Reaching goals through collaboration

Montenegro 26 October 2017
Reasons to start the project

There is existing legal framework and institutional support in the country which enable meeting the need of the employers and enthusiasm among the stakeholders in the countries

Electro fitters amount over 40% of the headcount of EVN in Macedonia

The staffing needs for this profile are very high in the next 10 years (aging workforce)

The recruitments and training costs for the newly employed electro-fitters are very high

- Lack of highly qualified electro-fitters on the labor market.
- With the opening of the Macedonian borders the Labor market offers even less potential employees with knowledge, skills and abilities required by EVN Macedonia standards
Awareness and Promotional activities

- Participation at National and Regional events and projects
- Campaigns and announcements in the media, social and professional networks,
- Presentation in the primary schools for the profile electrofitter
- Supporting educational competitions (Days of Electrotechnics),
- Distributing information among own employees through internal communication channels
- Actively engaging local media to promote our apprenticeship scheme and dual education in general
- Open-days for students and families
Memorandum of cooperation

Signed Memorandum for Cooperation with the Technical School Mihajlo Pupin

Increased cooperation among the school and EVN Macedonia with coordination of the VET Center

Membership in the National Working Group for work based learning
One classroom is entirely renovated
Equipment according to EVN standards
Donation of materials and cabinets used for electro fitter’s daily activities
Besides the students of the project, the classroom can be used by other students
Preparation for start – Preparing the curricula

- Revision of standard of occupation
- Revision of the existing curricula
- Implementing Austrian experience and best practices
- Preparation of new improved curricula with focus on practical classes
- EVN Experts together with experts from the VET school under coordination of the VET center
- Approval from the Minister of Education to start the Pilot Program obtained
First School day

All first year students were welcomed by Petar Stefan, president of the Management Board of EVN Macedonia.

Afterwards he addressed the students in the EVN class where he shared his expectations and wishes for the class.
On Boarding in EVN Macedonia

Visit to MATKA Exhibition Center
Presenting EVN Macedonia and its values
Getting to know the students and their expectations
Group work and activities combined with company presentation
Visit to the Customer Center and first practical experience
Next steps

**To be completed:**

- Donate safety equipment and clothes to the pupils
- Conduct Training for Mentors according to Austrian standards (EVN mentors trained according to Macedonian standards)
- Train the students for communication skills
- Equip the school yard
- Know how exchange with and knowledge transfer from Austria (workshops, study visits, training for teachers)

**Annual process of continuous improvement:**

- Evaluation of the program and outcomes
- Adjustments and improvements of the program
Thank you for your attention