



Projekat finansira
Evropska unija



Međunarodna
organizacija
rada

Lokalna partnerstva za zapošljavanje u BiH: Pregled postignuća 2021–2026



Local Employment Partnerships in BiH: Overview of Achievements 2021–2026





Projekat finansira
Evropska unija



Međunarodna
organizacija
rada

Lokalna partnerstva za zapošljavanje u BiH: Pregled postignuća 2021–2026



Local Employment Partnerships in BiH: Overview of Achievements 2021–2026



LOKALNA PARTNERSTVA
ZA ZAPOSŁJAVANJE
U BOSNI I HERCEGOVINI

Sadržaj

Lokalna partnerstva za zapošljavanje: od projektne intervencije do održivog upravljanja tržištem rada	6
Ključni rezultati na prvi pogled	10
Model LPZ partnerstva	10
1. LPZ Banja Luka	14
2. LPZ Banovići	16
3. LPZ Bosanska Krupa	18
4. LPZ Centar i Novo Sarajevo	20
5. LPZ Goražde	22
6. LPZ Gradiška	24
7. LPZ Gradiška, Kozarska Dubica i Kostajnica	26
8. LPZ Istočna Hercegovina	28
9. LPZ Istočno Sarajevo	30
10. LPZ Jablanica i Gornji Vakuf/Uskoplje	32
11. LPZ Krajina	34
12. LPZ Livno	36
13. LPZ Lukavac	38
14. LPZ Mostar	40
15. LPZ Neum, Stolac i Ravno	42
16. LPZ Novi Grad	44
17. LPZ Pale	46
18. LPZ Prnjavor	48
19. LPZ Srednjobosanski kanton	50
20. LPZ Tešanj	52
21. LPZ Tuzla	54
22. LPZ Unsko-sanski kanton	56
23. LEP Vogošća, Ilijaš and Hadžići	58
24. LPZ Zenica	60
25. LPZ Zapadnohercegovački kanton/Županija Zapadnohercegovačka	62
26. LPZ Žepče	64
Annex – LPZ partneri	66

Contents

Local Employment Partnerships: From Project Intervention to Sustainable Labour Market Governance	6
Key Results at a Glance	10
The LEP Partnership Model	10
1. LPZ Banja Luka	14
2. LPZ Banovići	16
3. LPZ Bosanska Krupa	18
4. LPZ Centar i Novo Sarajevo	20
5. LPZ Goražde	22
6. LPZ Gradiška	24
7. LPZ Gradiška, Kozarska Dubica i Kostajnica	26
8. LPZ Istočna Hercegovina	28
9. LPZ Istočno Sarajevo	30
10. LPZ Jablanica i Gornji Vakuf/Uskoplje	32
11. LPZ Krajina	34
12. LPZ Livno	36
13. LPZ Lukavac	38
14. LPZ Mostar	40
15. LPZ Neum, Stolac i Ravno	42
16. LPZ Novi Grad	44
17. LPZ Pale	46
18. LPZ Prnjavor	48
19. LPZ Srednjobosanski kanton	50
20. LPZ Tešanj	52
21. LPZ Tuzla	54
22. LPZ Unsko-sanski kanton	56
23. LEP Vogošća, Ilijaš and Hadžići	58
24. LPZ Zenica	60
25. LPZ Zapadnohercegovački kanton/Županija Zapadnohercegovačka	62
26. LPZ Žepče	64
Annex – LPZ partners	66

Lokalna partnerstva za zapošljavanje: od projektne intervencije do održivog upravljanja tržištem rada



Odgovor na složene izazove tržišta rada

Tržište rada u Bosni i Hercegovini suočava se s kombinacijom dugoročnih strukturnih izazova i novih trendova koji oblikuju budućnost rada. Dok nezaposlenost i dalje predstavlja značajan problem u mnogim lokalnim zajednicama, poslodavci sve češće ukazuju na poteškoće u pronalaženju radnika sa odgovarajućim znanjima, vještinama i radnim navikama. Istovremeno, demografski pad, emigracija radne snage, tehnološke promjene i promjenjiva očekivanja radnika dodatno utiču na funkcioniranje lokalnih tržišta rada.

Ovi izazovi rijetko imaju jedan uzrok i ne mogu se riješiti djelovanjem jedne institucije. Neusklađenost ponude i potražnje za radnom snagom, prepreke za uključivanje određenih grupa stanovništva na tržište rada, nedovoljna koordinacija među institucijama i ograničena sposobnost sistema da odgovori na specifične lokalne potrebe zahtijevaju integrisana rješenja i zajedničko djelovanje ključnih aktera.

Upravo iz tog razloga razvijen je model Lokalnih partnerstava za zapošljavanje (LPZ), kao inovativan pristup jačanju upravljanja tržištem rada na lokalnom nivou. Uz podršku Evropske unije i tehničko vodstvo Međunarodne organizacije rada (MOR), LPZ-ovi su uspostavljeni kao platforme koje okupljaju javne službe za zapošljavanje, jedinice lokalne samouprave, poslodavce, obrazovne ustanove, razvojne agencije i organizacije civilnog društva s ciljem zajedničkog prepoznavanja potreba tržišta rada i razvoja održivih rješenja za zapošljavanje i samozapošljavanje.

Partnerstvom do boljih prilika za zapošljavanje

Temeljna ideja Lokalnih partnerstava za zapošljavanje jednostavna je, ali transformativna: održivi rezultati u oblasti zapošljavanja postižu se lakše kada ključni akteri djeluju zajedno, umjesto odvojeno.

Tradicionalno, politike zapošljavanja, razvoj vještina, lokalni ekonomski razvoj i podrška poslodavcima često su se provodili kroz zasebne institucionalne procese, uz ograničenu međusobnu koordinaciju. LPZ-ovi su nastojali prevazići upravo ovu fragmentiranost uspostavljanjem mehanizama za kontinuirani dijalog, zajedničko planiranje i koordinisano djelovanje na lokalnom nivou.

Druga faza projekta „Podrška Evropske unije lokalnim partnerstvima za zapošljavanje“ proširila je ovaj pristup na 26 partnerstava širom Bosne i Hercegovine. Svako partnerstvo okupilo je institucije i organizacije sa različitim mandatima i ekspertizom, omogućavajući im da zajednički analiziraju stanje na tržištu rada, identifikuju deficitarna zanimanja, razvijaju programe obuke, uključuju poslodavce i pružaju podršku nezaposlenim osobama na njihovom putu prema zaposlenju ili samozapošljavanju.

Pored provedbe konkretnih intervencija, LPZ model promovirao je novi način rada zasnovan na zajedničkom preuzimanju odgovornosti za rezultate, donošenju odluka na osnovu dokaza i aktivnom uključivanju svih relevantnih aktera u razvoj lokalnih rješenja za zapošljavanje.

Rezultati ostvareni kroz lokalno djelovanje

Rezultati druge faze projekta potvrđuju potencijal lokalno osmišljenih i provedenih intervencija za zapošljavanje. U partnerskim zajednicama razvijeni su i provedeni programi stručnog osposobljavanja, usavršavanja, podrške poduzetništvu i aktivacije nezaposlenih osoba, prilagođeni specifičnim potrebama lokalnih tržišta rada.

U periodu od 2021. do 2026. godine, 26 Lokalnih partnerstava za zapošljavanje omogućilo je učešće više od 2.300 nezaposlenih osoba u programima obuke i aktivacije, pri čemu je zaposlenje pronašlo 870 osoba, među kojima je više od 300 samozaposlenih. Istovremeno, ojačani su lokalni sistemi razvoja vještina kroz akreditaciju više od 40 ustanova za obrazovanje odraslih i certificiranje preko 120 programa obuke usklađenih sa potrebama tržišta rada.

Rezultati praćenja učinaka dodatno potvrđuju vrijednost ovog pristupa. Naknadna istraživanja pokazala su da je 65,6 posto učesnika intervencija bilo zaposleno u trenutku provođenja ankete, što ukazuje na značajan nivo integracije na tržište rada i potvrđuje da lokalno dizajnirane intervencije mogu doprinijeti održivim rezultatima kada se provode uz aktivno učešće poslodavaca i relevantnih institucija.

Međutim, možda najvažnija lekcija druge faze projekta jeste da su rezultati najizraženiji onda kada se pojedinačne intervencije provode unutar šireg okvira saradnje. Programi obuke,

Local Employment Partnerships: From Project Intervention to Sustainable Labour Market Governance



Responding to Complex Labour Market Challenges

Labour markets in Bosnia and Herzegovina continue to face a combination of structural and emerging challenges. While unemployment remains a concern for many communities, employers increasingly report difficulties in recruiting workers with the skills, competencies and work readiness required in a changing economy. Demographic decline, outward migration, technological change and evolving employer expectations are placing additional pressure on local labour markets, often exposing weaknesses in traditional approaches to employment promotion.

These challenges rarely originate from a single cause and cannot be addressed by a single institution. Skills mismatches, barriers to labour market participation, limited coordination between labour market actors and insufficient responsiveness to local economic realities require integrated solutions capable of bringing together institutions, employers and communities around shared objectives. At the same time, labour market conditions vary significantly across Bosnia and Herzegovina, reinforcing the need for approaches that are tailored to local circumstances and informed by local knowledge.

It is within this context that Local Employment Partnerships (LEPs) have emerged as an innovative mechanism for strengthening local labour market governance. Supported by the European Union and implemented with the technical guidance of the International Labour Organization (ILO), LEPs were established to create a platform through which public employment services, local governments, employers, education and training providers, development agencies and civil society organisations can jointly identify labour market needs, design appropriate responses and support pathways towards employment and self-employment.

Building Partnerships for Employment

The concept underpinning Local Employment Partnerships is simple but transformative: sustainable employment outcomes are more likely to be achieved when labour market actors work together rather than in isolation.

Traditionally, employment interventions have often been designed and implemented through separate institutional processes, with limited coordination between those responsible for employment services, skills development, local economic development and employer engagement. LEPs sought to overcome these fragmentation challenges by creating structured

mechanisms for dialogue, cooperation and joint action at local level.

The second phase of the project “EU Support to Local Employment Partnerships” expanded this approach to 26 partnerships across Bosnia and Herzegovina. Each partnership brought together institutions and organisations with complementary mandates and expertise, enabling them to jointly analyse local labour market conditions, identify occupations in demand, develop training opportunities, engage employers and support unemployed persons in their transition towards productive employment.

Beyond delivering individual interventions, the LEP model promoted a new way of working. It encouraged local stakeholders to move from isolated activities towards coordinated labour market planning, shared ownership of results and evidence-based decision-making. In doing so, LEPs helped strengthen the foundations for more responsive and inclusive local labour market governance.

Delivering Results Through Local Action

The achievements of LEP II demonstrate the potential of locally designed and implemented employment interventions. Across participating communities, partnerships developed and implemented programmes that combined vocational training, upskilling, entrepreneurship support, activation measures and employer engagement activities tailored to local labour market needs.

Between 2021 and 2026, the 26 Local Employment Partnerships enabled more than 2,300 unemployed persons to participate in employment and skills development interventions, resulting in the employment of 870 individuals, including more than 300 self-employed through new business ventures. These achievements were complemented by systemic investments in local skills ecosystems, including the accreditation of more than 40 adult education providers and the certification of over 120 training programmes aligned with labour market demand.

Evidence collected through programme monitoring further confirms the effectiveness of partnership-based approaches. Follow-up assessments conducted among programme participants found that 65.6 per cent were employed at the time of the survey, indicating substantial labour market integration and demonstrating that locally designed interventions can contribute to sustainable employment outcomes when combined with active employer engagement and targeted support measures.

podrške samozapošljavanju i aktivacije ostvaruju najveći učinak kada proizlaze iz stvarnih potreba poslodavaca, kada ih podržavaju lokalne institucije i kada su povezani sa konkretnim prilikama za zapošljavanje.

Jačanje temelja za održivost

Iako broj zaposlenih osoba predstavlja važan pokazatelj uspjeha, najznačajniji doprinos Lokalnih partnerstava za zapošljavanje vjerovatno se nalazi izvan samih podataka.

Tokom provedbe projekta LPZ-ovi su postupno prerasli okvire projektnih intervencija i postali platforme za institucionalnu saradnju i upravljanje tržištem rada na lokalnom nivou. U brojnim zajednicama uspostavljeni su novi oblici saradnje između javnih službi za zapošljavanje, poslodavaca, lokalnih vlasti, obrazovnih ustanova i organizacija civilnog društva. Kroz zajedničko planiranje i provedbu aktivnosti, partneri su razvili praktična iskustva u identifikaciji potreba tržišta rada, dizajniranju intervencija i praćenju njihovih rezultata.

Projekt je istovremeno doprinio jačanju institucionalnih pretpostavki za održive intervencije na tržištu rada. Ustanove za obrazovanje odraslih unaprijedile su svoje kapacitete kroz procese akreditacije i certificiranja novih programa obuke. Lokalne zajednice usvojile su lokalne akcione planove zapošljavanja, čime su pitanja zapošljavanja integrisana u šire razvojne prioritete. Javne službe za zapošljavanje dodatno su unaprijedile saradnju sa poslodavcima i pružaocima obuka, dok su svi lokalni akteri ojačali kapacitete za razvoj i provedbu integrisanih mjera zapošljavanja.

Posebno je važno što su LPZ-ovi pokazali da tržište rada može funkcionirati efikasnije samo onda kada se istovremeno posmatraju i potrebe poslodavaca i potrebe osoba koje traže zaposlenje. Konsultacije sa poslodavcima provedene tokom projekta pokazale su visok nivo podrške partnerstvima kao modelu djelovanja, pri čemu je gotovo tri četvrtine ispitanih poslodavaca izrazilo spremnost da ponovo učestvuje u sličnim inicijativama. Istovremeno, poslodavci su naglasili značaj praktičnih vještina, radne motivacije, radne discipline i bolje usklađenosti sadržaja obuka sa stvarnim zahtjevima radnih mjesta.

Ovi nalazi potvrđuju važnu lekciju za buduće politike zapošljavanja: razvoj vještina ostaje neophodan, ali održivi rezultati zavise i od kvaliteta dostupnih radnih mjesta, uslova rada i sposobnosti institucija da efikasno povežu radnike sa poslodavcima.

Pogled unaprijed: od intervencija zapošljavanja do upravljanja tržištem rada

Iskustvo Lokalnih partnerstava za zapošljavanje pruža vrijedne smjernice za budući razvoj politika zapošljavanja u Bosni i Hercegovini. U okolnostima obilježenim demografskim promjenama, nedostatkom radne snage u pojedinim sektorima, tehnološkom transformacijom i sve izraženijom konkurencijom poslodavaca u potrazi za kvalifikovanim radnicima, institucije tržišta rada moraju djelovati koordinirano i postati fleksibilnije.

LPZ-ovi su pokazali da lokalni akteri mogu razvijati kvalitetna i praktična rješenja kada postoji odgovarajući okvir za saradnju. Pokazali su i da su poslodavci spremni aktivnije učestvovati u razvoju radne snage kada imaju mogućnost da utiču na oblikovanje intervencija u zapošljavanju i kada prepoznaju njihovu vrijednost za vlastito poslovanje.

Istovremeno, iskustvo druge faze projekta ukazuje na novu generaciju izazova tržišta rada. Razvoj vještina sam po sebi neće biti dovoljan za rješavanje problema nedostatka radne snage ukoliko dostupna radna mjesta ne odgovaraju očekivanjima radnika i osoba koje traže zaposlenje. Buduće intervencije morat će posvetiti više pažnje kvalitetu radnih mjesta, produktivnosti, uslovima rada, mogućnostima profesionalnog razvoja i ukupnoj atraktivnosti zaposlenja.

Izazov za naredni period stoga nije samo očuvanje pojedinačnih aktivnosti i intervencija, već očuvanje partnerstava, mehanizama saradnje i praksi upravljanja koje su razvijene kroz LPZ proces. Kontinuirano ulaganje u partnerstva ostaje ključno za osiguravanje da intervencije zapošljavanja ostanu usklađene sa potrebama lokalnih ekonomija i sposobne odgovoriti na promjenjive potrebe radnika i poslodavaca.

Iskustvo Lokalnih partnerstava za zapošljavanje na kraju potvrđuje jednostavnu, ali važnu činjenicu: održivi rezultati u oblasti zapošljavanja ne mogu se ostvariti kroz izolirane mjere. Oni zahtijevaju snažne institucije, socijalni dijalog, aktivno uključivanje poslodavaca i sindikata, te koordinisano djelovanje svih relevantnih aktera. U tom smislu, Lokalna partnerstva za zapošljavanje predstavljaju mnogo više od uspješne projektne intervencije – ona predstavljaju temelj za inkluzivniji, otporniji i održiviji sistem upravljanja tržištem rada u Bosni i Hercegovini.

Yet perhaps the most important lesson from LEP II is that employment outcomes are strongest when interventions are embedded within broader systems of cooperation. Training programmes, entrepreneurship support and activation measures produce better results when they are informed by employer demand, supported by local institutions and connected to realistic labour market opportunities.

Strengthening the Foundations for Sustainability

While employment figures provide an important measure of success, the most significant contribution of Local Employment Partnerships may lie elsewhere. Over the course of implementation, LEPs evolved from project-supported interventions into platforms for institutional cooperation and local labour market governance.

Across Bosnia and Herzegovina, partnerships contributed to the creation of new relationships between employment services, employers, local governments, education providers and civil society organisations. In many communities, these actors established regular mechanisms for consultation, planning and coordination that did not previously exist. Through joint implementation, stakeholders gained practical experience in identifying labour market needs, designing interventions and monitoring outcomes.

The programme also strengthened the institutional infrastructure necessary for sustainable labour market interventions. Adult education providers expanded their capacities through accreditation processes and the certification of new training programmes. Local governments increasingly integrated employment priorities into local development frameworks through the adoption of Local Employment Action Plans, while public employment services strengthened their cooperation with employers and training providers.

Importantly, LEPs demonstrated that local labour markets function most effectively when labour demand and labour supply are addressed simultaneously. Employer consultations conducted as part of the project revealed strong support for continuing partnership-based approaches, with nearly three-quarters of surveyed employers expressing willingness to participate in similar initiatives in the future. At the same time, employers consistently highlighted the importance of practical experience, work readiness, motivation and closer alignment between training provision and workplace requirements.

These findings reinforce an important lesson for future employment policies. Increasing the supply of skills remains necessary, but sustainable employment outcomes depend equally on the quality of available opportunities and the strength of institutions capable of connecting workers with employers in an efficient and responsive manner.

Looking Ahead: From Employment Interventions to Labour Market Governance

The experience of Local Employment Partnerships provides valuable insights into the future of employment policy in Bosnia and Herzegovina. In an environment characterised by demographic change, labour shortages in selected sectors, technological transformation and increasing competition among employers for skilled workers, labour market institutions must become more responsive, collaborative and evidence-based.

LEPs have demonstrated that local actors are capable of developing practical solutions when provided with an enabling framework for cooperation. They have shown that employers are willing to engage more actively in workforce development when their perspectives are incorporated into programme design. They have also highlighted the importance of continuous dialogue between institutions responsible for employment, education, economic development and social inclusion.

At the same time, the experience of LEP II points to a new generation of labour market challenges. Skills development alone will not be sufficient to address labour shortages if employment opportunities do not meet the expectations of workers and jobseekers. Future interventions will need to pay increasing attention to job quality, productivity, working conditions, career progression and the attractiveness of local employment opportunities. In this respect, LEPs have served not only as implementation mechanisms but also as valuable observatories of changing labour market dynamics.

The challenge for the coming period is therefore not only to sustain individual interventions, but to sustain the cooperation mechanisms, partnerships and governance practices that have emerged through the LEP process. Continued investment in partnership-based approaches will be essential for ensuring that employment interventions remain relevant to local economic realities and responsive to the evolving needs of workers and employers.

The experience of LEPs ultimately demonstrates that sustainable employment outcomes cannot be achieved through isolated measures alone. They require strong institutions, active social dialogue, meaningful employer engagement and coordinated action across multiple actors. Local Employment Partnerships therefore represent more than a successful project intervention. They provide a foundation for a more inclusive, responsive and sustainable system of local labour market governance capable of supporting employment, productivity and social cohesion in Bosnia and Herzegovina for years to come.

Model LPZ partnerstva



Ključni rezultati na prvi pogled

26



Lokalnih partnerstava
za zapošljavanje

44



akreditirane ustanove za
obrazovanje odraslih

2.312



nezaposlenih osoba
uključenih u intervencije

870



zaposlenih
osoba

306



novoosnovanih
biznisa

122



certificirana
programa obuke

The LEP Partnership Model



Key Results at a Glance

26



Local Employment Partnerships

44



accredited adult education providers

2.312



unemployed persons supported through interventions

870



persons employed

306



new businesses established

122



certified training programmes



Jačanje temelja za održivost



Akreditirane ustanove



Certificirani programi obuke



Lokalni akcioni planovi zapošljavanja



Bolja saradnja sa poslodavcima

Prioriteti za budućnost



Razvoj vještina



Kvalitetna radna mjesta



Saradnja sa poslodavcima



Socijalni dijalog



Lokalni ekonomski razvoj



Building the Foundations for Sustainability



Accredited institutions



Certified training programmes



Local Employment Action Plans



Employer engagement

Priorities for the Future



Skills development



Quality jobs



Employer engagement



Social dialogue



Local economic development

1. LPZ BANJA LUKA

Integracija nezaposlenih osoba na tržište rada

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Banja Luka	april 2022 – januar 2024	USD 154,659.87	USD 27,814.35	CIDEA



Izazovi na lokalnom tržištu rada

U 2021. godini lokalno tržište rada karakterisala je značajna neusklađenost između kvalifikacija nezaposlenih osoba i potreba poslodavaca, pri čemu su mnoga slobodna radna mjesta u tehničkim i stručnim zanimanjima ostajala nepopunjena uprkos visokoj nezaposlenosti. Situaciju su dodatno pogoršavali slab interes za stručno obrazovanje i kontinuirano iseljavanje u Zapadnu Evropu, što je poslodavcima otežavalo privlačenje i zadržavanje kvalifikovane radne snage.



Intervencija LPZ-a u zapošljavanju

Intervencije su pomogle u smanjenju neusklađenosti vještina kroz unapređenje zapošljivosti i konkurentnosti nezaposlenih osoba te bolje usklađivanje obuka s potrebama tržišta rada. Također su djelimično ublažile nedostatak radne snage u ključnim sektorima i podržale lokalno zadržavanje radne snage i otvaranje novih radnih mjesta, doprinoseći boljoj ravnoteži između ponude i potražnje za radnom snagom.



Ostvareni uticaj

Intervencije su pomogle u smanjenju neusklađenosti vještina kroz unapređenje zapošljivosti i konkurentnosti nezaposlenih osoba te bolje usklađivanje obuka s potrebama tržišta rada. Također su djelimično ublažile nedostatak radne snage u ključnim sektorima i podržale lokalno zadržavanje radne snage i otvaranje novih radnih mjesta, doprinoseći boljoj ravnoteži između ponude i potražnje za radnom snagom.



USPJEŠNA PRIČA

Iskorak izvan zone komfora

Danijela i Snežana iskoračile su izvan svojih zona komfora i odlučile probati nešto drugačije. Kroz obuku za zavarivanje stekle su praktične vještine i pronašle zanimanje u kojem danas uživaju. Njihova priča pokazuje kako lokalna partnerstva mogu otvoriti nove puteve ka zapošljavanju žena u netradicionalnim zanimanjima.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



54

nezaposlene osobe unaprijedile konkurentnost kroz obuku



32

osobe zaposlene nakon obuke



25

osoba obučeno za preduzetništvo – SIYB



5

registrovanih biznisa

Certificirani programi obuke za odrasle

6 dostupnih certificiranih programa obuke za odrasle

Institucija:

Škola za obrazovanje odraslih Optimus-NUBL Banja Luka

Održivost intervencije

Pripremljen je i usvojen rodno osjetljiv Akcioni plan zapošljavanja Grada Banja Luka za period 2024-2026. godine, koji je Ekonomski savjet Grada Banja Luka usvojio 22. decembra 2023. godine.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa, uključujući električarske usluge, stolarske usluge, pekarske proizvode i proizvodnju čokolade.

Električarske usluge

stolarske usluge

pekarski proizvodi

proizvodnja čokolade

1. LEP BANJA LUKA

Integrating unemployed persons into the labour market

Location	Period	Value	IP contribution	Lead partner
Banja Luka	Apr 2022 –Jan 2024	USD 154,659.87	USD 27,814.35	CIDEA



Challenges in the Local Labour Market

In 2021, the local labour market was characterised by a significant mismatch between the qualifications of unemployed individuals and employers' needs, with many vacancies in technical and vocational occupations remaining unfilled despite high unemployment. This situation was further worsened by low interest in vocational education and continuous emigration to Western Europe, which made it difficult for employers to attract and retain qualified workers.



LEP response

The interventions helped reduce the skills mismatch by improving the employability and competitiveness of unemployed individuals and aligning training more closely with labour market needs. They also partially mitigated workforce shortages in key sectors and supported local retention and job creation, contributing to a better balance between labour supply and demand.



Impact statement

The interventions helped reduce the skills mismatch by improving the employability and competitiveness of unemployed individuals and aligning training more closely with labour market needs. They also partially mitigated workforce shortages in key sectors and supported local retention and job creation, contributing to a better balance between labour supply and demand.



HUMAN STORY

Stepping beyond the comfort zone

Danijela and Snežana stepped beyond their comfort zones and chose to try something different. Through welding training, they gained practical skills and found a profession they now enjoy. Their story shows how local partnerships can open new employment pathways for women in non-traditional occupations.



Scan to watch the video story



Key results



54

unemployed enhanced competitiveness through training



32

employed after training



25

trained in entrepreneurship – SIYB



5

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme, including electrical services, carpentry services, bakery products and chocolate production.

Electrical services

Carpentry services

Bakery products

Chocolate production

Certified Training Programmes for Adults

6 available certified training programmes for adults

Institution:

School for Adult Education Optimus-NUBL Banja Luka

Local Legacy:

A gender-sensitive Employment Action Plan of the City of Banja Luka for 2024–2026 was prepared and adopted by the Economic Council of the City of Banja Luka on 22 December 2023.

Annex note:

The LEP partners are listed in the Annex.

2. LPZ BANOVIĆI

Partnerstvom do posla

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Banovići	mart 2022 – april 2024	USD 158,439.91	USD 21,520.50	NVO Nešto Više



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada karakterisala je visoka stopa nezaposlenosti od 40,2 posto i izražena rodna neravnoteža, pri čemu su žene činile 75 posto registrovanih nezaposlenih osoba, što odražava patrijarhalne društvene norme, zakonska ograničenja rada žena u podzemnoj eksploataciji uglja i koncentraciju zaposlenosti u dominantno muškom rudarskom sektoru. Istovremeno, snažna zavisnost općine od velikog poslodavca – Rudnika mrkog uglja Banovići, koji zapošljava gotovo polovinu svih zaposlenih osoba – u kombinaciji s niskom preduzetničkom aktivnošću, ukazivala je na strukturnu krhkost i ograničen razvoj privatnog sektora.



Intervencija LPZ-a u zapošljavanju

LPZ Banovići realizovalo je certificirane programe obuke za zanimanja kao što su ekonomski tehničar, frizer, krojač, mašinski tehničar, turističko-ugostiteljske usluge i trgovina, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebu za raznovrsnijim mogućnostima zapošljavanja i samozapošljavanja izvan dominantnog rudarskog sektora.



Ostvareni uticaj

Intervencije su pomogle u odgovoru na strukturnu krhkost tržišta rada kroz unapređenje zapošljivosti i konkurentnosti nezaposlenih osoba te podršku njihovom prelasku u zanimanja izvan dominantnog rudarskog sektora. Također su doprinijele lokalnoj ekonomskoj diversifikaciji kroz promociju preduzetništva, podršku osnivanju novih biznisa i otvaranje puteva ka zapošljavanju i samozapošljavanju, posebno za žene na tržištu rada obilježenom snažnom rodnom neravnotežom.



Ključni rezultati



63

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



24

osobe
zaposlene
nakon obuke



20

osoba obučeno
za preduzetništvo
– SIYB



5

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa. Podržani biznisi uključivali su dizajn studio, usluge ugradnje i održavanja klima uređaja, salon ljepote, trgovinske usluge i proizvodnju odjeće.

Dizajn
studio

klima-servis

salon
ljepote

trgovinske
usluge

proizvodnja
odjeće



USPJEŠNA PRIČA

San pretvoren u posao

Naida je pronašla svoj put u profesionalnom šminkanju, oblasti koja je ispunjava i kroz koju svojim radom usređuje druge. Uz finansijsku i mentorsku podršku kroz LPZ Banovići, unaprijedila je svoje usluge i pretvorila svoj san u stvarnu priliku za samozapošljavanje u lokalnoj zajednici.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi obuke za odrasle

4 dostupnih certificiranih programa obuke za odrasle

Institucija:

Centar za obrazovanje odraslih
"Edukon – Univerza"

Održivost intervencije

LPZ Banovići je u decembru 2023. godine pripremio rodno osjetljiv Lokalni akcioni plan zapošljavanja za Banoviće. LPZ Banovići je organizovao i Mali sajam privrednih subjekata, koji je privukao nekoliko hiljada posjetilaca i doprinio promociji lokalnih biznisa i mogućnosti vezanih za zapošljavanje. U okviru Općine Banovići uspostavljena je kancelarija LPZ-a kako bi se olakšala komunikacija s tražiocima posla.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.



2. LEP BANOVIĆI

Partnership for Employment

Location	Period	Value	IP contribution	Lead partner
Banovići	Mar 2022 – Apr 2024	USD 158,439.91	USD 21,520.50	NGO Nešto Više



Challenges in the Local Labour Market

In 2021, the labour market was characterised by high unemployment of 40.2 per cent and a strong gender imbalance, with women accounting for 75 per cent of registered unemployed persons, reflecting patriarchal social norms, legal restrictions on women's work in underground coal mining and the concentration of employment in the predominantly male mining sector. At the same time, the municipality's strong dependence on a major employer – the Banovići Coal Mine, which employs almost half of all employed persons – combined with low entrepreneurial activity, pointed to structural fragility and limited private sector development.



LEP response

LEP Banovići delivered certified training programmes in occupations such as economist technician, hairdresser, tailor, mechanical technician, tourism and hospitality services, and sales, complemented by Start and Improve Your Business (SIYB) support, in response to the need for more diversified employment and self-employment opportunities beyond the dominant mining sector.



Impact statement

The interventions helped address structural labour market fragility by improving the employability and competitiveness of unemployed individuals and supporting their transition into occupations beyond the dominant mining sector. They also contributed to local economic diversification by promoting entrepreneurship, supporting new business creation and opening employment and self-employment pathways, particularly for women in a labour market marked by strong gender imbalance.



Key results



63

unemployed
enhanced
competitiveness
through training



24

employed
after training



20

trained in
entrepreneur-
ship – SIYB



5

registered
businesses/self-
employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme. The supported businesses included a design studio, air-conditioning installation and maintenance services, a beauty salon, trade services and clothing production.

Design
studio

Air-conditioning
services

Beauty
salon

Trade
services

Clothing
production



HUMAN STORY

A dream turned into work

Naida found her path in professional make-up, a field that fulfils her and allows her to make others happy through her work.

With financial and mentoring support through LEP Banovići, she improved her services and turned her dream into a real self-employment opportunity in her local community.



Scan to watch
the video story

Certified Training Programmes for Adults

4 available certified training
programmes for adults

Institution:

Adult Education Centre “Edukon
– Univerza”

Local Legacy:

LEP Banovići prepared a gender-sensitive Local Employment Action Plan for Banovići in December 2023. LEP Banovići organised a Small Fair of Economic Operators, which attracted several thousand visitors and contributed to the promotion of local businesses and employment-related opportunities. An LEP office was established within the Municipality of Banovići to facilitate communication with job seekers.

Annex note:

The LEP partners are
listed in the Annex.

3. LPZ BOSANSKA KRUPA

Mobilizacija i integracija nezaposlenih osoba na tržište rada

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Bihać and Bosanska Krupa	mart 2022 – mart 2024	USD 151,691.21	USD 94,448.10	Grad Bosanska Krupa



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Bihaću i Bosanskoj Krupi karakterisala je visoka nezaposlenost u Unsko-sanskom kantonu, koja je dostizala 47,1 posto, pri čemu je 62,7 posto nezaposlenih osoba pripadalo kategorijama teže zapošljivih osoba. Istovremeno, kvalifikacije nezaposlenih osoba nisu bile usklađene s potražnjom u sektorima metaloprerade i turizma, dok su negativna percepcija deficitarnih zanimanja, ograničeno planiranje tržišta rada i slab interes za samozapošljavanje ukazivali na dublje strukturne slabosti koje su zahtijevale koordiniran institucionalni odgovor.



Intervencija LPZ-a u zapošljavanju

LPZ Bosanska Krupa realizovalo je certificirane programe obuke za zanimanja kao što su CNC operater, zavarivač, bravar i kuhar, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe poslodavaca i tržišta rada u Unsko-sanskom kantonu.



Ostvareni uticaj

Intervencije su podržale ciljaniji odgovor na potrebe tržišta rada u Bihaću i Bosanskoj Krupi povezivanjem nezaposlenih osoba s obukama za zanimanja relevantna za metaloprerađu, turizam i lokalne uslužne sektore. Kombinovanjem stručne obuke, podrške preduzetništvu, lokalnog akcionog planiranja zapošljavanja i uspostavljanja Centra za podršku biznisu Bosanska Krupa, partnerstvo je doprinijelo jačanju institucionalne koordinacije i stvaranju praktičnijih puteva ka zapošljavanju, samozapošljavanju i razvoju privatnog sektora.



Ključni rezultati



66

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



50

osobe
zaposlene
nakon obuke



5

osoba obučeno
za preduzetništvo
– SIYB



5

registrovanih
biznisa

Certificirani programi obuke za odrasle

3 dostupnih certificiranih obuke za odrasle

Institucija:

Mješovita srednja škola “Safet Krupić” – program zavarivača i Druga srednja škola Cazin – program kuhara

Održivost intervencije

LPZ Bosanska Krupa izradio je rodno osjetljive akcione planove zapošljavanja za gradove Bihać, usvojen u martu 2023. godine, i Bosanska Krupa, usvojen u novembru 2023. godine, pri čemu je odgovornost za praćenje provedbe dodijeljena LPZ-u. Pored toga, uspostavljen je Centar za podršku biznisu Bosanska Krupa kao odgovor na potrebe lokalne ekonomije.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.



USPJEŠNA PRIČA

Stvarati budućnost kod kuće

Nakon povratka iz Njemačke, Edin iz Bosanske Krupe odlučio je otvoriti fast-food biznis kao odgovor na rastuću turističku potražnju u svom rodnom gradu. Preduzetnička obuka kroz LPZ Bosanska Krupa dala mu je ohrabrenje i praktičnu podršku da pokrene vlastiti biznis i gradi budućnost u Bosni i Hercegovini.



Skenirajte QR
kod i pogledajte
video priču

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa. Podržane poslovne oblasti uključivale su dizajn i planiranje namještaja, kreiranje foto i video sadržaja, dizajnerske usluge, ugostiteljske usluge, uzgoj ljekovitog bilja i proizvodnju meda.

Dizajn i
planiranje
namještaja

foto i video
produkcija

dizajnerske
usluge

ugostiteljske
usluge

ljekovito
bilje i
proizvodnja
meda

3. LEP BOSANSKA KRUPA

Mobilisation and integration of unemployed persons into the labour market

Location	Period	Value	IP contribution	Lead partner
Bihać and Bosanska Krupa	Mar 2022 – Mar 2024	USD 151,691.21	USD 94,448.10	Grad Bosanska Krupa



Challenges in the Local Labour Market

In 2021, the labour market in Bihać and Bosanska Krupa was characterised by high unemployment in Una-Sana Canton, reaching 47.1 per cent, with 62.7 per cent of unemployed persons belonging to categories considered harder to employ. At the same time, the qualifications of unemployed persons were not aligned with demand in metal processing and tourism, while the negative perception of deficit occupations, limited labour market planning and low interest in self-employment pointed to deeper structural weaknesses requiring a coordinated institutional response.



LEP response

LEP Bosanska Krupa delivered certified training programmes in occupations such as CNC operator, welder, locksmith and cook, complemented by Start and Improve Your Business (SIYB) support, in response to employer and labour market needs in Una-Sana Canton.



Impact statement

The interventions supported a more targeted response to labour market needs in Bihać and Bosanska Krupa by connecting unemployed persons with training in occupations relevant to metal processing, tourism and local service sectors. By combining vocational training, entrepreneurship support, local employment action planning and the establishment of the Business Support Centre Bosanska Krupa, the partnership helped strengthen institutional coordination and create more practical pathways to employment, self-employment and private sector development.

HUMAN STORY

Creating a future at home

After returning from Germany, Edin from Bosanska Krupa decided to open a fast-food business in response to growing tourism demand in his hometown. Entrepreneurship training through LEP Bosanska Krupa gave him the encouragement and practical support to start his own business and build his future in Bosnia and Herzegovina.



Scan to watch the video story



Key results



66

unemployed enhanced competitiveness through training



50

employed after training



5

trained in entrepreneurship – SIYB



5

registered businesses/self-employed

Certified Training Programmes for Adults

3 available certified training programmes for adults

Institution:

Mixed Secondary School “Safet Krupić” – Welder’s programme and Second Secondary School Cazin – Cooker programme

Local Legacy:

LEP Bosanska Krupa developed gender-sensitive Employment Action Plans for the cities of Bihać (adopted in March 2023) and Bosanska Krupa (adopted in November 2023), with responsibility for monitoring implementation assigned to LEP. Additionally, it established the Business Support Centre Bosanska Krupa in response to local economic needs.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme. The supported business areas included furniture design and planning, photo and video content creation, design services, hospitality services and medicinal herbs and honey production.

Furniture design and planning

Photo and video content creation

Design services

Hospitality services

Medicinal herbs and honey production

4. LPZ CENTAR I NOVO SARAJEVO

Gledaj svoja posla

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Kanton Sarajevo	mart 2022 – mart 2024	USD 158,439.91	USD 42,336.40	Udruženje trenera u Bosni i Hercegovini



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada Kantona Sarajevo obilježavao je krhak oporavak nakon pandemije, pri čemu je između marta i maja 2020. godine registrovano 5.455 novih nezaposlenih osoba, dok je 24 posto poslodavaca prijavljivalo kontinuirani nedostatak radne snage, posebno kuhara, konobara, zavarivača i CNC operatera. Istovremeno, slabi i fragmentirani mehanizmi podrške tržištu rada — uključujući ograničenu institucionalnu efikasnost, nedovoljnu ponudu obrazovanja odraslih i nerazvijen preduzetnički ekosistem — demotivisali su nezaposlene osobe i usporavali rast poslovnih subjekata.



Intervencija LPZ-a u zapošljavanju

LPZ Centar i Novo Sarajevo realizovalo je certificirane programe obuke za održavanje liftova i zanimanje recepcionera, uz podršku kroz program Započni i unaprijedi svoj posao — SIYB, kao odgovor na potrebe poslodavaca i tržišta rada u Kantonu Sarajevo.



Ostvareni uticaj

Intervencije su pomogle u jačanju oporavka tržišta rada u Kantonu Sarajevo kroz unapređenje zapošljivosti i konkurentnosti nezaposlenih osoba te proširenje pristupa certificiranim programima obrazovanja odraslih i podrški preduzetništvu. Kombinovanjem stručne obuke, podrške razvoju poslovanja i bliže saradnje lokalnih institucija, obrazovnih ustanova i poslodavaca, partnerstvo je doprinijelo stvaranju praktičnih puteva ka zapošljavanju i samozapošljavanju u sektorima s potražnjom za novim vještinama i uslugama.



Ključni rezultati



71

nezaposlene osobe unaprijedile konkurentnost kroz obuku



30

osobe zaposlene nakon obuke



65

osoba obučeno za preduzetništvo — SIYB



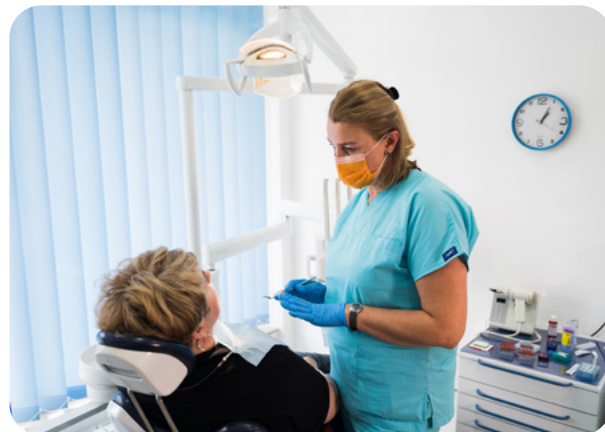
12

registrovanih biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 11 novih biznisa. Podržani biznisi obuhvatali su turističke usluge, zanatske usluge poput frizerskih i krojačkih, dizajnerske usluge, stomatološke usluge, fotografske usluge, kozmetičke usluge te CNC obradu papira i metala.

Turističke usluge, zanatske usluge, dizajnerske usluge, stomatološke usluge, fotografske usluge, kozmetičke usluge, CNC obrada papira i metala



USPJEŠNA PRIČA

Podrška koja olakšava prvi korak

„Kada se prvi put suočavate s izazovom, kao što je pokretanje vlastitog biznisa, podrška vam znači više od svega“, kaže Ilvana, specijalistica stomatološke protetike iz Sarajeva.



Skenirajte QR kod i pogledajte video priču

Certificirani programi obuke za odrasle

2 dostupna certificirana programa obuke za odrasle

Institucija:

Nova Zanimanja Sarajevo — 2 programa: održavanje liftova i recepcioner

Održivost intervencije

LPZ Centar i Novo Sarajevo pripremio je Akcioni plan zapošljavanja za općine Centar i Novo Sarajevo za 2024. godinu. Pored obuka i podrške preduzetništvu, partnerstvo je organizovalo ciklus stručnih obuka za predstavnike uprava Brčkog, Istočnog Novog Sarajeva i Bugojna o odabiru i provedbi novih mjera podrške zapošljavanju i samozapošljavanju. Tokom implementacije broj članova LPZ-a povećan je sa početnih 30 na 61.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

4. LEP CENTRE AND NOVO SARAJEVO

Watch Your Business

 Location	 Period	 Value	 IP contribution	 Lead partner
Canton Sarajevo	Mar 2022 – Mar 2024	USD 158,439.91	USD 42,336.40	CEFE – Association of Trainers in Bosnia and Herzegovina



Challenges in the Local Labour Market

In 2021, the labour market in Sarajevo Canton was marked by a fragile post-pandemic recovery, with 5,455 newly registered unemployed persons recorded between March and May 2020 and 24 per cent of employers reporting persistent labour shortages, particularly for cooks, waiters, welders and CNC operators. At the same time, weak and fragmented labour market support mechanisms – including limited institutional efficiency, insufficient adult education opportunities and an underdeveloped entrepreneurship ecosystem – discouraged unemployed persons and slowed business growth.



LEP response

LEP Centar and Novo Sarajevo delivered certified training programmes in occupations such as lift maintenance and receptionist, complemented by Start and Improve Your Business (SIYB) support, in response to employer and labour market needs in Sarajevo Canton.



Impact statement

The interventions helped strengthen labour market recovery in Sarajevo Canton by improving the employability and competitiveness of unemployed persons and expanding access to certified adult training and entrepreneurship support. By combining vocational training, business development support and closer cooperation between local institutions, education providers and employers, the partnership contributed to practical employment and self-employment pathways in sectors with demand for new skills and services.



Key results



71

unemployed enhanced competitiveness through training



30

employed after training



65

trained in entrepreneurship – SIYB



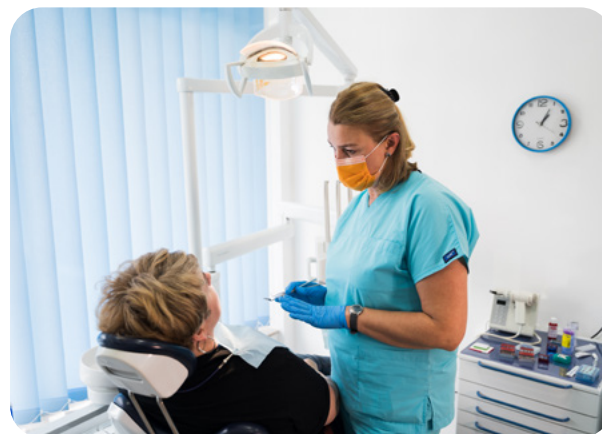
12

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 11 new businesses were registered through the support programme. The supported businesses included tourism services, craft services such as hairdressing and tailoring, design services, dental services, photography services, cosmetics services, and CNC processing of paper and metal.

Tourism services, Craft services, Design services, Dental services, Photography services, Cosmetics services, CNC processing of paper and metal



HUMAN STORY

Support that makes the first step easier

“When you are facing a challenge for the first time, such as starting your own business, support means more than anything,” says Ilvana, a dental prosthetics specialist from Sarajevo.



Scan to watch the video story

Certified Training Programmes for Adults

2 available certified training programmes for adults

Institution:

Nova Zanimanja Sarajevo – 2 programmes (Lift maintenance and Receptionist)

Local Legacy:

LEP Centar and Novo Sarajevo prepared an Employment Action Plan for the municipalities of Centar and Novo Sarajevo for 2024. In addition to training and entrepreneurship support, the partnership organised a professional training cycle for representatives of the administrations of Brčko, Istočno Novo Sarajevo and Bugojno on the selection and implementation of new employment and self-employment support measures. During implementation, the number of LEP members increased from the initial 30 to 61.

Annex note:

The LEP partners are listed in the Annex.

5. LPZ GORAŽDE

Novi pristup kreiranju radnih mjesta: inovacijama ka prosperitetnom tržištu rada

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Bosansko-podrinjski kanton	mart 2022 – decembar 2023	USD 157,863.40	USD 17,540.85	Grad Goražde



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada Grada Goražda, koji koncentriše više od 90 posto ukupne zaposlenosti u Bosansko-podrinjskom kantonu, obilježavala je duboka kriza na polju razvoja vještina, pri čemu je više od 3.000 dugoročno nezaposlenih osoba imalo malo kompetencije koje nisu bile usklađene s potrebama izvozno orijentisane lokalne industrije izložene ubrzanim tehnološkim promjenama. Rigidnost sistema formalnog obrazovanja i kontinuirano pasivan institucionalni odgovor dodatno su produbili jaz između ponude i potražnje za radnom snagom, povećavajući pritisak odliva ljudskog kapitala prema Evropskoj uniji.



Intervencija LPZ-a u zapošljavanju

LPZ Goražde realizovao je certificirane programe obuke za zanimanja bravar-alatničar i zavarivač, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe izvozno orijentisane lokalne industrije za vještinama i potrebu za otvaranjem novih mogućnosti zapošljavanja i samozapošljavanja.



Ostvareni uticaj

Intervencije su pomogle u odgovoru na krizu u polju razvoja vještina u Goraždu tako što su nezaposlene osobe stekle praktične kompetencije potrebne lokalnoj industriji, a obuke su bolje usklađene s potrebama poslodavaca suočenih s tehnološkim promjenama. Kombinovanjem stručne obuke, podrške preduzetništvu, strateškog planiranja tržišta rada i novih institucionalnih alata, partnerstvo je doprinijelo jačanju puteva ka zapošljavanju, razvoju lokalnih biznisa i proaktivnijem odgovoru na izazove tržišta rada.



Ključni rezultati

78
nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku

27
osobe
zaposlene
nakon obuke

12
osoba obučeno
za preduzetništvo
– SIYB

4
registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovana su četiri nova biznisa. Podržani biznisi uključivali su frizerske i druge usluge, fast-food usluge, 3D usluge i autoelektričarske usluge.

Frizerske i druge
usluge

fast-food
usluge

3D usluge

autoelektričarske
usluge



USPJEŠNA PRIČA

Poziv koji je otvorio novi put

Belmin iz Goražda dobio je neočekivan poziv s biroa za zapošljavanje i odlučio iskoristiti priliku za prekvalifikaciju. Kroz LPZ Goražde stekao je nove vještine i otvorio put ka zaposlenju – dajući sebi još jedan razlog da ostane i gradi budućnost u Bosni i Hercegovini.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi obuke za odrasle

10 dostupnih certificiranih
programa obuke za odrasle

Institucija:

Srednja stručna škola „Džemal Bijedić”
i TVC d.o.o. Goražde – bravar-alatničar
i zavarivač

Održivost intervencije

LPZ Goražde ojačalo je upravljanje lokalnim tržištem rada kroz pripremu rodno osjetljivog Lokalnog akcionog plana zapošljavanja Grada Goražda za period 2024–2026, koji je Gradsko vijeće usvojilo 27. decembra 2023. godine, zajedno s ključnim analitičkim i strateškim alatima, uključujući istraživanje o budućim potrebama za vještinama, strategiju partnerstva za zapošljavanje, program mentorske podrške zapošljavanju mladih i akcioni plan razvoja karijere za zanimanja u nastajanju. Partnerstvo je također podržalo dugoročniju infrastrukturu za zapošljavanje i preduzetništvo kroz web platformu Službe za zapošljavanje Bosansko-podrinjskog kantona Goražde, sajam zapošljavanja „Poslovi budućnosti” i uspostavljanje co-working prostora za male biznise i preduzetnike.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

5. LEP GORAŽDE

A new approach to job creation: Innovation towards a prosperous labour market

Location	Period	Value	IP contribution	Lead partner
Bosnian Podrinje Canton	Mar 2022 – Dec 2023	USD 157,863.40	USD 17,540.85	City of Goražde



Challenges in the Local Labour Market

In 2021, the labour market in the City of Goražde, which accounts for more than 90 per cent of total employment in Bosnian-Podrinje Canton, was marked by a deep skills crisis, with more than 3,000 long-term unemployed persons having competencies that were not aligned with the needs of export-oriented local industry facing rapid technological change. The rigidity of the formal education system and a historically passive institutional response further widened the gap between labour supply and demand, increasing the pressure of human capital outflow towards the European Union.



LEP response

LEP Goražde delivered certified training programmes in occupations such as machine locksmith and welder, complemented by Start and Improve Your Business (SIYB) support, in response to the skills needs of export-oriented local industry and the need to create new employment and self-employment opportunities.



Impact statement

The interventions helped respond to the skills crisis in Goražde by equipping unemployed persons with practical competencies required by local industry and by aligning training more closely with the needs of employers facing technological change. By combining vocational training, entrepreneurship support, strategic labour market planning and new institutional tools, the partnership contributed to stronger employment pathways, local business development and a more proactive response to labour market challenges.



Key results



78

unemployed
enhanced
competitiveness
through training



27

employed
after training



12

trained in
entrepreneur-
ship – SIYB



4

registered
businesses/self-
employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, four new businesses were registered through the support programme. The supported businesses included hairdressing and other services, fast food services, 3D services and auto-electrical services.

Hairdressing and
other services

Fast food
services

3D services
and

Auto-electrical
services



HUMAN STORY

A call that opened a new path

Belmin from Goražde received an unexpected call from the employment bureau and decided to use the opportunity for retraining. Through LEP Goražde, he gained new skills and opened a pathway to employment – giving him another reason to stay and build his future in Bosnia and Herzegovina.



Scan to watch
the video story

Certified Training Programmes for Adults

10 available certified training
programmes for adults

Institution:

Secondary Vocational School “Dzermal
Bijedic” and TVC d.o.o. Goražde
(Locksmith Toolmaker and Welder)

Local Legacy:

LEP Goražde strengthened local labour market governance by preparing a gender-sensitive Local Employment Action Plan for the City of Goražde for 2024-2026, adopted by the City Council on 27 December 2023, together with key analytical and strategic tools, including research on future skills needs, an employment partnership strategy, a youth mentorship programme and a career development action plan for emerging sectors. The partnership also supported longer-term employment and entrepreneurship infrastructure through a web platform for the Public Employment Service of Bosnian-Podrinje Canton Goražde, the “Jobs of the Future” employment fair and the establishment of a co-working space for small businesses and entrepreneurs.

Annex note:

The LEP partners are listed in the Annex.

6. LPZ GRADIŠKA

Lokalno partnerstvo za zapošljavanje

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Grad Gradiška	mart 2022 – april 2024	USD 158,438.23	USD 70,773.50	Grad Gradiška



Izazovi na lokalnom tržištu rada

Tržište rada u Gradišci obilježavala je dvostruka strukturna neravnoteža: od 2.222 registrovane nezaposlene osobe, 1.104 su bile žene, dok su mnoge nezaposlene osobe pripadale kategorijama teže zapošljivih. Gotovo polovina nezaposlenih bile su mlade osobe u dobi od 18 do 29 godina, što je, uz prisustvo neformalne ekonomije i sklonost mladih ulasku u neformalnu ekonomiju, ukazivalo na sistemske prepreke u prelasku iz obrazovanja u formalno zaposlenje, dok je lokalna privreda sve više zahtijevala praktično obučenu radnu snagu za sektore koji prolaze kroz automatizaciju.



Intervencija LPZ-a u zapošljavanju

LPZ Gradiška realizovao je certificirane programe obuke za zanimanja kao što su CNC operater, njegovatelj starijih i nemoćnih osoba i CNC programer, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe poslodavaca i lokalnog tržišta rada.



Ostvareni uticaj

Intervencije su pomogle u jačanju prelaska iz obrazovanja u zaposlenje kroz sticanje praktičnih vještina nezaposlenih osoba, uključujući mlade i žene, relevantnih za potrebe lokalnih poslodavaca. Kombinovanjem stručne obuke, podrške preduzetništvu i jače saradnje obrazovnih ustanova, poslodavaca i lokalnih vlasti, partnerstvo je doprinijelo otvaranju puteva ka formalnom zapošljavanju i samozapošljavanju u lokalnoj ekonomiji koju sve više oblikuju automatizacija i potražnja za kvalifikovanom radnom snagom.



Ključni rezultati



46

nezaposlene osobe unaprijedile konkurentnost kroz obuku



13

osobe zaposlene nakon obuke



37

osoba obučeno za preduzetništvo – SIYB



13

registrovanih biznisa 6 dodatno otvorenih radnih mjest

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 13 novih biznisa, uz šest dodatno otvorenih radnih mjesta. Podržani biznisi uključivali su krojačke usluge, usluge učenja jezika, kozmetičke i frizerske usluge, stolariju, mesarske usluge, izgradnju bazena, građevinske usluge, trgovinu, ugostiteljske usluge i modni dizajn.

Krojačke usluge, učenje jezika, kozmetičke usluge, frizerske usluge, stolarske usluge, mesarske usluge, izgradnja bazena, građevinske usluge, trgovinske usluge, ugostiteljske usluge, modni dizajn



USPJEŠNA PRIČA

Hrabrost da se slijedi san

Nakon godina rada u IT sektoru, Marija iz Gradiške odlučila je ostvariti svoj dugogodišnji san i otvorila vlastiti salon ljepote Vanila. Kroz LPZ Gradiška dobila je podršku i sigurnost da rizikuje, pokrene vlastiti biznis i stvori novi profesionalni put u svojoj lokalnoj zajednici.



Skenirajte QR kod i pogledajte video priču

Certificirani programi obuke za odrasle

16 dostupnih certificiranih programa obuke za odrasle

Institucija:

Srednja stručna i tehnička škola Gradiška – 16 programa.

Održivost intervencije

LPZ Gradiška ojačalo je lokalno upravljanje zapošljavanjem kroz izradu Akcionog plana za provedbu Strategije obrazovanja i zapošljavanja Grada Gradiška za period 2024–2030, usvojenog u julu 2024. godine. Partnerstvo je također unaprijedilo stručno obrazovanje kroz opremanje i podršku obukama u lokalnim školama, certificiralo 10 mentora iz reda poslodavaca, pokrenulo web stranicu lpzgradiska.ba i organizovalo dva sajma obrazovanja i zapošljavanja 2022. i 2023. godine.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

6. LEP GRADIŠKA

Local Employment Partnership

 Location	 Period	 Value	 IP contribution	 Lead partner
City of Gradiška	Mar 2022 – Apr 2024	USD 158,438.23	USD 70,773.50	City of Gradiška



Challenges in the Local Labour Market

The labour market in Gradiška was marked by a dual structural imbalance: out of 2,222 registered unemployed persons, 1,104 were women, while many unemployed persons belonged to groups considered harder to employ. Almost half of the unemployed were young people aged 18–29, and, combined with the presence of the informal economy and young people's tendency to enter the informal economy, this pointed to systemic barriers in the transition from education to formal employment, while the local economy increasingly required practically trained workers for sectors undergoing automation.



LEP response

LEP Gradiška delivered certified training programmes in occupations such as CNC operator, caregiver for older and infirm persons, and CNC programmer, complemented by Start and Improve Your Business (SIYB) support, in response to employer and labour market needs in the local economy.



Impact statement

The interventions helped strengthen the transition from education to employment by equipping unemployed persons, including young people and women, with practical skills relevant to the needs of local employers. By combining vocational training, entrepreneurship support and stronger cooperation between education institutions, employers and local authorities, the partnership contributed to formal employment and self-employment pathways in a local economy increasingly shaped by automation and demand for skilled labour.

HUMAN STORY

Daring to follow a dream

After years of working in the IT sector, Marija from Gradiška decided to pursue a long-held dream and opened her own beauty salon, Vanila. Through LEP Gradiška, she gained the support and confidence to take a risk, start her own business and create a new professional path in her local community.



Scan to watch the video story



Key results



46

unemployed enhanced competitiveness through training



13

employed after training



37

trained in entrepreneurship – SIYB



13

registered businesses/self-employed
6 additional jobs created

Certified Training Programmes for Adults

16 available certified training programmes for adults

Institution:

Vocational and Technical Secondary School Gradiška – 16 programmes

Local Legacy:

LEP Gradiška strengthened local employment governance by developing an Action Plan for implementing the City's Education and Employment Strategy (2024–2030), adopted in July 2024. It also enhanced vocational education through equipment and training support for local schools, certified 10 employer mentors, launched the lpzgradiska.ba website, and organised two Education and Employment Fairs in 2022 and 2023.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, 13 new businesses were registered through the support programme, creating six additional jobs. The supported businesses included tailoring services, language learning services, beauty and hairdressing services, carpentry, butchery, swimming pool construction, construction services, trade, hospitality services and fashion design.

Tailoring services, Language learning services, Beauty services, Hairdressing services, Carpentry services, Butchery services, Swimming pool construction, Construction services, Trade services, Hospitality services and Fashion design services

7. LPZ GRADIŠKA, KOZARSKA DUBICA I KOSTAJNICA

Lokalno partnerstvo za zapošljavanje

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općina Kozarska Dubica, Općina Kostajnica i Grad Gradiška	10. juni 2024 – 30. april 2026	USD 180,000.00	USD 151,717.35	Opština Kozarska Dubica



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada na području Kozarske Dubice, Gradiške i Kostajnice bilježilo je 2.605 aktivnih tražilaca posla, pri čemu su radnici bez zanimanja činili više od 20 posto tog broja, dok su mladi od 18 do 29 godina činili približno 20 posto ukupne nezaposlenosti. Ovo područje suočava se s dvostrukim izazovom frikcijske i strukturne nezaposlenosti – kvalitativnom i kvantitativnom neusklađenošću između ponude i potražnje radne snage – dodatno pogoršanom visokim nivoom migracije radne snage u zemlje Evropske unije, posebno Hrvatsku, zbog čega se lokalni poslodavci sve više oslanjaju na manje kvalifikovanu radnu snagu. Ankete poslodavaca identifikovale su mašinska, drvoprerađivačka i IT zanimanja kao najtraženije profile, ali registrovani tražioci posla iz ovih oblasti često pokazuju ograničen interes za rad u struci, što ukazuje na potrebu za ciljanim obukama i snažnijim podstacajima za zadržavanje radne snage na lokalnom nivou.



Intervencija LPZ-a u zapošljavanju

LPZ Gradiška, Kozarska Dubica i Kostajnica realizovao je certificirane programe stručne obuke iz web developmenta (HTML, CSS i JavaScript), njege starijih osoba i osoba s invaliditetom, te upravljanja građevinskim mašinama, direktno odgovarajući na utvrđene potrebe tržišta rada. Programi podrške preduzetništvu – Započni i unaprijedi svoj posao – SIYB, Unaprijedi svoj posao i Digitaliziraj svoj posao – organizovani su za potencijalne preduzetnike koji su namjeravali pokrenuti vlastite biznise. Pored toga, izrađena su i usvojena tri lokalna akciona plana zapošljavanja, koja obuhvataju obje općine i Grad Gradišku.



Ostvareni uticaj

Kombinacija certificiranih programa stručne obuke, nabavke opreme za pružaoce obuka, podrške preduzetništvu, te izrade i usvajanja tri lokalna akciona plana zapošljavanja imala je pozitivan uticaj na tržište rada u Kozarskoj Dubici, Kostajnici i Gradišci. Intervencija je rezultirala većim brojem obučanih osoba, novozaposlenih osoba i registrovanih malih biznisa na ovom području, uz jačanje lokalnog institucionalnog okvira za buduće mjere zapošljavanja.

HUMAN STORY

Ljubav prema životinjama postala profesija

Priča Srđana iz Gradiške pokazuje kako se ljubav prema životinjama, uz ulaganje u znanje, mentorsku podršku i snažno lokalno partnerstvo, može pretvoriti u održiv posao. Njegov primjer potvrđuje da ovakve inicijative ne stvaraju prilike samo za pojedince, već donose korist i široj zajednici – upravo ono što Evropska unija nastoji jačati širom Bosne i Hercegovine.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



49

nezaposlenih osoba unaprijedilo konkurentnost kroz obuku



1

osoba zaposlena nakon obuke



37

osoba obučeno za preduzetništvo – SIYB



23

registrovana biznisa

Certificirani programi obuke za odrasle

7 dostupnih certificiranih programa obuke za odrasle ukupno

Institucija:

Tehnička škola Gradiška, Javna ustanova Srednjoškolski centar „Nikola Tesla“ Kozarska Dubica i Javna ustanova Srednjoškolski centar Kostajnica

Održivost intervencije:

Izrađena su i usvojena tri lokalna akciona plana zapošljavanja za Općinu Kozarska Dubica, Općinu Kostajnica i Grad Gradišku.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon SIYB obuke iz preduzetništva, kroz program podrške projekta registrovana su 23 nova biznisa. Novouspostavljeni biznisi doprinijeli su samozapošljavanju i razvoju malih biznisa u Kozarskoj Dubici, Kostajnici i Gradišci, obuhvatajući usluge, poljoprivredu, proizvodnju, zanatske djelatnosti i druge lokalno relevantne poslovne aktivnosti.

Usluge privatnog sektora, poljoprivredu, proizvodnja, zanatske djelatnosti, usluge njege, građevinarstvo i upravljanje mašinama, IT usluge

7. LEP GRADIŠKA, KOZARSKA DUBICA AND KOSTAJNICA

Local Employment Partnership

Location	Period	Value	IP contribution	Lead partner
Municipality of Kozarska Dubica, Municipality of Kostajnica and City of Gradiška	10 June 2024 – 30 April 2026	USD 180,000.00	USD 151,717.35	Municipality of Kozarska Dubica



Challenges in the Local Labour Market

In 2021, the labour market across Kozarska Dubica, Gradiška and Kostajnica recorded 2,605 active job seekers, with workers without a vocation representing over 20 per cent of that number, while youth aged 18–29 accounted for approximately 20 per cent of total unemployment. The area faces a dual challenge of frictional and structural unemployment – a qualitative and quantitative mismatch between labour supply and demand – compounded by high levels of labour migration to EU countries, particularly Croatia, which leaves local employers reliant on a less skilled workforce. Employer surveys identified mechanical, woodworking and IT occupations as the most in-demand profiles, yet registered job seekers in these fields consistently show limited interest in working within their area of qualification, highlighting the need for targeted training and stronger incentives to retain the workforce locally.



LEP response

LEP Gradiška, Kozarska Dubica and Kostajnica delivered certified vocational training programmes in web development (HTML, CSS and JavaScript), caregiving for the elderly and persons with disabilities, and construction machinery operation, directly responding to identified labour market demand. Entrepreneurship support programmes – Start and Improve Your Business (SIYB), Improve Your Business and Digitalize Your Business – were organised for prospective business owners intending to start their own businesses. In addition, three Local Employment Action Plans were developed and adopted, covering both municipalities and the City of Gradiška.



Impact statement

The combination of certified vocational training programmes, procurement of equipment for training providers, entrepreneurship support, and the development and adoption of three Local Employment Action Plans had a positive impact on the labour market across Kozarska Dubica, Kostajnica and Gradiška. The intervention resulted in a higher number of trained individuals, newly employed persons and registered small businesses in the area, while also strengthening the local institutional framework for future employment measures.



Key results



49

unemployed enhanced competitiveness through training



1

employed after training



37

trained in entrepreneurship – SIYB



23

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 23 new businesses were registered through the project's support programme. The newly established businesses contributed to local self-employment and small business development across Kozarska Dubica, Kostajnica and Gradiška, covering services, agriculture, production, trades and other locally relevant business activities.

Private sector services, agriculture, production, trades, care services, construction and machinery operation, IT services



HUMAN STORY

A Love for Animals Turned into a Profession

Srđan's story from Gradiška shows how a love for animals, combined with investment in knowledge, mentoring support and strong local partnership, can grow into sustainable employment. His example confirms that such initiatives create opportunities not only for individuals, but also for the wider community – exactly the kind of impact the European Union seeks to strengthen across Bosnia and Herzegovina.



Scan to watch the video story

Certified Training Programmes for Adults

7 available certified training programmes for adults in total

Institution:

Technical School Gradiška, Public Institution Secondary School "Nikola Tesla" Kozarska Dubica and Public Institution Secondary School Centre Kostajnica

Local Legacy:

Three Local Employment Action Plans were developed and adopted for the Municipality of Kozarska Dubica, the Municipality of Kostajnica and the City of Gradiška.

Annex note:

The LEP partners are listed in the Annex.

8. LPZ ISTOČNA HERCEGOVINA

Zajedno do novih radnih mjesta

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Grad Trebinje, općine Gacko, Bileća, Foča i Ljubinje	10. juni 2024 – 30. april 2026	USD 141,838.91	USD 27,893.90	Privredna komora Republike Srpske, Područna privredna komora Trebinje



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada na projektnom području bilježilo je više od 6.000 aktivno nezaposlenih osoba u Trebinju, Gacku, Bileći, Ljubinju i Foči, pri čemu su nezaposlenu populaciju većinom činile osobe sa srednjim i stručnim obrazovanjem. Ključni izazov predstavlja odsustvo koordinisanog i strateškog pristupa obuci radne snage usklađenoj s potrebama poslodavaca, uz zastarjele nastavne planove i programe, spor rast plata i kontinuirano iseljavanje radne snage, prvenstveno u Hrvatsku. Iako postoje određeni programi podrške zapošljavanju, nedostatak funkcionalnog operativnog tijela za upravljanje ciljanim obukama i sveobuhvatnom podrškom pokretanju biznisa ostaje glavna prepreka smanjenju nezaposlenosti na ovom području.



Intervencija LPZ-a u zapošljavanju

LPZ Istočna Hercegovina realizovao je certificirane programe stručne obuke za deficitarna zanimanja, uključujući profesionalne vozače motornih vozila, kozmetičare za njegu lica, pizza majstore, dispečere u cestovnom prevozu putem e-platforni i digitalni marketing. Pored stručnih obuka, organizovani su i programi podrške preduzetništvu za osobe koje žele pokrenuti vlastiti biznis, uključujući Započni i unaprijedi svoj posao – SIYB, Unaprijedi svoj posao i Digitaliziraj svoj posao, kao odgovor na potrebu za podrškom razvoju malih biznisa.

HUMAN STORY

Nikolinina idealna prilika

Zahvaljujući LPZ-u Istočna Hercegovina, jug Bosne i Hercegovine dobio je nove profesionalne vozače spremne da svoje znanje, rad i snove grade kod kuće – u svojim lokalnim zajednicama. Među njima je i Nikolina iz Trebinja, koja je kroz ovu priliku napravila važan korak ka poslu koji želi i budućnosti koju gradi u svom gradu.



Skenirajte QR kod i pogledajte video priču



Ostvareni uticaj

Projekat je odgovorio na nedostatak radne snage kroz certificirane programe stručne obuke i ojačao preduzetništvo realizacijom SIYB, IYB i DYB obuka, uz grant podršku za osnivanje malih biznisa. Kao rezultat, nezaposleni stanovnici Trebinja, Gacka, Bileće, Foče i Ljubinja stekli su nova znanja i vještine, što je dovelo do novih mogućnosti zapošljavanja i samozapošljavanja na ovom području.



Ključni rezultati



53
nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



16
osoba
zaposleno
nakon obuke



31
osoba
obučena za
preduzetništvo
– SIYB



14
registrovanih
biznisa

Podrška preduzetništvu

Nakon SIYB obuke iz preduzetništva, kroz program podrške registrovano je 14 novih biznisa, uz četiri dodatno otvorena radna mjesta. Podržani biznisi uključivali su veterinarsku ambulantu, proizvodnju i preradu mesa i mlijeka, frizerski studio, proizvodnju meda, uzgoj mikrobilja, café-poslastičarnicu, građevinske usluge, salon ljepote i druge usluge.

Usluge privatnog sektora, infrastruktura i građevinarstvo, poljoprivreda, frizerski salon, domaći proizvodi, proizvodnja hrane

Certificirani programi obuke za odrasle

22 dostupna certificirana programa obuke za odrasle ukupno

Institucija:

Tehnička škola Trebinje, TRADEA i Srednjoškolski centar Trebinje

Održivost intervencije:

Usvojen je Lokalni akcioni plan zapošljavanja za Grad Trebinje.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

8. LEP ISTOČNA HERCEGOVINA

Creating Jobs Together

Location	Period	Value	IP contribution	Lead partner
City of Trebinje, Municipalities of Gacko, Bileća, Foča and Ljubinje	10 June 2024 – 30 April 2026	USD 141,838.91	USD 27,893.90	Chamber of Commerce of Republika Srpska, Regional Chamber of Commerce Trebinje



Challenges in the Local Labour Market

In 2021, the labour market in the project area recorded over 6,000 actively unemployed persons across Trebinje, Gacko, Bileća, Ljubinje and Foča, with the unemployed population predominantly comprising persons with secondary and vocational education. The key challenge is the absence of a coordinated, strategic approach to workforce training aligned with employer needs, compounded by outdated curricula, slow wage growth and continuous outward migration of the workforce, primarily to Croatia. While some employment support programmes exist, the lack of a functional operational body to manage targeted training and comprehensive start-up support remains the primary obstacle to reducing unemployment in the area.



LEP response

LEP East Herzegovina delivered certified vocational training programmes for deficit occupations, including professional motor vehicle drivers, facial care beauticians, pizza makers, dispatchers in road transport via e-platforms and digital marketing. In addition to vocational training, entrepreneurship support programmes were organised for aspiring business owners, including Start and Improve Your Business (SIYB), Improve Your Business and Digitalize Your Business, responding to the demand for small business development support.



Impact statement

The project responded to labour shortages through certified vocational training programmes and strengthened entrepreneurship by delivering SIYB, IYB and DYB training, complemented by grant support for small business formation. As a result, unemployed residents of Trebinje, Gacko, Bileća, Foča and Ljubinje acquired new knowledge and skills, leading to new employment and self-employment opportunities in the area.



Key results



53

unemployed enhanced competitiveness through training



16

employed after training



31

trained in entrepreneurship – SIYB



14

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 14 new businesses were registered through the support programme, creating four additional jobs. The supported businesses included a veterinary clinic, production and processing of meat and milk, hair studio, honey production, microgreens cultivation, café-pâtisserie, construction services, beauty studio and other services.

Private sector services, infrastructure and construction agriculture, hairdressing salon, home-made products and food production



HUMAN STORY

Nikolina's Ideal Opportunity

Thanks to LEP East Herzegovina, the south of Bosnia and Herzegovina has gained new professional drivers ready to build their knowledge, work and dreams at home – in their local communities. Among them is Nikolina from Trebinje, who used this opportunity to take an important step towards the job she wants and the future she is building in her hometown.



Scan to watch the video story

Certified Training Programmes for Adults

22 certified training programmes for adults in total

Institution:

Technical School Trebinje, TRADEA and Secondary School Centre Trebinje

Local Legacy:

A Local Employment Action Plan was adopted for the City of Trebinje.

Annex note:

The LEP partners are listed in the Annex.

9. LPZ ISTOČNO SARAJEVO

Korak do posla – obuka i zapošljavanje nezaposlenih osoba

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Istočno Novo Sarajevo, Sokolac, Istočni Stari Grad, Trnovo RS	10. juni 2024 – 31. mart	USD 177,113.47	USD 42,220.72	Gradska razvojna agencija Istočno Sarajevo – RAIS



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Istočnom Sarajevu bilježilo je 4.734 aktivne nezaposlene osobe, pri čemu su žene činile 54 posto ukupnog broja. Glavni izazov predstavljala je značajna neusklađenost između ponude i potražnje na tržištu rada: vještine i kvalifikacije nezaposlenih osoba nisu odgovarale zahtjevima bolje plaćenih radnih mjesta, dok je dugoročna nezaposlenost, koja je pogađala trećinu nezaposlenih osoba, dodatno smanjivala zapošljivost. Ankete poslodavaca potvrdile su snažnu potražnju za novim radnicima u sektorima građevinarstva, ugostiteljstva, prerade drveta i IT-a, naglašavajući hitnu potrebu za usklađivanjem obrazovanja i obuka s potrebama tržišta rada.



Intervencija LPZ-a u zapošljavanju

LPZ Istočno Sarajevo realizovalo je programe obuke za zanimanja kao što su CNC programer, CNC operater, računovodstveni asistent, community manager, grafički dizajner i nadzornik proizvodnje, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB. Ove intervencije odgovorile su na potrebe poslodavaca i potražnju za koordiniranim razvojem ljudskog kapitala u četiri općine. U okviru projekta zvanično su certificirana tri programa obuke: CNC operater, CNC programer i nadzornik proizvodnje.

USPJEŠNA PRIČA

San povratnice pretvoren u pekaru

Nakon završene SIYB obuke i dobijene grant podrške, Biljana Pržulj pokrenula je vlastiti biznis – pekaru „K'o kod kuće“. Kao povratnica, zahvalna je na prilici da izgradi vlastiti posao i život sa svojom porodicom u Bosni i Hercegovini.



Skenirajte QR kod i pogledajte video priču



Ostvareni uticaj

Intervencije su pomogle u odgovoru na nedostatak radne snage i jaz u vještinama kroz certificiranje programa obuke za deficitarna zanimanja i ciljanu podršku preduzetništvu i samozapošljavanju. Kroz SIYB podršku i međupćinsku saradnju, partnerstvo je ojačalo lokalne kapacitete za razvoj preduzetničkog ekosistema i ljudskog kapitala, stvarajući nove mogućnosti zapošljavanja i samozapošljavanja na području LPZ-a Istočno Sarajevo.



Ključni rezultati



77

nezaposlene osobe unaprijedile konkurentnost kroz obuku



25

osobe zaposlene nakon obuke



40

osoba obučeno za preduzetništvo – SIYB



9+2

registrovanih biznisa

Certificirani programi obuke za odrasle

3 dostupna certificirana programa obuke za odrasle

Institucija:

Mašinski fakultet Univerziteta u Istočnom Sarajevu

Održivost intervencije

LPZ Istočno Sarajevo usvojilo je Lokalni akcioni plan zapošljavanja za period 2025–2027. godine u martu 2026. godine.

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program grant podrške projekta registrovano je devet novih biznisa, dok su dodatna dva biznisa registrovana samostalno nakon završene obuke. Podržani biznisi obuhvatali su različite sektore,

uključujući stomatološki studio, tehnošop, pekaru, salon ljepote, transportne usluge, izvođenje građevinskih radova u niskogradnji, proizvodnju i prodaju betonskih dekorativnih elemenata te proizvodnju humusa od kalifornijskih glista.

Stomatološki studio

technoshop pekara

salon ljepote

transportne usluge

građevinski radovi

betonski dekorativni elementi

proizvodnja humusa

9. LEP ISTOČNO SARAJEVO

A step to employment - Training and employment of unemployed

Location	Period	Value	IP contribution	Lead partner
Istočno Novo Sarajevo, Sokolac, Istočni Stari Grad, Trnovo RS	10 June 2024 – 31 March 2026	USD 177,113.47	USD 42,220.72	City Development Agency of Istočno Sarajevo - RAIS



Challenges in the Local Labour Market

In 2021, the labour market in Istočno Sarajevo recorded 4,734 active unemployed persons, with women accounting for 54 per cent of the total. The main challenge was a significant mismatch between labour supply and demand: the skills and qualifications of unemployed persons did not meet the requirements of better-paid jobs, while long-term unemployment, affecting one third of unemployed persons, further reduced employability. Employer surveys confirmed strong demand for new workers in construction, hospitality, wood processing and IT, highlighting the urgent need to align education and training with labour market needs.



LEP response

LEP Istočno Sarajevo delivered training programmes in occupations such as CNC programmer, CNC machine operator, accounting assistant, community manager, graphic designer and production supervisor, complemented by Start and Improve Your Business (SIYB) support. These interventions responded to employers' needs and the demand for more coordinated human capital development across the four municipalities. As part of the project, three training programmes were officially certified: CNC Machine Operator, CNC Programmer and Production Supervisor.



Impact statement

The interventions helped address labour shortages and skills gaps by certifying training programmes for deficit occupations and providing targeted support for entrepreneurship and self-employment. Through SIYB support and inter-municipal cooperation, the partnership strengthened local capacities for entrepreneurship ecosystem development and human capital growth, creating new employment and self-employment opportunities across LEP Istočno Sarajevo.



Key results



77

unemployed enhanced competitiveness through training



25

employed after training



40

trained in entrepreneurship — SIYB



9+2

registered businesses/self-employed



HUMAN STORY

A returnee's dream turned into a bakery

After completing SIYB training and receiving grant support, Biljana Pržulj launched her own bakery, "K'o kod kuće". As a returnee, she is grateful for the opportunity to build her own business and create a life with her family in Bosnia and Herzegovina.



Scan to watch the video story

Certified Training Programmes for Adults

3 available training programmes for adults

Institution:

Faculty of Mechanical Engineering, University of East Sarajevo.

Local Legacy:

LEP Istočno Sarajevo adopted Local Employment Action Plan for the period 2025-2027, in March 2026.

Entrepreneurship pathways

Following SIYB entrepreneurship training, nine new businesses were registered through the project's grant support programme, with an additional two businesses registered independently after completing the training. The supported

businesses spanned a diverse range of sectors, including dental studio, technoshop, bakery, beauty studio, transport services and execution of civil engineering works in low construction, production and sale of concrete decorative elements and production of humus from California earthworms.

Agricultural activities

Fast food services

Construction works

Hairdressing salon

Home-made products

Beauty salon

Mentorska podrška za jačanje lokalnih partnerstava u oblasti zapošljavanja - MENTOR

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Jablanica i Gornji Vakuf/Uskoplje	mart 2022 – februar 2024	USD 158,424.30	USD 26,440.92	Udruženje za poduzetništvo i posao



Izazovi na lokalnom tržištu rada

Tržišta rada Jablanice i Gornjeg Vakufa/Uskoplja bila su obilježena strukturnom nezaposlenošću i snažnim demografskim pritiscima, pri čemu je formalna nezaposlenost u Gornjem Vakufu/Uskoplju 2017. godine iznosila 49,32 posto, nakon čega je broj nezaposlenih osoba u periodu od 2019. do 2021. godine porastao za 3,9 posto. Istovremeno, nedostatak certificiranih profila u metaloprerađi, ograničeni kapaciteti lokalnih organizacija i prekomjerno oslanjanje na srednje škole kao glavne aktivne lokalne aktere nastavili su produbljivati strukturnu nezaposlenost ranjivih kategorija.



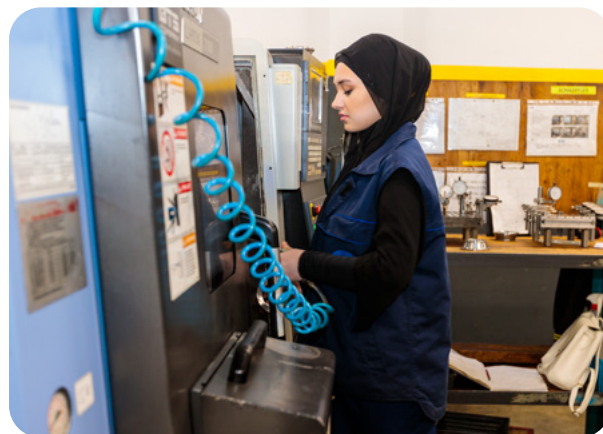
Intervencija LPZ-a u zapošljavanju

LPZ Jablanica i Gornji Vakuf/Uskoplje realizovalo je certificirane programe obuke za zanimanja CNC operater i grafički dizajn / desktop publishing, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe lokalnog tržišta rada i potrebu za jačanjem mogućnosti zapošljavanja i samozapošljavanja.



Ostvareni uticaj

Intervencije su pomogle u odgovoru na strukturnu nezaposlenost kroz bolji pristup certificiranim obukama i praktičnim vještinama za zanimanja relevantna za potražnju na lokalnom tržištu rada. Kombinovanjem stručne obuke, podrške preduzetništvu i mentorskog pristupa razvoju lokalnih partnerstava, LPZ je ojačao saradnju lokalnih aktera i otvorio nove puteve ka zapošljavanju, samozapošljavanju i održivijoj lokalnoj podršci zapošljavanju.



USPJEŠNA PRIČA

Izabrali akciju umjesto čekanja

Nakon završene srednje medicinske škole, Adna iz Gornjeg Vakufa odlučila je da ne čeka da prilike dođu same. Prijavila se na obuku za CNC operaterku kroz LPZ Jablanica i Gornji Vakuf/Uskoplje, stekla nove tehničke vještine i otvorila put ka zaposlenju u netradicionalnom zanimanju.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



69

nezaposlene osobe unaprijedile konkurentnost kroz obuku



38

osobe zaposlene nakon obuke



35

osoba obučeno za preduzetništvo – SIYB



14

registrovanih biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 14 novih biznisa, uključujući keramičarske usluge, proizvodnju meda i pčelinjih proizvoda, proizvodnju torbi, vođenje web portala, usluge podrške razvoju djece, uzgoj bobičastog voća, prikupljanje šumskih plodova, proizvodnju sokova, električarske i automehaničarske usluge, frizerske usluge, inženjerske usluge i turizam.

Keramičarske usluge, pčelarstvo i proizvodi od meda, proizvodnja torbi, web portal / digitalne usluge, usluge podrške razvoju djece, uzgoj bobičastog voća, prikupljanje šumskih plodova, proizvodnja sokova, električarske usluge, automehaničarske usluge, frizerske usluge, inženjerske usluge, turizam

Certificirani programi obuke za odrasle

3 dostupna certificirana programa obuke za odrasle

Institucija:

Mješovita srednja škola Gornji Vakuf, ATT d.o.o. i Mašinski fakultet – program CNC operater; Srednja škola Uskoplje – program grafički urednik/dizajner; Srednja škola Jablanica, Jablanit d.o.o. i Mašinski fakultet – program CNC operater

Održivost intervencije

LPZ Jablanica i Gornji Vakuf/Uskoplje ojačalo je lokalno upravljanje zapošljavanjem kroz izradu lokalnih akcionih planova zapošljavanja za obje općine za period 2024–2026, koji su usvojeni 2023. godine i integrirani u lokalno budžetiranje i strateško planiranje. Partnerstvo je također uspostavilo centre za podršku biznisu u obje općine i uvelo mentorski pristup, čime je unaprijeđena saradnja javnog, obrazovnog i privatnog sektora u osmišljavanju mjera prekvalifikacije i dokvalifikacije.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

10. LEP JABLANICA AND GORNJI VAKUF/USKOPLJE

Mentorship towards stronger local partnerships for employment – MENTOR

Location	Period	Value	IP contribution	Lead partner
Jablanica and Gornji Vakuf/Uskoplje	Mar 2022 – Feb 2024	USD 158,424.30	USD 26,440.92	LINK – Association for Entrepreneurship and Jobs



Challenges in the Local Labour Market

The labour markets of Jablanica and Gornji Vakuf/Uskoplje were marked by structural unemployment and strong demographic pressures, with formal unemployment in Gornji Vakuf/Uskoplje reaching 49.32 per cent in 2017, followed by a 3.9 per cent increase in the number of unemployed persons between 2019 and 2021. At the same time, shortages of certified profiles in metal processing, limited capacities of local organisations and excessive reliance on secondary schools as the main active local actors continued to reinforce structural unemployment among vulnerable groups.



LEP response

LEP Jablanica and Gornji Vakuf/Uskoplje delivered certified training programmes in occupations such as CNC machine operator and graphic design/desktop publishing, complemented by Start and Improve Your Business (SIYB) support, in response to local labour market needs and the need to strengthen employment and self-employment opportunities.



Impact statement

The interventions helped address structural unemployment by improving access to certified training and practical skills in occupations relevant to local labour market demand. By combining vocational training, entrepreneurship support and a mentorship-based approach to local partnership development, the LEP strengthened cooperation among local actors and created new pathways to employment, self-employment and more sustainable local employment support.



Key results



69

unemployed enhanced competitiveness through training



38

employed after training



35

trained in entrepreneurship – SIYB



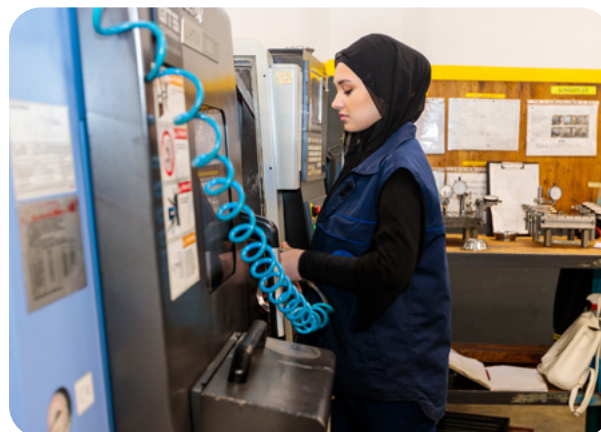
14

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 14 new businesses were registered through the support programme, including activities such as ceramic services, honey and bee product production, bag manufacturing, web portal management, child development support services, berry cultivation, forest fruit collection, juice production, electrical and auto-mechanic services, hairdressing, engineering, and tourism.

Ceramic services, Beekeeping and honey products, Bag production, Web portal/digital services, Development support services for children, Berry fruit cultivation, Forest fruits collection, Juice production, Electrical services, Auto-mechanic services, Hairdressing services, Engineering services and Tourism services



HUMAN STORY

Choosing action over waiting

After completing secondary medical school, Adna from Gornji Vakuf decided not to wait for opportunities to come to her. She enrolled in CNC operator training through LEP Jablanica and Gornji Vakuf/Uskoplje, gaining new technical skills and opening a pathway towards employment in a non-traditional occupation.



Scan to watch the video story

Certified Training Programmes for Adults

3 available certified training programmes for adults

Institution:

Mixed high school Gornji Vakuf, ATT d.o.o. and Faculty of Mechanical Engineering (CNC operator programme), Secondary School Uskoplje (Graphic editor – designer programme) and Secondary School Jablanica, Jablanit Ltd. and Faculty of Mechanical Engineering (CNC Operator programme).

Local Legacy:

LEP Jablanica and Gornji Vakuf/Uskoplje strengthened local employment governance by developing 2024–2026 local employment action plans for both municipalities, adopted in 2023 and integrated into local budgeting and strategic planning. The partnership also established Business Support Centres in both municipalities and introduced a mentorship-based approach, enhancing cooperation among public, education, and private sector actors in designing retraining and upskilling measures.

Annex note:

The LEP partners are listed in the Annex.

11. LPZ KRAJINA

Unapređenje tržišta rada i povećanje zaposlenosti

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Sjeverna Krajina – Banja Luka, Gradiška, Derventa, Laktaši, Čelinac i Srbac	april 2022 – decembar 2023	USD 157,282.04	USD 18,038.35	LIR Evolucija



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada projektnog područja karakterisale su strukturna ranjivost i trajna neusklađenost između vještina raspoložive radne snage i potreba poslodavaca, pri čemu više od 40 posto nezaposlenih osoba nije posjedovalo osnovne digitalne vještine, dok su nedostajali kvalifikovani radnici u metaloprerađi i IT sektoru. Iako je nezaposlenost smanjena sa 35,2 posto u 2016. godini na 11,7 posto u 2019. godini, ovaj pad je djelimično bio posljedica iseljavanja radno sposobnog stanovništva u Evropsku uniju.



Intervencija LPZ-a u zapošljavanju

LPZ Krajina realizovao je certificirane programe obuke u oblastima kao što su PHP web development, metaloprerađi i osnovne informatičke vještine, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe poslodavaca i tržišta rada u Sjevernoj Krajini.



Ostvareni uticaj

Intervencije su pomogle u smanjenju jaza u digitalnim i tehničkim vještinama kroz unapređenje zapošljivosti i konkurentnosti nezaposlenih osoba u oblastima relevantnim za lokalne poslodavce, posebno u IT sektoru i metaloprerađi. Kombinovanjem stručne obuke, podrške preduzetništvu, analize tržišta rada i lokalnog planiranja zapošljavanja, partnerstvo je doprinijelo jačanju veza između ponude vještina, potreba biznisa i mogućnosti zapošljavanja na području Sjeverne Krajine.



USPJEŠNA PRIČA

Otvorena vrata ka prvom zaposlenju

Nakon završene obuke iz web developmenta kroz LPZ Krajina, Goran iz Banje Luke dobio je priliku za zaposlenje u kompaniji Lana-co, jednoj od članica LPZ-a. Za njega je ova podrška pomogla u prevazilaženju jedne od najvećih prepreka s kojima se susreću mnogi mladi programeri – dobijanja prve prilike za ulazak na tržište rada.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



105

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



32

osobe
zaposlene
nakon obuke



21

osoba obučeno
za preduzetništvo
– SIYB



5

registrovanih
biznisa

Certificirani programi obuke za odrasle

2 dostupna certificirana programa obuke za odrasle

Institucija:

Center for adult education Banja luka and Technical school Derventa (Lock smith – welder and metal processing)

Održivost intervencije

LPZ Krajina ojačao je lokalno upravljanje zapošljavanjem kroz pripremu lokalnih akcionih planova zapošljavanja za Gradišku, Derventu i Laktaše, uključujući Akcioni plan za provedbu Strategije obrazovanja i zapošljavanja Grada Gradiška za period 2024–2030. i lokalne planove zapošljavanja za Derventu i Laktaše za period 2024–2025. Partnerstvo je također uvelo web usluge za Laktaše i Derventu, omogućavajući poslodavcima da promoviraju slobodna radna mjesta kvalifikovanim tražiocima posla.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa. Podržani biznisi uključivali su stolarske usluge, zanatske usluge, programerske usluge, e-trgovinu i računovodstvene usluge.

Stolarske
usluge

zanatske
usluge

programerske
usluge

e-trgovina i
računovodstvene
usluge

11. LEP KRAJINA

Improving the labour market and increasing employment

Location	Period	Value	IP contribution	Lead partner
Northern Krajina – Banja Luka, Gradiška, Derventa, Laktaši, Čelinac and Srbac	Apr 2022 – Dec 2023	USD 157,282.04	USD 18,038.35	LIR Evolucija



Challenges in the Local Labour Market

In 2021, the labour market in the project area was characterised by structural vulnerability and a persistent mismatch between the skills of the available workforce and employers' needs, with more than 40 per cent of unemployed persons lacking basic digital skills and shortages of qualified workers in metal processing and IT. Although unemployment decreased from 35.2 per cent in 2016 to 11.7 per cent in 2019, this was partly driven by emigration of the working-age population to the EU.



LEP response

LEP Krajina delivered certified training programmes in areas such as PHP web development, metal processing and basic computer skills, complemented by Start and Improve Your Business (SIYB) support, in response to employer and labour market needs in Northern Krajina.



Impact statement

The interventions helped address the digital and technical skills gap by improving the employability and competitiveness of unemployed persons in areas relevant to local employers, particularly IT and metal processing. By combining vocational training, entrepreneurship support, labour market analysis and local employment planning, the partnership contributed to stronger links between skills supply, business needs and employment opportunities across the Northern Krajina area.

HUMAN STORY

Opening the door to a first job

After completing web development training through LEP Krajina, Goran from Banja Luka received an opportunity for employment with Lanaco, one of the LEP member companies. For him, this support helped overcome one of the biggest barriers faced by many young programmers – getting the first chance to enter the labour market.



Scan to watch the video story



Key results



105

unemployed enhanced competitiveness through training



32

employed after training



21

trained in entrepreneurship – SIYB



5

registered businesses/self-employed

Certified Training Programmes for Adults

2 available certified training programmes for adults

Institution:

Centar za obrazovanje odraslih Banja Luka i Tehnička škola Derventa – bravar-zavarivač i metaloprerađivač

Local Legacy:

LEP Krajina strengthened local employment governance by preparing local employment action plans for Gradiška, Derventa and Laktaši, including the Action Plan for the implementation of the City of Gradiška Education and Employment Strategy for 2024–2030, and local employment plans for Derventa and Laktaši for 2024–2025.

The partnership also introduced web-based services for Laktaši and Derventa, enabling employers to promote vacancies to qualified jobseekers.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme. The supported businesses included carpentry services, craft services, programming services, e-commerce and accounting services.

Carpentry services

Craft services

Programming services

E-commerce and Accounting services

12. LPZ LIVNO

Sinergija za veću konkurentnost i zapošljivost radne snage

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Grad Livno i šire područje	mart 2022 – juni 2024	USD 157,666.57	USD 31,945.69	LINNovate Technology Park / LINNovate Foundation



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Livnu bilo je obilježeno strukturnom nezaposlenošću koncentrisanom među ranjivim kategorijama, uključujući 605 mladih osoba i 672 osobe starije od 50 godina ili osobe s invaliditetom, uz paradoks prisustva visokoobrazovanih nezaposlenih osoba i nedostatka praktičnih vještina. Nedovoljno ulaganje u ljudski kapital i nedovoljno korištenje digitalnih alata predstavljali su ključne prepreke za pretvaranje potencijala rastućih sektora poljoprivredno-prehrambene prerade i turizma u formalne mogućnosti zapošljavanja.



Intervencija LPZ-a u zapošljavanju

LPZ Livno realizovao je certificirane programe obuke za zanimanja kao što su stolar, 3D modelar, turistički vodič i menadžer turističke agencije, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe lokalnog tržišta rada i potencijal sektora turizma i poljoprivredno-prehrambene prerade.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz sticanje praktičnih vještina povezanih s lokalnim ekonomskim potencijalom, posebno u turizmu, uslugama i zanimanjima povezanim s proizvodnjom. Kombinovanjem stručne obuke, podrške preduzetništvu, digitalnih alata i podrške razvoju turizma, partnerstvo je doprinijelo otvaranju novih puteva ka zapošljavanju i samozapošljavanju te jačanju temelja za konkurentniju lokalnu radnu snagu.



Ključni rezultati



52

nezaposlene osobe unaprijedile konkurentnost kroz obuku



26

osobe zaposlene nakon obuke



17

osoba obučeno za preduzetništvo – SIYB



8

registrovanih biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je osam novih biznisa. Podržani biznisi uključivali su autokamp, bravarske usluge, vinariju, ovčarstvo, metaloprerađivačke usluge, električarske usluge, uslužne djelatnosti i trgovinu.

Autokamp, bravarske usluge, vinarija, ovčarstvo, metaloprerađivačke usluge, električarske usluge, uslužne djelatnosti, trgovina



USPJEŠNA PRIČA

Pretvaranje lokalne ljepote u profesiju

Matej iz Livna oduvijek je želio postati turistički vodič. Kroz LPZ Livno dobio je priliku da slijedi taj san, pretvori ljubav prema svom rodnom gradu i njegovim prirodnim ljepotama u profesiju i odluči graditi svoju budućnost u Bosni i Hercegovini.



Skenirajte QR kod i pogledajte video priču

Certificirani programi obuke za odrasle

4 dostupna certificirana programa obuke za odrasle

Institucija:

Pučko otvoreno učilište Livno – stolar i 3D modelar; CEUP – turistički vodič; Linovate Foundation – menadžer turističke agencije

Održivost intervencije

LPZ Livno pripremio je rodno osjetljiv Lokalni akcioni plan zapošljavanja, koji su članovi partnerstva usvojili 4. aprila 2024. godine, te pokrenuo digitalnu platformu <https://lira.ba/> za podršku zapošljavanju i bolje usklađivanje ponude i potražnje na tržištu rada. Partnerstvo je također doprinijelo jačanju turističkog sektora kroz podršku opremanju Ureda Turističke zajednice Grada Livna i njegovom pozicioniranju kao uslužne tačke za građane, posjetioce i lokalni turistički sektor.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

12. LEP LIVNO

Synergy for greater competitiveness and employability of the workforce

Location	Period	Value	IP contribution	Lead partner
City of Livno and wider area	Mar 2022 – Jun 2024	USD 157,666.57	USD 31,945.69	LINNovate Technology Park / LINNvate Foundation



Challenges in the Local Labour Market

In 2021, the labour market in Livno was marked by structural unemployment concentrated among vulnerable groups, including 605 young people and 672 persons over the age of 50 or persons with disabilities, alongside the paradox of highly educated unemployed persons and a lack of practical skills. Limited investment in human capital and underused digital tools represented key barriers to turning the potential of growing agri-processing and tourism sectors into formal employment opportunities.



LEP response

LEP Livno delivered certified training programmes in occupations such as carpenter, 3D modeller, tourist guide and tourism agency manager, complemented by Start and Improve Your Business (SIYB) support, in response to local labour market needs and the potential of the tourism and agri-processing sectors.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by providing practical skills linked to local economic potential, particularly in tourism, services and production-related occupations. By combining vocational training, entrepreneurship support, digital tools and support to tourism development, the partnership contributed to new employment and self-employment pathways and helped strengthen the foundations for a more competitive local workforce.



Key results



52

unemployed enhanced competitiveness through training



26

employed after training



17

trained in entrepreneurship – SIYB



8

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, eight new businesses were registered through the support programme. The supported businesses included a car camp, locksmith services, a winery, sheep farming, metalwork services, electrical services, service activities and retail.

Car camp, Locksmith services, Winery, Sheep farming, Metalwork services, Electrical services, Service activities and Retail



HUMAN STORY

Turning local beauty into a profession

Matej from Livno had always wanted to become a tourist guide. Through LEP Livno, he gained the opportunity to follow that dream, turn his love for his hometown and its natural beauty into a profession, and choose to build his future in Bosnia and Herzegovina.



Scan to watch the video story

Certified Training Programmes for Adults

4 available certified training programmes for adults

Institution:

Public Open University Livno (Carpenter and 3D modeller), CEUP (Tourist guide) and Linovate Foundation (Tourism agency manager).

Local Legacy:

LEP Livno prepared a gender-sensitive Local Employment Action Plan, adopted by the members of the partnership on 4 April 2024, and launched the digital platform <https://lira.ba/> to support employment and better alignment of labour market supply and demand. The partnership also contributed to strengthening the tourism sector by supporting the Tourism Board Office of the City of Livno with equipment and by helping position it as a service point for citizens, visitors and the local tourism sector.

Annex note:

The LEP partners are listed in the Annex.

13. LPZ LUKAVAC

3P – Partnerstvo, posao, preduzetništvo

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općina Lukavac	mart 2022 – decembar 2024	USD 127,669.67	USD 39,513.11	Grad Lukavac



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Lukavcu obilježavala je visoka nezaposlenost koja je, uprkos pozitivnom smanjenju sa 50,49 na 41,63 posto, i dalje bila strukturno opterećena dominacijom niskokvalifikovane radne snage i izraženom rodnom dimenzijom, pri čemu su žene činile 64,7 posto registrovanih nezaposlenih osoba. Istovremeno, izazovi likvidnosti velikih industrijskih kompleksa i nizak nivo obrazovanja radne snage ograničavali su primjenu novih tehnologija, jačajući nisku konkurentnost, depopulaciju i odlazak kvalifikovane radne snage prema Evropskoj uniji.



Intervencija LPZ-a u zapošljavanju

LPZ Lukavac realizovao je certificirane programe obuke za zanimanja kao što su CNC operater, zavarivač, bravar i računarski tehničar, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebu za unapređenjem vještina, razvojem preduzetništva i otvaranjem radnih mjesta u lokalnoj ekonomiji.



Ostvareni uticaj

Intervencije su pomogle u jačanju zapošljivosti i konkurentnosti nezaposlenih osoba kroz praktične obuke za zanimanja relevantna lokalnim poslodavcima i podršku preduzetništvu kao putu ka samozapošljavanju. Kombinovanjem stručne obuke, SIYB podrške i lokalnog planiranja zapošljavanja, partnerstvo je doprinijelo osnivanju novih biznisa, razvoju vještina i širim naporima za unapređenje otpornosti i konkurentnosti lokalnog tržišta rada.

USPJEŠNA PRIČA

Pretvaranje lokalnog potencijala u poslovnu ideju

Kroz LPZ Lukavac, API Komora Selište pretvorila je lokalne resurse i ličnu inicijativu u priliku za samozapošljavanje zasnovanu na pčelarstvu, wellnessu i lokalnom turističkom potencijalu. Ova priča pokazuje kako podrška preduzetništvu može pomoći malim poslovnim idejama da rastu u lokalnoj zajednici



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



10

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



2

osobe
zaposlene
nakon obuke



56

osoba obučeno
za preduzetništvo
– SIYB



19

registrovanih
biznisa

Certificirani programi obuke za odrasle

4 dostupna certificirana programa obuke za odrasle



Institucija:

Mješovita srednja elektromašinska škola – CNC operater, zavarivač, bravar i računarski tehničar

Održivost intervencije

LPZ Lukavac pripremio je Akcioni plan zapošljavanja Općine Lukavac za period 2024–2027, koji je Općinsko vijeće usvojilo u februaru 2023. godine. Plan je uspostavio okvir za nastavak lokalnog djelovanja u oblasti zapošljavanja, preduzetništva i razvoja vještina, uz formalnu podršku Općinskog vijeća aktivnostima LPZ-a Lukavac.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 19 novih biznisa. Podržani biznisi uključivali su poljoprivredu, turizam, transport, zanate, usluge ljepote, catering i usluživanje, obrazovanje i građevinske usluge.

Poljoprivreda, turizam, transport, zanati, usluge ljepote, catering / usluživanje, obrazovanje, građevinske usluge

13. LEP LUKAVAC

3P – Partnership, Jobs, Entrepreneurship

 Location	 Period	 Value	 IP contribution	 Lead partner
Municipality of Lukavac	Mar 2022 – Dec 2024	USD 127,669.67	USD 39,513.11	City of Lukavac



Challenges in the Local Labour Market

In 2021, the labour market in Lukavac was marked by high unemployment which, despite a positive decrease from 50.49 to 41.63 per cent remained structurally affected by a predominance of low-skilled workers and a strong gender dimension, with women accounting for 64.7 per cent of registered unemployed persons. At the same time, liquidity challenges in large industrial complexes and the low education level of the workforce limited the adoption of new technologies, reinforcing low competitiveness, depopulation and the outflow of qualified workers towards the EU.



LEP response

LEP Lukavac delivered certified training programmes in occupations such as CNC operator, welder, locksmith and computer technician, complemented by Start and Improve Your Business (SIYB) support, in response to the need for improved skills, entrepreneurship and job creation in the local economy.



Impact statement

The interventions helped strengthen the employability and competitiveness of unemployed persons by providing practical training in occupations relevant to local employers and by supporting entrepreneurship as a pathway to self-employment. By combining vocational training, SIYB support and local employment planning, the partnership contributed to new business creation, skills development and broader efforts to improve the resilience and competitiveness of the local labour market.

HUMAN STORY

Turning local potential into a business idea

Through LEP Lukavac, API Komora Selište turned local resources and personal initiative into a self-employment opportunity rooted in beekeeping, wellness and local tourism potential. The story shows how entrepreneurship support can help small business ideas grow in the local community.



Scan to watch the video story



Key results



10

unemployed enhanced competitiveness through training



2

employed after training



56

trained in entrepreneurship – SIYB



19

registered businesses/self-employed

Certified Training Programmes for Adults

4 available certified training programmes for adults

Institution:

Secondary School of Electrical and Mechanical Engineering (CNC operator, Welder, Locksmith and Computer technician)

Entrepreneurship pathways

Following SIYB entrepreneurship training, 19 new businesses were registered through the support programme. The supported businesses included agriculture, tourism, transport, crafts, beauty services, catering and serving services, education and construction services.

Agriculture, Tourism, Transport, Crafts, Beauty services, Catering / serving services, Education and Construction services

Local Legacy:

LEP Lukavac prepared an Employment Action Plan for the Municipality of Lukavac for 2024–2027, adopted by the Municipal Council in February 2023. The plan created a framework for continued local action in employment, entrepreneurship and skills development, with the Municipal Council providing formal support to the activities of LEP Lukavac.

Annex note:

The LEP partners are listed in the Annex.

Podrška zapošljavanju mladih u IT sektoru

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Grad Mostar	mart 2022 – oktobar 2024	USD 158,439.53	USD 48,447.55	Udruženje za ekonomski razvoj REDAH Mostar



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Mostaru obilježavala je visoka nezaposlenost s izraženom rodnom i dobnom dimenzijom: od 14.807 nezaposlenih osoba, 54 posto činile su žene, dok je oko 898 mladih osoba mlađih od 30 godina s tehničkim obrazovanjem čekalo prvo radno iskustvo. Istovremeno, trajna neusklađenost između vještina radne snage i potreba poslodavaca, posebno u IT i marketinškom sektoru, ukazivala je na slab sistem cjeloživotnog učenja i ograničene institucionalne veze između obrazovanja i tržišta rada, dodatno produbljene COVID-19 krizom koja je nesrazmjerno pogodila žene.



Intervencija LPZ-a u zapošljavanju

LPZ Mostar realizovalo je certificirane programe obuke iz digitalnog marketinga, WordPress razvoja i testiranja kvaliteta softvera, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebu za jačanjem puteva zapošljavanja mladih u IT i digitalnom sektoru.



Ostvareni uticaj

Intervencije su pomogle mladima da steknu pristup praktičnim, tržišno relevantnim digitalnim vještinama i podržale njihov prelazak ka zapošljavanju i samozapošljavanju u IT sektoru i kreativnim uslugama. Kombinovanjem certificirane obuke, podrške preduzetništvu, digitalnih alata i resursnog centra za registraciju i podršku biznisima, partnerstvo je ojačalo veze između obrazovanja, poslodavaca i mladih tražilaca posla u Mostaru.

USPJEŠNA PRIČA

IT poslovna ideja pretvorena u stvarnost

Uz podršku EU i MOR-a kroz LPZ Mostar, Josip je svoju poslovnu ideju pretvorio u stvarnost i osnovao vlastitu IT kompaniju. Njegova priča pokazuje kako ciljana obuka, podrška preduzetništvu i lokalno partnerstvo mogu pomoći mladima da sami kreiraju prilike u Bosni i Hercegovini.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



57

nezaposlene osobe unaprijedile konkurentnost kroz obuku



7

osobe zaposlene nakon obuke



17

osoba obučeno za preduzetništvo – SIYB



5

registrovanih biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa. Podržani biznisi uključivali su digitalni marketing, računarske usluge, krojačke usluge i dizajnerske usluge.

Digitalni marketing

računarske usluge

krojačke usluge

dizajnerske usluge

Certificirani programi obuke za odrasle

3 dostupna certificirana programa obuke za odrasle

Institucija:

Sveučilište u Mostaru – specijalist za digitalni marketing, WordPress developer i tester kvaliteta softvera

Održivost intervencije

LPZ Mostar pripremio je Akcioni plan zapošljavanja Grada Mostara za 2024. godinu, koji je Gradsko vijeće usvojilo 29. aprila 2024. godine, te uspostavio resursni centar za registraciju i podršku biznisima, okupljajući REDAH, INTERA, LINK i APH uz podršku Grada Mostara.

Partnerstvo je također podržalo razvoj besplatne mobilne aplikacije SHTELA, osmišljene za povezivanje nezaposlenih osoba s poslodavcima i lakši pristup oglasima za posao i prijave.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

14. LEP MOSTAR

Supporting youth employment in the IT sector

 Location	 Period	 Value	 IP contribution	 Lead partner
City of Mostar	Mar 2022 – Oct 2024	USD 158,439.53	USD 48,447.55	Association for Economic Development REDAH Mostar



Challenges in the Local Labour Market

In 2021, the labour market in Mostar was marked by high unemployment with pronounced gender and youth dimensions: out of 14,807 unemployed persons, 54 per cent were women, while around 898 young people under the age of 30 with technical education were waiting for their first work experience. At the same time, a persistent mismatch between workforce skills and employer needs, particularly in the IT and marketing sectors, pointed to a weak lifelong learning system and limited institutional links between education and the labour market, further deepened by the COVID-19 crisis that disproportionately affected women.



LEP response

LEP Mostar delivered certified training programmes in digital marketing, WordPress development and quality assurance testing, complemented by Start and Improve Your Business (SIYB) support, in response to the need for stronger youth employment pathways in the IT and digital sectors.



Impact statement

The interventions helped improve young people's access to practical, market-relevant digital skills and supported their transition towards employment and self-employment in the IT and creative service sectors. By combining certified training, entrepreneurship support, digital tools and a resource centre for business registration and support, the partnership strengthened links between education, employers and young jobseekers in Mostar.



Key results



57

unemployed
enhanced
competitiveness
through training



7

employed
after training



17

trained in
entrepreneurship
– SIYB



5

registered
businesses/self-
employed

Entrepreneurship pathways

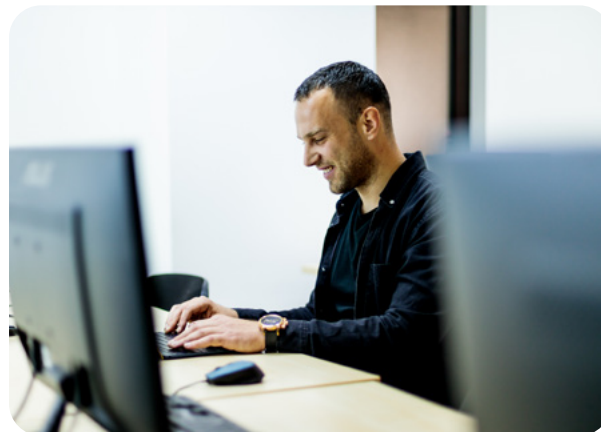
Following SIYB entrepreneurship training, five new businesses were registered through the support programme. The supported businesses included digital marketing, computer services, tailoring services and design services.

Digital
marketing

Computer
services

Tailoring
services

Design
services



HUMAN STORY

Turning an IT business idea into reality

With support from the EU and ILO through LEP Mostar, Josip turned his business idea into reality and established his own IT company. His story shows how targeted training, entrepreneurship support and local partnership can help young people create their own opportunities in Bosnia and Herzegovina.



Scan to watch
the video story

Certified Training Programmes for Adults

3 available certified training
programmes for adults

Institution:

University of Mostar (Digital Marketing
Specialist, WordPress Developer and
Quality Assurance Tester)

Local Legacy:

LEP Mostar prepared an Employment
Action Plan for the City of Mostar for
2024, adopted by the City Council on 29
April 2024, and established a resource
centre for business registration and
support, bringing together REDAH,
INTERA, LINK and APH with the support
of the City of Mostar.

The partnership also supported the
development of the free mobile
application SHTELA, designed to connect
unemployed persons with employers and
enable easier access to job vacancies and
applications.

Annex note:

The LEP partners are listed in the Annex.

Turizam Hercegovina

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općina Neum, Općina Ravno, Grad Stolac	10. juni 2024 – 31. decembar	USD 95,949.62	USD 46,417.04	Općina Neum



Izazovi na lokalnom tržištu rada

Krajem 2023. godine u Hercegovačko-neretvanskom kantonu bilo je registrovano 25.286 nezaposlenih osoba, pri čemu su žene činile 54,7 posto ukupnog broja, gotovo 30 posto nezaposlenih čekalo je na zaposlenje duže od devet godina, dok su osobe starije od 50 godina činile više od jedne trećine svih registrovanih tražilaca posla. Tržište rada suočava se s trajnom strukturnom neravnotežom između ponude i potražnje, pri čemu poslodavci – posebno u brzo rastućem sektoru turizma i ugostiteljstva – kontinuirano ukazuju na nedostatak radnika sa znanjima i vještinama potrebnim za neposredno zapošljavanje. Ova neusklađenost dodatno je izražena zbog niskog nivoa formalnog obrazovanja u turističkoj industriji, u kojoj samo 18 posto zaposlenih ima formalne kvalifikacije, što naglašava hitnu potrebu za ciljanim prekvalifikacijama i snažnijim usklađivanjem obrazovanja s potražnjom na tržištu rada.



Intervencija LPZ-a u zapošljavanju

Iako nije bilo dovoljno prijavljenih kandidata za planirane programe stručne obuke, LPZ Neum, Stolac i Ravno uspješno je realizovao programe podrške preduzetništvu – Započni i unaprijedi svoj posao – SIYB, Unaprijedi svoj posao i Digitaliziraj svoj posao – te certificirao tri nova programa stručne obuke, čime je ojačana lokalna infrastruktura za buduću provedbu obuka.



Ostvareni uticaj

Iako je realizacija stručnih obuka bila ograničena zbog nedovoljnog broja prijavljenih kandidata, LPZ Neum, Stolac i Ravno dao je značajan doprinos lokalnom preduzetničkom ekosistemu: 21 osoba završila je obuku iz preduzetništva, što je rezultiralo registracijom 9 novih biznisa i mogućnostima samozapošljavanja na ovom području. Certificiranje 3 nova programa stručne obuke za odrasle predstavlja trajno ulaganje u lokalnu infrastrukturu za obuke i postavlja osnovu za snažnije intervencije na tržištu rada u budućnosti.



Ključni rezultati



0

nezaposlenih
osoba
unaprijedilo
konkurentnost
kroz obuku



0

osoba
zaposleno
nakon obuke



21

osoba
obučena za
preduzetništvo
– SIYB



9

registrovanih
biznisa

**Certificirani programi
obuke za odrasle**
3 dostupna programa
obuke za odrasle



Institucija:

Tri programa stručne obuke certificirana su od strane Ministarstva obrazovanja, nauke, kulture i sporta Hercegovačko-neretvanskog kantona i sada su dostupna za usvajanje i provedbu u svim srednjim školama širom Kantona.

Održivost intervencije

Usvojena su dva lokalna akciona plana zapošljavanja, za Općinu Neum i Grad Stolac, dok je za Općinu Ravno usvojena Strategija razvoja turizma.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.



Podrška preduzetništvu

Nakon SIYB obuke iz preduzetništva, kroz program podrške osnovano je devet novih biznisa. Novoregistrovana preduzeća djeluju u različitim sektorima, uključujući usluge ljepote i lične njege, trgovinu, prehrambene usluge, cvjetni dizajn, fitness i wellness, te rani odgoj i brigu o djeci.

Usluge ljepote i lične njege, trgovina, prehrambene usluge, cvjetni dizajn, fitness i wellness, rani odgoj i briga o djeci

15. LEP NEUM, STOLAC AND RAVNO

Tourism Herzegovina

Location	Period	Value	IP contribution	Lead partner
Neum Municipality, Ravno Municipality, City of Stolac	10 June 2024 – 31 December 2026	USD 95,949.62	USD 46,417.04	Neum Municipality



Challenges in the Local Labour Market

In late 2023, Herzegovina-Neretva Canton recorded 25,286 registered unemployed persons, with women accounting for 54.7 per cent of the total, nearly 30 per cent having waited for employment for more than nine years, and persons over 50 making up over one third of all registered job seekers. The labour market faces a persistent structural imbalance between supply and demand, with employers – particularly in the rapidly growing tourism and hospitality sector – consistently highlighting a shortage of workers with the knowledge and skills needed for immediate employment. This mismatch is further compounded by the low level of formal education in the tourism industry, where only 18 per cent of employees hold formal qualifications, underscoring the urgent need for targeted retraining and stronger alignment between education and labour market demand.



LEP response

Despite insufficient applicant numbers for the planned vocational training programmes, LEP Neum, Stolac and Ravno successfully delivered entrepreneurship support programmes – Start and Improve Your Business (SIYB), Improve Your Business and Digitalize Your Business – and certified three new vocational training programmes for adults, strengthening the local training infrastructure for future implementation.



Impact statement

While vocational training delivery was limited due to insufficient applicant numbers, LEP Neum, Stolac and Ravno made a meaningful contribution to the local entrepreneurship ecosystem: 21 individuals completed entrepreneurship training, resulting in 9 newly registered businesses and self-employment opportunities in the area. The certification of 3 new vocational training programmes for adults represents a lasting investment in local training infrastructure, laying the foundation for stronger labour market interventions in the future.



Key results



0

unemployed enhanced competitiveness through training



0

employed after training



21

trained in entrepreneurship – SIYB



9

registered businesses/self-employed

Entrepreneurship pathways

Following the SIYB entrepreneurship training, nine new businesses were established through the support programme. The newly registered enterprises operate in a range of sectors, including beauty and personal care services, retail, food services, floral design, fitness and wellness, and early childhood education and childcare.

Beauty and personal care services, retail, food services, floral design, fitness and wellness, early childhood education and childcare



HUMAN STORY

Turning creativity into a floral business

After completing the SIYB training and receiving support through LEP Neum, Stolac and Ravno, Martina Krešić from Neum turned her creativity and love for flowers into her own business. Through her floral design services, she brings beauty to special moments while building a sustainable livelihood in her local community.



Scan to watch the video story

Certified Training Programmes for Adults

3 available training programmes for adults

Institution:

The three vocational training programmes were certified by the Ministry of Education, Science, Culture and Sports of the Herzegovina-Neretva Canton and are now available for adoption and implementation by all secondary schools across the Canton.

Local Legacy:

Two Local Employment Action Plans were adopted, for Neum Municipality and the City of Stolac, while the Tourism Development Strategy was adopted for Ravno Municipality.

Annex note:

The LEP partners are listed in the Annex.

16. LPZ NOVI GRAD

Lokalno partnerstvo za aktivaciju i integraciju nezaposlenih osoba na tržište rada

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Kanton Sarajevo	april 2022 – decembar 2023	USD 154,592.53	USD 56,666.94	Općina Novi Grad



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Novom Gradu Sarajevo, najmnogoljudnijoj općini u Bosni i Hercegovini s razvijenom izvozno orijentisanom industrijom, obilježavao je oporavak nakon pandemijskog šoka, nakon što su u 2020. godini zaposlenost u prerađivačkoj industriji smanjena za 6,43 posto, prihodi za 12,46 posto, a dobit za 25,67 posto, dok je potražnja za radnicima s vještinama budućnosti nastavila rasti. Ključni izazov bio je kvalitativni nesklad između raspoložive radne snage, u kojoj dominiraju niskokvalifikovani i polukvalifikovani radnici, i potreba dinamične izvozne industrije, dodatno produbljen fragmentiranim kapacitetima aktera na tržištu rada.



Intervencija LPZ-a u zapošljavanju

LPZ Novi Grad Sarajevo realizovao je certificirane programe obuke za zanimanja kao što su operator mašine za 3D printanje, krojač, barista, fizioterapeut-kozmetičar, CNC programer/operator i UI/UX dizajner, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebu za vještinama budućnosti i jačanjem puteva ka zapošljavanju i samozapošljavanju.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz širenje pristupa savremenim, tržišno relevantnim vještinama u proizvodnim, kreativnim, uslužnim i digitalnim zanimanjima. Kombinovanjem certificirane obuke, podrške preduzetništvu i mjera za inkluzivnije učešće na tržištu rada, partnerstvo je podržalo nove puteve ka zapošljavanju i samozapošljavanju te ojačalo kapacitet Novog Grada Sarajevo da odgovori na potrebe svoje dinamične lokalne ekonomije.



Ključni rezultati



60

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



30

osobe
zaposlene
nakon obuke



61

osoba obučeno
za preduzetništvo
– SIYB



15

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 15 novih biznisa. Podržani biznisi uključivali su proizvodnju ručno rađenih rajfova za kosu, proizvodnju kupaćih kostima, fizioterapeutske usluge, dizajn interijera, računovodstvene i promotivne usluge, ručno rađene proizvode od kamena, kozmetičke usluge, usluge izrade proizvoda od vune, kulinarske usluge, stomatološke usluge i fotografske usluge.

Ručno rađeni proizvodi, modna/proizvodnja odjeće, fizioterapeutske usluge, dizajn interijera, računovodstvene i promotivne usluge, kozmetičke usluge, kulinarske usluge, stomatološke usluge, fotografske usluge



USPJEŠNA PRIČA

Budućnost u vlastitim rukama

Lejla, iskusna ekonomistica, tokom pandemije COVID-19 ostala je bez posla, ali nije prestala sanjati. Uz podršku kroz LPZ Novi Grad Sarajevo, njen hobi postao je biznis, a danas kaže da joj rad za sebe daje osjećaj da budućnost drži u vlastitim rukama.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi obuke za odrasle

4 dostupna certificirana
programa obuke za odrasle

Institucija:

Dizart – operator mašine za 3D
printanje i CNC programer/operator;
Herbal Spa – fizioterapeut-kozmetičar
i barista; Nahla – krojač i UI/UX
dizajner

Održivost intervencije

LPZ Novi Grad Sarajevo pripremio je Akcioni plan zapošljavanja Općine Novi Grad Sarajevo za period 2023–2025, koji je općinski načelnik odobrio 7. juna 2023. godine, uz nadležnost Službe za privredu i lokalni ekonomski razvoj za njegovu provedbu.

Partnerstvo je također pripremio dokumente javnih politika za usmjeravanje budućih aktivnosti, uključujući preporuke za uključivanje osoba s invaliditetom u programe obuke i analizu podržanih biznisa u okviru projekta. Pored toga, razvijena je aplikacija za olakšavanje rada slijepih i slabovidnih fizioterapeuta.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

16. LEP NOVI GRAD

Local Partnership for Activation and Integration of Unemployed Persons into the Labour Market

Location	Period	Value	IP contribution	Lead partner
Canton Sarajevo	Apr 2022 – Dec 2023	USD 154,592.53	USD 56,666.94	Municipality of Novi Grad



Challenges in the Local Labour Market

In 2021, the labour market in Novi Grad Sarajevo, the most populous municipality in Bosnia and Herzegovina with a developed export-oriented industry, was marked by recovery from the pandemic shock, after employment in manufacturing declined by 6.43 per cent, revenues by 12.46 per cent and profits by 25.67 per cent in 2020, while demand for workers with future-oriented skills continued to grow. The key challenge was a qualitative mismatch between the available workforce, dominated by low-skilled and semi-skilled workers, and the needs of a dynamic export industry, further deepened by fragmented capacities of labour market actors.



LEP response

LEP Novi Grad Sarajevo delivered certified training programmes in occupations such as 3D printing machine operator, tailor, barista, physiotherapist-cosmetician, CNC programmer/operator and UI/UX designer, complemented by Start and Improve Your Business (SIYB) support, in response to the need for future oriented skills and stronger employment and self-employment pathways.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by expanding access to modern, market-relevant skills in manufacturing, creative, service and digital occupations. By combining certified training, entrepreneurship support and measures for more inclusive labour market participation, the partnership supported new pathways to employment and self-employment and strengthened Novi Grad Sarajevo's capacity to respond to the needs of its dynamic local economy.



Key results



60

unemployed enhanced competitiveness through training



30

employed after training



61

trained in entrepreneurship – SIYB



15

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 15 new businesses were registered through the support programme. The supported businesses included production of hand-made hairbands, production of bathing suits, physiotherapy services, interior design, accounting and promotional services, hand-made stone products, cosmetics services, wool product services, culinary services, dental services and photography services.

Hand-made products, Fashion/clothing production, Physiotherapy services, Interior design, Accounting and promotional services, Cosmetics services, Culinary services, Dental services and Photography services



HUMAN STORY

Holding the future in her own hands

Lejla, an experienced economist, lost her job during the COVID-19 pandemic, but she did not stop dreaming. With support through LEP Centar and Novo Sarajevo, her hobby became a business, and today she says that working for herself has given her the future back into her own hands.



Scan to watch the video story

Certified Training Programmes for Adults

4 available certified training programmes for adults

Institution:

Dizart (3D printing machine operator and CNC programmer/operator), Herbal Spa (Physiotherapist-cosmetician and Barista), Nahla (Tailor and UI/UX designer)

Local Legacy:

LEP Novi Grad Sarajevo prepared an Employment Action Plan for the Municipality of Novi Grad Sarajevo for 2023–2025, approved by the Municipal Mayor on 7 June 2023, with the Department for Economy and Local Economic Development responsible for implementation. The partnership also prepared policy documents to guide future action, including recommendations for the inclusion of persons with disabilities in training programmes and an analysis of supported businesses within the project. In addition, an application was developed to facilitate the work of blind and visually impaired physiotherapists.

Annex note:

The LEP partners are listed in the Annex.

Lokalno partnerstvo za zapošljavanje

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općina Pale	mart 2022 – juni 2024	USD 118,496.09	USD 73,942.98	Općina Pale



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Palama obilježavala je stopa nezaposlenosti od 10,34 posto, sa 2.304 registrovane nezaposlene osobe, od kojih su 54 posto činile žene, uz snažnu prostornu koncentraciju stanovništva i nedovoljno iskorištene poljoprivredne resurse u ruralnim područjima. Ključni izazovi uključivali su neusklađenost obrazovanja s potrebama tržišta rada, nisku konkurentnost raspoložive radne snage i slabu kulturu samozapošljavanja, što je ograničavalo sposobnost općine da lokalne komparativne prednosti pretvori u formalne mogućnosti zapošljavanja.



Intervencija LPZ-a u zapošljavanju

LPZ Pale realizovao je certificirane programe obuke za zanimanja kao što su instalater grijanja i klimatizacije, recepcioner, keramičar, automehaničar, plastenička proizvodnja, električar, pekar, frizer, te web i grafički dizajn, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe lokalnog tržišta rada i potencijal za zapošljavanje i samozapošljavanje u urbanim i ruralnim područjima.



Ostvareni uticaj

Intervencije su pomogle u unapređenju konkurentnosti nezaposlenih osoba kroz praktične obuke za zanimanja relevantna lokalnim poslodavcima, uslužnim djelatnostima i mogućnostima ruralnog razvoja. Kombinovanjem stručne obuke, podrške preduzetništvu i posebnog fokusa na ranjive grupe, partnerstvo je doprinijelo otvaranju novih puteva ka zapošljavanju i samozapošljavanju te jačanju lokalnih kapaciteta za odgovor na isključenost s tržišta rada.



Ključni rezultati



73

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



31

osobe
zaposlene
nakon obuke



25

osoba obučeno
za preduzetništvo
– SIYB



8

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa. Podržani biznisi uključivali su web i grafički dizajn, foto studio, cvjećarstvo, pčelarstvo i poljoprivredna gazdinstva.

Web i grafički
dizajn

fotografske
usluge

cvjećarstvo,
pčelarstvo

poljoprivredna
gazdinstva



USPJEŠNA PRIČA

Novi put ka zaposlenju

Iako se obrazovao za drugo zanimanje, Dragiša iz Pala iskoristio je jedinstvenu priliku ponuđenu kroz LEP II da se prekvalifikuje i zaposli. Njegova priča pokazuje kako pristup praktičnoj obuci može otvoriti novi profesionalni put i dati ljudima još jedan razlog da svoju budućnost vide u Bosni i Hercegovini.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi
obuke za odrasle

5 dostupnih certificiranih
programa obuke za odrasle

Institucija:

Srednjoškolski centar Pale – električar, pčelar, plastenički proizvođač, bravar-alatničar, web dizajner i grafički dizajner; Ministarstvo poljoprivrede – pčelar i plastenički proizvođač; Milkus – bravar-alatničar; CPE Sarajevo – web dizajner i grafički dizajner; Enterijer Perić – stolar

Održivost intervencije

LPZ Pale pripremio je Akcioni plan zapošljavanja Općine Pale za period 2023–2026, koji je Skupština općine usvojila 27. juna 2023. godine. Partnerstvo je također proširilo aktivnosti na obližnja područja, uključujući Istočnu Ilidžu i Vlasenicu, te razvilo poseban program podrške slijepim i slabovidnim osobama pri ulasku na tržište rada, uključujući psihološku i motivacijsku podršku.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.



17. LEP PALE

Local Partnership for Employment

Location	Period	Value	IP contribution	Lead partner
Municipality of Pale	Mar 2022 – Jun 2024	USD 118,496.09	USD 73,942.98	Municipality of Pale



Challenges in the Local Labour Market

In 2021, the labour market in Pale was marked by an unemployment rate of 10.34 per cent, with 2,304 registered unemployed persons, 54 per cent of whom were women, alongside a strong spatial concentration of the population and underused agricultural resources in rural areas. Key challenges included a mismatch between education and labour market needs, low competitiveness of the available workforce and a weak culture of self-employment, limiting the municipality's ability to turn local comparative advantages into formal employment opportunities.



LEP response

LEP Pale delivered certified training programmes in occupations such as heating and air-conditioning installer, receptionist, ceramic tiler, car mechanic, greenhouse production, electrician, baker, hairdresser, and web and graphic design, complemented by Start and Improve Your Business (SIYB) support, in response to local labour market needs and the potential for employment and self-employment in both urban and rural areas.



Impact statement

The interventions helped improve the competitiveness of unemployed persons by providing practical training in occupations relevant to local employers, services and rural development opportunities. By combining vocational training, entrepreneurship support and a specific focus on vulnerable groups, the partnership contributed to new employment and self-employment pathways and helped strengthen local capacity to respond to labour market exclusion.



Key results



73

unemployed
enhanced
competitiveness
through training



31

employed
after training



25

trained in
entrepreneurship
– SIYB



8

registered
businesses/self-
employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme. The supported businesses included web and graphic design, a photo studio, a florist shop, beekeeping and agricultural holdings.

Web and
graphic design

Photography
services

Floristry
Beekeeping

and Agricultural
holdings



HUMAN STORY

A new path towards employment

Although he was educated in another occupation, Dragiša from Pale used the unique opportunity offered through LEP II to retrain and find employment. His story shows how access to practical training can open a new professional path and give people another reason to see their future in Bosnia and Herzegovina.



Scan to watch
the video story

Certified Training Programmes for Adults

5 available certified training
programmes for adults

Institution:

High School Center Pale (Electrician, Beekeeper, Greenhouse producer, Locksmith toolmaker, Web designer and Graphic designer), Ministry of Agriculture (Beekeeper and Greenhouse producer), Milkus (Locksmith toolmaker), CPE Sarajevo (Web designer and Graphic designer) and Exterior Peric (Carpenter).

Local Legacy:

LEP Pale prepared an Employment Action Plan for the Municipality of Pale for 2023–2026, adopted by the Municipal Assembly on 27 June 2023. The partnership also expanded its activities to nearby areas, including Istočna Ilidža and Vlasenica, and developed a dedicated support programme for blind and visually impaired persons entering the labour market, including psychological and motivational support.

Annex note:

The LEP partners are listed in the Annex.

Održivo partnerstvo za zapošljavanje

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općina Prnjavor	mart 2022 – decembar 2023	USD 156,515.05	USD 17,750.13	Agencija za razvoj preduzeć



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Prnjavoru obilježavala je rastuća potražnja za kvalifikovanom radnom snagom i sve ograničenija ponuda radne snage, djelimično uzrokovana intenzivnijim iseljavanjem od 2018. godine, dok su žene činile 55 posto registrovanih nezaposlenih osoba, a 93 posto ekonomski neaktivnih žena bavilo se kućnim poslovima. Odsustvo održivog institucionalnog mehanizma za usklađivanje ponude i potražnje na tržištu rada, uz nedovoljno razvijenu podršku preduzetništvu uprkos rastu broja preduzeća, ograničavalo je kapacitet lokalne ekonomije da apsorbuje i zadrži radnu snagu.



Intervencija LPZ-a u zapošljavanju

LPZ Prnjavor realizovao je certificirane programe obuke za zanimanja kao što su računovodstveni asistent, CNC operater i digitalni marketing, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebu za kvalifikovanom radnom snagom, snažnijim preduzetništvom i većim učešćem na tržištu rada, posebno među ženama.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz sticanje praktičnih vještina usklađenih s potrebama lokalnih preduzeća i podršku preduzetništvu kao putu ka samozapošljavanju. Kombinovanjem stručne obuke, SIYB podrške, lokalnog planiranja zapošljavanja i jačanja saradnje aktera na tržištu rada, partnerstvo je doprinijelo boljem usklađivanju vještina i radnih mjesta te otvorilo nove mogućnosti za učešće žena u lokalnoj ekonomiji.



USPJEŠNA PRIČA

Dugogodišnji san pretvoren u posao

Samanta, vlasnica Fizionova u Prnjavoru, ostvarila je svoj dugogodišnji san da otvori vlastiti salon nakon što se obrazovala za fizioterapeuticu. Uz podršku LPZ-a, svoj profesionalni put pretvorila je u uspješnu priču o samozapošljavanju.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



64

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



23

osobe
zaposlene
nakon obuke



34

osoba obučeno
za preduzetništvo
— SIYB



5

registrovanih
biznisa
3 additional jobs
created

Certificirani programi obuke za odrasle

2 dostupna certificirana programa obuke za odrasle

Institucija:

Srednjoškolski centar Ivo Andrić, Prnjavor — CNC operater za obradu drveta i CNC operater za obradu metala

Održivost intervencije

LPZ Prnjavor pripremilo je rodno osjetljiv Akcioni plan zapošljavanja za period 2023–2027, sa 19 predloženih mjera zapošljavanja. Partnerstvo je također doprinijelo uspostavljanju Savjeta za zapošljavanje Grada Prnjavora i jačanju saradnje lokalnih institucija, poslodavaca i obrazovnih ustanova. Pored toga, podržalo je modernizaciju kapaciteta za praktičnu nastavu u lokalnoj srednjoj školi, uključujući materijale i opremu za obuke iz CNC-a, računovodstva i digitalnog marketinga.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa, uz tri dodatno otvorena radna mjesta. Podržani biznisi uključivali su stomatološke usluge, salon ljepote, usluge njege i održavanja tijela, usluge pranja i peglanja veša te dizajn interijera.

Stomatološke
usluge

salon
ljepote

usluge njege
tijela

pranje i
peglanje veša

dizajn
interijera

18. LEP PRNJAČOR

Sustainable Partnership for Employment

Location	Period	Value	IP contribution	Lead partner
Municipality of Prnjavor	Mar 2022 – Dec 2023	USD 156,515.05	USD 17,750.13	EDA - Agency for Enterprise Development



Challenges in the Local Labour Market

In 2021, the labour market in Prnjavor was marked by growing demand for qualified workers and an increasingly limited labour supply, partly driven by intensified emigration since 2018, while women accounted for 55 per cent of registered unemployed persons and 93 per cent of economically inactive women were engaged in household work. The absence of a sustainable institutional mechanism for aligning labour market supply and demand, combined with underdeveloped entrepreneurship support despite a growing number of businesses, limited the local economy's capacity to absorb and retain workers.



LEP response

LEP Prnjavor delivered certified training programmes in occupations such as accounting assistant, CNC operator and digital marketing, complemented by Start and Improve Your Business (SIYB) support, in response to the need for qualified workers, stronger entrepreneurship and improved labour market participation, particularly among women.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by providing practical skills aligned with the needs of local businesses and by supporting entrepreneurship as a pathway to self-employment. By combining vocational training, SIYB support, local employment planning and strengthened cooperation among labour market actors, the partnership contributed to better matching of skills and jobs and created new opportunities for women's participation in the local economy.



HUMAN STORY

A long-held dream turned into work

Samanta, owner of Fiziona in Prnjavor, fulfilled her long-held dream of opening her own salon after completing her education as a physiotherapist. With the LEP support, she turned her professional path into a successful self-employment story.



Scan to watch the video story



Key results



64

unemployed enhanced competitiveness through training



23

employed after training



34

trained in entrepreneurship – SIYB



5

registered businesses/self-employed
3 additional jobs created

Certified Training Programmes for Adults

2 available certified training programmes for adults

Institution:

High School Centre Ivo Andrić, Prnjavor (CNC operator for wood processing, CNC operator for metal processing)

Local Legacy:

LEP Prnjavor prepared a gender-sensitive Employment Action Plan for 2023–2027, with 19 proposed employment measures. The partnership also contributed to establishing the Council for Employment of the City of Prnjavor and strengthening cooperation among local institutions, employers and education providers. In addition, it supported the modernization of practical training capacities at the local secondary school, including materials and equipment for CNC, accounting and digital marketing training.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme, creating three additional jobs. The supported businesses included dental services, a beauty salon, body care and maintenance services, laundry and ironing services, and interior design.

Dental services

Beauty salon

Body care services

Laundry and ironing services

and Interior design

Saradnja za bolju konkurentnost

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Srednjobosanski kanton / Kanton Središnja Bosna – Vitez, Travnik, Novi Travnik i Jajce	mart 2022 – juni 2024	USD 151,311.40	USD 28,898.28	Regionalna razvojna agencija REZ d.o.o.



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada Srednjobosanskog kantona obilježavao je strukturni paradoks, sa 34.815 registrovanih nezaposlenih osoba, uz istovremeni suficit određenih profila, poput prodavača, automehaničara i maturanata opće srednje škole, te nedostatak radne snage u sektorima metaloprerađivačke, turizma i usluga njege. Niska mobilnost radne snage, dominacija teže zapošljivih kategorija i nedovoljno razvijen privatni sektor ukazivali su na potrebu za sistemskim reformama obrazovanja, ali i bržim odgovorima tržišta rada kroz aktivne mjere zapošljavanja.



Intervencija LPZ-a u zapošljavanju

LPZ Srednjobosanski kanton realizovao je certificirane programe obuke za zanimanja CNC operater i njegovatelj u kući, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe tržišta rada u proizvodnji, uslugama njege i preduzetništvu.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz praktične obuke za zanimanja povezana s nedostatkom radne snage i podršku preduzetništvu kao putu ka samozapošljavanju. Kombinovanjem stručne obuke, podrške pokretanju biznisa i jačih lokalnih partnerskih mehanizama, LPZ je doprinio responzivnijim mjerama tržišta rada i širim mogućnostima zapošljavanja i samozapošljavanja u Srednjobosanskom kantonu.



Ključni rezultati



42

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



15

osobe
zaposlene
nakon obuke



34

osoba obučeno
za preduzetništvo
– SIYB



18

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 18 novih biznisa. Podržani biznisi uključivali su kućne biznise, štamparske usluge, stomatološke usluge, proizvodnju odjeće, studio za vjenčanja, foto studio, studio za masažu, automehaničarske usluge, fitness usluge, cvjećarske usluge, uređenje interijera, električarske usluge i usluge ljepote.

Kućni biznisi, štamparske usluge, stomatološke usluge, proizvodnja odjeće, studio za vjenčanja, foto studio, studio za masažu, automehaničarske usluge, fitness usluge, cvjećarske usluge, uređenje interijera, električarske usluge, usluge ljepote



USPJEŠNA PRIČA

San iz djetinjstva pretvoren u posao

U svom salonu u Vitezu, Aldina pruža usluge hidžame, masaže i njege tijela. Sretna je što pomaže drugima i ponosna što je, uz podršku kroz LPZ Srednjobosanski kanton uspjela san koji nosi još od djetinjstva pretvoriti u vlastiti biznis.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi
obuke za odrasle

z dostupna certificirana
programa obuke za odrasle

Institucija:

Sveučilište/Univerzitet "Vitez" –
program njegovatelja u kući; Mješovita
srednja škola Travnik – CNC operater

Održivost intervencije

LPZ Srednjobosanski kanton ojačalo je lokalnu podršku zapošljavanju i preduzetništvu kroz izradu Strategije razvoja ljudskih resursa Srednjobosanskog kantona, adaptaciju prostora poslovnih inkubatora BeeZone u Travniku i PINT u Novom Travniku, te nabavku opreme za preduzetničke centre u četiri partnerske općine.

Ove mjere uspostavile su snažniju lokalnu infrastrukturu podrške za razvoj vještina, preduzetništvo i buduće inicijative zapošljavanja širom kantona.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

19. LEP CENTRAL BOSNIAN CANTON

Collaboration for Better Competitiveness

Location	Period	Value	IP contribution	Lead partner
Central Bosnian Canton – Vitez, Travnik, Novi Travnik and Jajce	Mar 2022 – Jun 2024	USD 151,311.40	USD 28,898.28	Regional Development Agency REZ d.o.o.



Challenges in the Local Labour Market

In 2021, the labour market in Central Bosnian Canton was marked by a structural paradox, with 34,815 registered unemployed persons alongside surpluses of certain profiles, such as salespersons, car mechanics and general secondary school graduates, and shortages of workers in metal processing, tourism and care services. Low labour mobility, the predominance of harder-to-employ groups and an underdeveloped private sector pointed to the need for both systemic education reforms and faster labour market responses through active employment measures.



LEP response

LEP Central Bosnian Canton delivered certified training programmes in occupations such as CNC operator and home care nursing, complemented by Start and Improve Your Business (SIYB) support, in response to labour market needs in manufacturing, care services and entrepreneurship.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by providing practical training in occupations linked to labour shortages and by supporting entrepreneurship as a pathway to self-employment. By combining vocational training, business start-up support and stronger local partnership mechanisms, the LEP contributed to more responsive labour market measures and broader opportunities for employment and self-employment in Central Bosnian Canton.



Key results



42

unemployed
enhanced
competitiveness
through training



15

employed
after training



34

trained in
entrepreneurship
– SIYB



18

registered
businesses/self-
employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 18 new businesses were registered through the support programme. The supported businesses included home-based businesses, printing services, dental services, clothing production, a wedding studio, a photo studio, a massage studio, automotive services, fitness services, florist services, interior decoration, electrical services and beauty services.

Home-based businesses, Printing services, Dental services, Clothing production, Wedding studio, Photo studio, Massage studio, Automotive services, Fitness services, Florist services, Interior decoration, Electrical services and Beauty services



HUMAN STORY

A childhood dream turned into work

In her salon in Vitez, Aldina provides hijama, massage and body care services.

She is happy to help others and proud that, with support through LEP Central Bosnian Canton, she was able to turn a dream she had carried since childhood into her own business.



Scan to watch
the video story

Certified Training Programmes for Adults

2 available certified training programmes for adults

Institution:

University "Vitez" (Programme for home care nursing and Mixed Secondary School Travnik – (CNC operator)

Local Legacy:

LEP Central Bosnian Canton strengthened local employment and entrepreneurship support by preparing the Human Resources Development Strategy for Central Bosnian Canton, adapting the premises of the business incubators BeeZone in Travnik and PINT in Novi Travnik, and providing equipment for entrepreneurship centres in four partner municipalities. These measures created a stronger local support infrastructure for skills development, entrepreneurship and future employment initiatives across the canton.

Annex note:

The LEP partners are listed in the Annex.

TECH-LAB

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Tešanj	mart 2022 – mart 2023	USD 155,312.61	USD 32,956.09	Razvojna agencija Tešanj – TRA



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Tešnju bilo je obilježeno strukturnom nezaposlenošću: od 5.757 nezaposlenih osoba, 55 posto činile su žene, dok su mladi učestvovali s oko 37 posto, a prisustvo 309 visokoobrazovanih nezaposlenih osoba ukazivalo je na kvalitativni nesklad između obrazovnih ishoda i potreba tržišta rada. Ključna prepreka nije bila samo nedostatak vještina, već i odsustvo institucionalne koordinacije među relevantnim akterima, što je doprinosilo odlivu ljudskog kapitala i ograničavalo konkurentnost sektora malih i srednjih preduzeća.



Intervencija LPZ-a u zapošljavanju

LPZ Tešanj realizovalo je certificirane programe obuke za zanimanja kao što su operater za preradu plastike injekcionim brizganjem i tehničar za obradu metala rezanjem, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe lokalnog sektora malih i srednjih preduzeća za vještinama i potrebu za jačanjem puteva ka zapošljavanju i samozapošljavanju.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz praktične obuke za tehnička zanimanja relevantna za ekonomiju Tešnja, koju pokreće sektor malih i srednjih preduzeća. Kombinovanjem stručne obuke, podrške preduzetništvu i jačanja saradnje lokalnih aktera na tržištu rada, partnerstvo je doprinijelo boljem usklađivanju ponude vještina i potreba poslovnog sektora, uz podršku zapošljavanju, samozapošljavanju i lokalnoj konkurentnosti.



Ključni rezultati



57

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



35

osobe
zaposlene
nakon obuke



12

osoba obučeno
za preduzetništvo
– SIYB



7

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je sedam novih biznisa. Podržani biznisi uključivali su metalne usluge, transportne usluge, usluge socijalnog preduzeća, poljoprivredne usluge, građevinske usluge i keramičarske usluge.

**Metalne usluge, transportne usluge, usluge socijalnog preduzeća,
poljoprivredne usluge, građevinske usluge, keramičarske usluge**



USPJEŠNA PRIČA

EiM instalacije – ostvarenje Elvirovog dugogodišnjeg sna

EiM instalacije su ostvarenje dugogodišnjeg sna mladog preduzetnika Elvira, koji se bavi ugradnjom vodovodnih i klima sistema. Kroz projekat LEP II, Elvir je razvio svoj biznis kojim se danas uspješno bavi u Tešnju i šire.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi
obuke za odrasle

4 dostupna certificirana
programa obuke za odrasle

Institucija:

Mješovita srednja škola Tešanj – operater za preradu plastike injekcionim brizganjem, zavarivači i tehničar za obradu drveta; Koala Painting d.o.o. – operater za preradu plastike injekcionim brizganjem; Roša Metaling – zavarivači; Interprocess d.o.o. – tehničar za obradu drveta

Održivost intervencije

LPZ Tešanj pripremio je rodno osjetljiv Lokalni akcioni plan zapošljavanja za period 2023–2026, koji je općinski načelnik usvojio 29. septembra 2023. godine, uz odgovornost Razvojne agencije Tešanj za provedbu i praćenje. Partnerstvo je također uspostavilo online platformu za zapošljavanje, otvorilo co-working prostor TECH LAB u oktobru 2023. godine, registrovalo 27 poslovnih ideja kroz program podrške preduzetništvu i aktivno učestvovalo na 17. Međunarodnom sajmu privrede u Tešnju.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

TECH-LAB

Location	Period	Value	IP contribution	Lead partner
Tesanj	Mar 2022 – Mar 2023	USD 155,312.61	USD 32,956.09	Tešanj Development Agency – TRA



Challenges in the Local Labour Market

In 2021, the labour market in Tešanj was marked by structural unemployment: out of 5,757 unemployed persons, 55 per cent were women, while young people accounted for around 37 per cent, and the presence of 309 unemployed persons with higher education pointed to a qualitative mismatch between education outcomes and labour market needs. The key barrier was not only a skills deficit, but also the absence of institutional coordination among relevant actors, which contributed to human capital outflow and limited the competitiveness of the SME sector.



LEP response

LEP Tešanj delivered certified training programmes in occupations such as plastic processing operator by injection moulding and technician for metal processing by cutting, complemented by Start and Improve Your Business (SIYB) support, in response to the skills needs of the local SME sector and the need for stronger employment and self-employment pathways.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by providing practical training in technical occupations relevant to Tešanj's SME-driven economy. By combining vocational training, entrepreneurship support and strengthened cooperation among local labour market actors, the partnership contributed to better alignment between skills supply and business needs, while supporting employment, self-employment and local competitiveness.



Key results



57

unemployed
enhanced
competitiveness
through training



35

employed
after training



12

trained in
entrepreneurship – SIYB



7

registered
businesses/self-
employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, seven new businesses were registered through the support programme. The supported businesses included metal services, transport services, social enterprise services, agricultural services, construction services and ceramics services.

**Metal services, transport services, social enterprise services,
agricultural services, construction services and ceramics services**



HUMAN STORY

EiM Installations — Turning Elvir's Long-Standing Dream into Reality

EiM Installations is the fulfilment of a long-standing dream of young entrepreneur Elvir, whose business focuses on the installation of plumbing and air-conditioning systems. Through the LEP II project, Elvir developed his business, which he now successfully runs in Tešanj and beyond.



Scan to watch
the video story

Certified Training Programmes for Adults

4 available certified training programmes for adults

Institution:

Mixed secondary school Tešanj (Plastic Injection Molding Operator, Welders and Wood Processing Technician Training), Koala Painting d.o.o. (Plastic Injection Molding Operator), Roša Metaling (Welders) and Interprocess d.o.o. (Wood Processing Technician Training)

Local Legacy:

LEP Tešanj prepared a gender-sensitive Local Employment Action Plan for 2023–2026, adopted by the Municipal Mayor on 29 September 2023, with Tešanj Development Agency responsible for implementation and monitoring. The partnership also established an online employment platform, opened a co-working space TECH LAB in October 2023, registered 27 business ideas through the entrepreneurship support programme and actively participated in the 17th International Business Fair in Tešanj.

Annex note:

The LEP partners are listed in the Annex.

Partnerski pristup lokalnom razvoju

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Grad Tuzla	april 2022 – novembar 2024	USD 133,005.49	USD 41,287.35	Grad Tuzla



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Tuzli bilo je oblikovano strukturnom transformacijom lokalne ekonomije uzrokovanom gašenjem ili modernizacijom velikih prerađivačkih kompleksa, uz demografski pad koji je prikrio stvarne razmjere nezaposlenosti. Žene su činile 57,83 posto registrovanih nezaposlenih osoba, dok su hronična neusklađenost obrazovnih programa s potrebama poslodavaca i nedovoljno razvijen sistem cjeloživotnog učenja nastavili produbljivati strukturnu nezaposlenost, posebno među mladima i niskokvalifikovanim radnicima.



Intervencija LPZ-a u zapošljavanju

LPZ Tuzla realizovao je certificirane programe obuke i stručnog usavršavanja, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe tržišta rada i potrebu za jačanjem mogućnosti zapošljavanja i samozapošljavanja u netradicionalnim sektorima.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz širenje pristupa praktičnoj obuci i podršci preduzetništvu prilagođenog promjenjivim potrebama tržišta rada. Kombinovanjem razvoja vještina s podrškom osnivanju mikro i malih biznisa, partnerstvo je doprinijelo novim putevima ka zapošljavanju i samozapošljavanju, posebno u netradicionalnim sektorima s lokalnim potencijalom rasta.



USPJEŠNA PRIČA

Upornost pretvorena u napredak

Elvira iz Tuzle vjeruje da se samo upornošću i radom snovi mogu pretvoriti u stvarnost. Kao umjetnica, ostvarila je svoj san otvaranjem vlastitog salona u Tuzli, a sada planira nastaviti razvijati i širiti svoj biznis.



Skenirajte QR kod i pogledajte video priču



Ključni rezultati



21

nezaposlene osobe unaprijedile konkurentnost kroz obuku



11

osobe zaposlene nakon obuke



76

osoba obučeno za preduzetništvo – SIYB



17

registrovanih biznisa

Certificirani programi obuke za odrasle

4 dostupna certificirana programa obuke za odrasle

Institucija:

Mješovita srednja mašinska škola Tuzla – CNC operater, zavarivač i građevinarstvo; Geodetska škola Tuzla – zidar i asfalter



Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 17 novih biznisa. Podržani biznisi uključivali su obućarsku radnju, krojački salon, salon ljepote, zanatsku djelatnost, proizvodnju voća, proizvodnju meda, autoservis, obrazovne usluge, poljoprivrednu apoteku, razvoj videoigara, nutricionistički centar, transportne usluge, IT usluge i trgovinu.

Obućarstvo, krojačke usluge, usluge ljepote, zanatska djelatnost, proizvodnja voća, proizvodnja meda, autoservis, obrazovne usluge, poljoprivredna apoteka, razvoj videoigara, nutricionističke usluge, transportne usluge, IT usluge, trgovina

Održivost intervencije

LPZ Tuzla ojačao je lokalne kapacitete za zapošljavanje i preduzetništvo povezivanjem službi za zapošljavanje, stručnih škola, poslovnog sektora i organizacija za podršku oko praktične obuke i podrške samozapošljavanju. Partnerstvo je također doprinijelo lokalnom ekonomskom razvoju i snažnijoj podršci netradicionalnim sektorima s potencijalom rasta.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.



21. LEP TUZLA

Partnership Approach to Local Development

 Location	 Period	 Value	 IP contribution	 Lead partner
City of Tuzla	Apr 2022 – Nov 2024	USD 133,005.49	USD 41,287.35	City of Tuzla



Challenges in the Local Labour Market

In 2021, the labour market in Tuzla was shaped by the structural transformation of the local economy caused by the closure or modernisation of large manufacturing complexes, alongside demographic decline, which masked the true scale of unemployment. Women accounted for 57.83 per cent of registered unemployed persons, while the chronic mismatch between education programmes and employers' needs, combined with an underdeveloped lifelong learning system, continued to reinforce structural unemployment, particularly among young people and low-skilled workers.



LEP response

LEP Tuzla delivered certified training and professional development programmes, complemented by Start and Improve Your Business (SIYB) support, in response to labour market needs and the need to strengthen employment and self-employment opportunities in non-traditional sectors.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by expanding access to practical training and entrepreneurship support tailored to changing labour market needs. By combining skills development with support for micro and small business creation, the partnership contributed to new employment and self-employment pathways, particularly in non-traditional sectors with local growth potential.



HUMAN STORY

Turning persistence into progress

Elvira from Tuzla believes that only persistence and hard work can turn dreams into reality. As an artist, she fulfilled her dream by opening her own salon in Tuzla and now plans to continue growing and developing her business.



Scan to watch the video story



Key results



21

unemployed enhanced competitiveness through training



11

employed after training



76

trained in entrepreneurship – SIYB



17

registered businesses/self-employed

Certified Training Programmes for Adults

4 available certified training programmes for adults

Institution:

Mixed Secondary Mechanical School Tuzla (CNC operator and Welder and Construction) and Geodetic School Tuzla Bricklayer and Asphalt Paver

Local Legacy:

LEP Tuzla strengthened local capacities for employment and entrepreneurship by linking employment services, vocational schools, businesses and support organisations around practical training and self-employment support. The partnership also contributed to local economic development and stronger support for non-traditional sectors with growth potential.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, 17 new businesses were registered through the support programme. The supported businesses included a shoemaker, a tailoring salon, a beauty salon, a craft activity, fruit production, honey production, a car service, education services, an agricultural pharmacy, game development, a nutritional centre, transport services, IT services and trade.

Shoemaking, Tailoring services, Beauty services, Craft activity, Fruit production, Honey production, Car service, Education services, Agricultural pharmacy, Game development, Nutritional services, Transport services, IT services and Trade

22. LPZ UNSKO-SANSKI KANTON

Razvoj i implementacija programa zapošljavanja za prekvalifikaciju i podršku tržištu rada

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Unsko-sanski kanton	mart 2022 – decembar 2023	USD 158,051.87	USD 16,952.82	Obrtnička komora Unsko-sanskog kantona



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada Unsko-sanskog kantona bilo je obilježeno strukturnom nezaposlenošću: od 34.281 registrovane nezaposlene osobe, 55 posto činile su žene, mladi su učestvovali sa 24,28 posto, a osobe starije od 50 godina sa 35,72 posto. Istovremeno, visoka nezaposlenost postojala je uz nedovoljno iskorištene lokalne resurse, uključujući 82 posto neobrađenog obradivog zemljišta i nedostatak CNC operatera, dok je iseljavanje mladih nastavilo slabiti ljudski kapital zajednice.



Intervencija LPZ-a u zapošljavanju

LPZ Unsko-sanski kanton realizovalo je certificirane programe obuke za zanimanja kao što su CNC operater, agroturistički radnik, uzgajivač ljekovitog bilja i voćar, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe lokalnog tržišta rada i potencijal poljoprivrede, agroturizma i tehničkih zanimanja.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba povezivanjem praktičnih obuka s nedovoljno iskorištenim ekonomskim potencijalom područja, posebno u poljoprivredi, uzgoju ljekovitog bilja, voćarstvu i tehničkim zanimanjima. Kombinovanjem stručne obuke, podrške preduzetništvu i lokalnog planiranja zapošljavanja, partnerstvo je doprinijelo novim putevima ka zapošljavanju i samozapošljavanju, uz podršku boljem korištenju lokalnih resursa i smanjenju prepreka za učešće na tržištu rada.



Ključni rezultati



101

nezaposlene osobe unaprijedile konkurentnost kroz obuku



28

osobe zaposlene nakon obuke



20

osoba obučeno za preduzetništvo – SIYB



8

registrovanih biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je pet novih biznisa, uz pet dodatno otvorenih radnih mjesta. Podržani biznisi uključivali su proizvodnju meda i proizvoda od meda, salon ljepote, cvjećarske usluge i kamenorezačke usluge.

Med i proizvodi od meda

usluge ljepote

cvjećarstvo

kamenorezačke usluge



USPJEŠNA PRIČA Rast vještina, rast prilika

Nakon završene obuke za uzgoj ljekovitog bilja, Eveldina iz Bosanske Krpe dodatno je usavršila vještine koje je razvijala godinama. Kroz LPZ Unsko-sanski kanton uspjela je napredovati u poslu koji voli i nastaviti razvijati porodičnu djelatnost zasnovanu na lokalnom poljoprivrednom potencijalu.



Skenirajte QR kod i pogledajte video priču

Certificirani programi obuke za odrasle

3 dostupna certificirana programa obuke za odrasle

Institucija:

Srednja škola „Dr. Husein Džanić“ Velika Kladuša – CNC operater i uzgajivač/prerađivač ljekovitog bilja; Biotehnički fakultet Bihać – program za agroturističke radnike

Održivost intervencije

LPZ Unsko-sanski kanton pripremiло je Akcioni plan zapošljavanja Općine Velika Kladuša za period 2023–2025, koji je Općinsko vijeće usvojilo 22. maja 2023. godine. Partnerstvo je također podržalo kapacitete za praktičnu obuku kroz opremanje Biotehničkog fakulteta Univerziteta u Bihaću i Srednje škole „Dr. Husein Džanić“ u Velikoj Kladuši, stvarajući snažniju lokalnu osnovu za budući razvoj vještina u poljoprivredi i tehničkim zanimanjima.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

22. LEP UNA SANA CANTON

Development and implementation of employment programmes for retraining and support to the labour market

 Location	 Period	 Value	 IP contribution	 Lead partner
Una-Sana Canton	Mar 2022 – Dec 2023	USD 158,051.87	USD 16,952.82	Chamber of Crafts of Una Sana Canton



Challenges in the Local Labour Market

In 2021, the labour market in Una-Sana Canton was marked by structural unemployment: out of 34,281 registered unemployed persons, 55 per cent were women, young people accounted for 24.28 per cent, and persons over the age of 50 for 35.72 per cent. At the same time, high unemployment coexisted with underused local resources, including 82 per cent of arable land remaining uncultivated and a shortage of CNC operators, while youth emigration continued to erode the community's human capital.



LEP response

LEP Una-Sana Canton delivered certified training programmes in occupations such as CNC operator, agrotourism worker, medicinal herbs grower and fruit grower, complemented by Start and Improve Your Business (SIYB) support, in response to local labour market needs and the potential of agriculture, agrotourism and technical occupations.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by linking practical training with the underused economic potential of the area, particularly in agriculture, medicinal herbs, fruit production and technical occupations. By combining vocational training, entrepreneurship support and local employment planning, the partnership contributed to new pathways to employment and self-employment while supporting better use of local resources and reducing barriers to labour market participation.



HUMAN STORY

Growing skills, growing opportunities

After completing training in medicinal herbs cultivation, Eveldina from Bosanska Krupa further strengthened the skills she had been developing for years. Through LEP Una-Sana Canton, she was able to advance in the work she loves and continue building a family activity rooted in local agricultural potential.



Scan to watch the video story



Key results



101

unemployed enhanced competitiveness through training



28

employed after training



20

trained in entrepreneurship – SIYB



8

registered businesses/self-employed

Certified Training Programmes for Adults

3 available certified training programmes for adults

Institution:

Secondary School “Dr. Husein Džanić” Velika Kladuša (CNC operator and Cultivator and processor of medicinal plants) and Biotechnical Faculty Bihac – (Programme for Agrotourism Workers)

Local Legacy:

LEP Una-Sana Canton prepared an Employment Action Plan for the Municipality of Velika Kladuša for 2023–2025, adopted by the Municipal Council on 22 May 2023. The partnership also supported practical training capacities by equipping the Biotechnical Faculty of the University of Bihać and the “Dr. Husein Džanić” Secondary School in Velika Kladuša, creating a stronger local basis for future skills development in agriculture and technical occupations.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, five new businesses were registered through the support programme, creating five additional jobs. The supported businesses included production of honey and honey products, a beauty salon, floriculture services and stonemasonry services.

Honey and honey products

Beauty services

Floriculture and

Stonemasonry services

Train Workforce through Local Partnership

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općine Vogošća, Ilijaš i Hadžići	10. juni 2024 – 30. april 2026	USD 177,373.36	USD 38,581.99	Općina Vogošća



Challenges in the Local Labour Market

U 2023. godini tržište rada na području Vogošće, Ilijaša i Hadžića bilježilo je ukupno više od 11.800 registrovanih nezaposlenih osoba, sa stopama nezaposlenosti koje su se kretale od 27 posto u Vogošći do gotovo 39 posto u Ilijašu, dok su osobe sa srednjom stručnom spremom i nekvalifikovani radnici činili najveći udio nezaposlenih. Ključni strukturni izazov predstavlja značajna neusklađenost obrazovnog sistema i potreba tržišta rada: poslodavci u dominantnim sektorima metaloprerađivačke, drvoprerađivačke, ugostiteljstva, turizma i prehrambene industrije kontinuirano ukazuju na neadekvatne vještine i znanja kao glavnu prepreku za popunjavanje radnih mjesta, posebno za CNC operatore i zanimanja u ugostiteljstvu i prehrambenoj industriji. Nedostatak institucionalne podrške i neusklađenost formalnog obrazovanja sa zahtjevima poslodavaca, uz dugoročnu nezaposlenost koja tražiće posla udaljava od tržišnih trendova, naglašavaju hitnu potrebu za ciljanim stručnim obukama i snažnijim uključivanjem poslodavaca u razvoj nastavnih programa.



LEP response

Kao odgovor na identifikovane potrebe tržišta rada, LPZ VIHOR realizovao je certificirane programe stručne obuke za zanimanja konobar/specijalista za catering, CNC operater, pomoćni pekar/poslastičar, zavarivač/bravar i AutoCAD crtanje na području Vogošće, Ilijaša i Hadžića. Programi podrške preduzetništvu – Započni i unaprijedi svoj posao – SIYB, Unaprijedi svoj posao i Digitaliziraj svoj posao – organizovani su za potencijalne preduzetnike koji su namjeravali osnovati vlastite biznise. Dodatno, izrađena su i usvojena tri lokalna akciona plana zapošljavanja, po jedan za svaku općinu.



Impact statement

Kombinacija certificiranih programa stručne obuke, podrške preduzetništvu, te izrade i usvajanja tri lokalna akciona plana zapošljavanja imala je pozitivan uticaj na tržište rada u Vogošći, Ilijašu i Hadžićima, omogućavajući nezaposlenim osobama da steknu vještine direktno usklađene s potrebama poslodavaca i stvarajući nove mogućnosti zapošljavanja i samozapošljavanja na ovom području.

USPJEŠNA PRIČA

Simbioza lokalnog i globalnog kroz Silminu priču

Silma Šabanija Sirčo iz Visokog spojila je ljubav prema ručnom radu, vintage estetici i bosanskohercegovačkoj tradiciji u vlastiti biznis – Vintage Sevdah Pletenina. Kroz autentične ručno izrađene komade, Silma stvara vezu između globalnog vintage duha i lokalnog identiteta, vraćajući kupce tradiciji, emociji i ljepoti prošlih vremena.



Skenirajte QR kod i pogledajte video priču



Key results

57
nezaposlene osobe unaprijedile konkurentnost kroz obuku

24
osobe zaposlene nakon obuke

33
osoba obučeno za preduzetništvo – SIYB

9
registrovanih biznisa

Certificirani programi obuke za odrasle

6 dostupnih certificiranih programa obuke za odrasle ukupnoe

Institucija:

Srednjoškolski centar Hadžići i Srednjoškolski centar Ilijaš

Održivost intervencije

Rodno osjetljivi lokalni akcioni planovi zapošljavanja usvojeni su u sve tri općine.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon SIYB obuke iz preduzetništva, kroz program podrške projekta registrovano je devet novih biznisa. Novouspostavljeni biznisi obuhvatali su različite sektore, uključujući poljoprivredu i proizvodnju hrane, zdravstvo i javne usluge, proizvodnju specijalizovanih paleta, vintage shop, holistički centar, salon ljepote, premium brend fitness i gym opreme, usluge klimatizacije i elektroinstalacija, te proizvodnju prirodne kozmetike.

Proizvodnja, poljoprivredu, građevinarstvo, trgovina na malo, zdravstvo i socijalni rad, ostale uslužne djelatnosti

23. LEP VOGOŠĆA, ILIJAŠ AND HADŽIĆI

Train Workforce through Local Partnership

Location	Period	Value	IP contribution	Lead partner
Municipalities of Vogošća, Ilijaš and Hadžići	10 June 2024 – 30 April 2026	USD 177,373.36	USD 38,581.99	Municipality of Vogošća



Challenges in the Local Labour Market

In 2023, the labour market across Vogošća, Ilijaš and Hadžići recorded a combined total of over 11,800 registered unemployed persons, with unemployment rates ranging from 27 per cent in Vogošća to nearly 39 per cent in Ilijaš, while persons with secondary school education and non-qualified workers represented the largest share of the unemployed. The key structural challenge is a significant mismatch between the education system and labour market needs: employers in the dominant sectors of metal processing, wood processing, hospitality, tourism and the food industry consistently identify inadequate skills and knowledge as the primary barrier to filling vacancies, particularly for CNC operators and occupations in hospitality and the food industry. The absence of institutional support and the misalignment of formal education with employer requirements, combined with long-term unemployment that leaves jobseekers disconnected from market trends, underscores the urgent need for targeted vocational training and stronger engagement of employers in curriculum development.



LEP response

In response to identified labour market needs, LEP VIHOR delivered certified vocational training programmes for waiter/specialist in catering, CNC operator, assistant baker/pastry chef, welder/locksmith and AutoCAD drawing across Vogošća, Ilijaš and Hadžići. Entrepreneurship support programmes — Start and Improve Your Business (SIYB), Improve Your Business and Digitalize Your Business — were organised for prospective business owners intending to establish their own businesses. Additionally, three Local Employment Action Plans were developed and adopted, one for each municipality.



Impact statement

The combination of certified vocational training programmes, entrepreneurship support and the development and adoption of three Local Employment Action Plans positively impacted the labour market across Vogošća, Ilijaš and Hadžići, equipping unemployed residents with skills directly aligned with employer needs and generating new employment and self-employment opportunities in the area.

HUMAN STORY

A Symbiosis of Local and Global Through the Story of Silma

Silma Šabanija Sirčo from Visoko turned her love for handcrafts, vintage aesthetics and Bosnian-Herzegovinian tradition into her own business — Vintage Sevdah Knitwear. Through authentic handmade pieces, Silma creates a connection between the global vintage spirit and local identity, bringing customers back to tradition, emotion and the beauty of times past.



Scan to watch the video story



Key results



57

unemployed enhanced competitiveness through training



24

employed after training



33

trained in entrepreneurship — SIYB



9

registered businesses/self-employed

Certified Training Programmes for Adults

6 available certified training programmes for adults in total

Institution:

Secondary School Centre Hadžići and Secondary School Centre Ilijaš

Local Legacy:

Gender-sensitive Local Employment Action Plans were adopted in all three municipalities.

Annex note:

The LEP partners are listed in the Annex.

Entrepreneurship pathways

Following SIYB entrepreneurship training, nine new businesses were registered through the project's support programme. The newly established businesses spanned a diverse range of sectors, including agriculture and food production, health and public services, manufacturing of specialised pallets, a vintage shop, a holistic centre, a beauty salon, a premium fitness and gym equipment brand, air conditioning and electrical installation services, and production of natural cosmetics.

Manufacturing, agriculture, construction, retail trade, human health and social work, and other service activities

iSKORaK – Partnerstvo za nova radna mjesta

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Grad Zenica i Općina Breza	mart 2022 – juni 2024	USD 158,439.91	USD 76,877.69	Grad Zenica



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Zenici i Brezi obilježavala je strukturna neravnoteža, pri čemu je 97 posto anketiranih poslodavaca navelo da raspoloživa radna snaga ne odgovara njihovim potrebama; u Zenici je, od 18.325 registrovanih nezaposlenih osoba, 60 posto činile žene, a 29 posto mladi, dok su u strukturi nezaposlenih dominirali nisko i srednje kvalifikovani radnici. Nedostatak zanimanja kao što su bravari, zavarivači i CNC operateri, uz prisustvo neformalne ekonomije i nedostatak praktičnog obrazovanja, nastavio je produbljivati strukturnu nezaposlenost i ograničavati konkurentnost lokalnih preduzeća.



Intervencija LPZ-a u zapošljavanju

LPZ Zenica realizovalo je certificirane programe obuke za zanimanja kao što su CNC operater, stolar, zidar/armirač, vozač motornih vozila, električar i krojač, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe poslodavaca i potražnju za praktičnim vještinama u lokalnoj industriji i uslužnim djelatnostima.



Ostvareni uticaj

Intervencije su pomogle u unapređenju zapošljivosti i konkurentnosti nezaposlenih osoba kroz praktične obuke za zanimanja potrebna lokalnim poslodavcima i podršku preduzetništvu kao putu ka samozapošljavanju. Kombinovanjem certificirane obuke, podrške pokretanju biznisa i lokalnog planiranja zapošljavanja, partnerstvo je doprinijelo boljem usklađivanju potreba tržišta rada i raspoloživih vještina, uz stvaranje novih mogućnosti zapošljavanja i samozapošljavanja u Zenici i Brezi.



Ključni rezultati



29

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



8

osobe
zaposlene
nakon obuke



61

osoba obučeno
za preduzetništvo
– SIYB



16

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 17 novih biznisa. Podržani biznisi uključivali su dizajn i šivanje, dizajn interijera, stolariju, računarske usluge, poslastičarstvo, građevinske usluge, vodoinstalaterske usluge, usluge čišćenja i održavanja, električarske usluge, farmaceutske usluge i turističku agenciju.

Dizajn i šivanje, dizajn interijera, stolarija, računarske usluge, poslastičarstvo, građevinske usluge, vodoinstalaterske usluge, čišćenje i održavanje, električarske usluge, farmaceutske usluge, turistička agencija



USPJEŠNA PRIČA

Znanje pretvoreno u biznis

Lejla, mlada inženjerka hemijske tehnologije iz Zenice, pretvorila je ljubav prema hemiji i njezi kože u poslovnu ideju. Kroz LPZ Zenica dobila je sigurnost, hrabrost i podršku da pokrene vlastiti biznis i ponudi proizvode koji donose vrijednost ljudima u njenoj zajednici.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi
obuke za odrasle

6 dostupnih certificiranih
programa obuke za odrasle

Institucija:

Mješovita srednja škola „Mladost“ –
armirač, stolar, vozač motornih vozila,
električar i tekstilni konfeksionar/krojač;
Mješovita srednja industrijska škola
Zenica – CNC operater

Održivost intervencije

LPZ Zenica pripremiло je Lokalni akcioni plan zapošljavanja Grada Zenice za 2023. godinu, koji je integrisan u Strategiju razvoja Grada Zenice za period 2023–2027, usvojenu na Gradskom vijeću 19. decembra 2023. godine. Partnerstvo je također podržalo izradu rodno osjetljivog Akcionog plana zapošljavanja Općine Breza za period 2023–2027, koji je Općinsko vijeće usvojilo 14. decembra 2023. godine, čime je stvoren okvir za nastavak lokalnih mjera zapošljavanja u obje zajednice.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

iSKORaK – Partnership for New Jobs

 Location	 Period	 Value	 IP contribution	 Lead partner
City of Zenica and Municipality of Breza	Mar 2022 – Jun 2024	USD 158,439.91	USD 76,877.69	City of Zenica



Challenges in the Local Labour Market

In 2021, the labour market in Zenica and Breza was marked by a structural imbalance, with 97 per cent of surveyed employers reporting that the available workforce did not match their needs; in Zenica, out of 18,325 registered unemployed persons, 60 per cent were women and 29 per cent were young people, with low- and medium-skilled workers dominating the unemployment structure. Shortages of occupations such as locksmiths, welders and CNC operators, combined with the presence of the informal economy and a lack of practical education, continued to reinforce structural unemployment and limit the competitiveness of local enterprises.



LEP response

LEP Zenica delivered certified training programmes in occupations such as CNC operator, carpenter, bricklayer/reinforcement worker, motor vehicle driver, electrician and tailor, complemented by Start and Improve Your Business (SIYB) support, in response to employer needs and the demand for practical skills in local industry and services.



Impact statement

The interventions helped improve the employability and competitiveness of unemployed persons by providing practical training in occupations needed by local employers and supporting entrepreneurship as a pathway to self-employment. By combining certified training, business start-up support and local employment planning, the partnership contributed to better alignment between labour market needs and available skills, while creating new employment and self-employment opportunities in Zenica and Breza.



Key results



29

unemployed
enhanced
competitiveness
through training



8

employed
after training



61

trained in
entrepreneurship
– SIYB



16

registered
businesses/self-
employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 17 new businesses were registered through the support programme. The supported businesses included design and sewing, interior design, carpentry, computer services, confectionery, construction, plumbing, cleaning and maintenance services, electrical services, pharmaceutical services and a tourism agency.

Design and sewing, Interior design, Carpentry, Computer services, Confectionery, Construction services, Plumbing services, Cleaning and maintenance, Electrical services, Pharmaceutical services and Tourism agency



HUMAN STORY

Turning knowledge into a business

Lejla, a young chemical technology engineer from Zenica, turned her love for chemistry and skincare into a business idea. Through LEP Zenica, she gained the confidence, courage and support to start her own business and offer products that bring value to people in her community.



Scan to watch
the video story

Certified Training Programmes for Adults

6 available certified training programmes for adults

Institution:

Mixed Secondary School “MLADOST” (Armourer, Carpenter, Driver of motor vehicles, Electrician and Textile confectioner – tailor) and Mixed Secondary Industrial School Zenica (CNC operator)

Local Legacy:

LEP Zenica prepared a Local Employment Action Plan for the City of Zenica for 2023, which was integrated into the Zenica City Development Strategy 2023–2027, adopted by the City Council on 19 December 2023. The partnership also supported the preparation of a gender-sensitive Employment Action Plan for the Municipality of Breza for 2023–2027, adopted by the Municipal Council on 14 December 2023, creating a framework for continued local employment measures in both communities.

Annex note:

The LEP partners are listed in the Annex.

25. LPZ ZAPADNOHERCEGOVAČKI KANTON/ŽUPANIJA ZAPADNOHERCEGOVAČKA

LPZ Zapadnohercegovački kanton / Županija Zapadnohercegovačka

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Općina Posušje, Grad Široki Brijeg, Grad Ljubuški	10. juni 2024 – 31. mart 2026	USD 178,816.69	USD 128,986.55	Javna ustanova



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u Zapadnohercegovačkom kantonu / Županiji Zapadnohercegovačkoj bilježilo je približno 10.797 registrovanih nezaposlenih osoba, pri čemu su žene činile veći udio od muškaraca, dok su trgovina i prerađivačka industrija ostale dominantni sektori zapošljavanja. Uprkos pozitivnom trendu rasta zaposlenosti i smanjenja nezaposlenosti zabilježenom u periodu od 2016. do 2019. godine, tržište rada se i dalje suočavalo sa strukturnim izazovima povezanim s neusklađenošću obrazovanja i potreba poslodavaca. Preduzetnici su kontinuirano ukazivali na potrebu za snažnijom institucionalnom podrškom u usklađivanju obrazovanja s potrebama tržišta rada, zbog čega je Strategija razvoja Zapadnohercegovačkog kantona / Županije Zapadnohercegovačke 2021–2027. kvalitet obrazovanja i konkurentnost prepoznala kao jedno od ključnih područja djelovanja.



Intervencija LPZ-a u zapošljavanju

LPZ Zapadnohercegovački kanton / Županija Zapadnohercegovačka realizovao je certificirane programe stručne obuke za deficitarna zanimanja, uključujući web developera, operatera/programera robota, kuhara, keramičara i grafičkog dizajnera. Pored stručnih obuka, za veliki broj potencijalnih preduzetnika organizovani su programi podrške preduzetništvu – Započni i unaprijedi svoj posao – SIYB, Unaprijedi svoj posao i Digitaliziraj svoj posao – pri čemu je značajan broj učesnika nakon toga registrovao vlastite male biznise.

USPJEŠNA PRIČA

Dobrodošli u Anamarijin svijet okusa

Mala kućna proizvodnja ukusne i raznovrsne domaće tjestenine ispunila je Anamarijin san o pokretanju vlastitog biznisa. Anamarija se ne želi zaustaviti na tome – već razmišlja o proširenju ponude prema lokalnim restoranima i tržnim centrima.



Skenirajte QR kod i pogledajte video priču



Ostvareni uticaj

Kombinacija certificiranih programa stručne obuke, nabavke opreme za pružaoce obuka, podrške preduzetništvu, te izrade i usvajanja rodno osjetljivog Lokalnog akcionog plana zapošljavanja imala je pozitivan uticaj na tržište rada u Zapadnohercegovačkom kantonu / Županiji Zapadnohercegovačkoj, što je rezultiralo većim brojem obučanih osoba, novozaposlenih osoba i novoregistrovanih biznisa.



Ključni rezultati



63

nezaposlene osobe unaprijedile konkurentnost kroz obuku



18

osobe zaposlene nakon obuke



48

osoba obučeno za preduzetništvo – SIYB



39

registrovanih biznisa

Certificirani programi obuke za odrasle

7 dostupnih certificiranih programa obuke za odrasle ukupno

Institucija:

Tehnološki park Posušje, Srednja strukovna škola Ljubuški i Srednja strukovna škola Posušje

Održivost intervencije

Rodno osjetljiv Lokalni akcioni plan zapošljavanja usvojen je na kantonalnom/županijskom nivou.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Podrška preduzetništvu

Nakon SIYB obuke iz preduzetništva, kroz program podrške projekta registrovano je 39 novih biznisa. Novouspostavljeni biznisi obuhvatali su širok spektar sektora, uključujući keramičarske i kozmetičke usluge, frizerske salone, proizvodnju hljeba i peciva, proizvodnju suvenira, konjički klub i školu jahanja, dimnjačarske usluge i čišćenje tepiha, stočarstvo, molerske radove, aluminijску i PVC stolariju, fizikalnu terapiju i rehabilitaciju djece, rasadnik cvijeca, dječiju igraonicu i organizaciju rođendana, kao i uzgoj povrća i proizvodnju prerađevina.

Usluge privatnog sektora, infrastruktura i građevinarstvo, poljoprivreda, sektor ljepote, domaći proizvodi, proizvodnja, proizvodnja hrane

25. LEP WEST HERZEGOVINA CANTON

LEP West Herzegovina Canton

 Location	 Period	 Value	 IP contribution	 Lead partner
Municipality of Posušje, City of Široki Brijeg, City of Ljubuški	10 June 2024 – 31 March 2026	USD 178,816.69	USD 128,986.55	Public Institution West Herzegovina Canton Development Agency – HERAG



Challenges in the Local Labour Market

In 2021, the labour market in West Herzegovina Canton recorded approximately 10,797 registered unemployed persons, with women accounting for a larger share than men, while trade and the processing industry remained the dominant employment sectors. Despite a positive trend of increasing employment and decreasing unemployment recorded between 2016 and 2019, the labour market continued to face structural challenges related to the mismatch between education and employer demand. Entrepreneurs consistently highlighted the need for stronger institutional support in harmonising education with labour market needs, prompting the West Herzegovina Canton Development Strategy 2021–2027 to prioritise education quality and competitiveness as a key area of action.



LEP response

LEP West Herzegovina Canton delivered certified vocational training programmes in deficit occupations, including web developer, robot operator/programmer, chef, ceramist and graphic designer. Alongside vocational training, entrepreneurship support programmes – Start and Improve Your Business (SIYB), Improve Your Business and Digitalize Your Business – were organised for a large number of prospective business owners, with a significant share of participants subsequently registering their own small businesses.



Impact statement

The combination of certified vocational training programmes, procurement of equipment for training providers, entrepreneurship support, and the development and adoption of a gender-sensitive Local Employment Action Plan had a positive impact on the labour market in West Herzegovina Canton, resulting in a higher number of trained individuals, newly employed persons and newly registered businesses.



Key results



63

unemployed enhanced competitiveness through training



18

employed after training



48

trained in entrepreneurship – SIYB



39

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 39 new businesses were registered through the project's support programme. The newly established businesses spanned a wide range of sectors, including ceramic and beauty services, hair salons, bread and pastry production, souvenir manufacturing, an equestrian club and riding school, chimney sweep and carpet cleaning services, livestock farming, painting, aluminium and PVC joinery, physical therapy and rehabilitation for children, a flower nursery, a children's playroom and birthday party organisation, as well as vegetable growing and production of processed goods.

Private sector services, infrastructure and construction, agriculture, beauty sector, home-made products, manufacturing and food production



HUMAN STORY

Welcome to Anamarija's World of Flavours

A small home-based production of delicious and diverse homemade pasta helped Anamarija fulfil her dream of starting her own business. She does not want to stop there – she is already thinking about expanding her offer to local restaurants and shopping centres.



Scan to watch the video story

Certified Training Programmes for Adults

7 available certified training programmes for adults in total

Institution:

Technology Park Posušje, Secondary Vocational School Ljubuški and Secondary Vocational School Posušje

Local Legacy:

A gender-sensitive Local Employment Action Plan was adopted at the cantonal level.

Annex note:

The LEP partners are listed in the Annex.

Obuke za poslodavce – T4E

Lokacija	Period	Vrijednost	Doprinos partnera	Vodeći partner
Žepče, Zavidovići, Maglaj i Usora	mart 2022 – maj 2024	USD 157,484.59	USD 35,585.21	Razvojna agencija Žepče



Izazovi na lokalnom tržištu rada

U 2021. godini tržište rada u četiri jedinice lokalne samouprave u Zeničko-dobojskom kantonu obilježavala je rodna asimetrija, pri čemu su žene činile 59,71 posto nezaposlenih osoba u kantonu, što je iznad prosjeka Federacije BiH, uz istovremeni nedostatak radne snage koji su poslodavci iskazali kroz 141 zahtjev za novim radnicima. Potpuno odsustvo registrovanih pružalaca neformalnog obrazovanja u sve četiri općine, u kombinaciji s intenzivnim migracijama koje su stvarale trenutni deficit radne snage i ugrožavale dugoročno demografsku osnovu, ukazivalo je na potrebu za koordiniranim međuopćinskim pristupom razvoju ljudskog kapitala.



Intervencija LPZ-a u zapošljavanju

LPZ Žepče realizovalo je certificirane programe obuke za zanimanja kao što su farbar za površinsku obradu / radovi s epoksidnom smolom, CNC operater, CNC operater u metalnom sektoru i modelar namještaja i dizajna interijera, uz podršku kroz program Započni i unaprijedi svoj posao – SIYB, kao odgovor na potrebe poslodavaca i potražnju za koordiniranim razvojem ljudskog kapitala u četiri općine.



Ostvareni uticaj

Intervencije su pomogle u odgovoru na nedostatak radne snage i jaz u vještinama kroz certificirane obuke za zanimanja direktno povezana s potražnjom poslodavaca i podršku preduzetništvu kao putu ka samozapošljavanju. Kombinovanjem stručne obuke, SIYB podrške i međuopćinske saradnje, partnerstvo je doprinijelo jačanju lokalnih kapaciteta za razvoj ljudskog kapitala i stvaranju novih mogućnosti zapošljavanja i samozapošljavanja u Žepču, Zavidovićima, Maglaju i Usori.



Ključni rezultati

45

nezaposlene
osobe
unaprijedile
konkurentnost
kroz obuku



18

osobe
zaposlene
nakon obuke



20

osoba obučeno
za preduzetništvo
– SIYB



11

registrovanih
biznisa

Podrška preduzetništvu

Nakon obuke Započni i unaprijedi svoj posao, kroz program podrške registrovano je 11 novih biznisa, uz devet dodatno otvorenih radnih mjesta. Podržani biznisi uključivali su poljoprivredne djelatnosti, fast-food usluge, građevinske radove, frizerski salon, farmaceutske usluge, domaće proizvode, salon ljepote, IT usluge i popravak električnih uređaja.

Poljoprivredne djelatnosti, fast-food usluge, građevinski radovi, frizerski salon, farmaceutske usluge, domaći proizvodi, salon ljepote, IT usluge, popravak električnih uređaja



USPJEŠNA PRIČA

Prilika da pokaže šta je naučio

Nakon završene obuke za CNC operatera, Josip iz Žepča zaposlio se kod poznatog lokalnog poslodavca. Zahvalan na prilici da primijeni novostečene vještine, želi ostati u Bosni i Hercegovini, nastaviti učiti i graditi svoju budućnost kod kuće.



Skenirajte QR
kod i pogledajte
video priču

Certificirani programi
obuke za odrasle

4 dostupna certificirana
programa obuke za odrasle

Institucija:

WMTA Banja Luka – farbar za površinsku obradu / radovi s epoksidnom smolom;
Centar za obrazovanje odraslih Eduka BH
Tešanj – CNC operater

Održivost intervencije

LPZ Žepče pripremio je nacrt Plana razvoja ljudskih resursa za područje Usore, Žepča, Maglaja i Zavidovića, koji su usvojili članovi partnerstva.

Partnerstvo je također doprinijelo jačanju međuopćinske saradnje i stvorilo osnovu za buduće koordinirano djelovanje u oblasti razvoja vještina, zapošljavanja i podrške poslodavcima u četiri lokalne zajednice.

Napomena za aneks:

Partneri LPZ-a navedeni su u Aneksu.

Training for Employers – T4E

Location	Period	Value	IP contribution	Lead partner
Žepče, Zavidovići, Maglaj and Usora	Mar 2022 – May 2024	USD 157,484.59	USD 35,585.21	Development Agency Žepče



Challenges in the Local Labour Market

In 2021, the labour market in the four local self-government units in Zenica-Doboj Canton was marked by gender asymmetry, with women accounting for 59.71 per cent of unemployed persons in the canton, above the Federation of BiH average, alongside a shortage of workers reported by employers through 141 requests for new workers. The complete absence of registered non-formal education providers in all four municipalities, combined with intensive migration that created immediate labour shortages and threatened the long-term demographic base, pointed to the need for a coordinated inter-municipal approach to human capital development.



LEP response

LEP Žepče delivered certified training programmes in occupations such as painter for surface treatment / epoxy resin works, CNC machine operator, CNC machine operator in the metal sector, and furniture and interior design modeller, complemented by Start and Improve Your Business (SIYB) support, in response to employer needs and the demand for more coordinated human capital development across the four municipalities.



Impact statement

The interventions helped respond to labour shortages and skills gaps by providing certified training in occupations directly linked to employer demand and by supporting entrepreneurship as a pathway to self-employment. By combining vocational training, SIYB support and inter-municipal cooperation, the partnership contributed to stronger local capacities for human capital development and created new employment and self-employment opportunities across Žepče, Zavidovići, Maglaj and Usora.

HUMAN STORY

A chance to show what he learned

After completing CNC operator training, Josip from Žepče found employment with a well-known local employer. Grateful for the opportunity to apply his newly acquired skills, he wants to stay in Bosnia and Herzegovina, continue learning and build his future at home.



Scan to watch the video story



Key results



45

unemployed enhanced competitiveness through training



18

employed after training



20

trained in entrepreneurship – SIYB



11

registered businesses/self-employed

Entrepreneurship pathways

Following SIYB entrepreneurship training, 11 new businesses were registered through the support programme, creating nine additional jobs. The supported businesses included agricultural activities, fast food services, construction works, hairdressing salon, pharmaceutical services, home-made products, beauty salon, IT services and repair of electrical appliances.

Agricultural activities, Fast food services, Construction works, Hairdressing salon, Pharmaceutical services, Home-made products, Beauty salon, IT services and Repair of electrical appliances

Certified Training Programmes for Adults

4 available certified training programmes for adults

Institution:

WMTA Banja Luka (Painter for surface treatment/epoxy resin works) and Adult Education Centre Eduka BH Tešanj (CNC machine operator)

Local Legacy:

LEP Žepče prepared a draft Human Resources Development Plan for the area of Usora, Žepče, Maglaj and Zavidovići, which was adopted by the members of the partnership. The partnership also contributed to strengthening inter-municipal cooperation and created a basis for future coordinated action in skills development, employment and support to employers across the four local communities.

Annex note:

The LEP partners are listed in the Annex.

Annex – LPZ partneri

- A&F d.o.o. Jajce
- Acma doo Bos. Krupa
- AKM Technology doo Bos. Krupa
- Alo d.o.o. Trebinje
- ALPAMM d.o.o. Tuzla
- Alu-point d.o.o.
- AMA Adriatic d.o.o.
- Aragosta invest d.o.o.
- AREL d.o.o. Zenica
- Asocijacija za ekonomski razvoj REDAH Mostar
- Asocijacija za ekonomski razvoj REDAH Mostar
- ATNH doo Bos. Krupa
- ATT d.o.o. Gornji Vakuf – Uskoplje
- Banstroj doo
- Bega-komerc d.o.o. Zenica
- Bigeste doo Ljubuški
- Biotehnički fakultet Univerziteta u Bihaću
- Biro za zapošljavanje Gradiška
- Biro za zapošljavanje Kostajnica
- Biro za zapošljavanje Kozarska Dubica
- BL Best inženjering d.o.o.
- Boha d.o.o. Zenica
- Bontex d.o.o. Maglaj
- Bosankar doo Bos. Krupa
- Botex d.o.o. Gradiška
- Braća Karić d.o.o. Zenica
- Bulet d.o.o. Motel Royal Tuzla
- CEFE – Udruženje trenera BiH
- Centar za edukaciju i istraživanje Nahla (Ustanova za obrazovanje odraslih)
- Centar za edukaciju mladih (CEM)
- Centar za obrazovanje odraslih Edukon – Univerza
- Centar za promociju lokalnog razvoja PLOD
- Cestotehnik d.o.o. Tuzla
- CEUP - Centar za edukacije i upravljanje projektima
- City of Tuzla
- Continental adventure doo Livno
- COX 4 doo
- Č.J. doo Bihać
- Deling d.o.o. Tuzla
- Devetak Lović Q CO d.o.o. Lukavac
- Dizart doo Sarajevo (Ustanova za obrazovanje odraslih)
- Dom za starija lica „Natura“ Pale
- EDUKA BH Centar za obrazovanje odraslih Tešanj
- Eko sir Puđa doo Livno
- Eko Željeznica d.o.o. Istočna Ilidža
- ELAS metalexpert d.o.o.
- Elektro Tim d.o.o.
- Elektroremont dd
- Energetik d.o.o.
- Es-sthal d.o.o. Jelah
- Europa d.o.o. Sarajevo
- Ferretto Group Central Europe d.o.o. Usora
- Foresta d.o.o. Kostajnica
- Fotex doo
- Galerija Mc Milan d.o.o.
- GIP-Gradiš d.o.o.
- Gončin d.o.o. Gradiška
- GPP doo
- Grad Banja Luka
- Grad Bihać
- Grad Derventa
- Grad Goražde
- Grad Gradiška
- Grad Gradiška
- Grad Istočno Sarajevo
- Grad Laktaši
- Grad Livno
- Grad Ljubuški
- Grad Mostar
- Grad Stolac
- Grad Široki Brijeg
- Grad Trebinje
- Grad Zenica
- Gradska razvojna agencija Istočno Sarajevo – RAIS
- „Grijanje invest“ d.o.o. Pale
- GS-TMT d.o.o. Travnik
- Hakadesch d.o.o. Gradiška
- Herbal Spa doo Sarajevo
- Herc gradnja d.o.o. Bileća
- Hotel Heco d.o.o. Sarajevo
- Hotel Monti d.o.o.
- Hotel Vila Nova d.o.o. Neum
- Hurem-wood dream d.o.o. Tešanj
- Ibrahimovic doo Bos. Krupa
- IT Odjel Mostar
- Jablanit d.o.o. Jablanica
- Jifeng d.o.o. Žepče
- JU Centar srednjih škola Ivo Andrić
- JU Centar srednjih škola Trebinje
- JU i SŠ „Dr. Husein Džanić“ Velika Kladuša
- JU Mješovita srednja elektrotehnička škola Tuzla
- JU Mješovita srednja građevinsko-geodetska škola Tuzla
- JU Mješovita srednja industrijska škola Zenica
- JU Mješovita srednja mašinska škola Tuzla
- JU Mješovita srednja škola Banovići
- JU Mješovita srednja škola Tuzla
- JU Razvojna agencija županije Zapadnohercegovačke (HERAG)
- JU Služba za zapošljavanje Kantona Sarajevo
- JU Služba za zapošljavanje KS
- JU Služba za zapošljavanje RS – Biro Pale
- JU Služba za zapošljavanje SBK/KSB
- JU Služba za zapošljavanje TK
- JU Služba za zapošljavanje TK
- JU Služba za zapošljavanje Tuzlanskog kantona
- JU Služba za zapošljavanje USK
- JU Služba za zapošljavanje ZDK
- JU Služba za zapošljavanje ZDK
- JU Služba za zapošljavanje Zeničkodobojskog kantona
- JU Srednja mješovita škola MLADOST Zenica
- JU Srednja stručna i tehnička škola Gradiška
- JU Srednjoškolski centar Hadžići
- JU Srednjoškolski centar Kostajnica
- JU Srednjoškolski centar „Nedžad Ibrišimović“ Ilijaš
- JU SŠC „Nikola Tesla“ Kozarska Dubica
- JU Stručna i tehnička škola Derventa
- JU Tehnička škola Gradiška
- JU Tehnička škola Gradiška
- JU Tehnička škola Trebinje
- JU Zavod za zapošljavanje Republike Srpske
- JU Zavod za zapošljavanje Republike Srpske – Filijala Trebinje
- JU Zavod za zapošljavanje RS – Biro Gradiška
- JU Zavod za zapošljavanje RS – Biro Prnjavor
- Junior eko termik d.o.o.
- Kantonalna privredna komora Tuzla
- Klaster hrane i drveta Sarajevo
- Koala DMT d.o.o. Tešanj
- Koala Paintings d.o.o. Tešanj
- Kolektor CCL d.o.o. Laktaši
- Konitex doo
- Kostelski buk doo Bihać
- Krupa Kabine Bos. Krupa doo
- Lake Hospitality d.o.o. Sarajevo
- Lanaco
- LiNK – Udruženje za poduzetništvo i posao
- Linnovate Tehnološki park (LINNOVATE Fondacija)
- LIR Evolucija
- Loxeno s.p. Aljoša Kotur
- MAKŠ d.o.o. Vitez
- Mandeks Molding d.o.o.
- Mašinski fakultet Mostar
- Mašinski fakultet, Univerzitet u Istočnom Sarajevu
- MB Inoks s.p. Bileća
- MBA centar d.o.o.
- MDG International d.o.o.
- Metalis MI d.o.o.
- MI Trivas doo
- Mikron Metalno d.o.o. Lukavac
- Milenkovic d.o.o. Gradiška
- Milinković d.o.o.
- Miltex d.o.o.

Annex – LEP partners

- A&F d.o.o. Jajce
- Acma d.o.o. Bosanska Krupa
- AKM Technology d.o.o. Bosanska Krupa
- ALDI Goražde – Association for Local Development Initiatives
- ALPAMM d.o.o. Tuzla
- Alu-Point d.o.o.
- Alo d.o.o. Trebinje
- AMA Adriatic d.o.o.
- Aragosta Invest d.o.o.
- AREL d.o.o. Zenica
- Association for Assistance to Children and Youth with Special Needs “Sunce” Pale
- Association for Economic Development REDAH Mostar
- Association for Economic Development REDAH Mostar
- Association of CEFE Trainers in Bosnia and Herzegovina
- Association of Entrepreneurs and Craftsmen “Banovići”
- ATNH d.o.o. Bosanska Krupa
- ATT d.o.o. Gornji Vakuf-Uskoplje
- Banstroj d.o.o.
- Banovići Brown Coal Mine
- Bega-Komerc d.o.o. Zenica
- Bigeste d.o.o. Ljubuški
- Biotechnical Faculty, University of Bihać
- BL Best Engineering d.o.o.
- Boha d.o.o. Zenica
- Bontex d.o.o. Maglaj
- Bosankar d.o.o. Bosanska Krupa
- Braća Karić d.o.o. Zenica
- Bulet d.o.o. Motel Royal Tuzla
- Cantonal Chamber of Economy Tuzla
- Centre for Promotion of Local Development PLOD
- Centre for Youth Education (CEM)
- CEFE – Association of Trainers in Bosnia and Herzegovina
- CEUP – Centre for Education and Project Management
- Cestotehnik d.o.o. Tuzla
- Chamber of Commerce of Republika Srpska, Regional Chamber of Commerce Trebinje
- Chamber of Crafts of Bosnian-Podrinje Canton Goražde
- Chamber of Crafts of Una-Sana Canton
- Chamber of Economy of Bosnian-Podrinje Canton Goražde
- City Development Agency of Istočno Sarajevo – RAIS
- City of Banja Luka
- City of Bihać
- City of Derventa
- City of Goražde
- City of Gradiška
- City of Gradiška
- City of Istočno Sarajevo
- City of Laktaši
- City of Livno
- City of Ljubuški
- City of Mostar
- City of Stolac
- City of Široki Brijeg
- City of Trebinje
- City of Trebinje Development Agency (TREDEA)
- City of Tuzla
- City of Zenica
- Citizens’ Association EDA – Enterprise Development Agency
- Citizens’ Association Enterprise Development Agency EDA Banja Luka
- Citizens’ Association “Nešto Više”
- COX 4 d.o.o.
- Continental Adventure d.o.o. Livno
- Deling d.o.o. Tuzla
- Development Agency Žepče
- Devetak Lović Q CO d.o.o. Lukavac
- Dizart d.o.o. Sarajevo – Adult Education Institution
- Džemal Bijedić Secondary Vocational School
- EDUKA BH Adult Education Centre Tešanj
- Edukon – Univerza Adult Education Centre
- Eko Sir Puđa d.o.o. Livno
- Eko Željeznica d.o.o. Istočna Ilidža
- ELAS Metalexpert d.o.o.
- Elektro Tim d.o.o.
- Elektroremont d.d.
- Employment Service of Bosnian-Podrinje Canton Goražde
- Employment Service of Canton 10
- Employment Service of Central Bosnia Canton
- Employment Service of Herzegovina-Neretva Canton
- Employment Service of Herzegovina-Neretva Canton
- Employment Service of Herzegovina-Neretva Canton Mostar
- Employment Service of Sarajevo Canton
- Employment Service of West Herzegovina Canton
- Employers’ Association of Bosnian-Podrinje Canton Goražde
- Employers’ Association Usora
- Energetik d.o.o.
- Es-sthal d.o.o. Jelah
- Europa d.o.o. Sarajevo
- Exclusive Beauty Salon Lukavac
- Faculty of Mechanical Engineering Mostar
- Faculty of Mechanical Engineering, University of Istočno Sarajevo
- Ferretto Group Central Europe d.o.o. Usora
- Food and Wood Cluster Sarajevo
- Foresta d.o.o. Kostajnica
- Fotex d.o.o.
- Gallery Mc Milan d.o.o.
- GLP-Gradis d.o.o.
- Gončin d.o.o. Gradiška
- GPP d.o.o.
- Gradiška Employment Bureau
- GS-TMT d.o.o. Travnik
- Hakadesch d.o.o. Gradiška
- Herc Gradnja d.o.o. Bileća
- Herbal Spa d.o.o. Sarajevo
- Home for Older Persons “Natura” Pale
- Hotel Heco d.o.o. Sarajevo
- Hotel Monti d.o.o.
- Hotel Vila Nova d.o.o. Neum
- Hurem-Wood Dream d.o.o. Tešanj
- Ibrahimović d.o.o. Bosanska Krupa
- IT Department Mostar
- Jablanit d.o.o. Jablanica
- Jifeng d.o.o. Žepče
- Junior Eko Termik d.o.o.
- Koala DMT d.o.o. Tešanj
- Koala Paintings d.o.o. Tešanj
- Kolektor CCL d.o.o. Laktaši
- Konitex d.o.o.
- Kostajnica Employment Bureau
- Kostelski Buk d.o.o. Bihać
- Kozarska Dubica Employment Bureau
- Krupa Kabine Bosanska Krupa d.o.o.
- Lake Hospitality d.o.o. Sarajevo
- Lanaco
- LiNK – Association for Entrepreneurship and Jobs
- LINNovate Technology Park / LINNovate Foundation
- LIR Evolucija
- Loxeno s.p. Aljoša Kotur
- MAKŠ d.o.o. Vitez
- Mandeks Molding d.o.o.
- MBA Centre d.o.o.
- MB Inoks s.p. Bileća
- MDG International d.o.o.
- Metalis MI d.o.o.
- Mikron Metalno d.o.o. Lukavac
- Milenkovic d.o.o. Gradiška
- Milinković d.o.o.
- Ministry of Economy of Central Bosnia Canton
- MI Trivas d.o.o.
- Mineya d.o.o.
- Miviko d.o.o. Posušje
- Mixed Secondary Electrical and Mechanical School Lukavac
- Mixed Secondary School Banovići
- Mixed Secondary School Safet Krupić
- Mixed Secondary School Tešanj
- Mixed Secondary Technical School

- Mineya doo
- Ministarstvo privrede SBK/KSB
- Miviko doo Posušje
- Mješovita srednja elektro-mašinska škola Lukavac
- Mješovita srednja škola Safet Krupić
- Mješovita srednja škola Tešanj
- Mješovita srednja tehnička škola Travnik
- Monti d.o.o. Sarajevo
- MWOOD doo
- Narodno sveučilište Livno
- Nenoline enterijeri d.o.o. Sarajevo
- Novi Jelšingrad
- Nurković doo
- Obrtnička komora BPK Goražde
- Obrtnička komora Unsko-sanskog kantona
- Općina Banovići
- Općina Bosanska Krupa
- Općina Breza
- Općina Centar Sarajevo
- Općina Gornji Vakuf Uskoplje
- Općina Hadžići
- Općina Ilijaš
- Općina Jablanica
- Općina Jajce
- Općina Lukavac
- Općina Neum
- Općina Novi Grad Sarajevo
- Općina Novi Travnik
- Općina Novo Sarajevo
- Općina Posušje
- Općina Ravno
- Općina Tešanj
- Općina Travnik
- Općina Usora
- Općina Velika Kladuša
- Općina Vitez
- Općina Vogošća
- Općina Zavidovići
- Općina Žepče
- Opština Bileća
- Opština Foča
- Opština Gacko
- Opština Istočna Ilidža
- Opština Istočno Novo Sarajevo
- Opština Kostajnica
- Opština Kozarska Dubica
- Opština Ljubinje
- Opština Pale
- Opština Prnjavor
- OR Pekara Hukić Tuzla
- Orlando-Samel-Namještaj doo Zenica
- Pekarska radnja Tušanj Tuzla
- Piemonte d.o.o. Tuzla
- PKRS Područna privredna komora Trebinje
- PMP Jelšingrad-FMP a.d. Gradiška
- Pobjeda d.d. Tešanj
- Prevent FAD d.d. Jelah
- Privredna komora BPK Goražde
- Prlić d.o.o. Žepče
- Process d.o.o. Tešanj
- Profing d.o.o.
- Provision d.o.o. Lukavac
- PU „Linija života“ Donji Vakuf
- PUŽ Udruga roditelja djece s posebnim potrebama „PUT U ŽIVOT“
- Razvojna agencija Grada Trebinja (TREDEA)
- Razvojna agencija općine Tešanj - TRA
- Razvojna agencija Žepče
- RCB Nanotehnologija d.o.o.
- Regionalna razvojna agencija REZ d.o.o
- Rudnik mrkog uglja Banovići
- Safebus ltd Bos. Krupa
- Saga d.o.o. Žepče
- Saksofon d.o.o. Tuzla
- Salon ljepote Exclusive Lukavac
- Saračević d.o.o. Tešanj
- Sarajevska regionalna razvojna agencija SERDA
- Segment d.o.o. Trebinje
- Služba za zapošljavanje BPK Goražde
- Služba za zapošljavanje Hercegbosanske županije
- Služba za zapošljavanje HNK
- Služba za zapošljavanje HNK-HNŽ
- Služba za zapošljavanje HNŽ/HNK Mostar
- Služba za zapošljavanje SBK
- Služba za zapošljavanje Županije Zapadnohercegovačke
- SM - Transkop doo.
- Srednja stručna škola Džemal Bijedić
- Srednja strukovna škola Ruđera Boškovića Ljubuški
- Srednja škola Jablanica
- Srednja škola Neum
- Srednja škola Stolac
- Srednjas strukovna škola Posušje
- Srednjoškolski centar Pale
- Stamen Modules d.o.o.
- Stolarija Šimić d.o.o. Žepče
- Strojopromet doo Velika Kladuša
- Sveučilište u Mostar
- Sveučilište/Univerzitet Vitez
- Šišović Mesna industrija Rakitno d.o.o.
- Škola za obrazovanje odraslih Optimus-NUBL Banja Luka
- Šuvak Metal d.o.o. Kozarska Dubica
- Tanović doo
- Tarčin International Development Company d.o.o.
- Tehnograd-company d.o.o. Tuzla
- Tehnološki park Posušje
- Tekstilno preduzeće „Mraz“ doo Pale
- Tip-top d.o.o. Sarajevo
- TMP Društvo za zapošljavanje slijepih i slabovidnih lica doo Sarajevo
- Topling doo
- Tri Best d.o.o.
- Tropic maloprodaja d.o.o. Banja Luka
- TT kabeli doo Široki Brijeg
- TVC d.o.o.
- Udruženje građana „Nešto Više“
- Udruženje mladih REAKTIVIRAJ (REAKTIV)
- Udruženje poslodavaca BPK Goražde
- Udruženje poslodavaca Usora
- Udruženje privrednika i obrtnika „Banovići“
- Udruženje trenera CEFE u Bosni i Hercegovini
- Udruženje za lokalne razvojne inicijative ALDI Goražde
- Udruženje za pomoć djeci i omladini sa posebnim potrebama „Sunce“ Pale
- UG Agencija za razvoj preduzeća EDA Banja Luka
- UG EDA – Agencija za razvoj preduzeća
- Ugostiteljsko-trgovinska-turistička škola u Banja Luci
- Unija udruženja poslodavaca Republike Srpske: Unija UPRS
- Univerzitet u Banja Luci – Mašinski fakultet
- Ustanova za obrazovanje odraslih Nova zanimanja – Sarajevo
- Vukovo Jelah
- Weiss Light d.o.o. Pale
- WMTA Banja Luka institucija za obrazovanje odraslih
- Wood Art doo
- Zah doo Bos. Krupa
- Zavod za zapošljavanje RS
- Zenička razvojna agencija ZEDA doo
- Zlatno zrno sp Istočno Novo Sarajevo

- Travnik
- Monti d.o.o. Sarajevo
- Municipality of Banovići
- Municipality of Bileća
- Municipality of Bosanska Krupa
- Municipality of Breza
- Municipality of Centar Sarajevo
- Municipality of Foča
- Municipality of Gacko
- Municipality of Gornji Vakuf-Uskoplje
- Municipality of Hadžići
- Municipality of Ilijaš
- Municipality of Istočna Ilidža
- Municipality of Istočno Novo Sarajevo
- Municipality of Jablanica
- Municipality of Jajce
- Municipality of Kostajnica
- Municipality of Kozarska Dubica
- Municipality of Lukavac
- Municipality of Ljubinje
- Municipality of Neum
- Municipality of Novi Grad Sarajevo
- Municipality of Novi Travnik
- Municipality of Novo Sarajevo
- Municipality of Pale
- Municipality of Posušje
- Municipality of Prnjavor
- Municipality of Ravno
- Municipality of Tešanj
- Municipality of Travnik
- Municipality of Usora
- Municipality of Velika Kladuša
- Municipality of Vitez
- Municipality of Vogošća
- Municipality of Zavidovići
- MWOOD d.o.o.
- Nahla Centre for Education and Research – Adult Education Institution
- Nenoline Interiors d.o.o. Sarajevo
- Nova Zanimanja Adult Education Institution – Sarajevo
- Novi Jelšingrad
- Nurković d.o.o.
- Optimus-NUBL School for Adult Education Banja Luka
- OR Hukić Bakery Tuzla
- Orlando-Samel-Namještaj d.o.o. Zenica
- Piemonte d.o.o. Tuzla
- PMP Jelšingrad-FMP a.d. Gradiška
- Pobjeda d.d. Tešanj
- Prlić d.o.o. Žepče
- Prevent FAD d.d. Jelah
- Process d.o.o. Tešanj
- Profing d.o.o.
- Provision d.o.o. Lukavac
- Public Employment Institute of Republika Srpska
- Public Institution “Dr. Husein Džanić” Secondary School Velika Kladuša
- Public Institution “Linija života” Donji Vakuf
- Public Institution Development Agency of West Herzegovina Canton (HERAG)
- Public Institution Employment Institute
- Public Institution Employment Institute of Republika Srpska
- Public Institution Employment Institute of Republika Srpska
- Public Institution Employment Institute of Republika Srpska – Gradiška Bureau
- Public Institution Employment Institute of Republika Srpska – Pale Bureau
- Public Institution Employment Institute of Republika Srpska – Prnjavor Bureau
- Public Institution Employment Institute of Republika Srpska – Trebinje Branch
- Public Institution Employment Service of Republika Srpska
- Public Institution Employment Service of Sarajevo Canton
- Public Institution Employment Service of Sarajevo Canton
- Public Institution Employment Service of Tuzla Canton
- Public Institution Employment Service of Tuzla Canton
- Public Institution Employment Service of Tuzla Canton
- Public Institution Employment Service of Una-Sana Canton
- Public Institution Employment Service of Zenica-Doboj Canton
- Public Institution Employment Service of Zenica-Doboj Canton
- Public Institution Ivo Andrić Secondary School Centre
- Public Institution Mixed Secondary Construction and Geodetic School Tuzla
- Public Institution Mixed Secondary Electrical Engineering School Tuzla
- Public Institution Mixed Secondary Mechanical School Tuzla
- Public Institution Mixed Secondary School “Mladost” Zenica
- Public Institution Mixed Secondary School Tuzla
- Public Institution Secondary School Centre Hadžići
- Public Institution Secondary School Centre Kostajnica
- Public Institution Secondary School Centre “Nedžad Ibrišimović” Ilijaš
- Public Institution Secondary School Centre “Nikola Tesla” Kozarska Dubica
- Public Institution Technical School Gradiška
- Public Institution Technical School Gradiška
- Public Institution Technical School Trebinje
- Public Institution Vocational and Technical School Derventa
- Public Institution Vocational and Technical Secondary School Gradiška
- Public Open University Livno
- PUŽ Association of Parents of Children with Special Needs “Put u život”
- RCB Nanotechnology d.o.o.
- Regional Development Agency REZ d.o.o.
- Ruđer Bošković Secondary Vocational School Ljubuški
- Saga d.o.o. Žepče
- Safebus Ltd. Bosanska Krupa
- Saksofon d.o.o. Tuzla
- Saračević d.o.o. Tešanj
- Sarajevo Regional Development Agency SERDA
- Secondary School Centre Pale
- Secondary School Jablanica
- Secondary School Neum
- Secondary School Stolac
- Secondary Vocational School Posušje
- Segment d.o.o. Trebinje
- Šišović Meat Industry Rakitno d.o.o.
- SM-Transkop d.o.o.
- Stamen Modules d.o.o.
- Stolarija Šimić d.o.o. Žepče
- Strojopromet d.o.o. Velika Kladuša
- Šuvak Metal d.o.o. Kozarska Dubica
- Tanović d.o.o.
- Tarčin International Development Company d.o.o.
- Technology Park Posušje
- Tehnograd-Company d.o.o. Tuzla
- Tešanj Municipality Development Agency – TRA
- Textile Company “Mráz” d.o.o. Pale
- Tip-Top d.o.o. Sarajevo
- TMP Company for Employment of Blind and Visually Impaired Persons d.o.o. Sarajevo
- Topling d.o.o.
- Tri Best d.o.o.
- Tropic Retail d.o.o. Banja Luka
- TT Kabeli d.o.o. Široki Brijeg
- Tušanj Bakery Tuzla
- TVC d.o.o.
- Union of Employers’ Associations of Republika Srpska: UPRS Union
- University “Vitez”
- University of Banja Luka – Faculty of Mechanical Engineering
- University of Mostar
- Vukovo Jelah
- Weiss Light d.o.o. Pale
- WMTA Banja Luka Adult Education Institution
- Wood Art d.o.o.
- Youth Association REAKTIVIRAJ (REAKTIV)
- Zah d.o.o. Bosanska Krupa
- Zenica Development Agency ZEDA d.o.o.
- Zlatno Zrno s.p. Istočno Novo Sarajevo

