**Report on developed e-services (act 5.7)**

Intensive consultations within the CareerS team were ongoing during entire project duration and work on this project activity started at the Swansea University training in 2012 particularly concerning the structure and basic concepts of the e-services.

**University of Belgrade**

University of Belgrade website section for virtual advices was developed in 2013 to be more interactive and online multimedia materials were made available to students to pilot an online training for communication skills, teamwork and time management skills in 2013.

Modernized website during 2014 included development and implementation of new database of users (students profiles, employers profiles, academic community representatives user account), data base of opportunities for gaining work experience (jobs, internships, volunteering, management trainee programs), data base of opportunities for continuing and informal education (scholarships, trainings, conferences…), e-library, mailing system, new section “Career guide during studies” including articles for each year of study with reference and suggested links to further reading, resources and actions.

By the end of the project implementation period, software for career guidance has been developed to help students’ asses their skills, motivations, values and attitudes and enable career guidance in the field of personal development online.

**University of Novi Sad**

Centre for career development and student counseling (in further text CCD) has developed several e-Services.

1. **New website**

New website has important role in promotion and presentation of the Centre. It has modern look which is applicable to our target group (students and graduates of University of Novi Sad). Website has part for students and part for employers with data base. Center offers services for both groups in order to improve collaboration between academic and industrial/economic community. On new website students can learn about all CCD services and use e-Counselor where are over 30 short texts related to their career development, CVs, job interviews, decision making, motivation, active job search, etc.

1. **Workshop and lecture online application service**

Within the website there is an online application used for applying for workshops and lectures which are organized for students and graduates of University. There is option to create single event where program makes list of guests. User of website who wants to apply for event/workshop/lecture has to be register on website and click on confirmation button for coming or not coming. On administrative panel is possible to view and download list of guests or participants, view statistics, change data for event.

1. **Evaluation form**

Online evaluation form can be sent for created event from above or for event that was held. Evaluation question can be created however administrator wants. When guests fulfill the evaluation form result can be downloaded in excel form. Results are divided and excel calculate average grade of criterion.

1. **Internship online application form with selection**

When internship content is available there is online form for application on website. Interested students/graduates can apply for program. Program collect all data and results can be downloaded in excel table divided by Faculties. Program scores activities and other relevant subject in way administrator makes scores. Administrator adds relevant questions to applicants. Program uses data from online CVs that applicants have on CCD website.

**University of Kragujevac**

Developed [new website](http://www.razvojkarijere.kg.ac.rs/) and developed online catalog for Career Centre library, beside the usual features of the site including, news module, ask a counselor module, etc.

**University of Nis**

University of Nis team developed a new website <http://www.karijera.ni.ac.rs/czrk/>. During the monitoring meeting with Swansea representative in Belgrade some of the ideas and solutions were discussed and continual online consultations with EU experts for development of e-services have been agreed.

**University Singidunum**

Significantly improved University software and data base, especially in the part of students’ career. The Alumni section has been incorporated and the career section has been improved, section of the Library is now associated with career center and student services part of the software. New Alumni website developed and linked with career center database (<http://alumni.singidunum.ac.rs>).

**University teams and synergy**

Efforts has been made during 2014 and 2015 within the project team to organize inter-project couching with another Tempus project ISIS, coordinated by University of Kragujevac and adapt the portal developed for promotion and organization of student internships. Portal [www.studentskapraksa.com](http://www.studentskapraksa.com) has been adapted and is now ready for use for both employers and students, to advertise internships, create profile, upload CV and apply for the internship program. Employers can use the portal to view the profiles of the candidates for their position and notify them if their applications are accepted or rejected. Administrators from the career offices at the University of Belgrade, Kragujevac, Nis and Novi Sad can add news, articles, verify employers’ vacancies, and send newsletters through administrator panel. Portal will be hosted at the University of Belgrade server and full implementation is expected to start from summer 2015.

[Info-portal developed](http://www.careers.ac.rs/iportal.html) at the project website along with the online Guide through Diplomas has been developed and is interconnecting the content of the relevant members of project consortium.

**Conclusions**

All this online applications and e-services help in improving CCD services. Services which are developed during Tempus Careers project are making possible for tracking modern trends in online learning, selection of candidates, online promotion, etc.