YOUMIG project

YOUMIG - Improving institutional capacities and fostering cooperation
in order to tackle the impacts of transnational youth migration
DTP1-1-161- 4.1

WP5 Improved Local Services

Output 5.3 Local pilots for better services & inventory

MUNICIPALITY: MARIBOR

December 2018

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1. Introduction

In the YOUMIG project: Improving institutional capacities and fostering cooperation to tackle the impacts of transnational youth migration in the Danube region; 19 partners from 8 countries are working together to support the local governments of Maribor (Slovenia), Graz (Austria), Kanjiža (Serbia), the borough of Rača, Bratislava (Slovakia), Szeged (Hungary), Sfântu Gheorghe (Romania), and Burgas (Bulgaria), in exploiting the developmental potential of youth migration, leading to a better-governed and more competitive Danube region.

The YOUMIG project is aiming to boost their institutional capacities to enhance the scarce local evidence on youth migration, contributing to improved policymaking with a focus on human capital. Statistical offices & academic organisations are teaming up with local governments in a complex and tailored transnational cooperation to create local developmental strategies based on improved impact indicators of youth migration. They are also working together to introduce transnationally-tested tools to manage local challenges.

To address the challenges, obstacles, and benefits of youth migration in sending/receiving communities, a Local Status Quo Analysis (LSQA)[1] has been prepared, providing an overview of trends in youth migration and of related social phenomena, respectively. The study was based on policy-oriented research. The first objective was to synthesise the findings of the YOUMIG research activities with regard to youth migration. In this respect, the municipalities were characterised and typified according to the migration trends they experienced. The second objective was to understand the effects of youth migration, and to identify policy challenges related to it. Through applied research, a screening of responses provided by local authorities to challenges related to in- and out-migration of young people was performed. A related goal was to identify management and capacity gaps in institutional mechanisms of local authorities, with the aim of addressing youth migration and related phenomena.

To support the development of services on a local level that will assist local governments in coping with the inward, outward, and return migration of young people, a European and global good practice collection of relevant services and actions linked to youth migration[2] was prepared. This was the first step towards tailor-made solutions aimed at improving institutional capacities and fostering cooperation to tackle the impacts of transnational youth migration at the local level. Based on the challenges and needs revealed in the LSQA and on collected good practices, the local partners prepared tailor-made solutions that assisted them in coping with immigrants, emigrants or returning youth migrants on the local level.

Reflecting on the local challenges and administrative capacity gaps identified and measured in the YOUMIG project, each local partner elaborated a roadmap, adapting existing practices and/or designing new ones. Different aspects were addressed, including challenges such as brain drain and care drain in the sending areas, immigrants' deskilling ("brain waste"), and difficulties accessing public services in the receiving areas. Subsequently, local pilot actions were designed and implemented in the identified topics. In the case of already existing practices, actions were adapted to local context. The pilot actions

[1]Local Status Quo Analysis can be obtained at:http://www.interreg-danube.eu/approved-projects/youmig/outputs
[2]The YOUMIG Good Practice Collection can be found here: http://www.interreg-danube.eu/approved-projects/youmig/outputs

were accompanied by local Migration Forums, which involve relevant stakeholders linked to the pilot area receiving immediate feedback and general local supervision. In addition, partners peer reviewed each other's pilot actions as part of a study visit to increase knowledge sharing linked to the piloting, and in order to assess its transferability. The pilots were evaluated based on a common methodology.

Fig. 1: Preparation of the local pilot

The local pilot's testing phase incorporated several activities: implementation - accompanied by the monitoring-activities and presentation of the results to all 19 partners, as well as peer-review study visits in which local partners not only visited each other, but also capitalised on the lessons learned during the pilot project's implementation.
In the figure below, the entire process of implementation, monitoring and evaluation of the local pilots is documented.

Fig. 2: Implementation, monitoring, and evaluation of the local pilots

With each of the local partners basing their pilot actions on field research and LSQA, the individual action plans are naturally distinct.

Tab. 1: Overview of YOUMIG pilot activity by local partners

Local partner	Name of pilot activity	Brief description of the pilot activity
Graz	M-GIST-HUB Engaging migrant girls from the Danube region in natural science and technology	The city of Graz is currently witnessing a trend: its youth lack interest in obtaining an education in natural science and technology, which is especially typical of young women with a migration background. It has been found that in many cases there is little awareness of which skill sets are required or what job opportunities exist in obtaining such an education. The M-GIST-HUB is therefore concerned primarily with raising awareness among the target group, and above all, including family members of the target group, since young people rarely make such important decisions independently; therefore the influence of family members(who may also lack awareness of educational possibilities), is also one of the decisive factors. Ultimately, raising awareness of the opportunities available to the target group has an impact on their integration into society.
Kanjiža	Stay, work, be happy!	The Municipality of Kanjiža has opened a co-working space, providing its youth with the opportunity to gain business and language competences to further their opportunities in the Serbian labour market, since overall cooperation with the established national structures was inadequate for the specific situation of the municipality. Through the municipality-owned centre, the target group of young potential emigrants has been offered advice and support, thereby influencing their decision to migrate abroad or not. By means of this activity, the local partner is tackling the issue of youth emigration from the municipality to neighbouring Hungary, especially since the majority of the population is part of the Hungarian minority and has better language competencies in Hungarian than in the national language (Serbian).

Local partner	Name of pilot activity	Brief description of the pilot activity
Maribor	CWMB YOUMIG (Co-Working Maribor)	Maribor is a city facing both immigration and emigration. Therefore, the CWMB YOUMIG programme is targeting young people with a migration background or intention to migrate, as well as offering a supportive environment for return migrants. The co-working centre is offering support for young people on their path to self-employment, by offering free desk sharing in a stimulating environment with access to key support organizations within the city (including national SPOT points, a science park, and consultations available at the regional development agency), as well as linguistic support in the case of language barriers for migrants. By offering such support, CWMB YOUMIG provides a hub, staying in touch with its members even in the event of their emigration from the city. It also forms a supportive network for immigrants integrating into society through self-employment. During the pilot period, CWMB attracted 3 immigrants and 12 potential emigrants.
Szeged	Sensitization and multicultural training (SAMU)	The Municipality of Szeged identified an opportunity to facilitate the social integration of young migrants with nursery-school children (ages 3-6), through a programme provided by public pre-school childcare providers. Trainings on sensitisation and multiculturality were conducted among public pre-school childcare providers and with municipal staff in order to break down the potential communication barriers between public service providers and immigrants. The pilot activities contributed positively to public service providers (municipality and nursery school), above all, by raising staff competencies in dealing with the issues of immigrants (mostly young parents) who do not share the same cultural background and command of the language as their native peers. The trainings proved successful, and provided staff with tools that could also be applied outside their immediate field of work.

2. Local pilot identity card: CWMB YOUMIG

Title	**CWMB YOUMIG**
Starting date	01/04/2018
Duration	01/04/2018 – 30/11/2018
Local pilot holder	Maribor Development Agency / Co-Working Maribor
Number of municipal staff involved in the implementation of the local pilot	Municipal: 0 Local partner: 3
Target group	Young migrants from the Danube region whose aim is to become self-employed in Maribor/Slovenia
Stakeholders (list)	Administrative Unit Maribor, Regional Employment Office, Slovenian Business Point (SPOT)
Costs (as per AF)	19,400.00 EUR
Transferred good practice (with reference to the Roadmap)	A centre for migrant business start-ups and enterprise; the project partners' own experience in the field of business pre-incubation and running a co-working centre (CWMB)

3. Summary of the local pilot

CWMB YOUMIG was established as the support environment for young migrants from the Danube region whose ambition is to become self-employed.

It shares its location with the local YOUMIG partner Maribor Development Agency, and offers six desk-sharing workstations with wireless broadband connection. It provides a free, productive, and stimulating environment that boosts the entrepreneurial potential of the migrant population by reducing the costs of office rental during the development of an independent enterprise.

CWMB YOUMIG is also providing access to knowledge achieved through thematic education, aimed at enhancing the entrepreneurial competences of the target group. Through a series of educational workshops, members have gained important entrepreneurial competencies, at the same time learning the basics of business culture and legislation in Slovenia. In addition, linguistic support has been made available, although current members have not yet required such support.

CWMB YOUMIG has worked with 15 young people living in Maribor: three are foreign-born immigrants; seven are considering emigrating in the near future, and five intend to conduct business with foreign markets with a view to migrating or commuting abroad.

4. Challenges addressed in the local pilot

Major local challenges and opportunities related to youth migration identified by the Local Status Quo Analysis (Activity 3.2), and addressed in the local pilot

The city of Maribor is facing a decline in population due to both negative natural population change and negative migration balance. Foreign-born population has accounted for a slowly increasing proportion of the total population of Maribor (12.0% in 1991 to 15.1% in 2017). In the Local Status Quo Analysis, specific bureaucratic and/or administrative barriers experienced by immigrants, emigrants and return migrants have been highlighted.

From the qualitative research, several actions were identified to improve the management of youth migration in Maribor, of which "setting up a support environment for youth and migrating youth to facilitate self-employment" was selected for the pilot activity within the YOUMIG project. The support environment consists of CWMB YOUMIG, a co-working hub at the location of PP5 that also functions as a space for sharing other migration-related experiences, creating a supportive environment for migrants that is not based on their country of origin or nationality (such as in a diaspora).

The pilot activity is founded on two pillars:

1) The previous activities of PP5 - Co-Working Maribor (a co-working centre run by PP5 that aims to foster entrepreneurial potential among Maribor's population and its surrounding).

2) Identifying good practices within YOUMIG: Centre for migrant business start-ups and enterprise

In 2015, The Maribor Development Agency (MRA) established a co-working centre targeting potential entrepreneurs. Along with other support activities aimed at fostering the entrepreneurial potential of young people, MRA was established as a hub to support and encourage self-employment. Based on the experience PP5 had already gained in setting up and running a successful co-working space - providing support for potential entrepreneurs as well as young entrepreneurs in the early phase of conducting business, CWMB YOUMIG can be considered a substantial upgrade that includes newly defined target groups.

For the purpose of supporting young migrants in the Danube region, important lessons were drawn from the case study Unternehmer ohne Grenzen (UoG) (Hamburg, Germany). UoG started from the assumption that third-country nationals and their descendants have a similar or even higher propensity to set up businesses than native Germans. However, third-country nationals in general have less knowledge of the business regulations and legal and organisational environment that is required for self-employment. Therefore, immigrant entrepreneurs were provided with tailor-made counselling and networking services that matched the specific business environment of Hamburg.

Based on the above description, PP5 set up the program CWMB YOUMIG in the premises of PP5 at Pobreška cesta 20 in Maribor, Slovenia; offering a free desk-sharing space for up to 12 people to use at the same time (with an optimum number of 6-8 users). CWMB YOUMIG provides users with free access to fast wireless internet, along with secure lockers for personal items.

CWMB YOUMIG members also have access to complementary support services offered through PP5 (outside the YOUMIG project), such as a) PVSP programme[3] mentors who support the development of business ideas and the preparation of business plans; b) SIO[4] project mentors who aid in the foundation of new enterprises, and overcome barriers to survival and growth; c) consulting through the regional SPOT[5], of which PP5 is one of its consortium members. SPOT is located at the premises of PP5, and is a national programme providing information for entrepreneurs, counselling for potential entrepreneurs and SMEs, connections with the regional support environment, training and workshops for potential entrepreneurs and SMEs, the exchange of good practices, and a positive environment for business.

A special feature of CWMB YOUMIG is the inclusion of Slovenian nationals in the programme in that Maribor is currently facing strong outward migration of its youth. The inclusion of young, entrepreneurial people in CWMB YOUMIG thus provides the possibility to follow their lives - and progress - in the case of emigration.

In addition, CWMB YOUMIG offers linguistic support in the form of interpretation of documentation for foreign members, e.g. interpreting complex legal or administrative texts in an easy to understand manner.

5. LogFrame of the local pilot

	Intervention logic	Objectively verifiable indicators	Sources of verification	Assumptions
Overall objective	Raising the self-employment level of migrating youth in Maribor	The number of newly self-employed migrant youth or (co)owning a business Current: 0 Target: 5	Newly registered self-employed or (co)owner of the business by country of origin	
Pilot purpose	Creating a sustainable supportive environment to facilitate self-employment of migrant youth	Setting up CWMB YOUMIG support services: Current: 0 Target: 5	MRA annual report	MRA will continue running CWMB and extend its programme with CWMB YOUMIG

[3] http://www.mra.si/pvsp-za-problemsko-obmo269je.html
[4] http://www.mra.si/sio-mra-2018-19.html
[5] http://www.mra.si/novice/spot-svetovanje-podravje

Results	Implemented CWMB services	Migrant youth using individual CWMB services Current: 0 Target: 10	CWMB semi-annual operating report	CWMB will run CWMB YOUMIG and report on the activities on a semi-annual basis
Activities	1) CWMB YOUMIG preparation 2) Infrastructure set-up 3) CWMB YOUMIG implementation	Means: MRA staff and support infrastructure for self-employed entrepreneurs	Costs: Staff = 11.400,00 EUR External = 8.000,00 EUR	Migrant youth will use the services provided by the local YOUMIG partner
				Pre-conditions: Operating the co-working centre with programmes for supporting self-employment

The Logical Framework Approach was utilised in the preparation and validation of the pilot activities within the local Migration Forum with the involvement of the stakeholders.

6. Indicators linked to local pilot

Monitoring: indicators planned and achieved within the pilot project are presented in the table below.

	Planned (March 2018)	**Achieved (December 2018)**
Indicator 1	Young migrants using CWMB YOUMIG services	Users started signing agreements: first user in March 2018, followed by 2 new users in August, and 7 new users in September; achieving the target value of 10 by the end of September 2018
Definition	Number of users who signed the agreement for inclusion in programme CWMB YOUMIG	
Baseline	0	
Target	10	
Data collection (by whom and how)	Maribor Development Agency	
	Planned (April 2018)	Achieved December 2018
Indicator 2	Number of services	Maribor Development Agency started supporting young migrants by implementing the programme CWMB YOUMIG (description in Annex 1) in March 2018. The programme will be active throughout the duration of the pilot activities within the YOUMIG project
Definition	Number of individual services provided for young migrants and returning migrants	
Baseline	0	
Target	5	

Data collection (by whom and how)	Maribor Development Agency	The provision of services within CWMB YOUMIG: - support in self-employment/setting-up a company - business support in internationalisation activities - support in marketing of products/services - networking and creating synergies - intercultural learning support - translation services support - proofreading services

7. Planned and implemented activities

A space allowing co-working for at least six people at the same time, with a wireless broadband connection, was established in March 2018 by the Maribor Development Agency. Until the end of summer, membership was low, but has since risen to 10 (by the end of September).

Staff activities include providing daily support for users (preparation of agreements, managing GDPR, personal consultations, community management, etc.) and carrying out a survey of members' needs.

The main aims of CWMB YOUMIG are illustrated in the following graphic:

In setting up such a support structure, CWMB YOUMIG is seeking to target a) local youth, identified as emigrants and potential emigrants (with Maribor facing the emigration of educated and skilled youth, either as permanent migration or cross-border daily commuting, on a large scale); b) immigrants (as Maribor is witnessing the immigration of skilled labour); and c) return migrants (which is a long-term project, closely related to targeting potential emigrants and creating a structure to follow their activities after emigration and offering services upon return).

Planned/implemented activities:

1) Validation of the proposed CWMB YOUMIG programme at the second local event,

The local stakeholders (national and local authorities in the field of migration, NGOs and migrants) supported the proposed programme of CWMB YOUMIG. An agreement was reached among the

local/regional stakeholders operating in the field of migration to promote the CWMB YOUMIG programme, and specific workshops that will be conducted within the programme. The stakeholders are actively promoting CWMB YOUMIG to their target groups, particularly in cases where they have identified the potential for self-employment among immigrants.

2) Informing the CWMB community of the new programme CWMB YOUMIG,

Regular members of CWMB were informed of the upgraded programme, and a full communication campaign for CWMB members was conducted in the month of May, in combination with activities for identifying members' needs.

3) Promotion of CWMB YOUMIG as a desk sharing co-working space,

The established communication channels (the CWMB Facebook page and the Maribor Development Agency's website) have been used to promote CWMB YOUMIG desk sharing.

4) Identification of CWMB YOUMIG members' needs concerning entrepreneurial knowledge,

A survey was conducted among the 10 members of CWMB YOUMIG concerning their needs in the field of education; the outcome being that two lectures were decided upon, to be conducted in the afternoon schedule within the month of November.

5) Setting up a programme of workshops to help empower CWMB members,

6) Organization of an event among CWMB members in a community building,

This event, in spring 2019, is planned as the activity that will contribute to the sustainability of the local pilot.

7) Organization of a networking/educational event (FUN - "Fucked Up Night") for CWMB YOUMIG members, in which experienced business owners will explain their failures on their respective business paths, from which members can learn.

This is planned for the summer of 2019 as a joint event with other NGOs that are dealing with youth migration in the Municipality of Maribor and beyond.

8. Evaluation of the local pilot

8.1 Problems and needs (Relevance)

Please state your opinion: What were the selected (or created) good practices that you were transferring?

Throughout the implementation of the CWMB YOUMIG, membership grew constantly, reaching the number of 15 (which is 150% of the set target); however, people who got involved in the programme already had entrepreneurial experience or training and were already capable users of the Slovene language.

The main need identified was the desk-sharing opportunity, which gave young entrepreneurial-minded people the opportunity to use office infrastructure without incurring the fixed costs of renting an office. CWMB YOUMIG provided such an opportunity.

Moreover, informal networking took place so that people who would otherwise not be connected exchanged contacts and provided complementary support to each other. In addition, the CWMB YOUMIG staff was regularly in contact with co-workers, providing information, translations, and administration for people using the co-working space.

8.2 Achievement of purpose (Effectiveness)

How well were the output level indicators achieved? (See the Table of Indicators in the Monitoring Report as a reference point.)
CWMB YOUMIG had two performance indicators: 1) Young migrants using CWMB YOUMIG services (target value: 10) 2) Number of services provided (target value: 5) Both indicators were reached: 1) 15 members signed the agreement to use the CWMB YOUMIG programme and visited it during the period of March - December 2018 (thus achieving 150% of the target value). The members are: 5 women, and 10 men (3 born abroad and 12 born in Slovenia). 2) In total seven services were provided (see the indicators under point 6).
Please rate the usefulness of the second local event and Migration Forum in the implementation of the local pilot.
Both the second local event and the Migration Forum indicated that the activities provided by PP5 were well designed and suitable for the target group. Media coverage of the event also contributed to the visibility and recognisability of CWMB YOUMIG; but the main promotion and support was provided by the YOUMIG core team of PP5.
How did the peer-review study visits influence the implementation of the local pilot?
The peer-review study visits envisioned within WP5 had limited effect on the CWMB YOUMIG programme. a) Hosting peers from Kanjiža were impressed with the activities presented in Maribor - underscoring their relevance; and have expressed an interest in transferring the Maribor experiences. However, this had little effect on conducting the CWMB YOUMIG programme itself. b) The study visit to Graz, conducted by the Maribor team, was very informative and provided ideas for further activities in CWMB YOUMIG; however, it took place relatively late in the pilot's implementation and had little effect on the ongoing pilot activity. The pilot activity was influenced by study visits conducted by the PP5 team in November 2017 within WP6, in which several cases of Slovenian natives attending elementary and vocational school abroad were identified, highlighting the need for a Slovenian hub in order to provide the possibility of tracking Slovenians with migration-tendencies after departure. Thus, the CWMB YOUMIG programme was set up also to include the young Slovenian born population.
How would you rate the involvement of stakeholders?
The stakeholders provided valuable inputs in setting up the activities, and have evaluated the proposed pilot action plan, confirming the relevancy of its activities. Some examples are: - There was agreement among stakeholders that support for self-employment is an important issue in that many young immigrants and return migrants face difficulties when entering the labour market.

- A suggestion to offer linguistic support was proposed, since legal terminology can be confusing for native language speakers, let alone foreigners.
- Cross-promotion was agreed, and stakeholders that identify people fitting the profile of the CWMB YOUMIG target population will refer them to CWMB YOUMIG.

How well was the local pilot accepted by decision maker (e.g., the mayor) within the municipality?

The stakeholder platform, including decision makers at the Office for Culture and Youth of the Municipality of Maribor, were supportive of the pilot. The stakeholders provided valuable inputs in setting up the activities and evaluated the proposed pilot action plan, confirming the relevancy of activities and validating the indicators set. These services were offered through the OSS.

What were the most challenging factors in the implementation of the local pilot?

The main challenge was its positive promotion, in that the activity was set up in an election year in which national and local elections were held; and the issue of migration was used in negative scare campaigns. Therefore, it was not advisable to directly promote the pilot activities as part of migration management since this may have resulted in misinterpretation by the general public.

8.3 Sound management and value for money (Efficiency)

Please describe the efficiency of the local pilot regarding costs, staff engagement and time consumption. Were the results/objectives achieved within the budgetary and time constraints?

All the set performance indicators were achieved within the proposed project budget.

8.4 Achievement of wider effects (Impact)

Please describe the impact of the local pilots on the youth immigrants/emigrants/return in your local community. What differences has the implementation of the local pilot made?

The CWMB YOUMIG reached 15 young people living in Maribor, of whom three are foreign-born immigrants, seven are considering emigrating in near future, and five want to conduct business with foreign markets with a view to migrating or commuting abroad.

CWMB YOUMIG has provided young people with the platform to meet, network, and co-work. Without access to CWMB YOUMIG they would need to find individual locations to conduct their work, and networking would not occur.

In addition, young people were introduced to a variety of services provided at the location of PP5; with a high probability that these services will be used at a later stage of their entrepreneurial careers. These services are:

- support for self-employment/setting-up a company (SPOT services)

- business support in internationalisation activities (SIO services)

- marketing of products/services support (SIO services)

- networking and creating synergies (CWMB services)

- intercultural learning support (CWMB services)

- translation services support (CWMB services)

- proofreading services (CWMB services)

8.5 Likely continuation of achieved results (Sustainability)

Is there a need to expand or modify the pilot activities and incorporate them into the long-lasting provision of services on a local level?

PP5 plans to keep the services of CWMB YOUMIG available to its members, with the possibility of new members joining in 2019.

8.6 Strengths of the pilot/organization

Please list the strengths of the local pilot implementation (e.g., in terms of: staff commitment, stakeholders' participation, support of the mayor's office, etc.)

Staff commitment and the support of stakeholders (especially within the business-support environment) were of crucial importance to the implementation of CWMB YOUMIG.

8.7 Being proud of

Please write what you are especially proud of concerning the implementation of the local pilot?

The pilot proved its worth through the inclusion of migrants from outside the Danube transnational region, with a foreign-born member from Spain joining the programme after concluding training for young entrepreneurs (PVSP).

Additionally, CWMB YOUMIG provides a friendly and supporting environment for co-workers to pursue their business ideas, helping them in the process of self-employment, with numerous members visiting simultaneously.

8.8 Conclusions & recommendations

Summary of the conclusions and lessons learned during the local pilot implementation.

CWMB YOUMIG provides a supportive environment that fosters the entrepreneurial potential of young people living in Maribor and its surrounds, with a focus on both immigrants and potential emigrants (including cross-border commuters).

The programme's most interesting feature for users is the free desk-sharing opportunity.

It is recommended that free desk sharing at the location of CWMB YOUMIG be retained after the conclusion of the pilot testing period (December 2018).

Annex

Report authors:

mag. Borut Jurišić, dr. Amna Potočnik, Maribor Development Agency; Date: 31.12.2018

Annex 1)

What is CWMB YOUMIG?

The aim of CWMB YOUMIG is to foster the entrepreneurial potential of young migrants (aged 15-34) in Maribor**.**

Our vision is to provide a place where young people can develop their entrepreneurial potential.

Our mission is to equip young people with knowledge, and a network of contacts to develop their own entrepreneurial ideas.

Our creative values are:

- Community: we are committed to cooperating and co-working with young people,
- Respect: we celebrate diversity and seek to build upon the unique potential that different personal backgrounds contribute,
- Empowerment: we actively offer the knowledge required by young people to integrate fully into society.

In collaboration with other stakeholders, who are dealing with migrant issues in the city of Maribor and fostering entrepreneurial potential, CWMB YOUMIG will promote its activities with:

Information provided on Facebook:
- Maribor Development Agency Facebook site,
- CWMB Facebook site,

Information provided on the website:
- Maribor Development Agency website,
- CWMB website,
- DRIM Danube Compass website,

Information provided in leaflets distributed at info-points of other stakeholders dealing in migration:
- Administrative Unit Maribor,
- Employment Service Maribor,
- Social Work Centre Maribor,
- Youth Cultural Centre Maribor,
- Municipality of Maribor,
- Slovenian Business Point – SPOT office Maribor.

Annex 2)

Identification of CWMB YOUMIG members' needs concerning entrepreneurial knowledge.

Izobraževanja za coworkerje - Sporočilo (HTML)

Datoteka | Sporočilo | ESET

Prezri | Neželeno | Izbriši | Odgovori | Odgovori vsem | Posreduj | Srečanje | Več | MRA gesla | Skupinsko e-po... | Odgovori in izbr... | Upravitelju | Dokončano | Ustvari novo | Premakni | Pravila | OneNote | Dejanja | Označi kot neprebrano | Kategoriziraj | Nadaljuje delo | Prevedi | Najdi | Sorodno | Izberi | Povečava

Od: Borut Jurišić <borut.jurisic@mra.si>
Poslano: pon 24.9.2018 13:06
Za:
Kp:
Skp: 'vacek.tom@gmail.com'; 'Gregaj@RUF.SI'; 'dejan.prednik@gmail.com'; 'Suzana.simencic@kariventur.eu'; 'melita.gaber@gorturizem.si'; 'martin.rudnik@gmail.com'; 'andrej@zavrsnik.si'; 'jurica.cevlek@gmail.com'; 'bojan.letnik@gmail.com'; 'primoz.firsgar@gmail.com'; 'Anna Potočnik'
Zadeva: Izobraževanja za coworkerje

Spoštovani člani CWMB YOUMIG,

V mesecu oktobru bomo izvajali brezplačna izobraževanja s področja podjetništva, pa nas zanima, ali bi se udeležili katerega izmed predavanj?

Kako ustanoviti svoje podjetje (Irena Podlatnik)	DA / NE
Vstop in preživetje podjetja na trgu (mag. Danijela Kocuvan)	DA / NE
Kako predstavici poslovno idejo (Klavdija Gornik)	DA / NE

Prav tako nas zanimajo predlogi s vaše strani, če bi želeli, da organiziramo kakšno izobraževanje na določeno podjetniško temo.

Za vse predloge in dodatna vprašanja se lahko obrnete name: borut.jurisic@mra.si; 02/333-13-16

Lep pozdrav / best regards,
mag. Borut Jurišić

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A simple survey consisting of one simple question, was sent to the 10 members of CWMB YOUMIG in September 2018. The questions was, “Which workshops in the field of entrepreneurial skills would you attend?” Three different workshops were offered:

- How to establish your own enterprise?
- How to enter and survive in the market?
- How to pitch your business idea?

Of the 10 members, nine did not express any interest in participating in the workshops.
The interested member expressed the need to gain further knowledge in the first two areas offered.
As there was insufficient interest, the workshops were not held. However, the interested member was referred to providers of other workshops: the Chamber of Commerce and Industry of Štajerska, and the Chamber of Small Business and Crafts, Maribor (part of the support structure offered by MRA, in cooperation with other stakeholders in the field of fostering entrepreneurial potential in youth, under the coordination of the National Ministry of Economic Development and Technology).
The other nine members were approached in person, and stated they did not feel the need for further education in the field, since at this point they: had already developed their ideas and had an agreement with potential business partners (six answers); were currently subcontracting for somebody and only needed to extend their network of business contacts (two answers); already had the necessary knowledge and had attended similar workshops (one answer).
A decision was taken that similar questions would be asked again when new members joined CWMB. In December, staff approached two new CWMB YOUMIG members, both of them expressing interest in gaining further skills in the field of establishing one's own enterprise. However, on this occasion, it was not feasible to organize a workshop, so they were referred (as above) to the consultants in the field.