



“Džemal Bijedić”
University
of Mostar



Career Center – concept, activities & future plans

Tempus MOREMS Training “Improving Student Services and Setting up a Student Careers Office”

Danube University Krems, March 23rd – 27th, 2010.



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University



www.unmo.ba

- One of 8 public universities in B&H, one of 6 public universities in F B&H, and one of 2 in Mostar (Herzegovina)
- Founded 1977. Around 7.100 students
- 8 faculties:
 - Agro-mediterranean Faculty
 - Faculty of Humanities
 - Faculty of Information Technologies
 - Faculty of Business Management
 - Faculty of Civil Engineering
 - Faculty of Mechanical Engineering
 - Teacher-training Faculty
 - Law Faculty
- University Library, Institute of engineering, Institute for design and testing of materials and construction, Educational centre with computer classrooms, a multimedia hall, the International Centre for Philosophy, Institute for economic development, Institute of Biology and Chemistry, Student Centre, Multimedia Centre, Centre for Career Development, ...
- Space - 15.000 m² + campus
- Budget - 6.5 milion Euros: government participate with cca 21%

idea

During the last decade, job perspectives of university graduates have changed considerably mainly due to two reasons:

1. *increasing internationalisation of job markets* provides graduates with a considerably broader spectrum of job perspectives,
2. on the other hand a university *degree is no longer a guarantee* for a swift and easy access into a qualified career.

Both aspects complicate professional orientation for students since most undergraduates possess little precise ideas regarding their career aims.

In reality, university education in our case takes place quite separately from job markets. Students are busy with their degree curriculum and have little opportunity to gain work experience, not to mention lack of practical work at our University as one of the greatest problem...

With the help of Career Centres stronger ties can be established between students, universities and enterprises.



Students -
Universities

Universities –
Enterprises

Benefits

Enterprises -
Students

Society



Universities still do not tend to see themselves sufficiently as *service agencies*.

They are in competition for the best undergraduates:

improving teaching quality,
improving general university services, etc.

One of the weaknesses of the current system can be found in the fact that the potential of regional and interregional *cooperation* between universities among themselves as well as between universities and enterprises *is currently not used efficiently enough to be able to generate innovative knowledge* and to transfer ones own know how to external parties.

Entrants to the job market still make too little use of the process of European integration as a perspective for their own careers. Various opportunities are already offered to highly skilled workers from EU states.

Recent migration of work forces between non EU, new and old EU member states has shown that it is not only the target countries that profit from additional skilled labour but also the countries of origin. In the short-term they profit from a relief on their job markets, and in the medium-term from money and knowledge transferred by their fellow countrymen working abroad.



mission & basic goals

To help students to explore options and to develop skills useful for career development and job seeking

We are aiming to provide support to students *before and at the time* of their transition from higher education system into the labor market.

We will try to provide professional advices to students and organize training courses / classes to assist them in making decisions about their future.



**areas of
work**

Education (students, wider academic community, employers, etc.)

- workshops
- lectures
- presentations
- conferences and seminars, ...

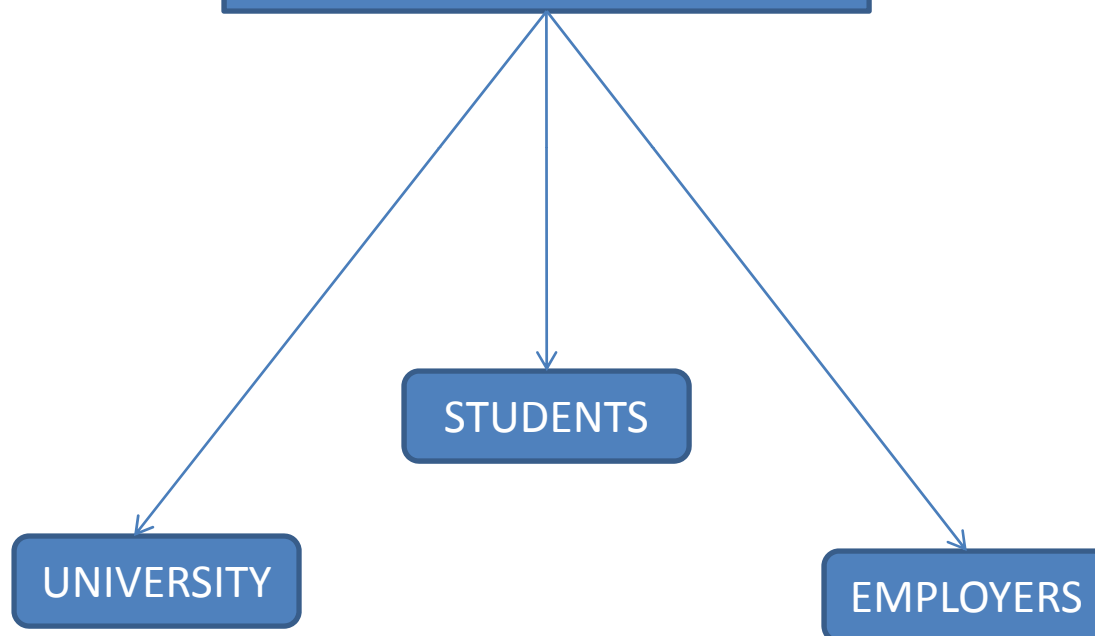
Raising awareness (students and staff) and informational activities

- web
- facebook
- mailing lists
- other marketing campaigns and tools

Cooperation

- establishment of contacts with employers, government and international partners - partners data base ,
- organization of events related with labor market (job fairs, conferences, seminars
- discussions involving employers

CAREER CENTER MOSTAR



start

In the initial period we focused on the larger group activities - such as skills development courses, conferences, company presentations and events related to the raising awareness at the university - rather than on individual counseling of students.

Awareness of young people to think about their future and career is not overly developed in BiH or in Mostar. Together with student passivity, this is the biggest problem Career Center is currently facing.




Ne možete se zaposliti?

Plasite se budućnosti?

Nemate potrebne vještine?

Ne vidite perspektivu?

„Yes, we can!“

Potencijal i mogućnosti CENTRA ZA RAZVOJ KARIJERE pri Univerzitetu „Džemal Bijedić“ u Mostaru

★ Petak, 14. novembar 2008. godine od 9:00 do 15:00

Amfiteatar – Fakultet informacionih tehnologija

★ Savjetovanje internacionalnog karaktera
★ Okrugli stol
★ Radionica

kontakt: career@unmo.ba

Yes we can! Conference, November 2008.

**current
situation**

Office & equipment

3 volunteers - CCM Team
interdisciplinarity
internacionality
flexibility

University level

Support from menagement

Coordination and communication with other services

Support from students

Part-time student working at the office

Support from companies and organizations

No alumni organizations at any level

Important part of our Strategy



how we
do it

work with
students



Drop-In Sessions: unannounced 10-15 minutes meetings – individual discussion about certain issue such as CV, or work application writing, etc.

Longer professional counseling: 45 minutes to 1 hour. These are confidential talks with any career related issue about which the student wishes to discuss.

Information about careers: students are offered help to provide information on topics related to the career for which we have information.

Lectures on career: dedicated to a wide range of professional areas, such as teaching, marketing, accounting, etc. In this activity are often involved employers.

Soft skills trainings/Workshops focused on skills that can be learned, which employers are looking for, such as teamwork, presentation skills, negotiating skills.

Tests for the exercise: serve to help students prepare for tests. Reflect the actual tests used by employers in hiring new staff.

Courses - previously examining student interest.

We need to respond on student needs, so we change our program on regular basis.

how we
do it

**work with
employers**

*Advertise job offers : through internet (web page, facebook,...)
interview preparations ,
data base*

Job Fairs

Employers presentations (individual company)

Improving services and knowledge about labour market, their needs and demands.

Two – way cooperation:

- Career Center – Employers (additional services, informations sharing, advices, etc.)
- Employers – Career Centre (lectures, presentations, workshops...)



how we
do it

work with
staff

We are working directly with teachers (staff in general) and departments, to improve students' employment prospects and possibilities of their further development. Some of the activities include:

Lectures to students: presentation of the departments in various fields, such as how to find a job, what you can do with your degree, etc.

Events in the departments: eg. events involving former students, who current students provide insight into areas that are currently dealing with or who are engaged in after graduation.

Trainings for staff: how to maintain a useful and effective presentations, etc.

Communication and collaboration with departments: infos about graduates, their experiences at work, etc.





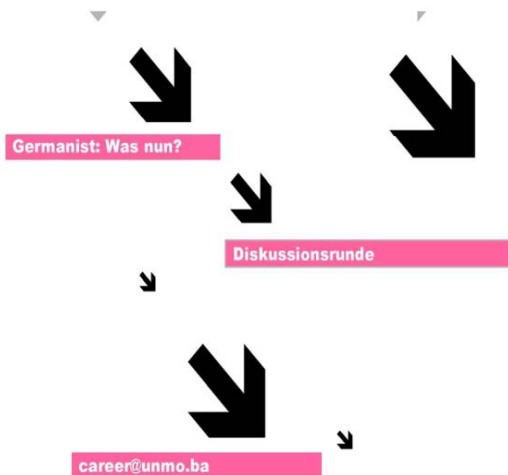
how we
do it

**other
activities**

Find out (be part of, or even be generator for) local *initiatives* to reduce unemployment with University that contribute to the development of social diversity, as well as a number of individual projects at any level.







Job-Perspektiven in der Wirtschaft

Alexander Märdian, Wirtschaftsberater des Bürgermeisters in Mostar, Leiter des Business Service Centar (CIB-Experte)

★ **Donnerstag, 29.10.2009, 12:00 Uhr**
Fakultet humanističkih nauka (FHN 2)
Univerzitet „Džemal Bijedić“ u Mostaru



Šta sve postoji za aktivizam, putovanja i razvoj karijere?

Studentski klub „MUNJA!“
OIA - Omladinska informativna agencija

★ **Četvrtak, 5.11.2009, 16:00-17:00**
Fakultet informacijskih tehnologija
Univerzitet „Džemal Bijedić“ u Mostaru
career@unmo.ba



**future
plans
&
open
questions**



Solve institutional issues

integrative part of the University – part of the Universities structure
administrative unit ?

Employees – competences of the staff ?

full time person

2 part time students

volunteers

Action plans

Peer group of professionals

Peer group of students

Accredited modules: some university courses that maintain services career counseling are part of an accredited program of study.

THANK YOU



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