

# REGIONAL OVERVIEW ON TALENT MANAGEMENT



## ATTRACTION OF YOUNG PEOPLE TO JOIN PUBLIC ADMINISTRATION IN THE WESTERN BALKANS

SEPTEMBER 2025

## Overview of Programmes

### Albania

- **National Internship Programme** – A flagship government initiative offering high-achieving students and recent graduates structured placements across ministries and agencies. It aims to prepare a new generation of civil servants by combining practical experience with exposure to policy-making and governance.
- **Youth Guarantee Implementation Plan (YGIP) 2023–2024** – Supported by the EU, UNDP, and UNICEF, this scheme helps NEET youth (aged 15–29) access jobs, training, or apprenticeships within four months of registration. Piloted in several municipalities, it provides career counselling and tailored placements to ease the transition into employment.
- **Master's and Internship Programme (MIP)** - Managed by the Albanian-American Development Foundation (AADF), this fully funded programme offers postgraduate studies and professional internships in the U.S. It develops young leaders with international expertise to contribute to Albania's development.
- **Ready for Albania (Gati për Shqipërinë)** - A government platform inviting skilled professionals, including the diaspora, to contribute to public service. Unlike traditional recruitment, it allows flexible engagement through advisory roles, expert collaborations, and project-based work.
- **Attracting Excellent Students to Public Administration** – A quota-based recruitment scheme reserving up to one-third of entry-level civil service posts for top-performing graduates, reinforcing merit-based entry into government.
- **Motivation Package for Public Administration Employees (2024)** – A government initiative designed to improve the attractiveness of public service careers, particularly for young professionals. It introduces flexible working arrangements (e.g., core working hours and extended leave options), merit-based recognition through annual awards, and leadership development programmes.

### Bosnia and Herzegovina

#### Republika Srpska

- The **Employment Program for the Best Graduate Students** in Republika Srpska hires top graduates from the Universities of Banja Luka and East Sarajevo for one-year paid internships in public institutions. Interns earn 80% of a Senior Associate's salary. Selection is based on academic merit, and the program is run by the government to retain young talent and strengthen ties between education and the labour market.

- The **Employment Strategy 2021–2027** includes measures to boost youth employment, such as trainee programs, professional training, support for creative and IT industries, and incentives in the BPO sector. It applies to both public and private sectors and includes the Youth Guarantee Program.
- The **Professional Practice Programme** offers internships to English language students from the University of Banja Luka, focusing on translation and EU integration work within government bodies.
- Since 2019, the government has also cooperated with the **Faculty of Law**, organizing joint events and knowledge exchange.

## Montenegro

- **Internship Programme in Public Administration** – Coordinated by the Human Resources Administration, this programme offers short-term, structured internships in public institutions for final-year students and recent graduates. It aims to familiarise young people with public administration and promote interest in civil service careers. Internships are typically unpaid but include mentoring and certification, with occasional support from EU or UNDP-funded projects.
- **Professional Training Programme for University Graduates** – A national scheme run by the Employment Agency of Montenegro, offering nine-month placements for unemployed graduates in public and private institutions. Participants receive compensation and mentorship while gaining practical skills and experience relevant for civil service exams and long-term employment.
- **EU Support to Public Administration Reform (PAR)** – Funded through IPA II and IPA III, this programme strengthens HR systems and promotes merit-based recruitment in the civil service. While not youth-specific, it supports internship schemes and youth integration through institutional reform and technical assistance to public bodies.
- **UNDP Youth Employment and Skills Development Programmes** – UNDP supports initiatives aimed at boosting youth employability and modernising public sector recruitment. Activities include training, mentorship, and technical support to HR institutions. Some programmes target vulnerable youth and offer pathways into public administration.

## Serbia

- **Student Professional Practice in Public Administration** – Introduced in 2021 with support of the European Union as part of public administration reform, this programme provides final-year students with internships across government institutions. It combines

practical experience with career preparation and has expanded rapidly through partnerships with universities and municipalities.

- **Talent Ecosystem Initiative** is a collaborative effort between the Returning Point programme and the Fund for Young Talents of Serbia, launched in 2023. This initiative uses a mobile app to connect young professionals abroad with opportunities in Serbia, in particular in public administration. It promotes brain gain, knowledge transfer, and the integration of international expertise into the public sector.

## Kosovo\*

- **Young Cell Scheme (YCS)** – A scholarship programme co-funded by the Government and the European Union that supports master's studies at EU universities for young university graduates and civil servants, with an obligation for a scholar to return and work in public administration. With over 200 alumni in government roles, it is central to building a professional civil service.
- **Office of the President Internship Programme** – Provides students and young professionals with direct experience in governance, policy research, and communications. It offers exposure to high-level policy processes and opportunities for professional development.
- **OSCE Mission in Kosovo\* Internships** – Six-month placements for youth under 30 in fields such as human rights, democratisation, and public safety. Interns gain practical experience in legal drafting, governance, and international cooperation.
- **Kosovo\* Generation Unlimited (K-GenU)** – Led by UNICEF and local partners, this initiative offers paid internships in public and municipal services and other fields. It targets youth aged 16–24, especially from vulnerable backgrounds, promoting employability, civic engagement, and career opportunities in public service.
- **Internship in Government** - A structured internship initiative placed across central institutions (Prime Minister's Office, Ministries, and some independent institutions) managed by the Ministry of Finance. The program aims to give young people hands-on work experience, targeted training, and a monthly stipend for a limited period.

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*\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ opinion on the Kosovo declaration of independence.*

# ***Examples of Talent Management Programmes in the Public Sector of the Western Balkans***

The following sections provide **detailed descriptions of individual programmes** introduced in the overview. For each initiative, key information is presented in a consistent format, including:

- Main objectives and purpose
- Target groups and eligibility criteria
- Duration and type of opportunities offered
- Compensation or support mechanisms
- Application procedures and timelines
- Notable outcomes and impact

This structure is designed to help readers easily compare initiatives across administrations and identify best practices or opportunities for collaboration.

## **Albania**

### **1. National Internship Programme <https://riniafemijet.gov.al/rinia/praktikat-e-punes>**

- **Main elements:** Government-led initiative providing young professionals with practical experience in public administration. The Program aims to involve participants in an integrated work experience and interaction with career professionals in public administration, with the aim of gaining a qualifying experience that influences the development of their professional skills and practical habits in familiarization with the public administrative system. The Programme is currently on its X<sup>th</sup> edition.
- **Eligibility:** Individuals aged 21–29 with at least a bachelor's degree; Albanian citizens or diaspora members.
- **Duration:** The Program is launched on a yearly basis and consists of a two-stage process:
  - a 3-month internship period, offered for up to 600 practitioners;
  - a 1-year contractual employment for the selected applicants. Each year, up to 250 winning applicants who successfully complete their 3-month internship may be selected by their host institutions for a one-year employment contract.
- **Compensation and benefits:**
  - a. For the 3-month internship period:
    - (i) daily meal allowance provided as financial compensation (ALL 500, approx. €5 for each day of internship completed);
    - (ii) participation in a dedicated training program delivered by the Albanian School of Public Administration.

b. Post-internship employment (one year):

- i. Fixed-term employment contract of one (1) year, with remuneration at the salary level of Desk Officer (Class IV-3 as per the Albanian public wage system);
- ii. The internship period shall be recognized as professional experience/service for relevant administrative and HR purposes.
- **Application process:** Candidates can apply via [the official portal](#), where they complete an online form and submit their CV and motivation letter.
- **Timeline:** The call is launched on an annual basis for a duration of several weeks.
- **Legal basis:** The National Internship Program is regulated by Decisions of the Council of Ministers, first established by [DCoM No. 395 of 29 April 2015](#), repealed by [DCoM No. 317 of 4 June 2025](#).
- **Impact:** The Program bridges the gap between academic studies and professional employment for recent graduates, providing insights into the functioning of public institutions, with the long-term aim of successfully attracting young talent in the public sector.

## 2. Youth Guarantee Implementation Plan (YGP) 2023–2024

[YGP\\_Progress-Report-2023\\_Final.pdf](#)

- **Main elements:** A strategic initiative supported by the EU, UNDP, and UNICEF, designed to integrate youth aged 15–29 who are not in education, employment, or training (NEET) into the labour market.
- **Key components:**
  - *Mapping:* Periodic data collection of detailed information on the economic, social, educational, and professional conditions of young people in Albania.
  - *Outreach:* Identifying NEET youth, early-warning systems in schools to prevent dropouts, and engagement through digital platforms.
  - *Preparation:* Tailored career counselling, skills development, and training within 4 months from enrolment in the scheme.
  - *Offers:* Employment, further education, apprenticeships, or internships within four months of registration.
- **Pilot implementation and scale-up:** The Youth Guarantee was launched in 3 major cities (Tirana, Shkodër, and Vlorë) in November 2023. In January 2025, the YG Implementation Plan 2023–2024 was amended to (i) extend the pilot implementation period through 31 December 2025 and (ii) expand the intervention from municipal to regional level in the three piloted cities. By 1 September 2025, a total of 1,620 NEETs (young people not in employment, education, or training) were enrolled across the three pilot regions, of whom 1,192 achieved a positive outcome (73.6%).
- **Application process:** Registration via the [e-Albania](#) portal → counselling session → personalized action plan → placement.
- **Partnerships:** Led by NAES; (former) Ministry of Economy, Culture and Innovation/MECI (now Ministry for Economy and Innovation/MEI), supported by

EU4Youth project (UNDP & UNICEF), municipalities, educational institutions, and NGOs operating in the field.

### 3. Master's and Internship Programme (MIP)

[Master's and Internship Program \(MIP\) | American Councils](#)

- **Main elements:** Fully funded programme of the Albanian-American Development Foundation (AADF) offering postgraduate studies and internships in the U.S. for young professionals.
- **Objective:** Strengthen human capital with international expertise in public administration, education, IT, business, and related fields.
- **Eligibility:** Albanian citizenship, bachelor's degree, professional experience, English proficiency.
- **Compensation/support:** Covers tuition, travel, stipend, insurance, visa support, orientation, and mentorship.
- **Application process:** Online application via MIP portal; includes CV, transcripts, recommendations, and interview stages.
- **Deadlines:** Master's programme closed on March 31, 2025; internships (spring 2025 cohort) currently open.

### 4. Ready for Albania (Gati për Shqipërinë) <https://gatipershqiperine.al/>

- **Main elements:** Government platform attracting skilled professionals, including diaspora, to contribute to public service through flexible arrangements (advisory, expert roles, or project-based work).
- **Target group:** Graduates with bachelor's or master's degrees, both in Albania and abroad.
- **Application process:** Online application form on the dedicated platform.
- **Legal basis:** Decision of the Council of Ministers No. 665, dated 10.11.2021.
- **Impact:** Facilitated integration of professionals into government institutions, modernising operations and increasing efficiency.

### 5. Temporary Employment of Excellent Students in Public Administration

<https://www.dap.gov.al/vende-vakante/ekselanca>

- **Main elements:** Quota-based recruitment scheme reserving up to one-third of entry-level civil service positions for top graduates. This program aims to create the necessary conditions for excellent students to create proper work experiences, with the aim of developing their subsequent careers in the Albanian public administration.
- **Target group:** Excellent Students (recent top graduates) from Albanian universities or accredited education institutions abroad.

- **Process:** Merit-based exams and interviews; vacancies published on the Department of Public Administration’s website.
- **Legal basis:** [DCoM No. 586, dated 30.08.2019](https://www.qbz.gov.al/eli/vendim/2019/08/30/586/a3f21f34-6dfe-4c47-a054-7d305a7da19a)  
(<https://www.qbz.gov.al/eli/vendim/2019/08/30/586/a3f21f34-6dfe-4c47-a054-7d305a7da19a>).
- **Application process:** Submit diploma, transcripts, CV, and other required documents through the Department of Public Administration (DoPA) portal.

## 6. Motivation Package for Public Administration Employees

- **Main elements:** Introduced in May 2024, the package is built on European best practices and tailored to Albania’s public administration, aiming to boost employee motivation, strengthen organisational culture, and improve attraction and retention—especially for early-career talent.
- **Eligibility/target group:** Civil servants and public administration employees in central government institutions.
- **Components:**
  - (i) Adaptation & wellbeing (in force): Flexible working-time arrangements with mandatory core hours 09:30–15:30; revision of vacation rules to remove limiting Labour Code provisions on annual leave.
  - (ii) Annual recognition of integrity and professional merit in each ministry, through a dedicated “You are an Asset” event as part of the yearly Public Administration Week; (iii) Leadership Development/Executive Training Programmes to strengthen strategic and ethical leadership.
- **Duration & modality:** Phased roll-out from May 2024 onwards.
- **Compensation and benefits:** Non-salary benefits include flexible hours, enhanced merit recognition, and leadership training.
- **Application process:** No general open call. Measures are applied across institutions via HR units. Participation in specific activities (e.g., LDP, competitions) is communicated internally, while nominees/participants are proposed by institutions per agreed criteria.
- **Impact (expected/early outputs):** Improved employee satisfaction and workplace culture; increased take-up of flexible arrangements and stronger leadership by example, all serving as factors expected to contribute directly to young talent attraction and retention in the public sector.

## Bosnia and Herzegovina

### Republika Srpska

#### **1. Employment Program for Best Graduate Students**

[https://unibl.org/uploads/files/strane/opste\\_novosti/SI.glasnik.pdf](https://unibl.org/uploads/files/strane/opste_novosti/SI.glasnik.pdf)

- **Main elements:** The Government of *Republika Srpska* launched a program that employs top graduates from the Universities of Banja Luka and East Sarajevo as trainees in public enterprises and institutions, framed as a key achievement aimed at retaining young talent.
- **Eligibility:** Students of the generation (top graduates) from both public universities in *Republika Srpska* who have not yet entered into formal employment at the time of selection.
- **Duration & compensation:** Students are employed as trainees (interns) 1st for a one-year paid work experience program. They receive an intern salary equal to 80% of the salary of a Senior Associate, enabling them to gain professional skills necessary for future employment.
- **Application process:** Selection is based on academic merit, with placements assigned directly by the government to suitable institutions.
- **Support & governance:** The program is overseen by the Government of *Republika Srpska*, implemented across public institutions and enterprises, and monitored by the Ministry for Scientific and Technological Development, Higher Education, and Information Society.
- **Impact:** The program has been applied twice so far. The program secures employment for top students, fostering their career development in *Republika Srpska*. It also strengthens the link between higher education and the labour market, promoting merit-based recognition, supporting youth, and retaining talent in the public sector.

#### **2. Employment Strategy of *Republika Srpska* 2021–2027**

Employment of young talents is dealt with through the implementation of the Strategy, in which Priority 1.3 — Strengthening youth employability —defines the corresponding measures (1.3.1. Program to support the employment of young people with faculty education – trainees; 1.3.2. Program of professional training for persons with completed faculty education; 1.3.3. Program to support the training of young people for employment in the creative industries, focusing on programming; and 1.3.4. Incentive program for the employment of young people in the Business Process Outsourcing industry. At the same time, the Youth Guarantee Program is being implemented in *Republika Srpska*, with the same aim: to stimulate youth employment.

The Strategy refers to both the public and private sectors.

**Source:** <https://vladars.rs/sr-SP-Cyril/Vlada/Ministarstva/mpb/PAO/Documents/Strategija%20zapo%c5%a1lajvanja%20Republike%20Srpske%202021-2027.doc>

### **3. Professional Practice Programme for Students of the Faculty of Philology**

The programme has been implemented in the administrative bodies of the Republic of Srpska since 2013, through the Ministry of European Integration and International Cooperation. It provides traineeship for students from the Department of English Language and Literature at the Faculty of Philology in Banja Luka. The programme is focused on translation activities in the European integration process, but it also provides students' general professional experience.

### **4. Cooperation with the Faculty of Law of the University of Banja Luka**

The Ministry of European Integration and International Cooperation has signed a memorandum of cooperation with the Faculty of Law, and different forms of cooperation have been realized since 2019. The cooperation is focused on the exchange of knowledge and experiences through different forms of events (workshops, lectures, meetings).

## **North Macedonia**

### **1. Internship Programme in State Administration (with CCM and MISA)**

<https://cup.org.mk/?lang=eng>

- **Main elements:** Organised in cooperation with the Ministry of Political System and Public Administration (former Ministry of Information Society and Administration (MISA)) and the Center for Change Management (CUKZ), this internship programme places young graduates in ministries and other government institutions to gain work experience and encourage future employment in the civil service.
- **Objective:** To provide practical experience in public administration for young people, support public sector renewal, and increase interest in civil service careers.
- **Eligibility:** Young university graduates, typically up to age 29, who have no prior formal experience in public administration.
- **Compensation/support:** Internships are unpaid, but include training, mentoring, and a certificate of completion. In some editions, support from EU-funded projects may include modest stipends or travel support.
- **Application process:** Calls are published on the websites of MISA and CUKZ. Applicants submit a CV, a motivation letter, and a diploma. Host institutions select candidates based on qualifications.
- **Deadlines:** Organised annually or semi-annually, depending on funding and institutional capacity.

## 2. Youth Support Through EU IPA Projects (e.g., “We Lead” and Public Administration Reform Projects) [https://www.eeas.europa.eu/delegations/north-macedonia\\_en](https://www.eeas.europa.eu/delegations/north-macedonia_en)

- **Main elements:** Various EU IPA II-funded projects in North Macedonia include components focused on youth engagement in governance, internships, and capacity-building in public institutions. One example is “We Lead” (2020–2023), which involved youth training for leadership and civic participation. Others are tied to public administration reform, where internships and study visits for young professionals are financed.
- **Objective:** To increase youth participation in public life, foster transparency, and build institutional capacity through hands-on experience and skills development.
- **Eligibility:** Varies by project. Generally open to youth under 30 with a background in public administration, law, political science, or related fields.
- **Compensation/support:** Internships and training are often paid or include stipends. Projects may also offer international study visits, workshops, and mentoring.
- **Application process:** Calls are typically published by implementing partners such as the EU Delegation, civil society organisations, or think tanks like CUKZ or the Center for Civil Communications.
- **Deadlines:** Rolling, depending on project cycle. Interested candidates should follow updates on the EU Delegation’s website or partner organisations.

## 3. “We Lead” – Empowering Young Women in Governance <https://cup.org.mk/?lang=eng>

- **Main elements:** A specialised EU- and Netherlands-funded programme promoting the participation of young women in public life and governance in North Macedonia. The programme includes leadership training, mentoring, and internships in public institutions.
- **Objective:** To strengthen the role of young women in decision-making processes, improve their access to public service careers, and create role models in governance and civil society.
- **Eligibility:** Young women aged 20–29 with an interest in public service, governance, or civic engagement. Applicants from diverse and underrepresented backgrounds are encouraged to apply.
- **Compensation/support:** Participants receive free access to leadership training, individual mentoring, and placements in public institutions. Certificates are issued upon completion.
- **Application process:** Public calls are issued through the Center for Change Management (CUKZ). Selection is merit-based and includes a written application and interviews.
- **Deadlines:** Cohorts are organised annually; the most recent programme was implemented between 2022–2023.

## 4. EU for You – Phase II: Public Administration Reform Support [https://www.eeas.europa.eu/delegations/north-macedonia\\_en](https://www.eeas.europa.eu/delegations/north-macedonia_en)

- **Main elements:** A flagship EU-funded initiative under IPA II, implemented to modernise North Macedonia's public administration with a focus on transparency, merit-based recruitment, and human resources development. The project includes support for young professionals entering the civil service.
- **Objective:** To improve the efficiency, accountability, and inclusiveness of public administration by introducing modern HR practices and promoting youth participation in governance.
- **Eligibility:** Young professionals and civil servants, particularly those entering or preparing to enter public administration roles. Institutions participating in the project also benefit from tailored HR reform tools.
- **Compensation/support:** Support includes training, technical assistance, mentoring programmes, and capacity-building. In some phases, pilot youth internships or recruitment processes were supported directly.
- **Application process:** The project works with selected institutions. Young people benefit through programmes implemented by partner ministries, HR units, and training providers (e.g., the Center for Change Management).
- **Deadlines:** Ongoing within the current EU programming cycle. Activities are announced by implementing partners or via government channels.

## Montenegro

### 1. Internship Programme in Public Administration (Stručna praksa u javnoj upravi)

- **Main elements:** Organised by the Human Resources Administration (HRA), this internship programme offers final-year university students and recent graduates the opportunity to gain practical experience within public administration bodies. It aims to familiarise young people with the functioning of government institutions and encourage their professional orientation toward public service.
- **Objective:** To increase transparency and accessibility of public administration, bridge the gap between education and the labour market, and attract young talent by offering structured work experience within central institutions.
- **Eligibility:** Open to Montenegrin citizens who are final-year undergraduate or master's students, or recent graduates up to the age of 30. Preference is given to candidates with a demonstrated interest in public administration, law, political science, and related fields.
- **Compensation/support:** The internships are generally unpaid, but include mentorship, structured assignments, and a certificate of completion. In some cases, symbolic compensation or logistical support may be provided through partner projects or institutions (e.g., EU or UNDP initiatives).
- **Application process:** Calls for applications are published on the HRA's official website, listing available internship placements. Applicants must submit an online form

with a CV, motivation letter, and proof of study or diploma. Host institutions select candidates based on relevance and merit.

- **Deadlines:** The programme is typically implemented once or twice a year, in spring and/or autumn cycles. Duration varies but generally ranges from 1 to 3 months, depending on the host institution.

## 2. Professional Training Programme for University Graduates <https://www.zzzcg.me/>

- **Main elements:** A government-run national programme providing nine months of structured professional training for university graduates without prior work experience. It offers placements in both public and private sector institutions, enabling participants to develop practical skills, professional competencies, and readiness for employment.
- **Objective:** To support young graduates in transitioning from education to the labour market, increase their employability, and help them acquire the skills and experience needed to pass professional exams and gain long-term employment.
- **Eligibility:** Montenegrin citizens with higher education degrees who are registered with the Employment Agency of Montenegro and have no prior formal work experience in their field.
- **Compensation/support:** Participants receive financial compensation during the training period (approximately the minimum wage), and their placement includes mentorship and structured learning. The programme also offers employers the opportunity to assess and retain qualified staff after the training period.
- **Application process:**

The programme is implemented in six phases:

1. Employer registration
2. Participant registration
3. Matching of candidates with employers
4. Referral of candidates to selected employers
5. Signing of training agreements
6. Start of the nine-month training

Applications are submitted through the Employment Agency of Montenegro's online platform.

- **Deadlines:** The programme is conducted annually. Calls for applications are typically announced in late summer or early autumn for placements beginning in the final quarter of the year. The 2025/2026 cycle is confirmed to proceed.

## 3. EU Support to Public Administration Reform (PAR) in Montenegro [https://www.eeas.europa.eu/delegations/montenegro\\_en](https://www.eeas.europa.eu/delegations/montenegro_en)

- **Main elements:** This is a long-term programme funded by the European Union under IPA II and IPA III. One of its core components is human resource development in public administration, including youth recruitment, modernised HR systems, and better planning for succession and talent retention. Though not focused exclusively on youth, several activities promote young professionals' integration into civil service.

- **Objective:** To strengthen the capacity of Montenegro's public administration and attract qualified, young professionals by improving the planning, recruitment, and development of civil servants.
- **Eligibility:** The programme primarily works with institutions, but young people benefit indirectly through reforms in hiring practices, internships, and professional development opportunities offered by supported institutions.
- **Compensation/support:** Includes technical assistance, digitalisation of HR systems, and capacity-building for HR departments. Some components support pilot internships and structured trainee placements, often aligned with national programmes.
- **Application process:** Opportunities for youth are accessed through national institutions supported by the project (e.g., HR Administration, ministries), rather than through direct open calls.
- **Deadlines:** Ongoing under IPA programming cycles. Specific activities vary depending on the EU project phases.

#### 4. UNDP Youth Employment and Skills Development Programmes

[https://www.eeas.europa.eu/delegations/montenegro\\_en](https://www.eeas.europa.eu/delegations/montenegro_en)

- **Main elements:** UNDP has supported multiple initiatives aimed at increasing youth employability and strengthening public service capacities. Notably, it has provided technical assistance to the Human Resources Administration, digital skills training for youth, and support for inclusive recruitment practices in the public sector.
- **Objective:** To bridge the gap between education and employment, empower youth—particularly women and vulnerable groups—and professionalise recruitment in public institutions.
- **Eligibility:** Varies by project; generally, includes recent graduates, NEET youth, and young professionals under 30.
- **Compensation/support:** Training, stipends, career counselling, and inclusion in pilot internships. Public institutions supported by UNDP may offer paid placements.
- **Application process:** Calls published via UNDP Montenegro and national partners, often in coordination with employment services.
- **Deadlines:** Rolling or project-based, depending on donor funding cycles.

## Serbia

### 1. Student Professional Practice in Public Administration [Invitation to Virtual Student Professional Practice in Public Administration Fair 2024/2025 – Mine Action Centre of the Republic of Serbia](#)

- **Main elements:** Core part of Serbia's public administration reform, launched in 2021 with EU support. Provides final-year students with internships across government bodies to gain practical insight into administration.

- **Objectives:**
  - Enhance the employability of students.
  - Modernise the civil service by bringing in new ideas and energy.
  - Support Serbia's EU integration efforts.
- **Eligibility:** Final-year undergraduate and master's students at Serbia's five state universities (Belgrade, Novi Sad, Niš, Kragujevac, Novi Pazar).
- **Duration:** Typically, four weeks.
- **Compensation:** Unpaid, but provides significant non-monetary benefits (hands-on experience, employability, professional networks).
- **Application process:**
  - Applications submitted via [MDULS](#)
  - Candidates create an account, upload CV, transcript, and proof of enrolment.
  - Internships listed on the platform by host institutions.
- **Additional features:** Includes an annual virtual internship fair (e.g., "Get a Head Start"), enabling direct interaction with institutions.
- **Impact:** Expanded from 18 institutions in 2021 to 141 by 2024, offering more than 1,400 internships. Initially EU-funded, now fully sustained by the Serbian government with a dedicated annual budget.

## 2. Talent Ecosystem Initiative (Returning Point – Tačka povratka) [Talent.Ecosystem App: A bridge between young talents and work opportunities - Returning Point](#)

- **Main elements:** Launched in December 2023 by Returning Point and the Fund for Young Talents of Serbia. Uses a mobile app to connect young Serbian professionals abroad with opportunities in Serbia, including public administration.
- **Objectives:**
  - Facilitate recruitment into public institutions.
  - Promote knowledge transfer and integration of international best practices.
  - Support Serbia's brain gain and human capital strategies.
- **Eligibility:**
  - Students and graduates, especially those educated abroad or supported by Serbia's Fund for Young Talents.
  - Young professionals and returnees from the diaspora.
  - No strict age limit, focus on early-career individuals.
- **Duration:** Platform operates continuously; placements vary (short-term internships, project-based roles, or full-time positions).
- **Compensation:** Determined by the employer (may be unpaid internships or salaried positions). The initiative promotes fair employment practices.

- **Application process:**

- Applications are managed through the Talent Ecosystem app, available on the Google Play Store.
- Users create a profile with education, skills, and career goals and apply directly to listed opportunities.
- Employers may contact candidates through the app for interviews.

## Kosovo\*

### 1. Young Cell Scheme (YCS) [Young Cell Scheme Kosovo - What is Young Cell Scheme](#)

- **Main elements:** EU and government co-funded scholarship programme, launched in 2004, supporting young Kosovars to pursue master's studies at universities in EU member states. Graduates commit to returning and working in the public administration.
- **Objective:** Build a professional, depoliticised, and inclusive civil service capable of implementing EU standards and legislation.
- **Eligibility:**
  - Residents with a valid ID/passport.
  - University graduates or final-year undergraduates.
  - Fluent in English.
  - Younger than 35 years old.
- **Support offered:** Covers tuition fees for one or two-year master's programs in one of the EU Member States, living costs, travel, and internship expenses. Provides advising on degree and university selection, plus helpdesk support throughout the study period. After finishing their studies, scholars are employed in public institutions as civil servants with the obligation to serve for at least three years (they receive permanent contracts)
- **Impact:** Over 200 alumni currently hold key positions in government, making YCS a cornerstone of administrative professionalisation.

### 2. Office of the President Internship Programme <https://www.isla-serve.org/kosovo-president-office-internship>

- **Main elements:** Internship scheme coordinated with ISLA Internships Abroad, offering university students and young professionals hands-on experience in governance, foreign affairs, communications, and policy research.
- **Duration:** Minimum of nine weeks (2–3 months), with flexible timing to align with academic schedules.
- **Eligibility:** Open to undergraduates, graduates, and early-career professionals, especially in political science, international relations, and related fields.

- **Compensation/support:** Unpaid, but modest stipends are often provided. ISLA assists with housing, travel, insurance, and logistics. Interns also benefit from mentorship, professional development sessions, and optional local language lessons.
- **Academic recognition:** Possibility to earn 3–4 ECTS credits through affiliated universities. Includes completion certificate and reference letter.
- **Impact:** Provides direct exposure to high-level policy processes, including contributions to the Women, Peace & Security agenda and engagement with international stakeholders.

### 3. OSCE Mission in Kosovo\* Internship Programme [National Intern - OSCE Mission in Kosovo](#)

- **Main elements:** Six-month internships in OSCE departments such as human rights, democratisation, and public safety. Provides hands-on experience in project implementation, legal analysis, and international cooperation.
- **Eligibility:**
  - Must be under 30.
  - Completed at least 2 years of higher education or holds a recent degree.
  - Strong academic background in international relations, political science, law, or related fields.
  - Professional fluency in English; other OSCE working languages an asset.
- **Compensation/support:** Internships are unpaid, but non-resident national interns receive a stipend (10% of Base Living Allowance). Health insurance provided.
- **Impact:** Builds professional capacity in a multicultural, international setting. Alumni often continue careers in governance or international organisations.

### 4. Kosovo\* Generation Unlimited (K-GenU)

<https://www.unicef.org/kosovoprogramme/kosovo-generation-unlimited>

- **Main elements:** Joint initiative of the Government, UNICEF, Kosovo\* CSR Network, and private sector partners. Connects vulnerable youth with paid internships, primarily in municipal services and local organisations.
- **Eligibility:** Youth aged 16–24, especially those from rural, marginalised, or NEET backgrounds.
- **Duration & compensation:** Internships typically last three months. Paid positions (~€170 per month), with pathways to long-term employment.
- **Application process:** Online registration via the [Kosovo Generation Unlimited](#) platform, followed by onboarding and matching coordinated by a multi-stakeholder secretariat.
- **Support & governance:** Includes orientation, mentoring, HR support, and continuous monitoring. Partners include SIDA and other international donors.

- **Impact:** Since 2020, around 500 youth have participated, with nearly 200 securing jobs afterwards. The programme is scaling up toward 10,000 placements over the next two years.

## 5. Internship in Government <https://mfpt.rks-gov.net/desk/content/media/d31566ff-d22b-445e-b3e6-0d73a74cf8fb.pdf>

- **Main elements:** Fully funded “**Internship in Government**” programme run by the Government (Ministry of Finance, Labour and Transfers), placing paid interns across central-level institutions (Prime Minister’s Office, Ministries and selected independent bodies) for structured on-the-job work, training and mentorship. The objective is to provide young people with practical work experience in public administration, strengthen their professional skills, and increase employability by placing them in real policy and administrative roles within central government institutions.
- **Duration:** Six (6) months with the possibility of extension for another six months.
- **Eligibility:** Open to up to 29 years old citizens, final-year students or graduates at Bachelor or Master level, and a Minimum grade point average > 8.0.
- **Compensation/support:** Paid internship up to the minimum wage.
- **Impact:** The “**Internship in Government**” delivers quick benefits—paid six-month placements that boost young people’s practical skills and employability while strengthening institutional capacity—and, with good matching and mentoring, helps build long-term public-sector human capital.