the challenges faced, some youth express satisfaction with their experiences abroad.
SESSION TITLE	Continued guest lecture from IDIZ about seasonal work in Croatia Ms. Katarina Jaklin
SESSION OVERVIEW	The topic of the lecture was seasonal work: Croatia depends on seasonal work, and the number of foreign workers (non-EU) in the first 3 months of 2024 exceeds 50,000 (chefs, waiters/waitresses, cleaners). According to research, so far, there have been the most workers from Bosnia and Herzegovina, but now there is a significant increase in the number of workers from India, Nepal, Bangladesh, etc. The "Seasonal Work" research from 2022 presented some positive and negative aspects (material and non-material). Conditions for work, accommodation, salary, and working hours were investigated. Regarding accommodation and food, there is a big difference between large corporations (e.g., large hotel chains) and private individuals: corporations offer more humane conditions, while private individuals mainly aim to save as much as possible. Working hours: excessively long working hours, without breaks and days off, shifts over 10 hours. Sick leave also does not exist; the reasons cited are mainly related to the lack of workforce, i.e., unwillingness to employ at least one more person. There is a trend that it is common for a person not to have normal working conditions if they have agreed to work on a seasonal basis. Salaries: although salaries are generally high, the responsibilities and free time that a person invests in their seasonal work cannot be compared. The conclusion is that the job is too intensive for the salary, even if it is numerically high. There is also a problem of lack of worker protection, and seasonal workers would rather have a bad union than no union at all (e.g., for the issue of "under the table" payments).
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Discussion on seasonal work in Croatia, emphasizing the country's dependence on seasonal labor. -Presentation of research indicating an increase in the number of non-EU foreign workers, with a significant rise from countries like India, Nepal, and Bangladesh. -Review of the "Seasonal Work" research from 2022, highlighting both positive and negative aspects, including work conditions, accommodation, salary, and working hours.

	-Observation of excessively long working hours, lack of breaks and days off, and absence of sick leave, mainly due to the reluctance to employ additional workers. -Despite generally high salaries, the intensity of seasonal work doesn't match the compensation, leading to dissatisfaction among workers. -Recognition of the lack of worker protection, with seasonal workers preferring even inadequate union representation over none, particularly regarding "under the table" payments.
SESSION TITLE	Discussion: Battling unemployment in the EU and other partner countries CYN and partners – Josip Miličević, CYN Secretary General
SESSION OVERVIEW	The topic of the lecture was the Youth Guarantee, which is an EU implementation plan that came into force in 2013 after the economic crisis and very high youth unemployment rates in three countries: Spain, Greece, and Croatia. The plan is to offer young people the opportunity for work, further education, or training 4 months after completing their education or any form of training. Each country must have a national youth plan, which Croatia currently does not have. In Croatia, the youth unemployment rate decreased after the implementation of the Youth Guarantee (data from 2019), but the employment rate did not increase (longer studying period, emigration, lack of young people). The publication from the Association of Independent Trade Unions of Croatia (SSSH) in cooperation with MMH, "A Little Guide for a Big Fight: Youth and Workers' Rights," mentions the problem of SOR (Vocational Training without Employment). The initiative "From Measure to Barrier - Youth Are Worth More" was mentioned, which advocated for the abolition of SOR (which was ultimately abolished), higher wages for young people, and quality jobs. The Youth Guarantee does not guarantee that it will offer living conditions that change according to changes in the world (e.g., inflation).
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Discussion on the Youth Guarantee, an EU implementation plan established in 2013 in response to high youth unemployment rates in Spain, Greece, and Croatia. -Objective of the Youth Guarantee to offer young people work, further education, or training within four months of completing their education or training. -Requirement for each country to have a national youth plan, which Croatia currently lacks. -Observation of a decrease in youth unemployment rates in Croatia after the implementation of the Youth Guarantee, but no significant increase in employment rates due to longer periods of study, emigration, and a shortage of young people.

	-Recognition that while the Youth Guarantee provides opportunities, it doesn't guarantee living conditions that adapt to changes in the world, such as inflation.
SESSION TITLE	Guest lecture from Ministry of Foreign Affairs of Croatia visa requirements overview and general information Mr. Luka Vujnović, Service for European Macro-region
SESSION OVERVIEW	Mr. Luka Vujnović began his presentation by giving a statistical overview of the international migration from WB6 and Croatia. He then spoke about the conditions for working in Croatia, the visa requirements for third country nationals, and the different permits that can be issued. (Short –term stay, temporary stay, long-term stay and permanent residence.). The topic of the lecture was the prerequisites for obtaining visas for citizens of third countries. The EU introduced something called the EU Blue Card: this is a card that serves as a kind of work permit, with the help of which highly qualified non-EU citizens can work in EU countries without a labor market test. The phenomenon of digital nomads was mentioned, who are becoming more and more common and have the right to work in EU countries even though they do not work for a company in the country where they will be spending their time, so it is necessary for them to register temporary residence. He mentioned the EU Strategy for the Adriatic and Ionian Region (EUSAIR) in which four EU member states participate: Croatia, Italy, Greece, and Slovenia, as well as non-members Albania, Serbia, Montenegro, Bosnia and Herzegovina, North Macedonia, and San Marino. Croatia chairs the Strategy for the period from 2023 to 2024, during which sustainable tourism and development, connectivity within the macro-region, and better connectivity will be promoted. A new application can be submitted 6 months after the previous stay expires.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Presentation on the prerequisites for obtaining visas for citizens of third countries, including the introduction of the EU Blue Card, which serves as a work permit for highly qualified non-EU citizens to work in EU countries without a labor market test. -Discussion on digital nomads, who have the right to work in EU countries without being employed by a local company but are required to register temporary residence. -Mention of the EU Strategy for the Adriatic and Ionian Region (EUSAIR), involving four EU member states (Croatia, Italy, Greece, and Slovenia) and several non-member states (Albania, Serbia, Montenegro, Bosnia and Herzegovina, North Macedonia, and San Marino). -Croatia's chairmanship of the EUSAIR from 2023 to 2024, with a focus on promoting sustainable tourism and development, enhancing connectivity within the macro-region, and improving overall connectivity.

SESSION TITLE	Visit to the city of Samobor and Services for entrepreneurs: management of the incubator of Mali Tehnopolis Samobor, consulting and information for entrepreneurs, technical assistance in preparing applications for entrepreneurs to local, regional, national and EU programs, encouragement of business cooperation and networking, entrepreneurial education. Meeting with Mr., Karlo Kupres, director
SESSION OVERVIEW	The Entrepreneurship Center was founded in 2001, and the incubator started construction only in 2019/2020, while the project was signed in 2012. The initial conference of the project was in 2018, and the final one was in 2020. The Small Tehnopolis helps startups and small companies in three ways: the first is by reducing the rent by offering them space in the incubator at 70% of the price in the first year, 50% in the second, and 30% in the third (incubation lasts for 3 years). The second way is through education, workshops, and seminars that incubator users can use for free. The third is the 3D Technology Center with two 3D printers and one 3D scanner that users can use completely free of charge. Currently, there are 18 companies in the incubator, and the capacity is 19, with one company using two spaces, so the capacity is now full. All companies have in common modern and advanced technology, digitalization, and innovation. There are plans for another incubator in the future through EU funds and the City of Zagreb.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Introduction of the Entrepreneurship Center, founded in 2001, with the incubator construction starting in 2019/2020. -Overview of the Small Technopolis, supporting startups and small companies through reduced rent, educational programs, and access to the 3D Technology Center. -Currently hosting 18 companies in the incubator with a capacity of 19 (1 company currently uses 2 spaces), all focusing on modern technology, digitalization, and innovation. -Plans for another incubator in the future, funded by the EU and the City of Zagreb. -Presentation by Darko Majić from Unilink Media, a digital marketing agency, and Markteching, a spinoff company. -Advice for young entrepreneurs, emphasizing the importance of working on projects alongside employment to confirm entrepreneurship as the right path.
SESSION TITLE	Discussion: Differences between EU and non-EU countries regarding youth unemployment
SESSION OVERVIEW	In this session, we explored the significant differences in youth unemployment rates between EU and non-EU countries, examining underlying causes and potential solutions. EU countries, with access to

	comprehensive funding and support mechanisms like the Youth Guarantee, generally report lower youth unemployment rates compared to non-EU countries, which often face economic instability and limited resources. We have discussed into the impact of policy frameworks, economic conditions, and educational opportunities on youth employment, highlighting successful strategies implemented within the EU. Additionally, we have considered how non-EU countries can adopt or adapt different EU strategies to address their unique challenges, fostering a more inclusive and resilient labor market for young people (Youth Guarantee as one of the strategies).
ACTIVITIES IMPLEMENTED	• Discussion • Reflection on policies and strategies
KEY OUTCOME	- IT and technology are in top 5 fields for youth employment and entrepreneurship in all project countries. Other sectors are: tourism, construction, renewable energy). - The % of youth unemployment in the involved countries are: Albania 27% due to ongoing economic challenges and limited job opportunities in key sectors; Bosnia and Herzegovina 33%, influenced by economic instability and slow job market recovery post-pandemic; Kosovo 49%, reflecting significant challenges in integrating young people into the labor market; Montenegro 36%, driven by seasonal employment fluctuations and limited industrial diversification; North Macedonia 24%, showing improvement due to government initiatives and foreign investments; Serbia 26%, with efforts ongoing to improve job creation in technology and service sectors; Croatia 19%, benefiting from tourism and digital sector growth; Slovenia 11%, supported by a strong economy and active labor market policies.
SESSION TITLE	Study visit to Erste bank who shared their practices and tips for employing not only Croatian people but foreigners and will answer questions – Ms. Nikolina Šardi
SESSION OVERVIEW	The topic was the selection and hiring process specifically at Erste Bank. She mentioned that the hiring process begins through job advertisements or through open applications. She advised that a young person should describe absolutely all the jobs they have done, regardless of whether they are related to the job they are applying for, create a good CV, refer to the role they are applying for, and list talents and skills. Non-EU citizens can also apply, the process is exactly the same. The next step is taking an online test that lasts between 40 and 90 minutes and has a specific deadline, then follows the first interview which is online, the second one is in person (it is important to ask questions). Tips for the platform: quick and easy access to information, the option of a desired job, as well as the perfect match option- Opportunities at Erste for young people include paid and unpaid internships, student jobs with the possibility of permanent employment later. The Best of South-East scholarship was also mentioned: the requirement is knowledge of English and German.

ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Presentation on the selection and hiring process at Erste Bank, beginning with job advertisements. -Advice for applicants to include all past jobs in their CV, regardless of relevance, and to highlight talents and skills related to the role. -Assurance that non-EU citizens can also apply, with the same process. -Overview of the hiring process, including an online test, followed by online and in-person interviews. -Platform tips: easy access to information, option to apply for desired jobs, and the "perfect match" feature. -Opportunities for young people at ERSTE Bank include paid and unpaid internships, student jobs with the potential for permanent employment, and the Best of South-East scholarship.
SESSION TITLE	Guest lecture-Gamechuck-employing of young people in the gaming/digital industry -Mr. Aleksandar Gavrilović
SESSION OVERVIEW	The gaming industry is a small and quite open industry that focuses on audiovisuals and is product oriented. He presented Gamechuck's collective agreement, which addresses issues in the international gaming industry. He explained the phenomenon of Crunch culture, which means that a person is forced to work numerous overtime hours to meet deadlines. In Croatia, there are currently 500 employees in the gaming industry, and this number is only growing, while in, for example, Serbia, there are over 5,000 (largely related to the influx of Russians and Belarusians fleeing war). In 2023, there was an IT recession and a wave of layoffs: until then, a big problem was hiring capable staff with the premise that if companies needed them, they were there, so many capable people were just receiving a salary and waiting for work tasks. The gaming industry solves some problems of the IT industry: projects last much longer, so there is more security, there is more work and therefore more positions, etc.. In the gaming industry, the final product is very important and must be of high quality because it is presented to a global audience. For DigiPath, he advised that a portfolio must accompany the application.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	-Presentation on the gaming industry, focusing on its small and open nature, audiovisual emphasis, and product orientation. -Discussion on Crunch culture and its impact on the workforce.

	-Overview of the gaming industry in Croatia and Serbia, noting significant growth. -Explanation of the 2023 IT recession and its effects on the industry. -Insight into the gaming industry's solutions to IT industry problems, including longer project durations and increased job security. -Emphasis on the importance of high-quality final products due to the global audience. -Advice for Digipath applicants to include a portfolio with their application.
SESSION TITLE	Visit of Rimac group
SESSION OVERVIEW	Rimac Group, headquartered in Sveta Nedelja near Zagreb, Croatia, employs over 1,300 people across various locations. The company's operations are primarily based in Croatia but also extend to other parts of Europe. Specifically, the Rimac Group includes Bugatti Rimac and Rimac Technology. Bugatti Rimac has 435 employees, with 300 based in Sveta Nedelja, Croatia, and 135 in Molsheim, France. Additionally, 180 employees support Bugatti Rimac from the Bugatti Engineering site in Wolfsburg, Germany. Rimac Technology employs over 900 people and is involved in the development and production of high-performance electric vehicle systems and technologies. The new Rimac Campus in Sveta Nedelja, which is expected to house the company's headquarters, will accommodate up to 2,500 employees once completed
ACTIVITIES IMPLEMENTED	• Presentation • Group discussion
KEY OUTCOME	- Innovative technology and engineering is crucial for development of the region; - Strategic partnerships and global reach are key elements in the process of development of the companies; - Sustainability focus: Rimac Group's efforts in developing electric vehicle technology align with global sustainability goals, reducing carbon emissions and promoting environmentally friendly transportation solutions; - The ongoing construction of the Rimac Campus, designed to accommodate up to 2,500 employees, signifies ambitious growth plans and a vision for becoming a major player in the automotive industry.
SESSION TITLE	Final discussions and plans
SESSION OVERVIEW	During the final session, the group reflected on the study visit. Positive reviews were shared, and valuable insights were gained for the project's development. The study visit successfully met its key objectives, which will guide the project's future direction.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.

KEY OUTCOME	- Successful reflection on study visit and completion of anonymous evaluations. - Group expressed satisfaction with the week's organization. - Positive reviews and valuable insights shared, contributing to the project's development. - Study visit achieved its key objectives, providing guidance for the project's future direction.
SESSION TITLE	Evaluation of the Study Visit I
SESSION OVERVIEW	The evaluation session of the study visit served as a critical reflective exercise aimed at capturing the insights, experiences, and outcomes of the participants' engagements. This session provided a structured platform for participants to share their feedback on various aspects of the study visit, including the organization, content, logistics, and the overall impact on their understanding and professional growth. This collective input helped in assessing the success of the study visit but also identified areas for improvement for the Study Visit II.
ACTIVITIES IMPLEMENTED	• Facilitated discussions • Online survey • Interactive activities
KEY OUTCOME	The key outcome of the evaluation session was the comprehensive feedback collected from participants, highlighting both the successes and areas for improvement of the Study Visit I. This feedback informed the partners about the future planning, by ensuring enhanced organization and relevance of content. Additionally, the session fostered actionable insights and best practices that participants can apply within their own contexts, strengthening the overall impact of the Study Visit I.

Study visit DIGIPATH- YOUTH UP 4 POSSIBILITIES

22.04.2024 – 27.04.2024

Zagreb, Croatia



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Timetable	<u>22.04.2024</u> <u>(Monday)</u>	<u>23.04.2024</u> <u>(Tuesday)</u>	<u>24.04.2024</u> <u>(Wednesday)</u>	<u>25.04.2024</u> <u>(Thursday)</u>	<u>26.04.2024</u> <u>(Friday)</u>	<u>27.04.2024</u> <u>(Saturday)</u>
09.30 - 11.00	Arrival of participants	Guest lecture from The Croatian Employment Service – CES, a public institution owned by the Republic of Croatia, key roles in regulating supply and demand in the labour market of the Republic of Croatia.	Guest lecture and visit from IDIZ Institute for Social Research in Zagreb	Field trip to Samobor and visit to the Mali Technopolis in Samobor	Study Visit to Erste Bank	Final discussions and plans
11.00 – 11.30	Coffee Break					
11.30 – 13.00	Arrival of participants	Guest lecture from the Trade Union of Croatia – worker's rights in Croatia and the perspective for young people	Continued guest lecture from IDIZ about seasonal work in Croatia	Field trip to Samobor and visit to the Mali Technopolis in Samobor (continued)	Learning about employment process in Erste Bank	Evaluation of the Study Visit I
13.00 – 15.00	Lunch break					
15.00 - 16.30	Intro to the program & activities for getting to know each other	Discussion: Battling the unemployment in the EU and the other partner countries	Guest lecture and visit from the Croatian Student center- jobs for students and Youth Guarantee in Croatia	Discussion: Differences between EU and non- EU countries regarding unemployment	Guest lecture-Gamechuck- employing of young people in the gaming/digital industry	Departure of participants
16.30 – 17.00	Coffee break					
17.00 -18.30	Team-building and Exploring the Realities across Partner Countries	Discussion on the Practicalities Related to finding a job in the EU ... Daily Reflection	Guest lecture from the Ministry of Foreign Affairs-employment of foreign labor in Croatia - practical examples (what is needed for a work Visa, etc.) ... Daily Reflection	Brainstorming session: Possibilities for the young people of the region ... Daily Reflection	Visit of Rimac Group	Departure of participants
19.30 –21.00	Dinner					



YOUTH UP 4 POSSIBILITIES



Co-funded by the
Erasmus+ Programme
of the European Union

Info Pack

Study Visit

22.04.2024 - 27.04.2024

ZAGREB, CROATIA



PROJECT DESCRIPTION

This project aims to address the pressing issues of youth empowerment, participation, and digitalization in the Western Balkans region and partner countries Croatia and Slovenia. The project builds on the past experiences and work of the partners in cross-border and cross-sectorial cooperation, delivering quality youth services, competency development of young people, engaging and empowering young people. Cooperating with 8 partners of the region and consisting of 4 working packages through with the goal is to address the pressing issues of youth unemployment, by enabling shared digital youth work in partner countries.

PROJECT PARTNERS AND NUMBER OF PAX

1 YOUTH ALLIANCE - KRUSEVO North Macedonia – 3 people

2 FONDACIJA ANA I VLADE DIVAC RS – 2 people

3 NGO AKTIV XK – 2 people

4 KONGRESI RINOR KOMBETAR AL – 2 people

5 UDRUZENJE PRONI CENTAR ZA OMLADINSKI RAZVOJ BA – 2 people

6 Unija mladih preduzetnika Crne Gore - Union Of Young Entrepreneurs of Montenegro ME – 2 people

7 MREZA MLADIH HRVATSKE HR – 3 people

8 N.K.L. INZENIRING, SVETOVANJE IN STORITVE DOO SI – 2 people

Desired profile of participants:

- ◆ Someone who is staff in youth organization or youth activists. Someone who is working with the partner organizations.
- ◆ It should be someone who will be open to build their capacities in terms of youth unemployment and digital tools.

The deadline for selecting the participants is the 10th of April 2024.

PRACTICAL INFORMATION

TRAVELING:

There are different options to travel in order to arrive in Zagreb, and the best way for traveling is by bus or by car.

HOW TO GET TO THE HOTEL FROM ZAGREB AIRPORT

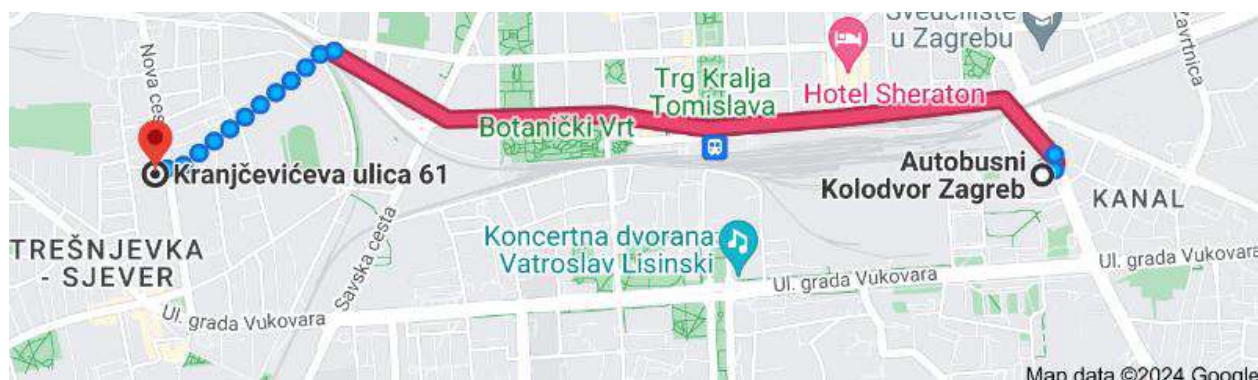
Zagreb Airport is directly connected with Zagreb Bus Station by Pleso prijevoz buses. The offices and bus stops of this carrier are on the ground floor of the Zagreb Bus Station building, near the car parking lot.

Here is the bus schedule:

<https://plesoprijevoz.hr/vozni-red/>

When you get to the Zagreb Bus Station, outside of the building is a tram station, and this is how you get to the hotel:

- 1. Wait for the tram No 2 towards Črnomerec (west)*
- 2. Get off at the Adžijina station- this is the 6th station from the Zagreb Bus Station*
- 3. Walk for 11 minutes from the station to the hotel*





We highly recommend Erasmus green Travel - choosing the most sustainable way of transport to & from your destination, as a value for your travels.

FOOD AND VENUE:

It will be provided three meals per day (breakfast and dinner in the hotel, lunch in other venues). If you have specific requirements, please let us know via the Application form. The food is served within the constraints of the budget and only minimal changes can be made. The first meal in the hotel is dinner on the 22nd of April.

Regarding the venue, you will be accommodated in double or triple rooms in Hostel Moving.



When you arrive at the hostel, contact the Croatian Youth Network as the accommodation organizer. Please note that entry to the rooms is allowed from 13 p.m. on the 22nd of April onwards, leaving the rooms until 10 a.m. on the day of departure. Breakfast time is from 07:00 am to 10:00 am. Dinner time will be announced according to the schedule.

We ask everyone to respect the house rules of the hotel.

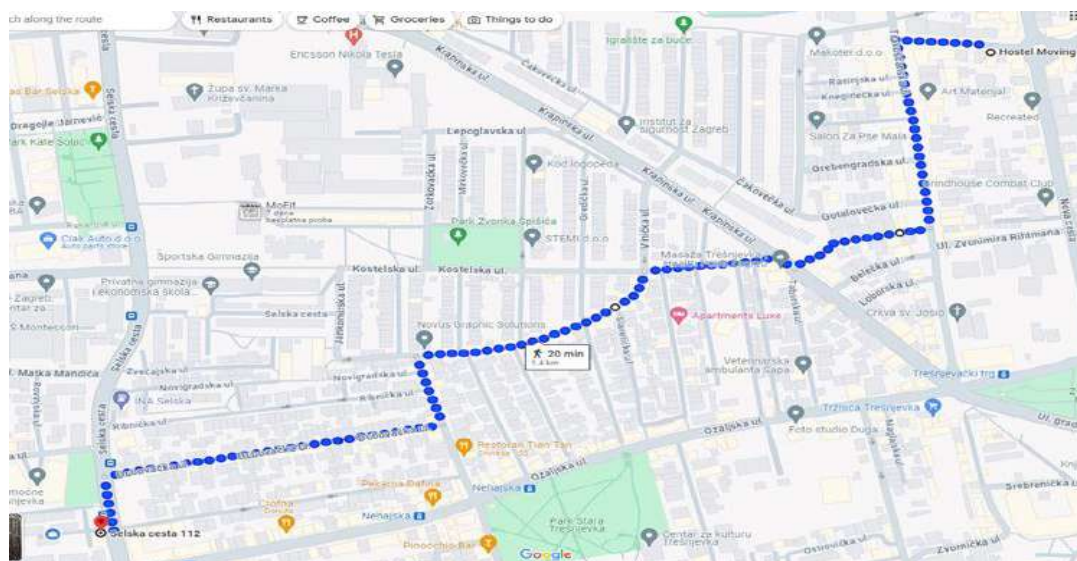
Hotel Phone: + 385 (1) 20 20 195

Hotel Cell: + 385 91 781 99 26

The study visit program will take place in the House of the human rights in Zagreb, where Croatian Youth Network is based (Selska cesta 112c). During work, all necessary materials for work and refreshments during breaks will be provided

How to get to the House of Human Rights from the Hostel Moving:

- 1.Walk from the hostel to the Trešnjevački trg tram station (6 minutes)
- 2.Take the tram number 9, 12 or 3 and get off on station Selska
- 3.Walk 2 minutes to Selska 112c



PRACTICAL INFORMATION

FINANCIAL CONDITIONS AND COSTS:

Direct communication with the YAK team for the travel arrangements of the participatory groups.

WEATHER:

During the period of the study visit the temperatures in Zagreb will be from 10 to 20 Celsius. We recommend to take your jacket and long sleeves. Before going, please check the weather forecast to prepare accordingly.

<https://www.accuweather.com/en/hr/zagreb/117910/april-weather/117910?year=2024>

21	22	23	24	25	26	27
						
17° 8°	19° 10°	20° 12°	20° 11°	20° 12°	21° 12°	20° 11°

ABOUT ZAGREB

Zagreb is the most important transport hub in Croatia: here Central Europe, the Mediterranean and Southeast Europe meet, making the Zagreb area the centre of the road, rail and air networks of Croatia. It is a city known for its diverse economy, high quality of living, museums, sporting, and entertainment events. At its center, Upper Town is the site of the Gothic, twin-spired Zagreb Cathedral and 13th-century St. Mark's Church, with a colorfully tiled roof. Nearby is pedestrian-friendly Tkalčićeva Street, lined with outdoor cafes. Lower Town has the main square, Ban Jelačić, plus shops, museums and parks.



IMPORTANT INFORMATION

Contact:

Nina Popovic

nina@mmh.hr

+385 98 609 958

Hosting organization info:

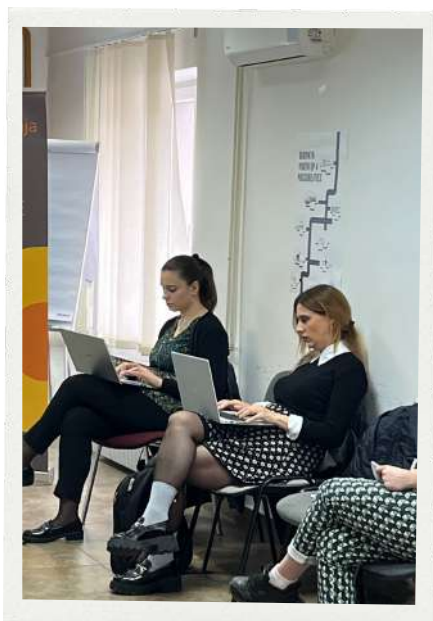


<https://www.mmh.hr/>



info@mmh.hr





EVALUATION REPORT
STUDY VISIT, ZAGREB CROATIA

Participants feedback and evaluation summary

The written feedback collected from participants after the study visit highlighted the study visit as a success. A vast majority of the participants expressed satisfaction with the content and relevance of the sessions, especially with the knowledge they gained. They appreciated the opportunity to engage in discussions, share experiences, and learn from their peers and experts.

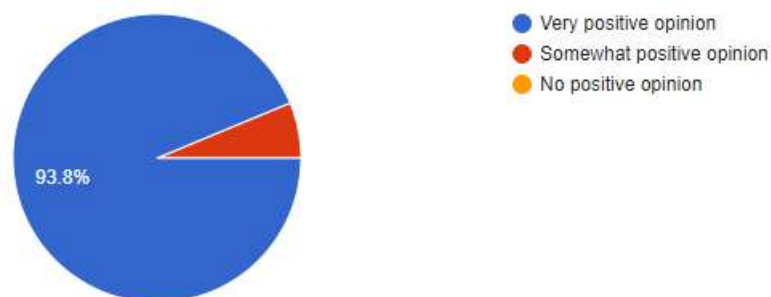
Participants also shared constructive feedback to enhance the study visit. Some suggestions included incorporating more interactive workshops and maybe reducing the intensity of the program. It was the combined point of view on employment from institutions- organizations- private sector which provided a 360 view on the topic.

The online evaluations conducted as part of the feedback and evaluation process provided a deeper understanding of participants' perspectives. The online evaluations identified several strengths of the study visit. Participants emphasized the knowledge they gained and their ability to learn more about the labor market in the EU and the seamless organization and logistics of the training sessions. The collaborative and participatory nature of the discussions was also commended, as it allowed participants to engage with diverse perspectives and build a network of professionals in their field.

In conclusion, the feedback and evaluation process proved to be instrumental in assessing the effectiveness and impact of the training course. Participants' feedback and insights will guide future improvements, ensuring that the training course continues to meet the needs of participants and enhances their knowledge and skills in the respective field. The valuable input received will be taken into consideration for future iterations of similar study visits, aiming to provide an even more enriching and impactful learning experience.

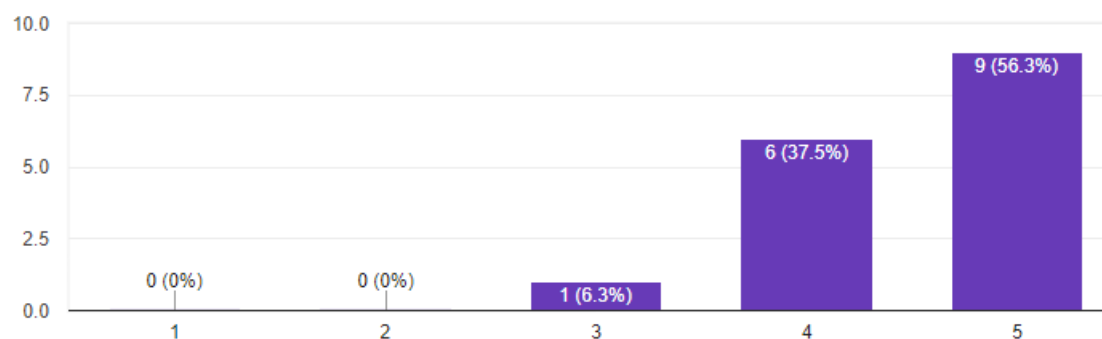
I. Impact on the participants

1. Your overall assessment of the study visit?



The overall assessment by the 16 respondents demonstrates that 93,8 % of them have very positive opinion, or more concretely, they evaluate it with 5 out of 5.

2. How useful participating in the study visit was for you (in general)?



9 people evaluate the general usefulness for them personally with 5 out of 5, 6 respondents evaluate it with 4 out of 5 and one person 3 out of 5.

3. Did you personally benefited from what you have gained (contacts, information, knowledge) during the event?

The respondents have a very positive assessment achieve the training course main aim, 100% of them say that they have benefited from the event.

The answers were:

“I gained knowledge regarding some of the topics treated in the sessions.”

“Absolutely! We visited a lot of good examples in Zagreb and Samobor connected to the topic of the study visit.”

“Yes, this study visit helped me a lot to make new contacts but also it was very helpful for me to get to know some useful information and knowledge in different branches of economy and other sectors.”

“Networking, contacts, new knowledge about the labor market, new experience.”

“Got some info about the reality of the labour market in Croatia.”

“I benefited by learning about somethings I am personally interested in and by finding out who to contact in certain situations.”

“I had a chance to expend my knowledge which helped me a lot. I learned a lot of things that will be useful for the development of the platform and how to make it attractive for employers and companies to use it, as well as the young people looking for possibilities. We also had a chance to understand how the employment service in Croatia works which is helpful to compare the countries and extracts good practices.”

“YES!

I gained the following:

- contacts for further cooperation regarding the platform.
- a LOT of knowledge, good practices and tips&tricks that we can use in the development
- new friends and possible collaborators
- new ideas for further development of the platform!”

“Yes, great experience”

“Yes, knowledge about working system in Croatia, but also other countries. Connection with people from NGOs from the region.”

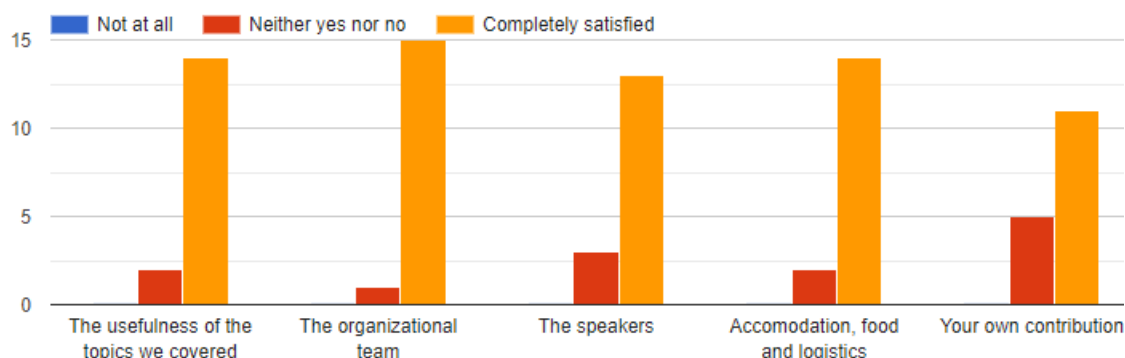
“A lot”

“Yes i have a lot learns a lot discovered challenges and was prompted to critically think about solutions.”

“Amazing contacts , very insightful on overall employment situation.”

4. How satisfied are you with topics covered, organization team and other practical elements of the study visit?

The participants were overall completely satisfied with the usefulness of the topics we covered, only two people responded with 'neither yes nor no' to our question. The organizational team was also extremely efficient, with 15 people answering they were completely satisfied, and only one person was neither satisfied nor not satisfied. Also, 13 people were completely satisfied with the speakers, and three people answered neither yes nor no. Participants were mostly satisfied with their own contribution, with eleven people being completely satisfied and five people being partly satisfied. 14 people were satisfied with the accommodation, food and logistics and 2 were neither satisfied nor not satisfied. No one was 'not at all' satisfied with the content.



5. Please name 3 things you gained from this study visit?

Participants were very satisfied with everything they gained, showing that contacts are very important for them, and also new information they gained from everyone. Among the answers were:

- Info, contacts, knowledge.
- Network, knowledge, information
- Contacts. Better view on the situation between young people and job possibilities in Croatia. Practical tricks and tips.
- New people, knowledge about seasonal work, visa process
- Contacts, Inspiration, Motivation
- Knowledge, New friends/contacts, new ideas that can be helpful in next period
- Experience and wider knowledge of the labor market, new friendships, got to meet and greet Croatia, Zagreb and wonderful people from the participant countries
- Insight about the labour market in the Balkans, mainly Croatia, new acquaintances, got to see Zagreb

- Friends, networking, knowledge
- Contacts, knowledge, experience
- Contacts, information, tips&tricks
- Contacts (networking) and experience
- New friends, connection with NGOs in the region, new knowledge
- Knowledge about the foreign policies of employment in Croatia
- Knowledge about the Gaming industry
- That also Croatia but also the whole region are lacking of youth segregated data
- Knowledge, friends and collages
- Contacts , great methodology example and inspiration from Samobor visit, a peak into future with Gamechunk.

6. What could we add or reduce the next time?

When asked what should we add next time the answers from participants were:

- Practical work.
- Young inspirational models
- More free time :)
- I don't know
- Nothing
- In my personal opinion everything was excellent so I don't think that there is a need for adding something new.
- More workshops to be actively engaged in the visit. For example, after the lecture to have 30 min to 1h workshops to brainstorm and recess the gathered ideas and knowledge. Make the presentations/ lectures more interactive and 30min then 5 min break then again 30 min and so on.
- Make it a little bit more interactive
- More interactive segments
- In my opinion everything was perfectly planned.
- Overall, it was truly perfect and very very useful. I don't have any suggestions :)
- Fun. You should add just a little bit more fun.
- Learning through exercises or quizzes, a bit of more engagement of participants
- It was all perfect
- I think being more clear with the speakers what we need
- Networking event