

Short country survey on employability among BFUG members
Response by Montenegro

The employability working group agreed to conduct a short country survey and that each member of the group would cover their own and two allocated countries. The members of the working group agreed to contact the members of the BFUG for the allocated countries with the following questions:

- 1) What are the main challenges for your country in terms of employability? (eg Is graduate unemployment a problem? Are there restrictions on access to certain jobs? Is there a careers and guidance service?) What would help you most as an output from this working group?

The main challenge is to precisely follow demand of our labour market. It means that we really do need Strategy of Higher Education Development in order to have real vision of our needs in accordance with commerce. This Strategy will define which professions give the easiest way of finding adequate job regardless in public or in self employment version.

Nowadays our higher education system is organized in accordance with Bologna principles. We have to work hard on awareness raising of employers what bachelor degree means and to involve them more in curricula design. The role of Diploma supplement as a part of diploma is still not so clear for our labour market and we from the Ministry and authorities from higher education institutions have to work on it intensively.

Finding of job for some professions like lawyer, economists, teachers, bachelor of computer sciences is no so simple bearing in mind that many of them are registered at Employment Bureau as persons who try to find job for years.

Lack of careers and guidance services is obviously problem for young people who haven't got survey of real needs of our society and because of that they very often continue their education at some study programs which are not good basis for finding appropriate job.

- 2) Is there a dialogue in your country between higher education institutions and employers? If so, at what level does this take place – national, regional, institutional etc? What sort of issues does it cover?

The dialogue between higher education institutions and employers are in so called initial phase. The fact is that many of them have started to help their graduated students to find job, especially for the best of them.

One of the way to help them are performed through for example ongoing activities named "Career Ways". It is project which primary aim is to help establishing of professional communication between enterprises and potential employees. On this way companies looks for itself prosperity in assistance of ambition and knowledge of young and competence people. Through communication with them, companies can recognize opportunities and chances for prosperity. Also, companies can directly interview all potential candidates and input their CV in data base.

The aim of this project is to prevent brain drain, affirmation of young qualified people and their active participation in our economy.

Unfortunately, higher education institutions haven't got any evidence about further destiny of their graduated students in sense of finding adequate job.

3) Can you provide two examples of good practice in your country in relation to any of the themes to be covered by the report?¹

One example of good practice is project "Career Ways" through which around 1,200 young people have found a job.

Employment Bureau provides free of charge courses of English language and IT skills for graduated students who are in process of looking for a job in order to facilitate them finding of adequate employment.

¹ Suggested themes to be covered in the report are:

- awareness-raising amongst employers of the value of a bachelors qualification and associated learning outcomes;
- involving employers in devising curricula;
- the provision of careers and guidance services;
- employment and career structures within the public service that are fully compatible with the new degree system;
- self-employability;
- curriculum innovation based on learning outcomes;
- the recognition of degrees in the labour market across Europe;
- the role of higher education in lifelong learning and continuing professional development.