



MITROVICA INNOVATIONS 2015

We have the pleasure to invite you to the

IBCM INTERNATIONAL BUSINESS COLLEGE MITROVICA CONFERENCE **MITROVICA INNOVATIONS 2015**

SKILLS, SKILLS, SKILLS

Challenges, Innovations and Good Practice in Human Resource Development in Mitrovica and beyond

which will take place on **12 June**, at Hotel Restaurant LUX, Mitrovica South, from 9.00 to 16.00, and on **13 June**, at the IBCM North Campus (Cara Dusana nn, Mitrovica North), from 9.00 to 16.00.

Almost two-thirds of Kosovo's population is of working age (15-64 years). The working age population is expected to grow rapidly over the next decade, as Kosovo has one of the youngest populations in Europe. Economic development opportunities for the Northern Kosovo region but also for Serbian-speaking communities in Kosovo are directly related to the skills and skill development opportunities of its people. Access to high-quality education but also brain drain remain challenges towards a robust social and economic development.

Mitrovica Innovations 2015 – Skills, Skills, Skills aims to discuss potentials and challenges for human resource development as a key challenge and opportunity for economic development with particular focus on agribusiness and agriculture, small and early-stage enterprises as well as on human resource development in the public administration. The objective is to exchange good practice and insights and to derive recommendations for the public and private sector as well as for the education sphere. The event brings together regional and international experts, stakeholders and partners from diverse areas including the private and public sectors, academia and education, international donors and financing institutes. The MITROVICA INNOVATIONS conference intends to provide a platform for innovative thinking and for generating a strong impulse for local and regional networking and for future-oriented policy-making.

The event will cover the following topics:

- Human Resource Development in Agribusiness;
- Human resource challenges and opportunities for small and early-stage enterprises;
- Human Resource Development in Public Administration.

Format:

The format of the session will be in form of a **moderated panel discussion**. A moderator will introduce to panelists and will address selected questions to the participants of the panel. This panel discussion of around 60 min will be followed by a question and answers session of around 30min. For orientation, please see this video sequence of the MITROVICA INNOVATIONS event in 2014: <https://www.youtube.com/watch?v=y-ISJEWjRZ0>

Event language will be English and Albanian (12.05.) and Serbian (13.05.) with simultaneous translation.

Please confirm your participation to Ms. Arjeta Mehmeti: a.mehmeti@ibcmitrovica.eu.

Sincerely,



Stefan Schandera

Director, International Business College Mitrovica

APPENDIX 1: DRAFT AGENDA | June 12, 2015

Mitrovica Innovations 2015: Skills! Skills! Skills!

Challenges, Innovations and Good Practice in Human Resource Development in Mitrovica and beyond

June 12, 2015

Hotel Restaurant "Villa Lux", Mitrovica. Address: Old railway station n.n Mitrovica (please get in touch with us if you require further details)

Opening (9:00 – 9:30):

Welcome notes

Session one (9:30 – 11:00):

Human resource development in Agribusiness

Guiding questions for topics:

- How to attract and to develop the best talents to agribusiness?
- How to foster innovative entrepreneurship and startups in agribusiness?
- What is the status of technical education for agriculture and agribusiness in Kosovo and the region?
- Business perspective: What are the skills in agriculture and agribusiness that are missing in the labour market?
- International and regional good practice and innovations in HR development in agribusiness

Coffee break and networking (11:00 – 11:30)

Session two (11:30 – 13:00):

Human resource challenges and opportunities for small and early-stage enterprises

Guiding questions for topics:

- Business perspective 1: How to recruit and how to develop professional staff during early development stage of an enterprise?
- Business perspective 2: What are specific HR challenges but also opportunities for small-sized enterprises?
- Business perspective 3: What are specific HR challenges but also opportunities for women entrepreneurs?

- Public sector perspective: What are effective instruments and programs to address HR challenges for small and early-stage enterprises?
- International and regional good practice and innovations in HR development for small and for early-stage enterprises.

Lunch and networking (13:00 – 14:00)

Session three (14:00 – 15:30):

Human resource development in Public Administration

Guiding questions for topics:

- Policy perspective: What is the Kosovo national strategy for HR development in Public Administration? What are priorities?
- HR innovations in HR in the public sector: IT and other new technologies and instruments (case studies)
- What are the skills required for Public Administration that are missing in the labour market?
- Experiences (Kosovo and regional, international) with HR Development Strategy for Public Sector in EU accession context

Parallel working groups (14:00 – 15:30):

- Facilitated workshops and discussions in two parallel sessions on:
 - HR in Agribusiness;
 - HR in Small and Early-Stage Enterprises.
- *Results of working groups: Recommendations to local communities, chambers and donors as well as to IBCM and academia for further development in these fields.*

Wrapping up and Closing (15:30 – 16:00):

- Working groups introduce participants to their results.
- Session 3 moderator introduces to outcomes of Session 3.
- Closure.

APPENDIX 2: DRAFT AGENDA | June 13, 2015

Mitrovica Innovations 2015: Skills! Skills! Skills!

Challenges, Innovations and Good Practice in Human Resource Development in Mitrovica and beyond

June 13, 2015

IBCM Campus / North

Opening (9:00 – 9:30):

Welcome notes

Session one (9:30 – 11:00):

Human resource development in Agribusiness

Guiding questions for topics:

- How to attract and to develop the best talents to agribusiness?
- How to foster innovative entrepreneurship and startups in agribusiness?
- What is the status of technical education for agriculture and agribusiness in the region (focus on Kosovo and Serbia)?
- Business perspective: What are the skills in agriculture and agribusiness that are missing in the labour market?
- International and regional good practice and innovations in HR development in agribusiness

Coffee break and networking (11:00 – 11:30)

Session two (11:30 – 13:00):

Human resource challenges and opportunities for small and early-stage enterprises

Guiding questions for topics:

- Business perspective 1: How to recruit and how to develop professional staff during early development stage of an enterprise?
- Business perspective 2: What are specific HR challenges but also opportunities for small-sized enterprises?
- Business perspective 3: What are specific HR challenges but also opportunities for women entrepreneurs?
- Public sector perspective: What are effective instruments and programs to address HR challenges for small and early-stage enterprises?

- International and regional good practice and innovations in HR development for small and for early-stage enterprises.

Lunch and networking (13:00 – 14:00)

Session three (14:00 – 15:30):

Human resource development in Public Administration

Guiding questions for topics:

- Business perspective: Is staff of North (and enclaves) companies prepared for dealing with HR standards and legal framework of Kosovo?
- HR innovations in HR in the public sector: IT and other new technologies and instruments (case studies)
- What are the skills required for Public Administration that are missing in the labour market?
- Serbian (and other) experiences with HR Development Strategy for Public Sector in EU accession context

Parallel working groups (14:00 – 15:30):

- Facilitated workshops and discussions in two parallel sessions on:
 - HR in Agribusiness;
 - HR challenges for Small and Early-stage Enterprises.
- *Results of working groups: Recommendations to local communities, chambers and donors as well as to IBCM and academia for further development in these fields.*

Wrapping up and Closing (15:30 – 16:00):

- Working groups introduce participants to their results.
- Session 3 moderator introduces to outcomes of Session 3.
- Closure.