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*School-to-Work Transition for Higher education students with disabilities
in Serbia, Bosnia & Herzegovina and Montenegro*










School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro







Document type:	Minutes
Meeting No:	Project Management Meeting (MNGT9)
Date of Meeting:	4th - 6th September
Meeting Location:	Faculty of Hotel Management and Tourism, University of Kragujevac
Meeting called by:	University of Macedonia
Facilitator:	Lefkothea Kartasidou / Lazar Petrovic

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1. Participants

No.	Partner Name	Logo
1	University of Macedonia (UOM) – Project Coordinator	
2	Gnosi Anaptixiaki NGO (Gnosi)	
3	University of Maribor, Faculty of Electrical Engineering and Computer Science (UM FERl)	
4	University of Warsaw (UW)	
5	DEKRA Akademie GmbH (DEKRA)	
6	University of Kragujevac (UNIKG)	
7	University of Novi Sad (UNS)	

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8	BELGRADE METROPOLITAN UNIVERSITY (BMU)	
9	Association of Students with Disabilities in Serbia (ASD)	
10	National Employment Service of Serbia (NES)	
11	Business Association “Unija Čačak 2000” (UNION 2000 Cacak)	
12	University of Montenegro, Faculty for Maritime Studies (UoM)	
13	University of Donja Gorica (UDG)	
14	Association of Youth with Disabilities of Montenegro (AYDM)	
15	EMPLOYMENT AGENCY OF MONTENEGRO (EAM)	

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16	University of Sarajevo (UNSA)	
17	University of East Sarajevo (UES)	
18	University of Banja Luka (UBL)	
19	Humanitarian Organization Partner (HO partner)	
20	Profil Management Consulting d.o.o (Profil MC d.o.o.)	
21	“PROCOM” d.o.o. za usluge, trgovinu i proizvodnju Gracanica (PROCOM Ltd.)	
22	Balkan Distance Education Network (BADEN)	
23	College of Computer Science and Business Communication eMPIRICA (eMPIRICA)	

2. Agenda

Day 1 - Date: 03/09/2018

Venue: [Dimitrija Tucovića 49](#), Municipality Zvezdara of Belgrade city

Time	Description
17:00-19:00	Workshop for students with disability

Day 2 - Date: 04/09/2018

Venue: Faculty of Hotel Management and Tourism

Room: Conference room - ground floor

Time	Description
9:30-10:00	Registrations
10:00-13:30	<p>MNGT9: Financial and managerial issues</p> <ul style="list-style-type: none"> • Financial issues: preparation for the final report • Feedback on the supporting documents provided • Audit control checklist, <i>UOM</i> • Special Mobility Strand <p style="text-align: right;">Facilitator: <i>Lefkothea Kartasidou, UOM</i></p>
13:30-14:30	Lunch Break
14:30-15:00	<p>QPLN6.2 Internal Quality Assurance</p> <p style="text-align: right;">Facilitator: <i>Lefkothea Kartasidou, UOM</i></p>
15:00-15:30	<p>DISS7 Dissemination</p> <p style="text-align: right;">Facilitator: <i>Katarina Kaplarski, BMU</i></p>

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Time	Description
15:30-16:30	EXP8 Exploitation Facilitator: <i>Bojana Malisic, UDG</i>
17:30	Closing the 1 st day

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Day 3 – Date: 05/09/2018

Workshop Venue: Faculty of Technical Sciences Čačak, Svetog Save 65, Čačak

Room: Conference room 3rd floor

Venue: Faculty of Hotel Management and Tourism

Room: Conference room - ground floor

Time	Description
10:00-12:00	Workshop for employers in Cacak
14:00-14:30	WP5 Piloting and evaluating at partner universities and employers Facilitator: <i>Biljana Bosnjak, UES</i>
14:30-16:00	DEV5.2 Workshop on SWOT ANALYSIS Facilitators: Despoina Panagiotopoulou, GNOSI Lefkothea Kartasidou, UOM
16:00	Closing the project management meeting

Day 4 - Date: 06/09/2018

Time	Description
9:00-10:30	Individual meeting with partners

3. Introduction

The purpose of the meeting was to:

- WPs and DEVs: current state and final steps to complete activities
- WP5 Piloting and evaluating at partner universities and employers
- QPLN6 Quality Assurance
- DISS7 Dissemination
- EXP8 Exploitation
- MNGT9: Management of the project

4. Overall of the meetings

Within the Trans2work project on 3 September 2018, the Association of Students with Disabilities organised a workshop for students with disabilities. During the workshop were presented the most significant activities and results of the project. Significant attention was paid to the presentation of the accessible e-book by professor Matjaz Debevc, as well as the platforms for connecting students with disabilities with employers and the labour market in general. On behalf of the ASD, Marina lukić was introduced by the Platform, followed by a short training for students to register on it. Milan Jankovic talked about the models and challenges in employment of persons with disabilities. An active participation as a guest lecturer at the workshop was taken by the coordinator of the project professor Lefkothea Kartasidou, who spoke about the challenges in the implementation of the project, but also about importance of the internship as a form of active job search and the necessity in the process of transition from higher education to the labour market. Kartasidou has motivated students with disabilities to be bold and try out student exchanges and internships by telling them that there are different kinds of support that would enable them. In the end, Pawel Wdowik from University of Warsaw spoke about support systems in Europe for students with disabilities. Pawel Wdowik, Lefkothea Kartasidou and Despoina Panagiotopoulou presented the e book for students with disability <https://www.youtube.com/watch?v=65WKdVdRjS8&feature=youtu.be>

After the completion of the formal part of the workshop, followed discussion and question from students with disabilities. The students emphasized that such workshops and similar gatherings are very important to them and that they should be more. Some of them have already registered themselves on the Platform trans2work.me. Promotion of platform will continue in the future and that process will contribute to the sustainability of this project.

On 4th September the meeting began with welcoming and greetings from the Dean of the Faculty of Hotel Management and Tourism and Olivera Mijatovic Head of Department for International Cooperation (9:30h-10:00h) followed by opening the meeting by coordinator of the Project Lefkothea Kartasidou and addressing the following topics (10:00h-13:30h):

Management and following topics (MNGT9: Financial and managerial issues):

- Financial issues: preparation for the final report
- Feedback on the supporting documents provided
- Audit control check list
- Special Mobility Strand

Then, addressing the QPLN6.2 Internal Quality Assurance (14:30h-15:00h) and DISS7 Dissemination (15:00h-15:30h), the meeting was finished and concluded at the end by Luka Lakovic from UDG by presenting the presentation on EXP8 Exploitation (15:30-16:30h).

The second day of the meetings began with Workshop for employers in Cacak (10:00h-12:00h). The employers workshop titled "Employing highly educated students with disabilities" was organized on 5th September at the Faculty of Technical Sciences in Čačak within the Project Management Meeting activities. The workshop was prepared in the form of a round discussion table by Business association "Unija Čačak 2000" and BADEN (Balkan Distance Learning Network). Besides the participants from project partner institution, the workshop was attended by 15 employers and 4 graduates with disabilities, sharing its experiences about the topic. Participants were welcomed by prof. Nebojsa Mitrovic, Dean, and Mirjana Djoković, assistant Mayor of Čačak, also the President of the Employment Council Čačak. She talked about the experience in employment of persons with disabilities and informed the attendees that now there are 15 unemployed persons with a university degree in the town of Cacak. She underlined that there is a municipality subvention of EUR 2,500 for the employer who employs a person with disability.

Experiences and advices were also exposed by Pawel Wdowik, who is in charge of the Office of students with disabilities at the University of Warsaw, as well as by prof. Lefkothea Kartasidou, the project coordinator from the University of Macedonia. Also, Jelena Ivic from BADEN, provided her experience as being a person with disability and

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self-employed for twenty years. The active discussion at the round table was done by employers from Cacak and neighbouring cities, who employ highly educated employees with disability or who intend to hire such persons, and cope with a problem to find them. Several examples of good practice were presented, such as: IT company "USPON", DAM 93, "Electrical network" Kraljevo, and others. Several people with disability also attended. Faculty of Agriculture, Faculty of Technical Sciences and the College of Technical Vocational Studies took active part as well. We can conclude that implementation of the Trans2Work project strengthened support for the employment of graduated students with disability in the City of Cacak and the Moravica District, and enhanced the communication between stakeholders. The session was followed by two regional television stations "Telemark" and "Galaxy 032" and they presented a report in the main programs news in the same day. Weekly newspaper "Čačanski glas" gave a studious analysis of the session with emphasis on the benefit of the realization of this project.

https://www.youtube.com/watch?v=9PN130u_RjU&feature=youtu.be

Later the same day in Vrnjacka Banja the session was opened by Biljana Bosnjak (14:00h-14:30h), UES and by presenting the presentation on WP5 Piloting and evaluating at partner universities and employers and was finished and concluded at the end by Despoina Panagiotopoulou, GNOSI and Lefkothea Kartasidou, UOM by presenting the DEV5.2 Workshop on SWOT ANALYSIS (14:30h-16:00h).

The third day of the meetings was reserved for Individual meeting with partners regarding overall project management questions and dilemmas and about important questions about closing the project (9:00h-10:30h).

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5. Attachments/ Photo



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