

Newsletter on the Employability Training for Roma Youth

8-11 - November 2018 Ohrid Macedonia

The Employability Training for Young Roma was organized of the project *Supporting the Social Inclusion of Young Roma Through Non-Formal Education*, a project supported by the Erasmus+ program and implemented by the Institute of Romani Culture in Albania (IRCA), the National Roma Centrum (NRC) from Macedonia, and АКАДЕМИКА 245 from Bulgaria.

The objective of the training was to enhance young Roma's skills in their transition from formal education to the labor market. The workshop was organized in the period 8-11 November 2018 in Ohrid, Macedonia. A total of 30 young Roma from Albania, Bulgaria and Macedonia participated in the training. The training was based on the intellectual outputs developed in the frame of the project – the guide and curriculum for non-formal education on employability for Roma youth.



The following topics were covered in the frame of the workshop:

- Youth employability: problems and perspectives;
- Professional orientation and career development;
- Job search and job application;
- Communication skills: public speaking and presentation;
- Decision-making;
- Time management and organizational skills;
- Conflict management;
- Business planning.

The training focused on equipping the participants with practical knowledge and skills related to determining their career path, identification of work opportunities and development of skills for entering the labor market and career advancement. The group of training participants was heterogenous, composed of young people with different educational attainment, diverse interests and career aspirations, as well as different levels of knowledge and experience in the labor market. The training was designed to provide as much individual work with the participants, in order to address their specific needs and shortcoming related to employability skills. All of the training sessions incorporated discussions and exercises in order to enhance the interactivity and active involvement of the

participants in the learning process. The training sessions were delivered according to a previously developed agenda.

The first day of the training covered topics related to contemporary trends and challenges related to youth employability: formal education and non-formal education potentials, labor market skills gap, lifelong learning. The participants had the opportunity to share personal experiences related to career choice and job searching; they participated in several exercises aimed at supporting career planning skills and professional orientation.



The second day of the training was devoted to enhancing employability skills regarding identification of job opportunities, challenges related to job application and job interviews. The training sessions during the second day also included communication skills, particularly presentation and public speaking skills. Participants learned how to design and develop a presentation, how to use visualization tools, and put their skills into practice in group exercises on public speaking and visual presentations.

The third day of the training was devoted to the following training topics: effective decision-making strategies, time management and organizational skills, and conflict management in the workplace. The training sessions were interactive, incorporating discussions and group and individual exercises that strengthened the overall motivation, interest and engagement of the participants.

The fourth day of the training involved training sessions related to basic skills for business planning and entrepreneurship. The participants were acquainted with the basic steps in business planning and business development. All training sessions included group exercises that provided the participants with the opportunity to put into practice what they learned during the theoretical part of the sessions.

Some of the training exercises incorporated the use of ICT, more precisely the use of personal computers and smartphones to search for information, use presentation software, etc. Throughout the training, the participants demonstrated strong interest in the topics, readily took part in the exercises and demonstrated a strong level of motivation to complete the tasks. Participants readily cooperated in the group exercises and contributed their knowledge and experiences in the discussions, which strongly enhanced the overall effectiveness of the training.