

AL4Life 



International
Business College
Mitrovica



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ALUMNI STRATEGY

PUBLIC INTERNATIONAL BUSINESS COLLEGE MITROVICA

IBC-M

2024 – 2029

Mitrovica



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Introduction

The Public International Business College Mitrovica (IBC-M) was established in 2008 by the Dutch NGO SPARK and with donations from Swedish International Development Cooperation Agency, the Danish Ministry of Foreign Affairs, the Swiss Development Cooperation, DFID, the European Commission and the Netherlands Ministry of Foreign Affairs as well as the Ministry of Education, Science and Technology of Kosovo. It was first managed by SPARK until March 2018 when IBC-M became an independent higher education institution registered as a not-for-profit educational foundation in Kosovo, under the umbrella of the Ministry of Public Administration. From March 2023 IBC-M went through the change of its status from a not-for-profit educational foundation to a public college that allows IBC-M to operate as an independent International Business School under the Kosovo Higher Education Law. The International Business Public College Mitrovica (IBC-M) is the first established Public College in Kosovo, it was established with the Decision of the Assembly of the Republic of Kosovo No. 08-V-578 dated 10.07.2023, ratifying the decision of the Government of the Republic of Kosovo, No. 21/136, dated 22.03.2023, for the establishment of the International Business Public College Mitrovica as a higher education institution. IBC-M is an independent legal entity, and its mission represents the continuity and advancement of the same values created by the Public International Business College Mitrovica (IBCM). IBC-M is accredited by both the German Accreditation Agency Evalag (Evaluationsagentur Baden-Württemberg) and the Kosovo Accreditation Agency (KAA). IBC-M has program and institutional accreditation issued by EVALAG and KAA.

IBC-M was created with the aim to increase social and economic stability in northern Kosovo through cross-community business education and entrepreneurship development by providing practice-oriented business education for all ethnic groups in the region, building positive community relations and promoting sustainable multi-ethnic collaborations. Furthermore, the high quality and practice-oriented education will increase the employability of young graduates enriched with modern skills relevant to the local labour market.

Since its establishment, the Public International Business College Mitrovica (IBC-M) has served as a productive environment for educating a wide range of students, fostering skills in multiple areas of international and local business affairs, public administration, applied IT and environmental management. The institution holds its graduates in high esteem, acknowledging their achievements and the reflection of IBC-M's core values in their professional pursuits both locally and internationally. Considering the significant role these alumni play, IBC-M is committed to harnessing this asset by actively engaging with its former students in a strategic manner. This approach aims to leverage the rich experiences and accomplishments of the College's alumni base to enhance the institution's strength further and influence through collaborative endeavours.

IBC-M has a longstanding tradition of involving the alumni in its academic and career-oriented initiatives, a testament to which is that approximately 30% of IBC-M staff are its alumni, reflecting the college's commitment to its community and enduring legacy.

The Alumni strategic plan 2024 – 2029 is centred around strengthening the bonds between alumni and the Public International Business College Mitrovica (IBC-M), through the creation of a supportive and dynamic community. The strategy aims to bridge the gap between higher education and industry, promoting innovation, continuous learning, and diaspora connectivity for societal and research advancement. The establishment of the Career and Alumni Office (CAO) is a testament to this commitment, tasked with a range of responsibilities from career guidance to alumni engagement, aiming to enhance the professional and personal



development of alumni and their ongoing relationship with the college. This strategic approach underscores the importance of alumni as key stakeholders in the college's ecosystem, contributing to its growth and the broader community's welfare.

Incorporating alumni into our ongoing educational and professional pursuits, delivers substantial benefits across the board, significantly enhancing the educational experience, fostering a dynamic, engaging atmosphere that drives enthusiasm among current students, and supporting them through their academic endeavours, with different career trajectories. It also opens doors to valuable networking with potential employers and backers, which for the alumni, represent more than just a chance to present their professional accomplishments, but also a unique opportunity to update and expand their academic knowledge, enhancing their professional abilities, solving complex issues, and renewing connections in the alumni community. For the alumni, this is more than just another way to highlight their career achievements. It is a model presenting a distinctive opportunity to refresh and build upon their hard earned knowledge, broadening their professional skill set, tackling complex challenges, enriching, in such a way, their lives both professionally and personally, while for IBC-M, it provides an opportunity to enrich its academic base, develop stronger networks, enhance reputation, and foster a vibrant, supportive community that advances its educational mission and growth.

Vision and Mission

With the Alumni Strategic plan 2024 - 2029, the Public International Business College Mitrovica (IBC-M) wants to not only foster a progressive and responsive educational environment but also to ensure that our alumni are instrumental in shaping a future where higher education and industry are inextricably linked for the betterment of our society and the global community.

IBC-M understands the importance of the specific commitments and objectives of the Career and Alumni Office (CAO), reflecting a deep understanding of the role that alumni play in the life of the college and the wider community by placing a strong emphasis on the values of continuous learning and global connectivity, essential in today's interconnected world.

Vision:

With the Strategy plan 2024 - 2029, IBC-M aspires to forge a prestigious, global community of alumni who are united by their shared educational heritage and committed to making a significant impact on society. Our vision extends beyond mere networking; it encompasses a future where our alumni are influential leaders, innovators, and advocates for positive change.

We have always envisioned the Public International Business College Mitrovica (IBC-M) as a cornerstone of a transformative educational ecosystem, where the fusion of competencies-oriented education and innovation propels the growth and competitiveness of our institution and its graduates. IBC-M's alumni are at the heart of this transformation, actively participating in the academic life through their potential involvement in teaching, mentoring, and research, thus fostering a synergistic relationship between academia and the business sector. This interconnected network is not only a beacon for educational modernization in Kosovo but also a crucible for industry-aligned learning, employability enhancement, and market-responsive innovation. As our alumni engage in this dynamic exchange, they will contribute to a culture of excellence that is globally recognized and locally impactful, driving forward the aspirations of current and future generations.



Mission:

The mission of the Public International Business College Mitrovica Career and Alumni Office (CAO) is deeply integrated and in line with the AL4LIFE project's ambition to revolutionise higher education in the Western Balkans. We are committed to:

- The primary mission of the CAO is to fortify the connections among alumni and between alumni and the Public International Business College Mitrovica (IBC-M). This directly supports the College's broader mission of creating a cohesive community that benefits both the alumni and the institution.
- By directly involving our alumni in the teaching process, the Career and Alumni Office (CAO) will aim to bridge the gap between theoretical knowledge and practical skills, ensuring IBC-M's teaching and education efforts are aligned with labour market demands, fostering a robust and competitive student body.
- Enforcing connections with the business sector through the IBC-M Business Development Department, establishing and nurturing networks that lead to collaborative opportunities, knowledge transfers, and strategic partnerships that enhance the employability of our graduates and drive innovation. The IBC-M's vision to empower alumni that will serve as a bridge between higher education and industry aligns with the College's goal of fostering innovation and practical application of knowledge. This strategic alignment ensures that alumni are beneficiaries of the College's educational offerings and contributors to industry and society.
- Through the creation of the Career and Alumni Office, IBC-M will enhance the institution's research capabilities and its commercial potential through their involvement in Research Department activities, leveraging alumni and industry cooperation to fund and support cutting-edge research and market-driven innovations. By engaging alumni in research projects, publications, and conferences, IBC-M aims to foster a culture of excellence and impact that showcases our institution's academic achievements and social contributions. IBC-M, through the CAO, will encourage alumni to participate in innovation competitions, incubation programs, and entrepreneurship initiatives that translate research outcomes into viable products and services that address real-world problems and needs.
- Enhancing the network of alumni from Kosovo living abroad aligns with the IBC-M's mission to leverage the diaspora to foster international partnerships and opportunities. Through active engagement of the Kosovo diaspora, the IBC-M will facilitate cross-border collaborations, support international research initiatives, and open up global employment and networking opportunities for both current students and alumni, enriching its community by incorporating diverse perspectives and experiences and enhancing the IBC-M's international reputation and reach.



Description of alumni organization

Current state of affairs

As IBC-M College, we recognize the importance current alumni database plays in the broader context of our alumni engagement strategy. Even in its simplest form as an Excel workbook, this database is an invaluable asset to us since it contains solid information on our alumni body, starting from contact details, their IBC-M ID, and telephone numbers, to their current professional engagement, that forms the cornerstone of our efforts to kickstart various initiatives within the Alumni Office. The quality and depth of this data are crucial; they not only inform our immediate steps but also shape our vision for a centralized digital database that will ease our communication with our alumni, making our outreach efforts more efficient and impactful.

No matter how rudimentary, an existing database can serve as an asset, as it contains contact information, professional achievements, or other relevant data that can help kickstart the Alumni Office's initiatives. The quality and comprehensiveness of this data are crucial factors to consider for future upgrade to a centralized database that can significantly streamline communication efforts, while a neglected or outdated one may pose significant challenges in re-establishing connections.

Our ambition doesn't stop at merely updating contact information. Our modern digital platform integrates features like data analytics, communication tools, and security measures on the server side to protect our alumni's privacy. We're also looking to embrace the power of social media (our alumni Facebook page) to reach them where they are, and to keep building on a dynamic and interactive network.

Alumni Digital Platform

The technological infrastructure to support alumni engagement will be incorporated into the new IBC-M website as a separate module for communication, event management, and data analytics, which will enhance the efficiency and effectiveness of the CAO office.

The platform will provide a snapshot of the current situation with alumni, their number, and identity, allowing the CAO to have a clear overview of strengths to build upon and challenges to address. The insights gained from this will inform the development of a clear path for the CAO that resonates with the shared values and aspirations of the alumni community and aligns with the strategic vision of the college. The college takes a course towards a digital platform where the alumni are not just former students but active participants in the ongoing story of their alma mater.

Platform Registration

Upon entering the web platform, alumni are greeted with an intuitive sign-up process where they're invited to provide essential identification details, ensuring a personalized experience. Upon new user registration, the CAO Coordinator checks the data, identifies the alumni through their credentials (name/surname, IBC-M ID number, date of birth, year graduated) and approves the registration of new alumni.

Once registered, alumni can explore a personalized dashboard that highlights relevant college activities, upcoming events, and networking opportunities. The platform is designed with user-friendly navigation, allowing alumni to effortlessly browse through various sections dedicated to college news, research updates, and exclusive job listings tailored to their interests and field of study.



A key feature of the platform is its interactive alumni directory, enabling graduates to connect, share experiences, and foster professional networks. Additionally, the platform offers specialized forums and interest groups, encouraging alumni to engage in discussions, share insights, and collaborate on projects or research initiatives. Regular updates and notifications ensure alumni stay informed about the latest college developments and opportunities for involvement. The platform serves as a dynamic hub that keeps alumni informed about their college's achievements and opportunities and empowers them to play an active role in the ongoing legacy of IBC-M as a Higher Education provider.

Career and Alumni Office

The Career and Alumni Office (CAO) is designed to support alumni and students in their career development, maintaining a strong connection between them and the college. The CAO operates under the Student Services Department, with two (2) key positions:

1. Office Coordinator and.
2. Career Advisor,

These newly created positions will focus on the CAO's organizational management and career affairs. The CAO was established by the college's Academic Council's decision dated 27 February 2024, integrating it into IBC-M's structure under the Students Services Department, functioning as part of its administrative organizational framework. The CAO office is composed of a Coordinator, a Career Advisor, and an engaged alumni student body. The CAO also plays a role in collecting and managing data on alumni, including their employment status, to support the college's mission and objectives.

The CAO Coordinator and Career Advisor play a crucial role in the IBC-M's alumni community, facilitating networking events, mentorship programs, and professional development activities for recent graduates and professionals. This relationship highlights the CAO's mission to foster a robust alumni network that actively contributes to the institution's legacy of academic and professional excellence while enriching its members' future career paths.

CAO Coordinator:

The strategy foresees one (1) position for the CAO Coordinator, who plays an important role in the establishment and functioning of the Career and Alumni Office (CAO) at the Public International Business College in Mitrovica (IBC-M). The set of tasks and responsibilities are described in continuation:

- In charge of the office archival system, including alumni database, agreements, documentation of CAO's relations, reports on the Career Fair, and documentation related to CAO's equipment and practices.
- Works closely with the Industrial Advisory Board and Stakeholders.
- Engages with the Industrial Advisory Board, business representatives, and other stakeholders to obtain employment-related information beneficial to students and alumni.
- Supports the Alumni network creation and operation.
- Oversees the structure and activities of the Alumni Executive Board and ensures regular information updates.
- Facilitates conferences, workshops, and similar events.
- Reports to the HR Department Director.



CAO Career Advisor:

The strategy foresees one (1) position for the Career Advisor, who will provide hands-on support and guidance to students and alumni, ensuring they have the resources and skills needed to navigate their career paths successfully.

- Compiles and disseminates information relevant to new, active students, applicants, and graduates.
- Organizes Career Fairs.
- Manages databases related to the employment of college students/alumni.
- Conducts research and identifies employment opportunities for alumni.
- Keeps in touch with alumni to support college initiatives and college needs.
- Coordinates Orientation Information and Promotes College Programs:
- Leads efforts to prepare orientation materials and promote the college's study programs.
- Administers the Alumni Website:
- Manages content and updates for the alumni website.
- Encourages Student Participation in CAO Activities:
- Motivates students to engage in CAO-related events and training/workshops/seminars
- Reports to the CAO Coordinator.

Separately from the CAO direct hierarchy but still part of the overall structure are the Alumni Executive Board and the Industrial Advisory Board, performing their specialized yet connected roles within the IBC-M's ecosystem. The Alumni Executive Board, which meets at least twice a year, is responsible for organizing activities for alumni and facilitating their interaction with current students. Alumni Executive Board.

Alumni Executive Board

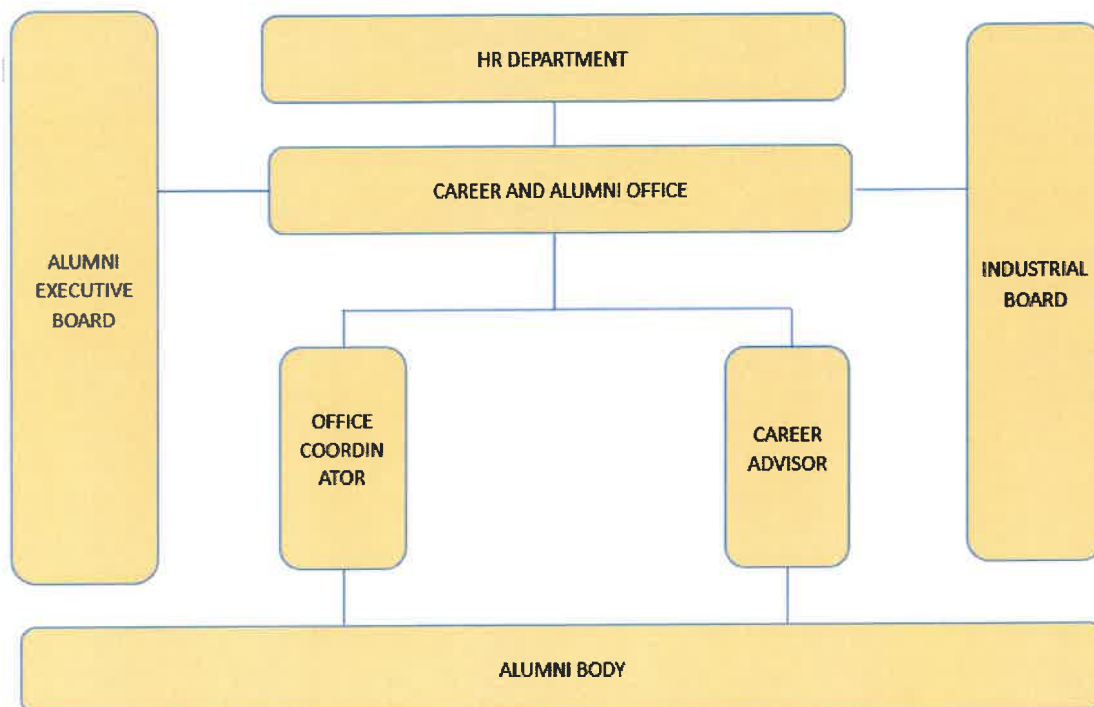
The Alumni Executive Board is part of the Career and Alumni Office and comprises a minimum of five (5) members of IBC-M academic staff, ensuring an odd number for decision-making purposes. The Board organises activities aimed at former students and facilitates experience sharing with current students. Meetings are held once a year, and new members are registered annually. The CAO coordinator is a permanent member with full rights but cannot serve as the Board's chairman. The Board's president, elected by its members, serves a three-year term. The board's responsibilities extend to mediating between industrial advisory boards, labour sector actors, home and abroad, and other stakeholders to inform students about various professional opportunities. The board is involved in promoting the engagement of students in professional teaching practices, organization of Career Fair, and supporting projects and study visits that enhance students' career development.

The Alumni Executive Board is tasked with actively engaging members from the diaspora in the CAO activities and fostering relationships with alumni from Kosovo HEIs and individuals living and working abroad. This is crucial for IBC-M as it aims to connect with influential communities, groups, and individuals across primarily in Europe, but also across the globe. Kosovo diaspora alumni play a key role in establishing these international connections. The Alumni Executive Board facilitates the inclusion of diaspora professors in IBC-M's academic and extracurricular activities by inviting them as guest lecturers and workshop mediators. This initiative enriches the educational experience, bringing diverse perspectives and expertise to IBC-M, but also empowering students and alumni, motivating them to pursue effective professional growth and contribute positively to their communities in line with current societal trends.



IBC-M Industrial Advisory Board

The IBC-M Industrial Advisory Board is an important body in bridging academia and industry, primarily through two (2) departments at IBC-M: the Business Development Department and the Career and Alumni Office. It comprises ten (10) members from diverse industrial sectors, including the IBC-M's Vice-rector for International Cooperation, Projects, and Scientific Research. The primary aim of the Industrial Advisory Board is to enhance the department's educational and research endeavours through strategic advice, industry insights, and external fundraising. Members serving three-year renewable terms, with a possibility to be re-elected, are chosen for their dedication to the department's mission and ability to foster connections with potential members. The Industrial Advisor Board maintains a balance between research and employability and has semi-annual meetings to deliberate on curriculum development, research initiatives, and the establishment of professional programs in BA and Master studies. The Board plays a crucial role in forming partnerships with corporations, NGOs, and government entities to support faculty and student research, furthering the department's outreach and impact.



Impact

The impact of the Career and Alumni Office at IBC-M resonates through the very idea of the institution and extending into the broader community. The international and neutral character of IBC-M with studies in English language, its international recognition and accreditation are major contributing factors for bringing all communities to study together. IBC-M continues to promote interethnic cooperation even in the challenging, politically tense situations in Mitrovica. Throughout the Academic Year, there were representatives from seven different ethnicities enrolled at IBC-M: Albanian, Serbian, Bosnian, Gorani, Turk and students from Roma, Ashkali and Egyptian communities. Full integration of all classes and additional activities organised at the campuses led to educating professionals and future leaders with



the knowledge and set of skills needed for the market but also preparing them to work in multi-ethnic teams who stay involved with each other, were personally or professionally, even after graduating from IBC-M.

By harnessing the international and inclusive approach of IBC-M, the CAO will successfully cultivate a vibrant, multi-ethnic educational environment where diversity is not just welcomed but celebrated. This approach will enrich the student experience and prepared graduates to excel in a globalized job market that values cultural competence and teamwork.

The integration of alumni from diverse backgrounds into all aspects of IBC-M, from academic affairs to extracurricular activities, has been instrumental in shaping professionals who are academically proficient and adept at navigating multi-ethnic work environments. This is a direct outcome of the concerted efforts of the Alumni Office to maintain an engaged and supportive alumni network that reflects the institution's commitment to inclusivity. This culture of inclusivity is then carried forward by alumni as they enter the workforce, where they are recognized and valued for their ability to contribute positively in diverse team settings.

The positive feedback from employers and industry stakeholders regarding IBC-M CAO will underscore the tangible impact of this approach. IBC-MN graduates are consistently praised for their open-mindedness, solution-oriented mindset, and tolerance, qualities that are increasingly sought after in today's dynamic and interconnected world. The CAO initiatives will enhance the educational journey of IBC-M students and contribute significantly to the economic growth and social cohesion of the Mitrovica region and beyond by preparing a new generation of skilled, tolerant, and collaborative leaders.

Human resources management

The human resource management within the Career and Alumni Office (CAO) is entrusted to the Human Resources Office, who appoints the CAO Coordinator and Career Advisor from among the existing administrative staff at the Public International Business College Mitrovica (IBC-M). The selection process involves a thorough review of candidates' qualifications, experience in career counselling or alumni relations, and their ability to align with the college's objectives, the candidates' understanding of the college's culture, strategic vision for the roles, and ability to engage with students and alumni. Selected candidates undergo an orientation program to understand their roles and expectations. This selection process is indicative of a streamlined approach to leadership within the office, designed to promote efficiency and coherence in the execution of its functions. By selecting from the existing pool of administrative personnel for this important role, the IBC-M ensures that the coordination of the CAO is granted with a comprehensive understanding of the college's operational framework and strategic objectives.

In terms of professional development, the two (2) elected CAO staff members will be given continuous professional development opportunities, including training, workshops, and involvement in IBC-M projects whose focus is alumni, to keep them updated with the latest trends and practices in their fields.

The two (2) positions within the Alumni Office will be appointed for a fixed term of four (4) years. Following the completion of this term, a new selection process will be initiated to ensure fresh perspectives and continuous improvement within the office. The incumbents who have served their term will have the right to reapply, offering them an opportunity to continue their contributions to the CAO mission if they meet the requirements and standards set forth at the time of the new selection process.



IBC-M has always promoted diversity and inclusion within the office, given the difficult circumstances it has operated since the beginning, ensuring that all activities and services are accessible to the entire IBC-M community, no matter the ethnicity, gender, socioeconomic status, religion, or disability of its members. In line with this practice, candidates for positions within the CAO will be selected based on their individual capacities, but IBC-M will also take into consideration the importance of gender and ethnicity balance to foster a diverse and inclusive environment that reflects the IBC-M's goals of embracing multiculturalism, mutual respect, and living together, enriching the educational experience for all in Mitrovica and Kosovo.

Communication strategy

IBC-M College recognizes our alumni network's power and its invaluable role in influencing our current and future students' experiences. IBC-M is expanding communication channels beyond the traditional platforms. While our dedicated "IBCM Alumni Association" Facebook page has been a foundation of our alumni engagement, we will be expanding to the platforms LinkedIn, Instagram, and X (aka Twitter). This diversification will allow us to adapt our content and interactions to suit the different preferences of our alumni community.

With the launch of a new Alumni, mobile-friendly digital platform, IBC-M aims to create an interactive space as a one-stop destination for everyone, from the latest news and events to networking opportunities and valuable resources.

IBC-M's Alumni Digital platform will issue a monthly digital newsletter to highlight alumni achievements, share career opportunities, and keep alumni informed about college developments. We share stories and inspiring interviews of our alumni, industry and success stories that foster a sense of pride and connection.

The IBC-M events calendar will be a part of the digital platform and other social media. IBC-M plans virtual and in-person events, from career fairs and industry panels to workshops and social gatherings. The CAO team will bring alumni opinions and perspectives into our strategic decisions through regular surveys and polls that will be sent to current email addresses of IBC-M alumni, ensuring that their feedback directly shapes our alumni engagement efforts. We will introduce alumni programs to support scholarships and innovation/research initiatives as an opportunity for alumni to impact their communities. IBC-M also has a volunteer program which allows alumni to contribute their time and expertise in various ways, from mentoring current students to participating in workshops/seminars and curriculum development.

IBC-M college has historically made efforts to reach out to alumni through various channels such as social media, college events, occasional events, or private networks between the staff and our graduates. These efforts present a foundational level of interest and potential for deeper engagement, enhancing the growth and competitiveness of students and HEIs, and fostering competencies-oriented education and innovation, knowledge exchange, and partnerships between the alumni and IBC-M.

In addition to the various strategies and mechanisms that IBC-M developed over time to stay connected with its alumni, social media platforms, particularly Facebook, have played a significant role. IBC-M maintains a dedicated Facebook page titled "IBCM Alumni Association" as an integral part of its alumni outreach efforts. "IBCM Alumni Association" Facebook page underscores the college's recognition of the vital role that social media plays in today's world, as a tool for communication, community-building, and professional networking.

With 152 members currently, this Facebook page serves as an alive online community where alumni from different areas of life reconnect, share their professional journeys, exchange ideas, and explore career opportunities. The "IBCM Alumni Association" Facebook page is a



valuable tool for IBC-M to share updates, promote events, celebrate achievements, and disseminate useful information. It serves as an easily accessible, user-friendly platform for alumni, providing a space for them to stay in touch, no matter where their post-graduation paths may have taken them. While the number of members is currently at 152, the goal is to consistently grow this number by regularly reaching out to alumni, inviting them to sign up to IBC-M's alumni digital platform, and actively engaging with them once they do.

Funding

Starting this year, the Public International Business College Mitrovica (IBC-M) has transitioned into a public Higher Education Institution (HEI) and receives funding from the Kosovo government. This new funding model will extend to the Career and Alumni Office (CAO) as well, ensuring a stable base of support for its core activities and initiatives. By looking into alternative funding sources, the CAO will create more opportunities for alumni engagement, networking events, mentorship programs, and career development workshops, enriching the alumni and student experience at IBC-M.

The CAO will be funded primarily from the IBC-M's budget but having in mind the importance of diversifying its funding sources, the IBC-M is committed to finding additional funding avenues that can enhance the Career and Alumni Office capacities and the services it provides to alumni and students.

One effective approach to securing additional funding will be through targeted fundraising campaigns designed to resonate with alumni by highlighting specific initiatives or projects that directly contribute to enhancing the alumni network and student experiences. For example, the CAO office could launch a campaign for an alumni mentorship program, where funds raised would go towards the financial security and self-sustainability of the CAO team.

Partnerships/sponsorships with local businesses and community organizations either through Industrial Advisory Board or through IBC-M's network of business, can provide additional funding and resources, as those are mutually beneficial, offering businesses access to a network of professionals and potential customers, while providing the alumni office with sponsorship for events, programs, and publications.



STRATEGIC DIRECTIONS FOR DEVELOPMENT OF ALUMNI AT THE PUBLIC INTERNATIONAL BUSINESS COLLEGE MITROVICA

I. Alumni & Teaching

GOAL 1.1. IBC-M's teaching approach will be enhanced by involving alumni in two key educational activities. Alumni guest lectures provide students with insights into the application of their coursework in the real world, aiming for at least five such sessions annually. In parallel, alumni-led workshops focus on the practical skill development essential for the workplace, with their success measured by student satisfaction. Both initiatives draw from an alumni database from newly developed digital platform. Coordinated by the CAO staff, these activities will be processed and evaluated after 2 years.

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_1.1.1. Alumni guest lectures in specialised topics related to IBC-M curriculum	At least 3 lectures given by alumni throughout the academic year. Targets set for different departments or courses to ensure a broad coverage of specialized topics. At least one (1) guest lecturer from diaspora.	Alumni web platform database is essential for identifying and contacting potential alumni speakers who are experts in topics relevant to the current curriculum.	The CAO Coordinator will manage invitations and logistics and be responsible for reaching out to alumni, scheduling their lectures, and ensuring they have all the necessary information and materials.	November 2024 is the start of activity with a minimum number of sessions each year to ensure students have regular exposure to alumni insights. June 2026 – Analysis of the first phase of activity	Alumni may have unpredictable working schedules, which could lead to cancellations or rescheduling of planned lectures.
A_1.1.2. Alumni-led workshops for the development of practical skills	At least 1 workshop per year on practical skills development for current students	IBC-M college budget line to cover any costs associated with the workshops, including materials and alumni travel expenses.	CAO Coordinator to handle the logistical aspects of the workshops, such as scheduling, securing workshop spaces, and ensuring that all necessary materials are available.	September 2024 as the beginning of activity, with workshops ideally taking place during mid-semester or as part of Career development weeks. January 2027 as the breakdown of activities.	A risk that if workshops are not interactive or are poorly facilitated, may not effectively enhance students' practical skills. Training or orientation for alumni might be required to mitigate this risk.
A_1.1.3. Alumni career events	At least 30 alumni attendees at each panel held annually.	IBC-M's budget line.	The Career Advisor was tasked with the logistics of setting up the event, including	Events to be once a year, starting from May 2024. The goal is to hold at least one panel	Coordinating the availability of several professionals for the same event can be



			invitations, managing RSVPs, setting up the space, and coordinating with alumni speakers.	in the spring semester and one in the autumn; Assessment of the activity mid-2026.	challenging. As a contingency, offering a virtual option for participation.
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II. Alumni & Science

GOAL 2.1. In regard to the "Alumni and Science" goal, IBC-M will conduct a series of activities that will bring together former students and current members of our academic community. Webinars will be held annually, with alumni discussing the latest science developments and sharing their knowledge and experiences. Another activity foreseen by the strategy will be the Research Collaboration project, where alumni and current researchers team up to work on new scientific research and publish their findings in renowned journals. The Hackathon is an event where teams, including alumni and students, compete to solve various scientific challenges. These activities help keep our academic community connected and encourage ongoing learning and innovation in science.

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_2.1.1. Alumni Science Webinar	Minimum 25 alumni who register and attend the webinar, as well as the level of interaction during the event, such as questions asked and participation in polls or discussions	College-funded resources with a reliable and accessible online platform that supports live video presentations, Q&A sessions, and interactive polls.	In collaboration with the academic departments, the CAO team will identify suitable speakers and topics that resonate with the alumni community.	The launch date is 01 October 2024, allowing sufficient time for planning, speaker confirmation, and marketing. Yearly event	Low attendance and/or potential technical issues
A_2.1.2. Research output enhancement	10 collaborative research papers throughout the whole strategy period 2024 – 2029, published in reputable journals and the initiation of new research projects involving alumni.	IBC-M College funds, but also Erasmus+ projects and Grants or donations to support research projects, covering costs such as materials, equipment, and personnel.	IBC-M Research department, with support from the CAO and the vice-rector for international relations, projects and scientific research.	Target to have initial projects underway by 01 March 2025, with regular updates and reviews.	Limited financial resources could restrict the scope or number of research projects.



A_2.1.3. Alumni - Student Science Hackathon	Minimum 5 participating teams, with innovative solutions developed and feedback from participants on the Hackathon's impact on their skills.	<p>A panel of alumni and faculty teaching staff as experts to mentor teams and judge submissions based on innovation, applicability, and presentation.</p> <p>A suitable environment for the hackathon, equipped with necessary technological resources and facilities for team collaboration.</p>	A collaborative effort between the CAO, IT teaching staff, and Students Steering Committee to organize and execute the event.	Once per year, at the beginning of each academic year. The first one is to be held in October 2024.	Adequate provisioning Hackathon teams with necessary resources and mentorship can be challenging, especially for a large number of teams.
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III. Alumni & Career Development

GOAL 3.1. Organization of the following:

1. Skills Development Workshop as structured sessions aimed at enhancing specific competencies among alumni. These workshops focus on both hard skills, such as technical abilities related to a particular industry, and soft skills, like leadership, communication, and problem-solving. The workshops designed to be interactive, providing hands-on experience or real-world simulations to ensure practical learning.
2. Employment Placement Services as comprehensive support systems designed to assist alumni in securing employment opportunities, acting as a bridge between alumni and potential employers, offering a range of resources from exclusive job listings and networking opportunities to personalized career counselling. The aim is to understand the career aspirations and skills of each alumnus and match them with suitable job openings. These services often include resume and cover letter reviews, interview preparation sessions, and career fairs, ensuring alumni are well-prepared to navigate the job market successfully.

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_3.1.1. Soft Skills Development Workshop	A minimum 20 alumni and 40 students attended the Soft Skills Development Workshop	IBC-M budget to include workshop materials and resources and hiring skilled teaching staff to lead the sessions.	The CAO Career Advisor and Business Development department select relevant workshop topics, organize logistics.	Annual workshops. Every March, until 2029	Inadequate participants' skills improvement if the workshops are not effectively designed or delivered, and poor attendance if the topics are not aligned with alumni interests or needs.
A_3.1.2. Employment services	At least 5 alumni annually successfully secured employment through the CAO service and their satisfaction with the placements and the support received.	Provision of access to webpages/ads tailored to alumni, with a Career Advisor assisting with applications and interview preparation, and workshops focused on enhancing employability skills.	The CAO Career Advisor is tasked with managing the employment placement services, facilitating connections between alumni and employers, and ensuring the services meet alumni needs.	Ongoing basis, with reports being drafted annually to assess the impact of the approach on the employability of IBC-M alumni. Regular reporting to the IBC-M college Rector and Vice-rector for International relations.	Limited job opportunities in certain fields and alumni qualifications not meeting employer expectations.



GOAL 3.2. IBC-M and its CAO office will develop a mentorship program that pairs interested alumni with experienced professionals in their field. This program will offer guidance, career advice, and support, facilitating personal and professional growth.

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_3.2.1. Alumni Mentorship program provided to present IBC-M students with career advice, guidance and support, facilitating personal and professional growth	Minimum 5 mentee meetings conducted. This would be measured by tracking the frequency of interactions between mentors and mentees.	A maintained database on the new web platform for alumni, with up-to-date contact information, professional details, and areas of expertise of the alumni willing to participate.	The CAO Coordinator is responsible for pairing students with suitable alumni mentors based on career interests, professional field, and personal development goals.	The program is continuously active, with structured evaluations at the end of each academic semester to assess progress and gather feedback for improvements. First evaluation mid-2026.	A risk that alumni may not always have the time to meet consistently with their mentees, which could disrupt the flow of the mentorship experience.

GOAL 3.3. Innovation and Pitch Competitions are envisioned as events that encourage alumni to showcase their innovative ideas and business models in a competitive setting. These competitions often involve presenting business plans to a panel of judges of entrepreneurs, venture capitalists, and IBC-M academic staff. Participants have the opportunity to receive valuable feedback, win seed funding or scholarships, and gain visibility among potential investors and partners. These events also foster innovation within the alumni community, providing a platform for networking and collaboration among alumni with entrepreneurial aspirations.

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_3.231. Innovation and Pitch Competitions	At least 20 individuals or young entrepreneurs. Media coverage of the event	Prize money from IBC-M CAO budget for winners, promotional materials.	Business Development office to lead, together with the CAO personnel.	Competition held annually. Starts December 2024. Post evaluation reports to the Business Development department.	Unrealistic business plans lacking feasibility, Limited external investor interest, or lack of IBC-M funds for event organization.



IV. Diaspora & International Alumni

GOAL 4.1. IBC-M plans to enhance its diaspora engagement through three important activities. The establishment of a Diaspora Engagement Program aims at strengthening ties with alumni globally, fostering a network that supports knowledge exchange, collaboration, and the college's international presence, where diaspora not just alumni but teaching staff from other HEIs abroad can contribute to the IBC-M's development and engage with current students and the college. The development of an International Alumni Ambassador Program will influence the distribution of IBC-M alumni to promote the college in their respective regions, thereby attracting prospective partnerships with other HEIs. Alumni ambassadors will represent IBC-M at local events, share their experiences with potential students, and create a supportive community for incoming international students/lecturers. The Diaspora Alumni-Driven Research Collaborations will harness the expertise and professional networks of alumni in academia and industry worldwide to initiate joint research projects. This activity aims at enhancing the IBC-M's research capacities, providing students with real-world research opportunities, and producing impactful scholarly work that underscores IBC-M's commitment to global academic engagement and innovation.

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_4.1.1. Establish a Diaspora Engagement Program	At least 6 partnerships with diaspora scientific community members from HEIs abroad. Increased diaspora engagement in IBC-M activities	IBC-M college funding for networking events and programs;	International Relations Office and Vice-rector for International relations, projects and scientific research	Six (6) months after the program initiation – October 2024 as the start of the program	Lack of engagement from the diaspora; Difficulty in identifying and reaching out to diaspora members
A_4.1.2. Develop an International Alumni Ambassador Program	At least 3 Alumni ambassadors until 2029	The IBC-M college budget will be used to develop the program	CAO Coordinator and International Relations Office	Beginning of next academic year – October 2024	Insufficient interest from alumni living and working abroad to become ambassadors
A_4.1.3. Diaspora Alumni-Driven Research Collaborations (<i>similar to A_2.1.2 above but only for diaspora professionals</i>)	At least 2 collaborative research projects initiated, until 2029. 2 Publications or presentations resulting from collaborations	Research grant from the Government	IBC-M Research Department and CAO	One (1) year after the program launch – March 2025	Difficulty in aligning research interests; Potential funding issues



V. Alumni & Networking Events

GOAL 5.1. Events organized by or for alumni play an important role in the development of educational institutions and have a deep impact on the academic community. These not only strengthen the bond between the IBC-M and its graduates but also create a network that fosters mutual growth, collaboration, and research/innovation. Below are the Activities that provide a platform for former and present students to share, connect and foster professional relationships:

- Alumni Networking events
- Alumni Projects Innovation Challenge
- Alumni Lecture Series
- Alumni-Student Networking Mixer
- Alumni Entrepreneur Forum

Activities	Performance Indicator	Resources	Responsibility	Deadline	Risks
A_5.1.1. Virtual Alumni Networking event	Minimum 20 alumni attendees per event, at least 10 new connections made between the alumni and present students	N/A	CAO team, Student services department	The first event to be held in June 20024, bi-annually	Low virtual presence, lack of engagement
A_5.1.2. Alumni Projects Challenge	At least 3 innovative, quality projects submitted, with real implementation, until 2029	Prize fund secured by the college	BD/Projects office, CAO team	First event in December 2024. Event to be held annually	Challenges in the implementation of winning projects; Insufficient quality or quantity of proposals
A_5.1.3. Alumni Lecture Series	20% attendance rate of current students' body	Guest alumni speakers, AV system, IT equipment	CAO team	Annual event, starts in October 2024.	Low audience interest
A_5.1.4. Alumni-Student Networking Mixer	2 student-alumni informal events per year designed to connect current	N/A	CAO team	Annual event	Mismatch in professional fields



	students with alumni from various professional backgrounds					between alumni and students
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Closing remarks/contacts/how to connect or become a member

IBC-M invites all alumni, regardless of their graduation year, location, or field of work, to stay connected and become active participants in the ongoing journey of our institution.

We encourage alumni to contact IBC-M Career and Alumni Office (CAO) and find out about different ways for engagement, whether through networking events, mentorship programs, research/innovation challenges, lecture series, or entrepreneurial forums. IBC-M has a genuine interest for their graduates to grow, contribute, and learn together with the college and its current students.

For those graduates who are interested in reconnecting with the college or taking a more active role, visit our alumni association's website - [link](#), where you can find information on upcoming events, registering details, benefits and ways to get involved.

You can also contact directly to our Career and Alumni Office at alumni@ibcmirovica.eu or call us at +383(0)28 534 834.

We invite you to join our alumni community on social media platforms like LinkedIn, Facebook, and Twitter, where you can stay updated on news, events, and opportunities for engagement.

Chair of Academic Council/Rector

Prof. Mihone Kerolli Mustafa, PhD

