



FINAL REPORT

Project

Creative minds create job opportunities

I. Final Report – Summary Information

Report Due Date: 30.08.2011

Project Title: “Creative minds create job opportunities”

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Geographic Location(s) of project: Radovis, Southeastern Macedonia

Report Prepared by: Ivanka Sokolova Date Submitted: 30/08/2011

II. Final Report – Narrative

Abstract

This is final report for the project "Creative minds create job opportunities" that was realized in the period May 2010 - August 2011, realized by "Braka Miladinovci" from Radovis. This project is a specific model which introduced new innovative business services that promote the importance of reading, literacy and lifelong learning. In the last year it was focused on developing new services that imply the use of library resources to improve education and information for the unemployed, which will allow them equal participation in the labor market and active involvement in local community life.

This paper describes the assumptions underlying the introduction of these services within the library, that were developed through the project "Creative minds create job opportunities" which in 2010 was awarded by eIFL through PLIP program. The goals are described, main activities that led to the forming of the service as well as the results to date from using the service. Emphasized the importance of the introduction of such services in library operations which have great significance for the community and society as a whole.

SUMMARY

I. Background

Radovis is a town of about 28,250 people. It is located in southeastern Macedonia, at the foot of Mount Plackovica. According to municipal statistics, about 20% of the population in Radovis and the nearby village of Konce are unemployed. Over 38% of all unemployed are women, and almost 50% are people aged 20-40. Unemployment in the municipality is a result of slow and inadequate economic development, lack of a qualified workforce and lack of a proactive entrepreneurial approach by young people. The situation in Radovis and Konce mirrors the bigger picture: unemployment in Macedonia is 35%. Creation of new job opportunities is the main priority of the strategic plan for 2007-2011 of the two municipalities of Radovis and Konce. The Public Library Braka Miladinovci serves both municipalities – a total community of about 32,000 people. As a citizens' service available to all, the library is able to help address the burning issue of unemployment. Established in 1957, the library modernized in 2006, and is now a multi-functional community-based center with excellent access to written and electronic information. The library provides traditional library services (borrowing of books/ journals/ newspapers), access to the Internet through six computers for public usage, scanning and printing documents, photocopying, and organizing cultural and social events. In cooperation with the municipality and local institutions, private companies and non-governmental organizations (NGOs), the library organizes workshops, language courses, and round tables on important local issues, as well as exhibitions and presentations.

The library has only four employees, and a small space (340 sq. m), but is well known among libraries in Macedonia for being innovative. Keys to its success are: creating space that is functional, attractive and suited to the needs of users; modern communication technology, and innovative services. Encouraging reading and literacy from an early age and teaching self-search

information methods for school and university students working on assignments are all part of the daily work of staff in the library.

The library offers a friendly environment for all age groups, and has access for people living with disability. It proudly lives up to the motto, 'Friendly Libraries for All Citizens'.

The project "Creative minds create job opportunities" is an ambitious project that library "Braka Miladinovci" from Radovis implemented in partnership with two NGO Civil creative center "Crea" and the Association for improving the status women in Macedonia "Women`s action", and represents initiative that supports the growing needs of unemployed people in both municipalities Radovish and Konche. The project objective is to expand participation of social excluded groups for lifelong learning through the friendly atmosphere in local library. The new service, Creative minds create job opportunities fits well into this environment, and further extends our services. The project "Creative minds create job opportunities" is an ambitious project that library "Braka Miladinovci" from Radovis implemented in partnership with two NGO Civil creative center "Crea" and the Association for improving the status women in Macedonia "Women`s action", and represents initiative that supports the growing needs of unemployed people in both municipalities Radovish and Konche. The project objective is to expand participation of social excluded groups for lifelong learning through the friendly atmosphere in local library. Recognizing the needs of the community through the project we approach to introducing new services in the library.

II. **Goal & Objectives & Activities:**

Creative minds create job opportunities is an extension of the library's services. It aims to expand participation of socially excluded groups in lifelong learning through:

- Building and strengthening IT skills of unemployed young people;
- Improving young people's skills in recognizing job opportunities and presenting their potential by using technology, for example, designing CVs on computer and using online application systems.
- Encouraging proactive approaches to searching for jobs and creating job opportunities.

Encouraging active participation of women and minorities.

The achievement of these aims would, bring benefits to:

- policy makers, who would have access to methodologies and data which would enable the contribution of public libraries to the national lifelong learning initiative and to the networked information society

- public library manager's, who have a new management tool developed in accordance with accepted standards to enable them to plan and evaluate services;

- customers of public libraries, who have meaningful information on the services available to them

- collaborators with public libraries (Employment Agency, further education institutions, businesses and the voluntary sector) who would have available information on the value, impact and range of services provided by their public library partners and thus on collaborative possibilities;

Activities

Obj.1: To strengthen IT skills of unemployed young people

1.1.Activity Procurement of the IT equipment necessary for organizing and conducting the trainings in the Library. Through the tendering process in the legally prescribed period there are purchased: 13 lap tops, a multifunction printer, network - (Cisco router 2 pieces), cord 10 pieces.

1.2.Activity Establishment of the wireless computer network and ensuring Internet access through existing Internet connection, which allows the smooth execution of training and use of equipment.

1.3.Activity Selection and procurement of the books on the topics related to the searching and creating of job opportunities. In the first phase of implementation of the project a collection of 43 library units was bought, cataloged and offered to users of the library.

1.4.Activity Information and Selection of participants for attending the training

Description: Preparatory work for this activity is covered by subactivities. During the first two weeks of June the project team was tasked to prepare content for media promotion. As part of our promotional campaign and PR activities in June we made first contact with local media:

1.4.1 Media promotion of the project was in early May by the Mayor, and in early June by the director of the library

1.4.2 The local radio "Radio Alpha" and two local TV stations 'TV' Emi and TV "Cobra" have been made promotions that are broadcast five times a day in shock terms.

<http://www.youtube.com/watch?v=ZVaw3oCm9no&feature=autofb>

1.4.3. For the promotion of the project was prepared content for promotional material and public information were printed and promotional materials: posters (10) and flyers (300) (with our project were planned 200 numbers, but the printer still gave us free 100 numbers) that were distributed to all relevant places that were visited by unemployed people: Library, municipalities of Konce and Radovis, ESA, clubs and other locals, Court, Police and prominent locations around the city center where frequency especially young people were moving.

1.5.Activity. There have been identified the experts who will lead the training: For the success of our project of great importance is the implementation of training. For this purpose we have chosen three experts who have extensive experience in delivering training of this nature, including: an expert who will lead the training for computer skills, and two experts who together will lead the interactive training

1.6.Activity. We have prepared and published 2 two manuals. In consultation with the experts who lead the training was made plan for the content that will be covered in the manuals that also include thematic content provided with training that can help the unemployed into searching for work. These manuals have been published in 60 samples.

1.7.Activity. Designed and publish: 180 folders, 180 notebooks ed and 180 pencils. This material is for 60 users who are directly involved in the project and for the indirect users who will be invited to attend events associated with the project.

1.8.Activity. Establishment of groups for training. On the published call for applications, applied 108 persons, from which are selected 60 unemployed. The selection was conducted by several criteria including: to have represented people from minority, rural areas, womens, single mothers and people with special needs. These 60 unemployed persons we separated into 4 groups of 15 persons.

1.8.Activity. Training in basic computer skills. Conducting one month course in Basic Computer skills (Microsoft Windows, Microsoft Word and Internet). This training started on 01 September and they will end on 30 December 2010 year and one group in the month of June 2011. Every training lasts one month for each group and it is implemented twice a week for 2 hours each (total 16 hours). After fininshing with the material, the trainer works 2 extra hours in each group. In the reporting period, training in basic computer skills have passed 82 participants who were unemployed, 61 out of 82 were female and 21 participants were male. Regarding the education 1 participant have only elementary degree, 51 of them are with high (secondary) school, 27 are with university degree. The average age of the participants is 34 years.

Data:

Training	Group 1		Group 2		Group 3		Group 4		Gtoup 5	
	Data	No. of part.	Month	No. of part.	Data	No. of part.	Data	No. of part.	Data	No. of part.
" Basic Computer skills"	09 2010	15	10 2010	16	11 2010	18	12 2010	18	06 2011	15
Total number of beneficiaries	15 (14 fem./1 male)		16 (12 fem./4 male)		18 (13 fem./5 male)		18 (12 fem/6 male)		15 (10 fem/5 male)	

Table 1: Number of unemployed persons attended the training in basic computer skills

Trainings are conducted by 1 trainers and 2 volunteers, members of the partner organization "Crea" who are students of Informatics.

Day 1: Introduction to basic computer terms (hardware, software, main parts of the PC). Starting the computer, turning off the computer, starting of programs, minimizing of applications and changing the size of the windows. All the actions (step by step) participants could see on the screen. At the end of this session, we had a discussion about the passed material.

Day 2: Scroll bars, working with folders. Opening new folder, renaming, replacing and deleting of folders. The several different ways was shown to participants to do these actions. The end of the session was provided for exercises.

Day 3: Recycle bin, installing printer.

Day 4: WORD 2007. Basics. Opening of Word document, saving the document, closing the document. Adding a text, moving through the document, text selecting.

Day 5: WORD 2007. Working with text. Deleting, copying and moving. Changing the look of the text. Styles in Word. Bullets and numbering. The end of the session was provided for exercises.

Day 6: Header and footer. Page numbering. Tables. Creating tables, inserting rows and columns, changing the size of the cells.

Day 7: Inserting objects (pictures, equations) and marking the objects (caption and cross reference). Creating table of contents. Exercise: arranging the word document.

Day 8: Internet. Basics. WEB, e-mail, searching. The participants has opened new e-mail addresses. Sending e-mail. Attachments. Downloading attachments.

Day 9: Exercises. The participants have created a word document, and send it via mail.

Methodology - interactive approach and communication of the trainers with participants.

Trainer's comments: "The main part of the participants used the computer before only for social sites. Only the small part of the participants had working with the Word, but they didn't use it in a proper way (main part of operations in word were completely unknown for them)."

Evaluation of the training

Questions related to	Average Rate
LOGISTIC AND ORGANIZATION	4,85
RELEVANCE OF THE TRAINING	4,90
METHODS AND TRAINERS	4,93
AVERAGE RATE OF THE TRAINING	4,89

Table 2: Report on the computer trainings

Obj. 2: To improve the skills of young people to recognize job opportunities and better present their potentials, through usage of technology.

2.1. Activity. Two-days interactive training for the 60 unemployed people After completion of the training "How to find a job" - Part I the participants were trained to

- Define their personal goals and professional profile
- To be able to assess and understand job vacancies
- To prepare Curriculum Vitae (CV)

- To write Cover Letter (Motivation Letter)

Obj.3: To encourage proactive approach in searching and creating job opportunities

3.1. Activity. Two-days interactive training for the unemployed young people . After completion of the training "How to find a job" - Part II the participants were trained to:

- Aware of the most important issues of what to do and what not to do on job interviews.
- Able to complete an on-line CV form
- Aware of the possibilities for finding Job Opportunities over the Internet
- Aware of freelancer projects offered on web-site and self-employment possibilities

Data:

Training	Group 1		Group 2		Group 3		Group 4		Group 5	
	Data	No. of part.	Data	No. of part.	Data	No. of part.	Data	No. of part.	Data	No. of part.
"How to find a job" - Part I	02- 03 Oct. 2010	15	13-14 Nov. 2010	17	4-5 Dec. 2010	18	22-23 Jan. 2011	18	16-17 Jul. 2011	15
"How to find a job" - Part II	16-17 Oct. 2010	15	20-21 Nov. 2010	17	11-12 Dec. 2010	18	29-30 Jan. 2011	18	23-24 Jul. 2011	15
Total number of beneficiaries	15 (14 fem./1 male)		16 (12 fem./4 male)		18 (13 fem./5 male)		18 (12 fem/6 male)		15 (10 fem/5 male)	

Table 3. : Final Report on the conducted trainings "How to find a job" Part I and Part II

Trainer's comments:

During the first session the participants have been asked to provide several reasons why they are unemployed. Their answers at the question "Why am I unemployed?" were more or less the same in all four group. They emphasized the society (high unemployment rate and poor economy) as the strongest reason for their current status. Other reasons were strong politicization existing in a daily life in the country followed by corruption, and then lack of education, lack of skills, personal reasons and lack of possibilities for self-employment.

It was obvious that participants do not see themselves as actors in the process of employment. Most of them blame external factors as the main cause for their current position, without trying even to look in and recognize their own lack of knowledge, lack of willingness or similar.

In the end of the training the participants have discussed once again this question, and came to the conclusion that they also had lack of knowledge how to apply, how to read job

advertisements, how to prepare application documents. But, prior the training they were not aware of this.

Trainer was delighted that some of the participants recognized also this added value of this training saying:

"This was very good opportunity to bring together people who share the same problem - unemployment. A part from all that we have learned here it was very good to discuss it in a group and to share opinions and experiences with others. For me this is really very positive experience".

Participant comments:

"The exercise was excellent, I felt like I was really attending a job interview, which is a great experience for me and which raises my self-confidence for future job interviews.]"

"The training has changed my view on the job vacancies and I have realized that I had completely wrong approach to it."

"Now I realize that the things I emphasized in my CV previously were not important at all. I am also amazed how many things about myself I can tell to other people, and so far I was not aware of it."

"The training was excellent. We have very rarely opportunity to attend something like this here in Radovis. Maybe in the capital city, Skopje, there is some similar training, but for us, here, this is really something. We really needed something so motivating, like this training."

"I realized how many mistakes I have been doing so far in the process of searching employment. I was applying for a job many times, but actually, all the time I was doing it in a wrong way."

"I am delighted by the training methodology and the approach of the trainer, as well as by everything I have learned. I have no idea that job search has to be done that way. I should attend this kind of training long time ago, but in Radovis there are no many opportunities like this. Many thanks to our Library"

"The training increased my self-confidence and brought some light in my gray day-to-day routine."



3.2.Activity. Creating the web-page for supporting the employment in the municipality

Editing the web portal designed for the unemployed is an excellent example for transferring the knowledge on the Internet environment, which is organized to facilitate the access in seeking information. The project approach towards preparation of a web portal that result in web self-service as a benefit for employers and job-seekers because it offers:

- Fast, easy and free access to information
- Electronic submission of job application
- Reducing the response time
- Review of correspondence immediately by e-mail notification



Picture 1.: <http://bibliotekaradovis-infopoint.mk>

The project was scheduled to train 60 people, but because of the high interest we included 82 people. We managed to save funds when purchasing computer equipment and when printing manuals, and with an approval by the donor on our request we used those funds for training one more group of 15 unemployed.

Additional accomplishments beyond those originally

- 80% of those who attended are now library members
- Increased use of computer equipment by 20.8%

III. **Achievements:**

- The service has trained 82 people. Of these 39 (47,56%) have successfully found jobs.
- Collection of 43 library units was bought, cataloged and offered to users of the project.
- The IT equipment was upgraded, 13 lap tops and multifunctional printer were bought and Wi-Fi network was set up.
- An info point was set up for use.
- The library services were improved. As a result the library membership was increased by 40%
- 39 (47.56%) of the library's 82 trainees have found jobs.
- The library was one of 37 winners of the ERSTE Foundation 2011 Award for Social Integration. The prize money, €16,000 (US\$ 23,113) will help sustain the service.
- The library received a donation from Microsoft software valued 42 000 USA. The library received licensed Microsoft software valued 42 000 USA. The donation was given from Bill and Melinda Gates Foundation
- With purpose to increase the skills and better employing opportunities for the younger people in the South East Europe and Eastern Macedonia, Getalt Soulutions d.o.o Stip with Royal Norwegian Embassy - Skopje, with support from municipality Radovis in August 2011 will make a training program that will educate 15 unemployed persons.
- The library has won recognition and support from the municipalities of Radovis and Konce. Both municipalities are including library services as a priority in their 2012 budgets.
- The Konce municipality has received a grant from the European Union for a new building and has decided to place a library in the building.
- The library has set up a website to bring employers and jobseekers together. Employers can advertize online and upload application forms; jobseekers can find jobs and apply online. [www.bibliotekaradovis-infopoint.mk]
- Library membership has increased by 40%.
- The number of library users has increased by 74% - from 628 a week before the new service was introduced to 1,094 a week after one year.
- The number of unemployed library users has increased by 176% - from 60 a week before the new service to 166 after one year.
- The library has a group of volunteer trainers, mostly students studying informatics.
- The library has strengthened existing partnerships and built new ones.
- The director of the Buchim copper mine – one of the biggest employers in the area – is considering supporting the library's training and will encourage staff members to use the library to upgrade their skills.

- The project for unemployed people was recognized also from other libraries in Macedonia. The library "Goce Delcev" from Stip, will realize a project for unemployed people together with the organization "Sinergija". The project finance will be supported by the American embassy.

▪ **Communication:**

The library worked in partnership with other NGO and government agencies to increase capacity, coordinate support for the unemployed and share, knowledge, experience and resources. The main reason for the success of the partnerships was open communication between the partners.

Our positive public relations have developed through well-designed promotional material (flyers and posters), intense performance by local media and promoting the project through the most widely read national print media, advertising through local radio, information on the library website, blogs and other social tools. Direct contact with users and enthusiasm of staff in the library was a great promotional tool and start attracting new members to the library and the inclusion of the unemployed in the use of the new service. The launch of the new service was supported with new titles of books intended for the acquisition of new and upgrading existing skills of the unemployed.

In the implementation of the project repeatedly documented our activities and using modern technology and the Internet have informed the public about the results.

Enable two-way communication with audiences about special events and programs, using current technology tools (blogs, Twitter, online forms, etc.).

IMPACT ASSESSMENT

IV. Impact Assessment:

Public library service points

As the only institution of its nature available in Radovish and Konche , the library "Braka Miladinovci" is an unique place were the citizens are able to use the services provided with the project "Creative minds create job opportunities"

Physical visits to public libraries

Table of aggregated results for all relevant service points		
	No of visits in one week	Percentage increase from baseline
Baseline (13-17.08/10)	628	0
Mid-project (15-19.12/10)	950	51%
End-project(11-15.04/11)	1094	74%

Thanks to the new services and the opportunity to use advanced technology the total number of library visits was increased by 74%.

Physical visits to public libraries of unemployed

Baseline (13-17.08/10)	60	0
Mid-project (15-19.12/10)	93	55%
End-project(11-15.04/11)	166	176%

The number of visits made by unemployed was also observed. For a period of 8 months, the number of visits made by the target group (unemployed) was increased by 176%.

Computers before the project:

There were 8 computers available to users in the library before the project

Number of workstations equipment paid for by PLIP:

Through the tendering process in the legally prescribed period there are purchased:

- 13 lap tops
- multifunction printer network
- (Cisco router 2 pieces)
- cord 10 pieces

With the project was planned to purchase 10 laptop computers. After the tendering process in which participated 7 computer companies from Macedonia, we chose the company that offered the lowest price for the same configuration with which we have saved means and with the permission of the donor we bought 3 more laptop computers.

e. Workstation use rate

Table of aggregated results for all relevant service points		
	Use rate	Percentage increase from baseline
Baseline	33.3%	0
Mid-point	41.6%	8.3%
Final	45,8%	20.8%

The library is open to members 60 hours a week. The library members had access to 8 computers, which they were able to use throughout the day. There was 480 hours available computer use throughout the week (60x4=480) On average, computers were used 4 hours per

day, which meant there was 160 hours of total use weekly. Hence it follows that the use of the computers rate was 33,3%.

The PLIP project allowed an upgrade of the IT equipment, and there are total of 21 computers available for users. Now, the computers are used 5 hours per day on average. In the middle of the project the total usage was 41,6% which was a mild increase by 8,3%. By the end of the project the computer use was increase to 6,5 hours per day, which means that the total usage was 54,1%. This indicates that the usage of the equipment was increased by 20,8% with the implementation of the project.

That is a result of?

„Setting a WiFi network and the purchase of new lap tops attracted a large number of people and institutions. The new equipment was used for organizing workshops, trainings, presentations and searching information online. But, I think that a major role for the growing interest was due to the advertising of the new library services. We expect an increased interest during the summer, not only by students coming back to their home town but also by tourists” says Project Coordinator Ivanka Sokolova

Number of library workers or partners trained under the PLIP grant

The library workers do not have enough knowledge to give additional services asked by the unemployed. Those were the reasons why 2 library workers were participants in the training for basic computer skills and online job search and they worked directly with the users.

Number of library users trained by the PLIP program

The PLIP project trained 82 people in total (60 were scheduled at first, but because of the high interest, we included 82 people) and 3 programs were developed for it. 82 people were included in the training for basic computer skills. This training had 1476 lessons (82 x 16 lessons and 2 extra)

The training “How to find a job” involved 82 people (For these two trainings the interest was high, especially from the younger people who had good knowledge for basic computer skills , but they did not know : how to write CV, motivation letter, interview and search job on the internet.) The participants attended 1968 lessons in the two parts of the training.

Training	No. of part. 82(61fem/21male)	number of hours	total
Computer skills	82	18	1476
"How to find a job" - Part I	82	12	984
"How to find a job" - Part II	82	12	984
Total number of hours			3444

Target group

The library targets unemployed people aged 18 to 40, and who are registered as unemployed with the State Employment Agency. In all, the service aimed to train 60 people during the year, but because of the way in which trainees were assessed and training was structured, we

PARTNERSHIPS

This project is implemented with a support of the Local Government, the Agency for employment and business sector as well as two non-governmental organizations (Civil creative center "Crea" and the Association for improving the status of women in Macedonia "Women's Action") who are partners in the project. Exploring the problems of the community partners has created a synergy through the exchange of knowledge and experience to overcome the problem of unemployment. The successful partnership was crucial to open communication between partners. On the basis of cooperation to build a local network that referring to the common interests approaches to implementation of activities and each of them contribute to project implementation. Library helped with logistics and space and put available IT equipment that they have and new IT equipment was purchased with funds from the project for carrying out the training, which enabled free access to computers and the Internet for the unemployed and after the training. Both non-governmental organizations joined their people as part of the project team, and volunteers - young people who study informatics who assisted in the implementation of training for computer skills. Employment Agency and the Office of Economic Development assisted in informing the unemployed about the activities and services offered to them in the library. The project included consultants and trainers who have given clear guidance and implementation for many of the activities. Trainers participated in the design and preparation of the contents of the manuals and during the realization of training through theoretical and practical part they bring closer to visitors the training content intended for them and for that they got pretty high marks on evaluation. All actors involved in the project integrate their capabilities for development of library services in order for developing the life of the community. Please list the partner organizations you worked with to implement the PLIP project and describe the role and contribution of each one.

LESSONS AND LEARNING

Lessons Learned

The projects vary in terms of goals, cost, size and time limits yet they all have common features and lessons learned from one project can easily be transferred

to other circumstances. Some of the experiences gathered through the project "Creative minds create job opportunities" are revealed below. This is by no means an extensive list of lessons learned, but a few of the most relevant, which in future may serve for avoiding the mistakes that were made, and can help with concept of similar activities in our and other libraries. The library can better connect with the community if offers a rich palette of services, develop a strategy that aims to influence the long-term change in human behavior. But to become part of the regular activities of the people - they must experience the library as a place where you can spend a few hours. Our library has excellent conditions for work which was one of the preconditions for successful implementation of the project, and was confirmed by the users themselves through the evaluation conducted after the training. The success of a project generally depends on the skills and commitment of the people involved in the implementation of activities. Librarians from direct contact with users learn a lot, but they are not sufficiently trained to work with specialized user groups. Specific knowledge and skills needed for developing new services for librarians is big strain. Therefore we think that extremely important for the success of developing these services is to develop appropriate strategies, training and motivation for library staff to work with a special user group

At the outset of the project in the procurement of computer equipment was not predicted a long legal process that must be respected in order not to clash with the law, but we had a scheduled break for the summer vacations that fit well into our future plans. Since the phase of applying for a grant, the provided experts that helped us outline the content for the courses; later in the project they were already included because they knew our expectations. For the success of the project also contributed the people from the team, but in the project we also had a big number of volunteers that offered their help. Here were students studying computer science, volunteers in other organizations that wanted to learn how to make a project of this size. The developing of partnership with the local governments of the municipality Radovis and Konce. The employment agency and later including the business sector was from a vital importance for the project.

Technology

The library enriched its existing ICT capacity through buying 13 laptop computers, a multifunction printer and a WI-FI network for the job creation service. The library received a donation from Microsoft software valued 42 000 USA. The library received licensed Microsoft software valued 42 000 USA. The donation was given from Bill and Melinda Gates Foundation

The service also includes an online service for the unemployed – a special web page, which also benefits employers. It offers:

- Fast, easy and free access to information for the unemployed;
- Electronic submission of job applications;

- Reduction in response time, and
- Email notification of receipt of applications and other correspondence.

SUSTAINABILITY

Future work

- The project gave good results which were noticed by our founders, the business sector, other nongovernmental organizations and the vast library users. The director of the copper mine " Buchim " from Radovish, Nikolajco Nikolov is satisfied with the grant's activities, especially from the fact that is concentrated in "learning for life". The mine "Buchim" is one of the biggest companies in Radovish, which constantly enlarge its production and it is open for new employments. At the moment, we negotiate with Buchim to supply support about trainings for the unemployed, as well as the employees in Buchim who have a necessity to be trained.
- The Project was greeted from the mayors of the municipality of Radovish and the municipality of Konche. In the strategic plan for 2011-2016 that these two municipalities make about reducing the poverty, a priority is the library as a info point for the citizens of the two municipalities, extending the service for the people from municipality of Konche which is further and bad road infrastructure. The European Union approved a project for the municipality of Konce to build a building where more institutions will be located and in the same building, a library will be opened.
- The library was one of 37 winners of the ERSTE Foundation 2011 Award for Social Integration. The prize money, €16,000 (US\$ 23,113) will help sustain the service.
- The library received a donation from Microsoft software valued 42 000 USA. The library received licensed Microsoft software valued 42 000 USA. The donation was given from Bill and Melinda Gates Foundation

PROMOTION

<http://utrinski.com.mk/?ItemID=B1E972F84906BA4794CE5CAB96FFCB03>
<http://www.utrinski.com.mk/?ItemID=CF56BD9AA29BE24EBE9FDEA59E75810B>
http://www.bzm.org.mk/index.php?option=com_content&view=article&id=56:2011-07-14-11-17-37&catid=20:odaktivnostite&Itemid=13&lang=en

<http://www.tocka.com.mk/index12.php?ID=44361>

http://www.youtube.com/watch?v=4S5IPvh6XdU&feature=player_embedded

<http://www.youtube.com/watch?v=loVdLBhsmyA>

<http://www.youtube.com/watch?v=KF4VXda7zHg>

<http://www.utrinski.com.mk/?ItemID=CF56BD9AA29BE24EBE9FDEA59E75810B>

<http://www.youtube.com/watch?v=r9jKgRi0Jqs>