

Reaching goals through collaboration

Montenegro 26 October 2017

Reasons to start the project

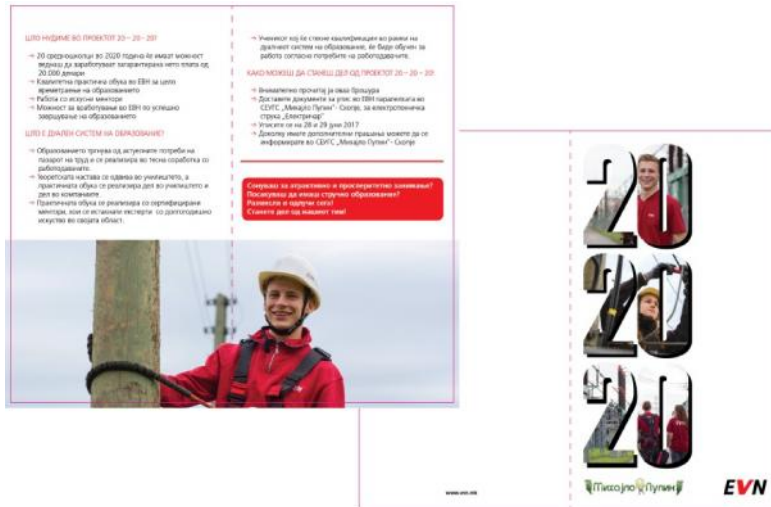
There is existing legal framework and institutional support in the country which enable meeting the need of the employers and enthusiasm among the stakeholders in the countries

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



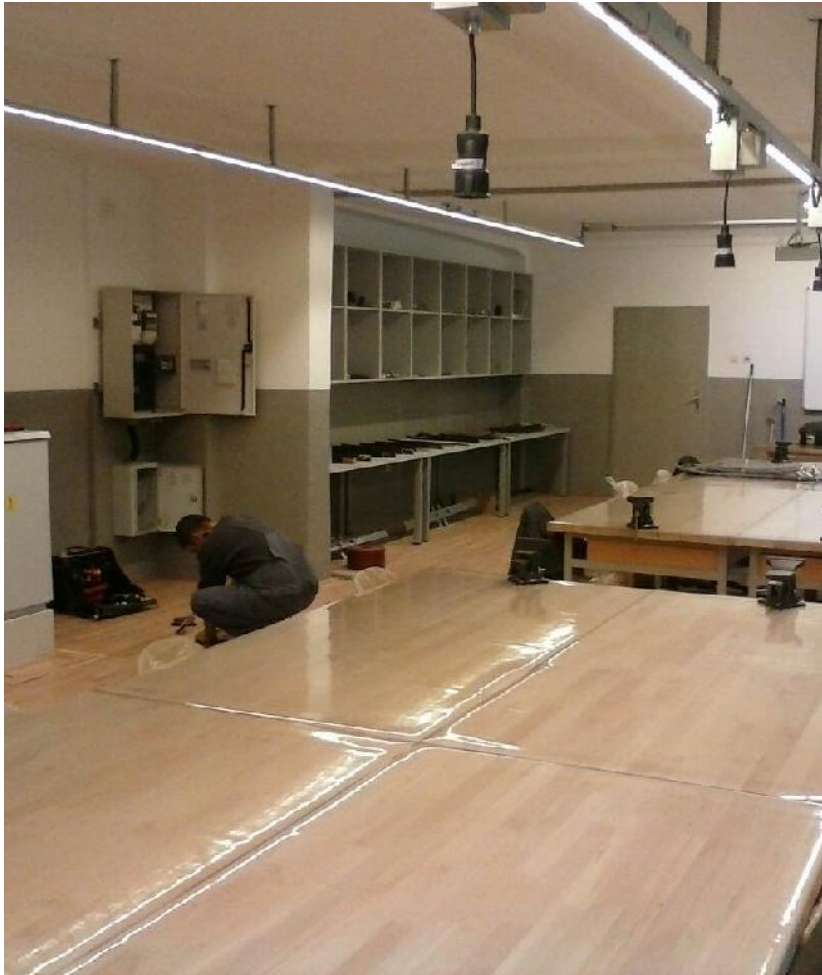
Signed Memorandum for Cooperation with the Technical School Mihajlo Pupin

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



Membership in the National Working Group for work based learning

Preparation for start - classroom reconstruction



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



What does an electro-fitter in the company



Presentation of the processes in the Customer Centers

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

