

Bosnia and Herezegovina

Improvement Plan

Thematic window: Youth, Employment & Migration

**Programme Title: Youth Employability and Retention
Programme**

c) File for the Joint Programme Improvement Plan

After the interim evaluation is complete, the phase of incorporating its recommendations shall begin. This file is to be used as the basis for establishing an improvement plan for the joint programme, which will bring together all the recommendations, actions to be carried out by programme management.

Evaluation Recommendation No. 1 <i>The Programme Management Committee should take a favourable view on extending the programme lifetime and should immediately propose a no-cost extension request for an additional period up to six months.</i>						
Response from the Joint Programme Management						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
PMC approves the no cost extension	May 2012	All YERP PMC members	Comments	Status: To be approved on 25.05.2012	Comments	Status
Evaluation Recommendation No. 2 <i>The Programme Management Committee should consider to incorporate additional elements of effective cooperation with the employers, such as reaching maximum agreements for employing YERP beneficiaries or informing and inviting employer representatives to take active part in the programme steering, into the remaining programme activities.</i>						
Response from the Joint Programme Management						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
Presentation of YERP results to employers and presentation of CISO results in media together with employers	May – December 2012	Mujanovic Erol, YERP NPMC	Comments	Status: Started	Comments	Status
Organization of several events and project activities that will involve employers (such as planned activities "Employability skills" with Microsoft BiH and "Start up weekend" with RS agency for SMEs.	September – October 2012	Mujanovic Erol, YERP NPMC		Started		
Evaluation Recommendation No. 3						

<p><i>Programme Management Committee, assisted by the Joint Programme Manager and in close cooperation of all beneficiaries concerned should agree on a sustainability plan, indicating in detail for each output actions, timelines and responsibilities for making the respective output sustainable. The sustainability plan should particular take account of the need:</i></p> <ul style="list-style-type: none"> • <i>to ensure that life skills and competence-based education elements are formally integrated into teaching curricula and that a related wide-spread training system for teachers is in place,</i> • <i>that CISOs in all Entities have been fully integrated into the formal employment service structures, sufficiently resourced to provide their services to young clients, and,</i> • <i>that the pro-active information on positive and negative aspects of (labour) migration is increasingly ensured and taken over by the respective BiH authorities, preferably at Entity levels.</i> 						
Response from the Joint Programme Management						
Key actions		Time frame	Person responsible	Follow-up		Secretariat
Produce and submit the sustainability plan to the PMC PMC approves the sustainability plan		May 2012	PMC members + NPMC (Erol Mujanovic)	Comments Sustainability strategy will be submitted to the PMC on 25.05 and after its approval the Sustainability plan will be prepared	Status:	Comments Status
<p>Evaluation Recommendation No. 4• <i>UN agencies should monitor the sustainability plan wherever possible for at least a year after closure of the programme.</i></p>						
Response from the Joint Programme Management						
Key actions		Time frame	Person responsible	Follow-up		Secretariat
Sustainability plan indicators incorporated into Agency M+E activities, where resources allow for UNV.				Comments: In practice very difficult to implement	Status	Comments Status
<p>Evaluation Recommendation No. 5• <i>The Programme Management Committee should consider whether the ownership and adoption of the “life skills and key competencies” part of the Education Component is fully clear and whether it needs to be explored and agreed by the respective Working Group</i></p>						
Response from the Joint Programme Management						

Key actions	Time frame	Person responsible	Follow-up		Secretariat	
5.1 Methodology for integration of life skills and key competencies in formal education will be presented, discussed and agreed with Education Working group at the 4th meeting of the WG.	April 2012	Nina Kovač, YEM BiH Unicef consultant	Comments	Status: Done	Comments	Status
5.2 Education WG will take an active consultative and guiding role throughout the process of developing education modules and training materials to the aim of increasing WG's ownership of all education outputs. The individual members of the WG in turn will act as ambassadors at their home institutions (ministries of education) supporting the official integration of modules in the formal education system.	April – December 2012	Nina Kovač, YEM BiH Unicef consultant	Comments	Status: Ongoing	Comments	Status
5.3 Presentation to the PMC of the plans for integration of key competencies in formal education as agreed with the Education WG	April 2012	Nina Kovač, YEM BiH Unicef consultant	Comments The PMC welcomed the initiative to strengthen the role of the WG	Status: Done	Comments	Status
Evaluation Recommendation No. 6 • <i>The Programme Management Committee should consider whether there is a possibility for the Migration Component to increase the effect by developing a TLCM with Spain. Discussions with Embassy of the Kingdom of Spain in order to explore details should start immediately.</i>						
Response from the Joint Programme Management This was considered immediately at the beginning of the program, however, discussions with Spanish Cooperation (before their closure) did not result in concrete possibilities due to financial crisis and language barrier. However, this can certainly be attempted once more.						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
Meetings with Spain representatives will be organized and the idea will be re-considered.	May or June 2012	Sasha Barnes	Comments	Status	Comments	Status
Evaluation Recommendation No. 7 • <i>In order to promote YERP outcomes and to identify possible financial means for a continuation of certain activities the Programme Management Committee should agree a final visibility event. The purpose would be to present the achievements and the detailed prospects for sustainability, as well as further activities needed for the immediate strengthening of impacts and sustainability. The donor community should be invited as a main target group of such an event, and their ideas for providing funding for covering/ continuing certain programme results should be explored. The United Nations Country Team should consider assisting with sustainability by taking account of the YERP achievements when conducting the programming of future interventions in BiH.</i>						
Response from the Joint Programme Management						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	

1. Share with the PMC this idea	May to August 2012	NPMC	Comments	Status: Done	Comments	Status
2. Agree on month of the event						
3. Request PMC opinion on the type of the event						
Evaluation Recommendation No. 8 •						
<i>All Government partners should increase their actions for pro-active programme advocacy in order to enhance continuity and replication. Assessing, documenting and leveraging on the pilot experiences needs to be immediately explored in order to enhance interest and support from government policy makers.</i>						
Response from the Joint Programme Management						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
Mobilise and raise the attention of key government partners and ask them for specific actions for proactive programme advocacy	May-December 2011	NPMC	Comments	Status: Started	Comments	Status
Evaluation Recommendation No. 9 •						
<i>Core elements of the YERP Working Groups be maintained and used for further work on the outcomes being achieved. By the end of the programme all Working Groups (Education, Migration) should have developed concrete action plans how to proceed further with the outputs being produced. The current Working Groups might also be utilised for other areas of reform since they appear to be an excellent forum for discussion and agreement, across all various governmental and administrative stakeholders.</i>						
Response from the Joint Programme Management						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
- 9.1 Action plan developed by Education working group on how to proceed with education outputs	- January 2013	- Nina Kovač, YEM BIH Unicef consultant	- Comments	- Status: Planned	Comments	Status
- Prepare detailed guidelines for collection, exchange and dissemination of the migration statistics with identified number of coordination meetings (quarterly, semi-annual, etc)	Sept.2012	Mr. Zeljko Sikima,				
- Organize the task force group that will support passing the Strategy with Action plan in the Parliament; submitting the final version of the Strategy and Action plan	Sept.- Dec 2012	Ms. Nermina Vrbic Huduti				
- Action plan developed for Migration working groups, on how to proceed with outputs, including:	Jan.2013					
• Work on preparing household survey on migration and remittances						
• Functioning of two task forces, one for incentive for registration of BiH nationals, and another for register, or at least for survey of						

Diaspora • Signing of cooperation agreements on data exchange between institutions within BiH and with ones in emigration countries						
Evaluation Recommendation No. 10 • <i>The Government partners, in particular the Entity Employment Institutes, should conduct an in-depth assessment of the various pilot models currently being implemented by donors in order to improve youth employability. Based on their assessment and lessons learned they should develop a harmonised approach for implementing client-oriented employability services for young unemployed people within the public employment service structures.</i>						
Response from the Joint Programme Management						
Key actions	Time frame	Person responsible	Follow-up		Secretariat	
Conduct in depth assessment of the various pilot models currently being implemented by donors in order to improve youth employability	January – June 2013	2 Entity PES directors	Comments lack of capacity, possible lack of financial resources to conduct such in depth assessment.	Status	Comments	Status