

Activity Plan

The project consists of 33 single activities which are to be implemented during the period of 18 months from February 2007 to August 2008.

The activities are conducted by:

- the **Project Team** (FSR staff, led by A. Zeković)
- a **Steering Committee** (FSR, dvv, VET Centre, Employment Agency, Roma representative)
- **dvv international** with its headquarters in Bonn and SEE staff in Sofia, Sarajevo and Belgrade
- local **training providers** (for elementary education and for vocational training)
- and others, e.g. foreign specialists for the teacher training or local external specialists for the literacy and vocational training exams.

Nr.	Month	Activity
1)	1	Set up the Project Team
2)	2	Set up the Steering Committee
3)	2	Start conference
4)	2-3	Find Integration Assistants
5)	2	Set up a Media and Publicity Team
6)	3	Initial training of Integration Assistants
7)	4-6	Recruiting the participants
8)	3-6	Conflict prevention in local communities
9)	1-4	Find education providers for the literacy courses
10)	6	Training of teachers for the literacy course
11)	7-10	Courses for adult literacy and practical skills for living in a modern society
12)	8	Seminar 2 for literacy teachers
13)	7-12	Disburse support to course participants
14)	7-12	Periodical monitoring of the learning progress
15)	9	Final seminar for literacy teachers
16)	2-8	Check for need of additional vocational standards and make sure they are compiled and adopted)
17)	7-9	Support course attendants in choosing a vocation
18)	1-8	Decision making process of what vocations to teach
19)	2-8	Additional VET teaching programmes
20)	3-6	Adoption of new VET programmes by the administrative bodies
21)	10	Final examinations of the literacy courses
22)	10-12	VET courses
23)	13	Final examination of the VET courses
24)	9-10	Re-recruiting for the VET module
25)	11-12	Courses for driving licences (CDL) and IT skills
26)	11-12	Entrepreneurship training (EPS)
27)	12	Lead over to continuing education programmes or directly to employment
28)	12-17	Employment advocacy programme
29)	1-18	Media campaign
30)	13-18	Lobby for continuation of the project
31)	18	Final conference
32)	1-18	Edit information material on the project
33)	18	Development of recommendations

Implementing Consortium

Roma Scholarship Foundation
Fondacija za stipendiranje Roma
www.isi-mne.org



dvv international
German Adult Education Association
www.dvv-international.de



VET Centre of Montenegro
Centar za stručno obrazovanje
www.cso.cg.yu



Employment Agency of Montenegro
Zavod za zapošljavanje
www.zzzcg.org

Roma Scholarship Foundation

The Roma Scholarship Foundation (*Fondacija za stipendiranje Roma*, FSR) has been established in 2005 as part of the OSCE project "Development of Roma Leadership Potential in Montenegro", with substantial financial contribution by the Government of the Netherlands. As an NGO, FSR promotes education, employment and social inclusion of Roma and other disadvantaged groups in Montenegro. The vision of FSR is for Roma take part in all aspects of Montenegrin civil society. To this end, FSR supports education and employment of Roma on all levels of the education system and the labour market.

dvv international

The Institute for International Co-operation of the German Adult Education Association (*Deutscher Volkshochschulverband*) supports adult education development all over the world. It has been co-operating for 30 years with partners such as educational institutions, civil society organizations and universities. In 2000, it has started to build up a co-operation framework for adult education providers in South-Eastern Europe. Offices of *dvv international* are established in nearly all countries of the region. Their main task is to help local organizations create their own networks and programmes, following the concept of lifelong learning.

This project is funded by the European Union and managed by the European Agency for Reconstruction. The European Agency for Reconstruction manages on behalf of the European Commission the European Union's main assistance programmes in the Republic of Serbia (including the UN-administered Kosovo), Montenegro and the Former Yugoslav Republic of Macedonia.



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A Second Chance: Integration through Adult Literacy and Vocational Training

An Educational Programme for Employment and Social Cohesion in Montenegro



Reading - Writing - Modern Life Skills - Vocational Training



Short report on the running project, March 2008



A Second Chance: Integration through Adult Literacy and Vocational Training

An Education Programme for Employment and Social Cohesion in Montenegro, February 2007 - August 2008

Current Conditions

- About 20 000 Roma live in Montenegro
- About 70 per cent of them are functionally illiterate
- Most Roma in Montenegro are unemployed
- Most Roma in Montenegro do not have any vocational education or training
- Roma women are disproportionately afflicted by illiteracy and unemployment

Objectives

- 75 unemployed youth who cannot read and write (functionally illiterate persons) learn **reading, writing, calculating and other skills** necessary for every day life in a modern society. After completion of the course, they receive the official Montenegrin certificate of four years of elementary education.
- 75 young unemployed learn, in a 2-3 months course, a **vocation** according to stage 2 of the Montenegrin official vocational qualification system, including receiving the official certificate.

Additional Offers

- After successful completion of the literacy and vocational training courses, participants are offered additional training components to enhance their employment chances such as a **driving license** and additional **computer skills**.
- Through a follow up programme, FSR, dvv international and the other local partners support participants in **finding employment**.

Other Assets

- For the first time, the official Montenegrin Programme for Elementary Functional Adult Education (*Program elementarnog funkcionalnog opismenjavanja*, PEFO, issued 2005) is **put into practice**. The experience gained through the project will be used in forthcoming Montenegrin state programmes
- As part of the project, several **new vocational standards** and vocational education programmes are issued by the Montenegrin VET Agency (*Centar za stručno obrazovanje*, CSO), for vocations such as landscaper, basket maker, etc. CSO participates in the project as an associate institution.
- 10 unemployed, most of them with Roma background, are placed in the projects' classes as **assistant teachers**, supervised by the project team. They help maintain a favourable social setting of the classes especially by being in contact with the local communities. This work experience will help them continue or find employment afterwards.
- The teachers of the literacy courses and the teaching assistants obtain additional training in **methods of adult education**. As a result, this contributes to better adult education in Montenegro in general.

Project Management in Practice

- Initially, plan was to teach men and women in **mixed classes**. However, since the local Roma communities have problems with accepting mixed classes, the project was urged to offer separate classes for men and women.
- In order to maintain motivation in the target group, not only a favourable social setting is necessary but also **financial support** to participants. Small scholarships, regularly disbursed to the participants, replace to some extent other sources of income during the teaching period. For such scholarships, additional funding is necessary, additional to the basic EU funding of the project.
- In summer 2007, when the literacy courses started, it became clear, that the target group members (mostly Roma), have very **diverging life histories and educational backgrounds**: A considerable number of them had been living for many years as refugees in Germany. Thus, some of them know German better than Montenegrin. This heterogeneity of the learning groups was an additional challenge for the teachers.



The female class in the Marko Miljanov primary school in Podgorica, October 2007. Contrary to the initial project plan, men and women are taught in separate classes.



Writing needs attention, even for learners outside the usual school age.



The male class of the literacy course in the Marko Miljanov primary school in Konik (Podgorica) with their teacher Rosa Bojić (middle).



Adult education makes use of the life experience the learners already have. At a teacher training seminar in Sutomore in September 2007, the teachers of six literacy courses learned how this works in practice.

Schools Participating

The literacy courses (from August until end of 2007) were held both in local public schools and by private education providers. This allowed the project to check which are the advantages of either types of education providers in an adult literacy context. Courses are held in the towns of Podgorica and Nikšić by:

- Primary School "Marko Miljanov", Podgorica (2 classes)
- Primary School "Radoje Čizmović", Nikšić (1 class)
- Centar za obrazovanje i trening (Centre for Education and Training), Podgorica (2 classes)
- Radnički univerzitet (Vocational Training Institute), Nikšić (1 class)

Vocations taught

The VET part of the project start in March 2008. The classes use vocational standards and teaching programmes that were developed by the VET Centre (CSO) in recent years, such as (assistant) baker, shoemaker, or seamstress and tailor. Some other vocational standards and VET programmes were set up as part of the project itself, such as • assistant hairdresser • assistant car mechanic • assistant tire repair specialist • assistant landscaper • decorative arts and crafts assistant • assistant basket maker. The vocational standards and VET programmes that are set up as part of this project will afterwards be used in Montenegrin vocational education in general.

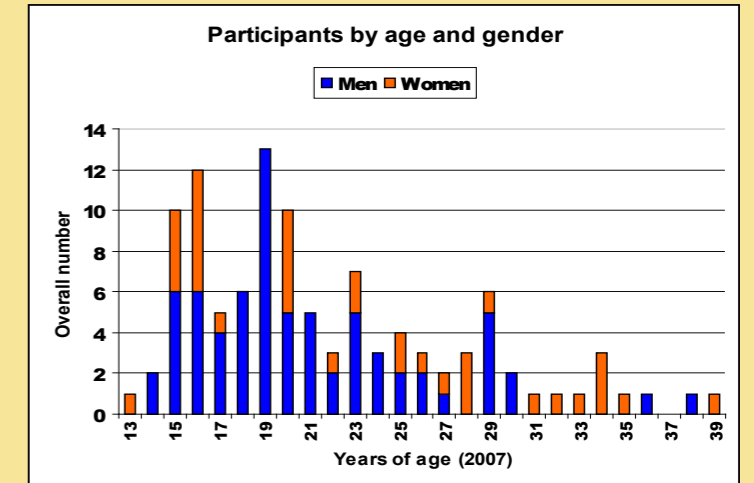
Outcomes

- Better integration of Roma (and other persons afflicted by illiteracy and lack of vocational training) into the labour market
- Enhanced integration of the target group into overall society, by better ability to use basic skills in every day life, understanding of the basic values of a modern democratic society and more gender equality.
- Capacity building of the partner institution FSR (Fundacija za stipeniranje Roma) in Montenegro, especially in terms of project management, adult education and international co-operating
- The Montenegrin Programme for Functional Literacy of Adults is put into practice for the first time. Institutions involved gain experience in implementing the pro-

Related Projects

The Second Chance project in Montenegro benefits from experience gained from related projects in other South East European Countries in previous years:

- **"Second Chance" in Bulgaria:** 150 unemployed and illiterate young adults, mostly Roma, in the towns of Sofia, Plovdiv, Boyantsi, Tran and Krichim learned reading, writing and other skills in 2003-2004. The project was managed by dvv Bulgaria and financed by Phare.
- **"Functional Basic Education of Adult Roma" in Serbia,** 2005-2008. Elementary education and vocational training for 275 unemployed in 11 towns in Serbia. This project is managed by the Institute of Pedagogy and Andragogy (Belgrade University) and the Serbian Ministry of Education, together with dvv and AES Serbia, and other partners. It is financed primarily by the Roma Education Fund.



Contributing to...

Active citizenship: A modern, democratic society needs a certain degree of education in order to function. The "Second Chance" project contributes to democracy and civil society by raising the education level of Roma in Montenegro.

Equal chances for participation in society: Reading and writing are skills that are necessary for an equal participation in a society. The same is true for employment chances. Through a literacy and vocational training programme, the participants improve their employment chances, and their chances of integrating into overall society.

Gender equality: According to the project concept, 50 per cent of the attendants should be women. When the project team started setting up the teaching groups, it became clear that Roma in Montenegro have problems with accepting mixed classes and the general idea of equal education opportunities for men and women. Therefore, the project decided to organise two separate teaching groups especially for women.

Transferability: The Second Chance project in Montenegro has been especially designed for long term effects. For the first time, it puts into practice the official "Programme for Elementary Functional Literacy" (*Program elementarnog funkcionalnog opismenjavanja*), issued by Montenegrin authorities some years ago. By giving an example of how to apply this syllabus successfully, the Second Chance project supports the Montenegrin Government in starting its own activities in the field. Two of the most decisive official institutions in Montenegro are associates of the project: the Employment Agency (ZZZ) and the VET Centre (CSO).



In March 2008, 60 Roma received their diploma of basic education, corresponding to four years of primary school.

