

Understanding My Journey Case Study – OAZA

Young people we worked with

During our “Bridge to success” workshops (employment and self-employment workshops), we had several young people who had a great transformation, based on the UMJ tools. At first, when they came they were really shy, introverted, they didn’t have any job experience before and were looking for a way how to find a job or start something of their own. After we introduced the UMJ tools and talked with them about SSD they recognized the importance of this and how SSD increases their competitiveness in the labour market. They were very interested to join our other programs and to have more personal meetings about their SSD process. All of them reported how they feel more empowered to invest in their career, and to volunteer even. They were proactive in their SSD and we noticed huge difference in their behaviour in a way that they were more open to other people, and more comfortable in communication with others. When we talk with them now we see how goal oriented they are and how proactive they are in their job search. Some of them found a new job, and some are interested to volunteer in our organization.

The staff in our organization

On the question how to implement the tools in our organization, one of my colleagues, who is in charge of volunteering program, suggested that we try to test them during our 2 months of ESC program. Since he’s experienced in working with young volunteers



he suggested that we make them work peer to peer through the toolkit and evaluation, and in this way, they were more engaged in SSD.

For him personally, this was also a great value. Since most of their activities were outdoors there’s always a struggle what to do when weather is bad and they can’t go out. Now, whenever this happened he would organize a workshop to check with them the progress of SSD.

It also helped him to connect more with the volunteers and to keep the group dynamic up.