

DIGIPATH: YOUTH UP 4 POSSIBILITIES

STUDY VISIT II
03-08.06.2024
BELGRADE, SERBIA



Co-funded by
the European Union



DIGIPATH

YOUTH UP 4 POSSIBILITIES

DIGIPATH - Youth Up 4 Possibilities'

International Study Visit Report

03.06 – 08.06.2024.

BELGRADE, SERBIA



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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	03.06 – 08.06.2024.
VENUE	Belgrade, Serbia
THE MAIN AIM OF THE STUDY VISIT	The aim of the aim of the second study visit was to provide youth workers and representatives of organizations with an opportunity to explore local and regional practices in inter-sectoral cooperation, with a particular emphasis on the topics of digitalization and sustainability. During this international activity 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. The study visit activities spanned six working days and comprised 18 representatives in total. A crucial component of the study visits involved visiting representatives from all sectors of the triangle, including industry (labor market), education, and youth, to foster a conducive environment for networking, sharing of best practices, and mutual learning.
PROFILE OF PARTICIPANTS	The 18 participants in the study visit included staff members from the participating organizations, youth workers, and leaders in charge of creating and carrying out programs related to youth engagement, youth entrepreneurship, and youth unemployment reduction. Every partner organization proposed two delegates for each nation, each with a unique set of qualifications and experience. Representatives from non-governmental organizations, unions, and youth employment-focused groups, along with students, youth workers, and young participants in the organization's activities, made up the diverse participatory group. The group's diversity served as a counterbalance to the research visit's primary objective, and all individuals made valuable contributions through their interventions, active participation, and abilities. Furthermore, the diversity of the group was complementary to 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. Finally, the group was gender balanced and environmental aware.
SCOPE OF WORK AND	The study visit was carefully designed to cover a comprehensive range of topics, and it spanned over a duration of six days. Throughout the SV, a variety of non-formal education methodologies and interactive

METHODOLOGIES USED	activities were employed to create a dynamic and engaging learning environment. These methodologies included presentations, simulations, 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 and group work, the speakers during the visits 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 introduction of the program of the study visit
SESSION OVERVIEW	The "Intro to the Program & Activities" session provided to the participants a comprehensive overview of the study visit's objectives, schedule, and key activities. Participants were introduced to the program's themes, goals, and the collaborative efforts of the organizing partners. This session aimed to create a foundational understanding and set the stage for meaningful engagement throughout the visit.
ACTIVITIES & EXERCISES IMPLEMENTED	• Brief presentation • Open forum for questions and discussions • Icebreaker activities
KEY OUTCOME	The key outcome of the session was to ensure that all participants have a clear understanding of the study visit's objectives, schedule, and activities, fostering a sense of shared purpose and excitement. Additionally, participants had the opportunity to build initial connections with one another, laying the groundwork for a collaborative and engaging experience throughout the visit. This foundational understanding and sense of community will enhance the effectiveness and impact of the entire program.
SESSION TITLE	The introductory session and presentation of the work of the Ana and Vlade Divac Foundation in the field of youth and employment
SESSION OVERVIEW	Participants learned more about what Divac Foundation does in the field of youth and employment, as well as about other projects. The importance of projects such as support for women's entrepreneurship, support for students through monthly scholarships, and training programs offered in the field of employment was emphasized. The Ana and Vlade Divac Foundation is part of several working groups concerning the social status of the population and employment, so participants had the opportunity to hear how the entire process of law-making, regulations, etc., functions in the country from our perspective. Participants were most interested in their methodology of work, as well as how Divac Foundation ensure the sustainability of our projects.

ACTIVITIES & EXERCISES IMPLEMENTED	• Presentations • Q&A Sessions • Distribution of materials
KEY OUTCOME	The main conclusion of this session is that participants have heard new ideas for future work, but they have also shared their experiences in projects related to youth employment and improving the position of young people. Participants gained a thorough understanding of the methodologies employed by the Divac Foundation in their projects, including planning, implementation, and sustainability strategies. Also, they learned more about the position of youth in Serbia and gained insights that they will use in project implementation, as well as in future work in general. Additionally, they got insights into how the Divac Foundation ensures the sustainability of their projects through effective planning, resource allocation, and continuous monitoring and evaluation. Finally, the key outcome of the session were enhanced opportunities for networking and potential collaborations, fostering a community of practice among participants interested in youth and employment projects.
SESSION TITLE	Empowering Youth: Understanding and Implementing the Youth Participation Index
SESSION OVERVIEW	The session was led by a researcher involved in the Youth Participation Index on the youth situation in the Western Balkans and Turkey. There are three dimensions of index, but the group mostly spoke about the economic dimension of youth participation. The economic dimension refers to the degree of inclusion or, to the contrary, exclusion of young people from the labor market. It captures the degree of their activity, employment, and self-employment. The participants heard the research results, and the conclusions are that the employment situation of youth, the number of young people who are employed, as well as the quality of work, are concerning. We compared the data from the Western Balkan countries and realized that the main problems faced by youth are similar - brain drain, low employment rates, the risk of NEET status, etc.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Group discussion • Sharing and Consolidation.
KEY OUTCOME	Participants gained significant insights into the degree of inclusion and exclusion of young people from the labor market, encompassing their activity, employment, and self-employment. The presentation of research results highlighted concerning trends in youth employment, including low employment rates, brain drain, and the risk of NEET (Not in Education, Employment, or Training) status. Participants raised their awareness and understanding of these critical issues, realizing the similarities in challenges faced across different countries in the region. The session fostered information sharing, enabling participants to compare data and

	discuss common problems. Furthermore, it facilitated valuable connections and networking opportunities, encouraging collaborative efforts to address the economic challenges facing youth in the Western Balkans.
SESSION TITLE	Data for youth employment and entrepreneurship - is it relevant for the opening of regional opportunities for young people?
SESSION OVERVIEW	The session was designed as an interactive platform for participants to engage in a dynamic dialogue about the role of data in enhancing youth employment and entrepreneurship across the region. The session aimed to explore the importance of reliable data in shaping national and regional policies, programs, and opportunities that can effectively support young people's transition into the labor market and entrepreneurial ventures. The core of the session was an open discussion where participants shared their experiences, insights, and perspectives on the relevance of data for youth employment and entrepreneurship. The key questions discussed during the session: How is data currently being used to support youth employment and entrepreneurship? What are the gaps in available data? How can better data collection and analysis open up regional opportunities for young people?
ACTIVITIES IMPLEMENTED	• Sharing of case studies • Brainstorming • Group discussion
KEY OUTCOME	The session provided plenty opportunities for networking, allowing participants to connect with others who share similar interests and goals in the group. This fostered an environment of collaboration, where participants could discuss potential partnerships and joint initiatives. The session successfully raised awareness about the crucial role of data in enhancing youth employment and entrepreneurship opportunities. Participants left with a deeper understanding of the current data landscape, practical insights into overcoming data-related challenges, and a strong network of peers committed to driving positive change through data-informed strategies. This session underscored the potential of data to unlock regional opportunities for young people and fostered a collaborative spirit aimed at harnessing this potential.
SESSION TITLE	IT Bootcamp - an opportunity for reskilling
SESSION OVERVIEW	The IT Bootcamp school was founded with main aim to provide free knowledge for the people who are reskilling in the IT industry in Serbia, with main aim to provide opportunities for employment. The main goal is to support the unemployed people who are looking for a job and to give them opportunity to re-qualify and find a job in the IT market, by enrolling them in courses for building the necessary IT and tech skills. Additionally, they emphasized during the visit about their cooperation with IT companies, whereby they are also connecting the people who have finished the courses with the potential employers. The organization of the courses is supported by donations by various donors, and the courses are free. They are having opened calls for IT courses three times a year, where the people could apply. The courses are corresponding with the

	actual needs of the IT job market. The application process is rigorous, organized in three stages, including tests, interviews and technical interviews which is ensuring the best selection to be made. The courses are organized in period of 6 weeks, where the participants are having lectures from people from academia, experts or people from the IT companies. Additionally, the IT bootcamp are having practical work, where the participants are working on actual projects, ensuring that the latest work trends will be applied. The courses are also consisted of lectures regarding building corporate manners and soft skills, as well as workshops for writing resume and simulation of job interviews.
ACTIVITIES IMPLEMENTED	• Orientation session • Facility tour • Group discussion • Sharing and Consolidation
KEY OUTCOME	The study visit to the IT Bootcamp in Belgrade provided participants with a thorough understanding of the bootcamp's approach to IT reskilling. Participants gained valuable insights into the structure and effectiveness of intensive IT training programs. Additionally, they gained practical experience and a practical taste of the bootcamp experience. The visit facilitated connections between participants and key stakeholders in the IT education sector. Finally, the participants were provided with opportunities for actionable insights and ideas for implementing or improving IT reskilling initiatives in their own contexts, potentially leading to new collaborations and initiatives to support career transitions into the tech industry.
SESSION TITLE	Visit to NCR Voyix company
SESSION OVERVIEW	NCR Voyix is one of the biggest IT companies in Serbia, as well in the region with more than 6000 employees in Belgrade. It is a leading global provider of digital commerce solutions for the retail, restaurant and digital banking industries. The visit was divided in two parts: - In the first part, the Mr. Stefan Lazarevic, General Manager Serbia have introduced the company. It was mentioned that is 32 years active on the global market. It is cooperating with big corporations, including Starbucks, MC Donald's, Walmart etc. The customers of the company are mostly from Canada, USA and Europe. The headquarters of the NCR in Belgrade, is the biggest in the world with more than 6000 employees from different profiles and educational background, including IT, linguists (different languages), software developers, data analysts, finance analysts etc. There are active jobs ads continuously throughout the year in different sectors. Additionally, it was mentioned that within the company, there are hired people that are representing more than 36 different nationalities, including people from most of the countries involved in the project activities. The required skills for employment in the company are engineering skills, tech skills, language skills etc. Then, Ms. Nina Capric, Global External Affairs Manager have explained regarding how the company is supporting the society. It were emphasized the support in projects in three main areas: (1) economic development, (2) STEM

	education and (3) Floods and disaster relief. Regarding employability of young people, as interesting practice, instead of offering internships to the young graduates, they are having the program “first official job”, where the young people have the opportunity to be employed and introduced to the company and the specific job. In this period, they are raising their capacities for specific skills, and they are building their resumes to be more compatible on the market. Additionally, they are organizing camps for students, visits in the offices where the students could be introduced with the company work, develop their skills and knowledge. - Within the second part of the visit the participants had the opportunity to visit the offices of the employees and to hear about their unique experiences. What it is interested to be mentioned, that the company is offering possibilities for re – qualification and carrier transition, taking into consideration that lot of employees have raised their skills and capacities and gained new workplaces in this industry. The company is continuously having job openings, which could be also applicable for the people in the region.
ACTIVITIES IMPLEMENTED	• Introduction • Office tour and employee experiences • Networking opportunities • Brainstorming about regional applicability
KEY OUTCOME	The study visit to NCR Voyix in Belgrade provided participants with valuable insights into the operations of a leading IT company and its impact on the global market. Participants gained a comprehensive understanding of NCR Voyix's role in the digital commerce industry and its partnerships with major global corporations. The visit highlighted the diverse job opportunities available at NCR Voyix, the skills required for employment, and the company’s innovative approach to youth employability in the current national and regional context. The visit provided valuable networking opportunities, allowing participants to connect with NCR Voyix employees and explore potential job opportunities within the companies from this type in the region.
SESSION TITLE	Visit to the Youth with Disabilities Forum (YDF)
SESSION OVERVIEW	Youth with disabilities Forum is a civil society organization focused on improving the quality of life and social position of persons with disabilities. It was found back in 2002. The main focus of their work is economic empowerment of the people with disabilities. They are running carrier centers in Belgrade and other smaller cities in Serbia (including Nis, Valjevo, Novi Sad, Zrenjanin and Subotica). Focused on personal development of the people with disabilities, they are supporting the building of soft – skills, writing resumes, simulation of job interviews etc. Additionally, they are organizing individual trainings and working practice, according to the needs of the participants in their programs. Within their work, they are targeting people with both, physical and intellectual disabilities, with different educational backgrounds. Additionally,

	they are working on re – qualification and carrier transition, offering employability of the people in the job market. In 2021, YDF launched the first innovative online tool - the Portal for Employment of Persons with Disabilities (https://www.zaposljavanje.fmi.rs/). This portal serves as a platform for communication and connection between individuals with disabilities seeking employment and employers offering open positions. Furthermore, YDF initiated the establishment of a Network of Employers for the Employment of Persons with Disabilities. This network, launched at the beginning of 2021, serves as an informal platform where the organization provide strategic support to employers, encouraging a more active approach to long-term and sustainable employment of persons with disabilities. The network fosters collaboration, information exchange, and capacity-building among domestic and foreign companies, as well as other interested entities operating within the Republic of Serbia.
ACTIVITIES IMPLEMENTED	• Presentation • Group discussion • Tour of the YDF facilities • Sharing and Consolidation.
KEY OUTCOME	Participants gained heightened awareness of the importance of disability inclusion and the various ways to support and advocate for employment of young people with disabilities. The presentation and interactive activities equipped participants with practical strategies and tools to promote accessibility and inclusion in the employment market. Personal stories and experiences shared by YDF members regarding their employment opportunities fostered empathy and a deeper understanding of the lived experiences of individuals with disabilities. Additionally, the visit facilitated valuable connections and discussions about potential collaborations to enhance employment of people with different abilities.
SESSION TITLE	Visit of the Museum of Yugoslavia
SESSION OVERVIEW	The visit to the Museum of Yugoslavia was a unique component of the study visit, bringing together the participants on the session that aimed to draw connections between the historical context of the region and the future development of a digital platform for youth employment opportunities. By exploring the shared history and cultural heritage at the Museum of Yugoslavia, participants gained insights and inspiration for fostering regional cooperation and open regional opportunities for youth employment. Participants were given a guided tour that provided context on how historical events have shaped the socio-economic landscape of the region, influencing current challenges and opportunities for the young people. The visit was concluded with small group discussions that allowed participants to share their perspectives on the current challenges faced by youth in their respective countries and brainstorm potential solutions. These discussions aimed to foster a sense of regional solidarity and collective problem-solving.

ACTIVITIES IMPLEMENTED	• Guided tour • Presentation • Group discussion
KEY OUTCOME	- Participants gained a deeper appreciation of the cultural and historical heritage of the region, and how these shared experiences can inform modern solutions. - The historical insights provided inspiration for the development of an innovative digital platform, emphasizing the importance of regional cooperation and transparent sharing of the information. - The visit fostered a spirit of collaboration among youth workers and experts, laying the groundwork for future joint initiatives and projects.
SESSION TITLE	Visit to the Science – Technology Park in Belgrade
SESSION OVERVIEW	The Science – Technology Park (STP) in Belgrade is providing support to the start – ups companies and teams into development of innovative and commercialized products or services. It was founded through partnership between the City of Belgrade, University of Belgrade and Government of Serbia. Additionally, it is supported by different programs and donors, including the support from the Swiss Government. The main aim of the STP is to contribute towards boosting the innovative technology, as well as boosting the national economy and stopping the brain drain process. Additionally, STP is contributing towards stimulation of entrepreneurial mindset and building entrepreneurial capacities. The target groups are the startups, students and growing companies. They are having specialized programs for supporting of development of innovative ideas for the start ups and growing companies, as well as activities for students, including visits of the STP, carrier talks, organization of hackathons etc. Additionally, the STP Belgrade is providing business support for scientists, to maintain commercialization of their researches and to explore the possibility of turning their projects into businesses. Few of the programs are mentioned below: ParkUp! (https://ntpark.rs/en/parkup-en/) “ParkUp!” is an intensive students program where the students are gathered in the Science Technology Park Belgrade with the main aim for them to get introduced to the startup world and to gain entrepreneurial and tech skills on developing business ideas. They are combined in teams and are developing innovation in different sectors. Raising stars (https://ntpark.rs/en/raising-starts-en/) “Raising stars” is a pre-seed startup accredited program that is focused on development of the startups in the earliest stages. The program is consisted of series of activities including trainings, mentorship and financial support with the aim of development of the startups until they are prepared for investments. The Science – Technology park is part of IASP – International Association of Science Parks and it is cooperating with the science park in the participating countries.

ACTIVITIES IMPLEMENTED	• Presentation • Group discussion • Sharing and Consolidation.
KEY OUTCOME	- Participants gained a thorough understanding of STP's founding and its strategic partnership with the City of Belgrade, University of Belgrade, and the Government of Serbia, as well as the support from various programs and donors, including the Swiss Government. - Participants learned about the specialized programs offered by STP, including STP's role in providing business support to scientists for the commercialization of their research and exploring the potential to turn projects into viable businesses. - The session highlighted STP's efforts to stimulate an entrepreneurial mindset among its target groups, including startups, students, and growing companies. - Participants were informed about STP's membership in the International Association of Science Parks (IASP) and its cooperation with science parks in participating countries. The session provided opportunities for participants to explore potential collaborations and partnerships with STP and other science parks, enhancing regional and international collaboration.
SESSION TITLE	Visit of the National Employment Service of Serbia
SESSION OVERVIEW	The National Employment Service is the only national agency that deals with employment for the population in Serbia. It was established in 1921 and operates throughout the entire country through individual branches and services. The mission of the service is the development and improvement of human capital with the goal of efficient and effective mediation between all actors in the labor market. The National Employment Service has a large number of programs that improve the position of young people in the labor market. Further are examples: - “My first salary” (https://mojaprvaplata.gov.rs/naslovna) The main aim of the program is to encourage training of youth for work and employment of youth and it is providing support of the economy with the problem of the lack of workforce. The employers are posting job openings (with description on Serbian language) on which the youth will be trained for independent work by defined program approved by the National Employment Service with mentor who is doing supervision and gives support. - Virtual employment fair (https://nsz-virtuelnisajam.rs/) The virtual employment fair is serving as a digital platform for connecting the candidates searching for jobs, and the employers who are providing job opportunities. - Youth Guarantee (https://nsz-virtuelnisajam.rs/vesti/garanczi-a-za-mlade)

	The Youth Guarantee program in Serbia, implemented by the National Employment Service (NES), aims to provide support and opportunities for young people to secure employment, education, or training. This initiative is part of broader efforts to tackle youth unemployment and enhance the employability of young people in Serbia. The program primarily focuses on young people aged 15 to 29 who are neither in employment, education, nor training. The program primarily focuses on young people aged 15 to 29 who are neither in employment, education, nor training. Participants receive tailored support, including career guidance, counseling, and access to various training programs that enhance their skills and qualifications.
ACTIVITIES IMPLEMENTED	• Presentation • Lecture • Case study discussion • Sharing and Consolidation.
KEY OUTCOME	The visit to the National Employment Service of Serbia provided participants with a comprehensive understanding of the agency's efforts to tackle employment challenges and improve labor market dynamics. Key outcomes included: - Participants gained valuable insights into the range of services and programs offered by NES to support job seekers and stimulate employment. - Case study discussions equipped participants with practical skills and strategies to address employment issues in their own contexts. - The session facilitated meaningful connections between participants and NES officials, fostering opportunities for future collaborations and knowledge exchange. - Participants left with actionable insights and a renewed commitment to implementing effective employment interventions and supporting job seekers in their respective regions.
SESSION TITLE	Evaluation of the Study Visit II
SESSION OVERVIEW	The "Evaluation of the Study Visit II" session was designed to provide participants with an opportunity to reflect on their experiences, share feedback, and discuss the outcomes of the study visit. This session aimed to assess the effectiveness of the visit, identify key learnings, and gather insights for future improvements. It was a collaborative and interactive session that encouraged open dialogue and constructive criticism.
ACTIVITIES IMPLEMENTED	• Reflective discussions • Feedback wall • Rating exercise
KEY OUTCOME	Participants provided detailed and constructive feedback on various aspects of the study visit, highlighting both strengths and areas for improvement. The reflective discussions and activities helped participants consolidate their learnings and gain a deeper understanding of the study visit's impact. Participants identified

	specific actions they could take based on their learnings, fostering a sense of commitment and accountability. The session facilitated further networking and collaboration among participants, strengthening the professional relationships built during the study visit.
SESSION TITLE	Summary and recommendations for future collaboration
SESSION OVERVIEW	This session aimed to summarize key takeaways, highlight successful elements, identify challenges, and propose actionable recommendations for future collaboration. It served as a platform for participants to reflect on their shared journey, foster a sense of community, and plan concrete steps for continued partnership and collaboration.
ACTIVITIES IMPLEMENTED	• Presentations • Success stories sharing • Brainstorming
KEY OUTCOME	Participants collectively reviewed and summarized the key takeaways from the study visit, reinforcing their understanding and retention of important insights. By discussing successes and challenges, participants gained a balanced view of the study visit, recognizing what worked well and what could be improved. The brainstorming and action planning activities generated concrete recommendations and detailed action plans for future steps in the project. Participants made formal commitments to future collaboration, setting the stage for sustained and productive partnerships.

INTERNATIONAL STUDY VISIT

Belgrade, Serbia
03.06.2024 – 08.06.2024

03.06.2024 [Monday]	04.06.2024 [Tuesday]	05.06.2024 [Wednesday]	06.06.2024 [Thursday]	07.06.2024 [Friday]	08.06.2024 [Saturday]
Arrival of the participants	BREAKFAST				
	Opening session at Ana and Vlade Divac Foundation, <i>Presentation of the Foundation's work with youth employment</i>	Session with IT Bootcamp School <i>IT Bootcamp is providing free access to basic IT knowledge to students of other disciplines, high school graduates, and the unemployed young people</i>	Visit to the Youth with Disabilities Forum <i>This forum is building an online platform for the national-level employment of people with disabilities</i>	Visit to the Science – Technology Park in Belgrade <i>STP in Belgrade is providing support to the start – ups companies and teams into development of innovative and commercialized products or services</i>	Evaluation of the visit
	Presentation of the Youth Participation Index in the Western Balkans and Turkiye				Summary and recommendations for future collaborations
LUNCH					
Introduction of the event and ice – breaking session	Open sharing discussion <i>Data for youth employment and entrepreneurship—is it relevant for the opening of regional opportunities for young people?</i>	Visit to NCR Corporation <i>NCR Voyix is one of the biggest IT companies in Serbia, as well in the region.</i>	Guided Tour of the Museum of Yugoslavia <i>Focus on employment and labor rights history and possibilities in Yugoslavia as an former union</i>	Presentation by the National Employment Service on the Youth Guarantee Project and official statistical data <i>Includes official statistics on youth employment</i>	Departure of the participants
DINNER					

INTERNATIONAL STUDY VISIT INFO PACK

**03.06.2024 - 08.06.2024
BELGRADE, SERBIA**

PROJECT DESCRIPTION

'DigiPath - Youth Up 4 Possibilities' addresses youth unemployment by enabling shared digital youth work in Albania, Bosnia and Herzegovina, Montenegro, North Macedonia, Kosovo, Serbia, Croatia and Slovenia. Unsustainable youth brain drain is a big risk. Trends show young people migrating from WB6 economies, to Croatia and Slovenia, there is a lack of shared data on flows and quality opportunities. Four urgent concerns contribute to young people living in precarious conditions: unemployment, repercussions of the COVID-19 pandemic, sluggish transition to digital youth work, and absence of inter-sectoral collaboration. In the 24-month project, partners will collaborate to develop a digital tool that connects education, labor market and the youth sector to each other and young people. Enabling visibility about decent personal and professional development opportunities in home and destination countries.



PROJECT PARTNERS AND NUMBER OF PAX

Organization	Country	Number of pax
Youth Alliance	North Macedonia	3
Ana and Vlade DIVAC Foundation	Serbia	3
PRONI	Bosnia and Herzegovina	2
Croatian Youth Network	Croatia	2
National Youth Congress	Albania	2
AKTIV	Kosovo	2
N.K.L. INZINERING	Slovenia	2
UMPCG	Montenegro	2

The deadline for selection of the participants is 25th of May 2024.

PRACTICAL INFORMATION

VENUE AND FOOD:

It will be provided three meals per day (breakfast and dinner in the hotel, lunch in other venues). The first meal in the hostel is dinner on the 03. of April.

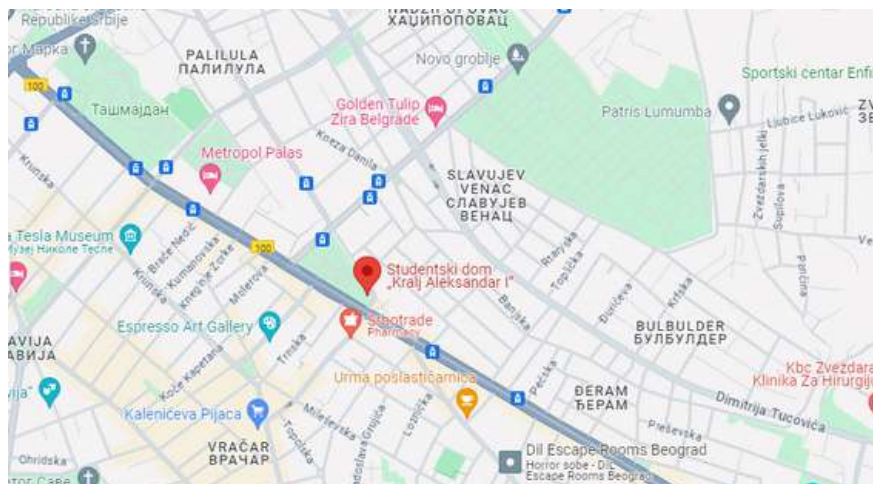
Regarding the venue, you will be accommodated in double rooms in Hostel King Alexander 1st.

Link to the hotel on Google Maps below:

<https://maps.app.goo.gl/QbmuaDysXHcagWQY6>

Hostel Phone: +381 64 875 1164

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



WEATHER:

During the period of the study visit the temperatures in Belgrade will be around 25 degrees. We recommend to take light jacket just in case. Before going, please check the weather forecast to prepare accordingly.



PRACTICAL INFORMATION

TRAVELLING:

HOW TO GET TO THE HOTEL FROM BELGRADE AIRPORT

The hostel is located at a distance of about 15 kilometers from the airport Nikola Tesla.

The easiest way to get there is to take the City bus transport, bus number A1 (4€), which takes you to Slavija square (the last stop). After that, you have two options: to take bus or to walk (15min).

If you decide to take bus: Take tram number 2. Take two stops – VUK Station and go through the park to the hostel. If you decide to walk: walk through Beogradska street to a right turn to Bulevar Kralja Aleksandra street. Cross the street and go straight to the hotel.

Here is the bus schedule:

<https://www.busevi.com/red-voznje/linija-a1-trg-slavija-kralja-milutina-aerodrom-nikola-tesla/#1524225346268-007a1601-3fdc>

FINANCIAL CONDITIONS AND COSTS:

Travel costs will be reimbursed during the Seminar on condition that participant was present in all activities and has used cheapest means of transportation. Taxi and first-class tickets will not be reimbursed.

Please save original invoices, boarding pass and tickets!

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

The costs for the accommodation, food, travel and working materials will be covered.

PRACTICAL INFORMATION

CURRENCY:

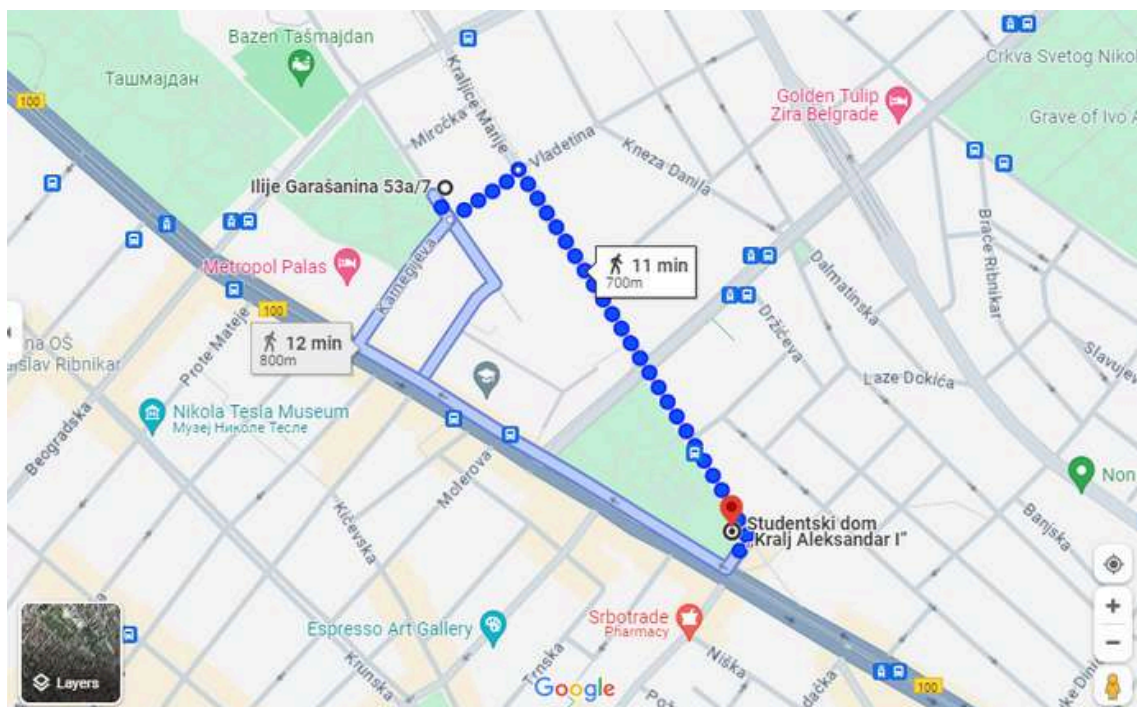
1 EUR = 117.3 MKD

The currency in Serbia is dinar [RSD]. In the airport you can change some money to denars (to pay for a taxi or bus). It is possible to change the money in the exchange offices or a bank offices.

EVENT VENUE:

The study visit program will take place partly in the Divac offices near the hostel in the street of Ilija Garasanin 53a Belgrade, 5. floor.

Hostel is just a few minutes away from the offices and representative of the Ana and Vlade Divac Foundation will show you the way to the offices.



ABOUT BELGRADE

Belgrade is the capital and largest city of Serbia. It is located at the confluence of the Sava and Danube rivers and at the crossroads of the Pannonian Plain and the Balkan Peninsula. The population of the Belgrade metropolitan area is 1,685,563 according to the 2022 census. It is one of the major cities of Southeast Europe and the third most populous city on the Danube river.



IMPORTANT INFORMATION



DIGIPATH

YOUTH UP 4 POSSIBILITIES

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Hosting organization info:



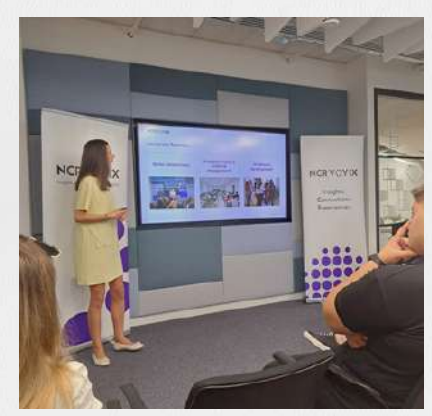
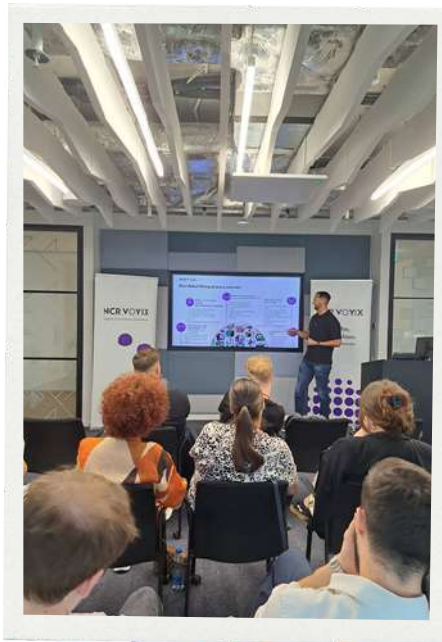
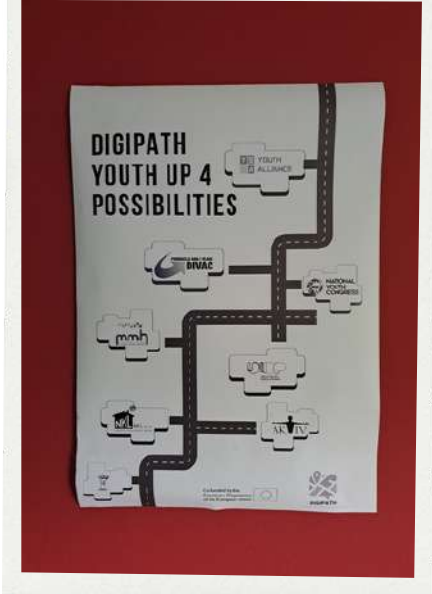
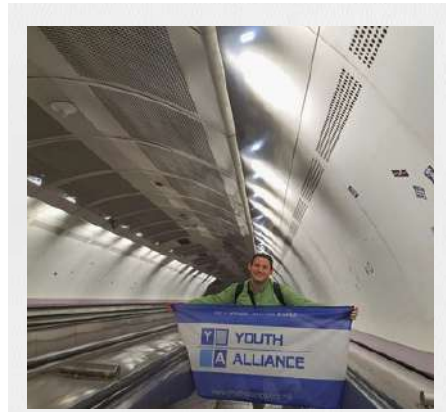
<https://www.divac.com/en/Home>

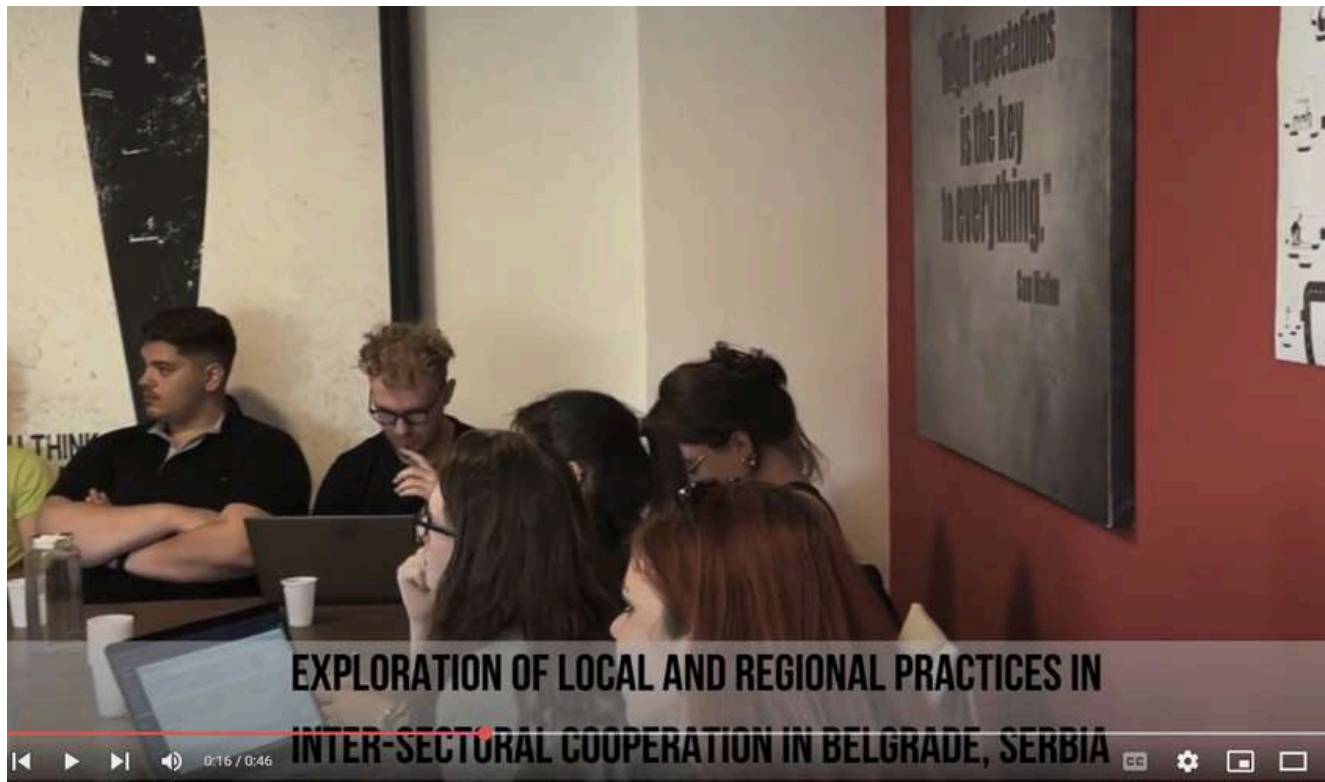


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jiPath: Youth UP 4 possibilities | Study Visit, Belgrade | 3rd - 8th June, 2024

Video material from the Study Visit 1

EVALUATION REPORT
STUDY VISIT, Belgrade, Serbia

Participants feedback and evaluation summary

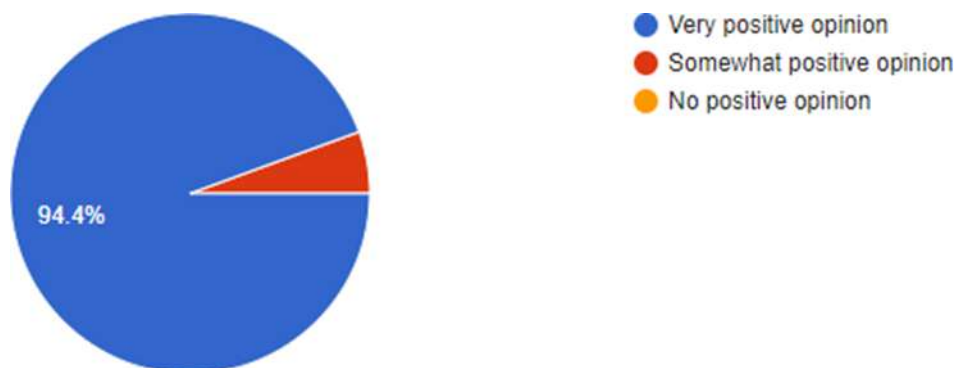
This evaluation report presents a comprehensive analysis of the recent study visit, which brought together participants from diverse backgrounds and regions to explore innovative practices, foster collaboration, and enhance their professional competencies. The study visit aimed to provide a platform for knowledge exchange, networking, and practical learning through a series of carefully designed sessions, workshops, and site visits.

According to the impressions of the participants of the Study Visit II , which we exchanged during informal activities, all participants had positive or mostly positive thoughts. They emphasized the importance of the contacts made, knowledge gained about the youth and employment situation in Serbia, and also enjoyed quality time after the official program. Based on anonymous evaluation, the same impression is gathered as expressed by the participants during the study visit. An objective criticism was the need for more team-building activities, which will be improved during the next youth gathering. Everyone agreed that the knowledge acquired during the study visit is very significant and useful for future work.

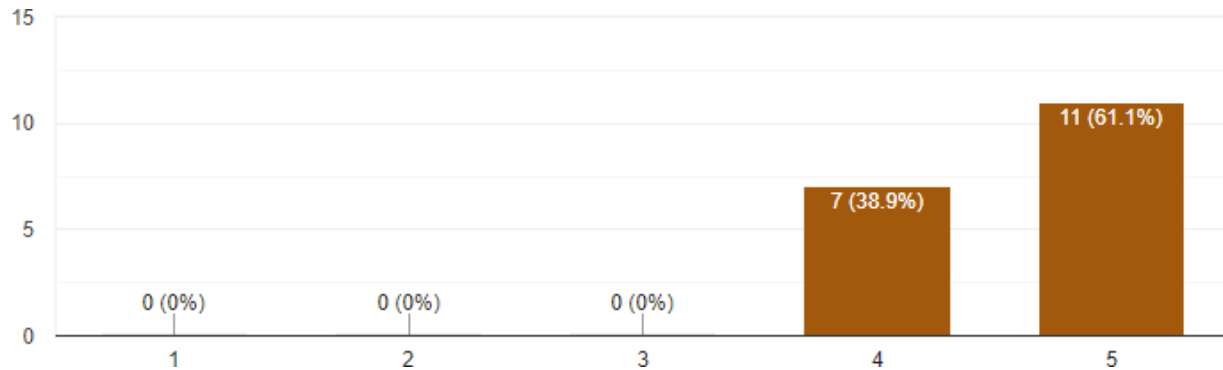
The following will present statistical data on participant satisfaction with the study visit, as well as descriptive responses:

I. Impact on the participants

1. Your overall assessment of the study visit?

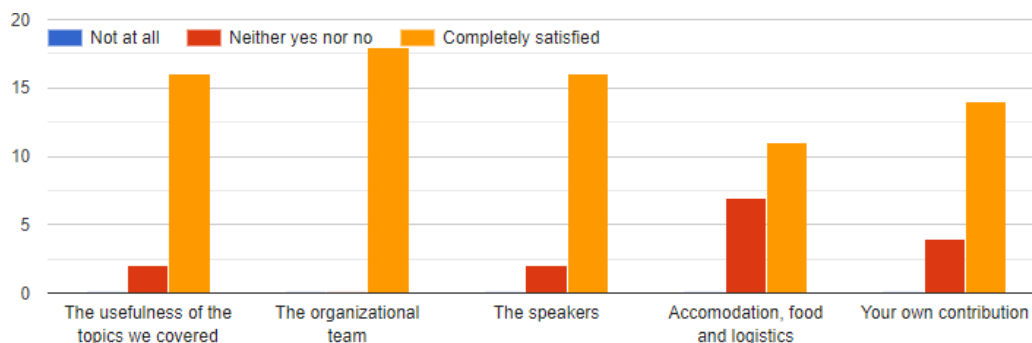


2. How useful participating in the study visit was for you (in general)?



When asked whether the participants benefited from this study visit, all 18 participants of the study visit to Belgrade responded affirmatively.

Additionally, the participants were satisfied or mostly satisfied, with no negative responses, regarding various aspects: the usefulness of the topics covered, the organizational team, the speakers, the accommodation and logistics, and their overall participation.



When asked what three things they would take away from the study visit, participants mostly mentioned knowledge, contacts, and practical insights. When asked what should be added or removed next time, the responses varied: more food, more team-building activities, more interactive visits, and a visit to a university. Descriptive answers of the participants at the table 1.

Please name 3 things you gained from this study visit?	What else should we add next time?	What should we reduce next time?
Lots of new knowledge, new friends and contacts	Shorter sessions	Walking
Networking with people of my field, knowledge on the way things work in Serbia compared to the region (by the discussions we had), new ideas for project to implement in my country	Maybe a visit in the bootcamp	-
Knowledge, new experience, contacts	Social events for the group to be more compact and to pass more time with each other	-
Knowledge, friends, skills	N/A	N/A
Contacts, insight into life in Serbia, ideas	More food :)	-
New contacts, info about STPark	More visits and lectures	I don't know
Meeting people from the region.	Everything was good.	Nothing
Knowledge, experience, courage to make some changes in my community.	I don't have any suggestions. Everything was fine.	I don't have any suggestions.
1. Contacts 2. Ideas for further actions 3. Understanding of the situation in Serbia	More visits	/
I learned a lot about your organisation and its efforts, possibilities for employment in Serbia for different groups of people and networking	Maybe a social mixer one evening so we get to know each other.	I don't think there is anything you need to reduce.
Contacts, networking, experience	University visits	Nothing
Contacts, knowledge, experience	/	/
Contacts, knowledge about employment situation in Serbia, good time :)	Everything was great	/
Information, friends, knowledge I'll use in my work	More team building activities	More team building activities
Food 😊	...	
Knowledge about people with disabilities, experience of working in a huge company, history of YU in the field of youth	Participants need to be on time :)	/

and employment		
Knowledge, contacts, first time in Belgrade experience	Team building activities	/
Experience, knowledge, friendship	More free time	/
Valuable Contacts, In-depth Knowledge, Practical Insights	Next time, incorporating more interactive workshops and practical sessions would enhance participant engagement and provide hands-on experience.	It might be beneficial to have fewer formal presentations and allocate more time for interactive discussions and networking opportunities.