

NEWSLETTER MAY 2025



PREPARING STUDENTS FOR THE JOB MARKET: PANEL DISCUSSION “JOB INTERVIEWS: CONFIDENCE OR EGO?” HELD

The Hastor Foundation organized a panel discussion for university students-scholarship recipients at the inspiring premises of the ASA Institute, on the topic “Job Interviews: Confidence or Ego?”, which brought together professionals from the human resources sector.

This thorough and dynamic panel addressed a question many young people face when looking for employment—especially when it comes to landing their first job: How do you make a strong impression and successfully pass the most crucial step toward employment?

We had the honor of hosting top HR experts at this panel, professionals with many years of experience in the HR sector:

Vesna Buvarović—Manager of Human Resources and Labor Law Affairs at ASA Hospital, Elvedina Zrnić Hrković—Director of the Human Resources Department at ASA Central Insurance, and Semir Mujkanović—Human Resources Department Manager at “Eurosaj” and a Hastor Foundation alumnus.

Thanks to the panelists’ extensive experience and knowledge, students received answers to key questions, including: how HR professionals distinguish confidence from ego, why pretending to have confidence or knowledge can backfire, what the most common mistakes candidates make are, and more.

We extend our sincere gratitude to the panelists for their open discussion and the invaluable advice they shared with our students.



THE THIRD REGULAR MEETING OF THE HASTOR FOUNDATION ALUMNI CLUB HELD

At the beginning of May, the third regular session of the Hastor Foundation Alumni Club Assembly took place. In accordance with the annual plan, this session was conducted online. Under the leadership of Alumni Club President Marizela Avdić, Vice-President Emina Sijahović, and Secretary Alem Merdić, the items on the agenda were briefly presented and then analysed in detail. On this occasion, we presented the Hastor Foundation Alumni Application to our alumni.

The application itself represents a new network of communication and support among former scholarship recipients. It facilitates the exchange of ideas and encourages cooperation between promising young people, as well as former and current scholarship recipients.

The platform is designed as a social network characteristic of the Hastor Foundation, emphasising networking and mutual connection while navigating the business world. Our alumni now have the opportunity to exchange ideas and share job opportunities with one another.

The application itself will serve as another symbol of the unbreakable connection between scholarship recipients and the Foundation, years after the end of the scholarship contract. It embodies the nurturing of the values that the Hastor Foundation has upheld since its founding—togetherness, mutual support, knowledge, and innovation.

The remainder of the session was dedicated to the regular activities of the Alumni Club. We also seized this opportunity to announce the numerous activities ahead of us that we are looking forward to with great excitement.



FONDACIJA
HASTOR
Alumni klub



INTERVIEW OF THE MONTH

FOR EFFECTIVE RESULTS REFORMS IN THE EDUCATION SYSTEM AND DIGITALIZATION MUST GO “HAND IN HAND”

High school professor **Enver Fejzović** is a name spoken with respect among students and colleagues. As a physics and mathematics teacher, and one of our alumni, he has spent years shaping young minds—encouraging not only learning but also critical thinking and curiosity. In this interview, we discuss the current state of the education system, teaching methods that yield the best results, and how younger generations perceive knowledge and school in the digital age.

What are the biggest challenges math and physics teachers face today when working with students?

The biggest challenges math and physics teachers face today when working with students are inadequately equipped classrooms, particularly the lack of laboratories for conducting experimental lessons. There is a pressing need for greater investment in teaching tools and materials.

There is increasing discussion about the need for education reform. What would you change to improve the quality of teaching and motivation of students?

If we want to keep up with developed countries and follow global trends, a comprehensive education reform at the national level in Bosnia and Herzegovina is essential. We need a single Ministry of Education at the state level that will adopt curricula and programs to be implemented across the entire country. Properly equipped schools and sufficiently motivated teachers will ultimately contribute to improving the quality of teaching and boosting students' motivation for better results.



How present are STEM subjects in our education system, and how can we encourage greater interest of students in these fields?

It is necessary to introduce a greater number of classes dedicated to STEM subjects and to provide adequate equipment in order to spark students' interest in these areas. Robotics, for example, is currently experiencing rapid global growth, yet our students are forced to attend private lessons if they want to gain education in that field. This is where I see an opportunity for investment in equipment that would allow students, within regular classes, to program and build their own robots.

Do young people today have enough opportunities for practical learning, and how can we better prepare them for the real world and future careers?

Young people today have very few opportunities for practical learning. Teachers work with limited equipment, and the interest of businesses in engaging students is very low. We are educating students for professions that will only enter the labor market in a few years, and it is essential to offer them as much practical knowledge as possible so that they can more easily adapt to the real world and the challenges it brings.

How would you describe today's generation of students compared to previous ones are they more motivated, less interested, or just different in their approach to learning?

The use of artificial intelligence in problem-solving has contributed to students putting in less effort and becoming demotivated to learn and progress. The rapid flow of information has reduced students' attention spans, especially during lectures lasting longer than 45 minutes.

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If we want to keep pace with developed countries and follow global trends, a comprehensive reform of education across the entire territory of Bosnia and Herzegovina is essential.



INTERVIEWED BY: LAMIJA SEJDIĆ
TRANSLATED BY: SARA KUDUZOVIĆ

FROM IDEA TO REALITY: SCHOLARSHIP RECIPIENT REWDA CVRČAK PRESENTED HER APP IN NEW YORK

Scholarship recipient Rewda Cvrčak always wanted to connect technology and culture in a way that brings real change to society. When she heard about the BOLD program, she felt it was a chance she couldn't miss—especially because the program gives real tools and support to young people with business ideas. She said she was very happy when she found out she was accepted, but she also knew it would be a serious and challenging journey. That journey even took her to New York, where she presented her idea.

She came to the program with an idea called Heritage Lens—an app that uses augmented reality to bring cultural and historical places to life and tell stories we often forget. Using a phone or tablet, people could see what old cities, forts, and streets looked like in the past and hear stories connected to tradition.

While in New York, Rewda had the chance to develop her idea more—she focused on her target audience, worked on a sustainability plan, and learned how to present her idea to investors. Mentors helped her a lot, especially in understanding the business side of entrepreneurship, which was new to her.



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One of the biggest challenges for me was leaving my ‘local’ perspective. At first, I only thought about the Balkans and problems in our region. But I understood that if I want my idea to grow, I have to present it on a global level. At the same time, it was important for me not to lose the heart of the idea. Talking with people from different countries, advice from mentors, and hands-on work helped me learn how to adapt, but also how to stay true to myself.

As a student of banking and finance, Rewda expanded her professional view through BOLD. She said she had focused mostly on numbers, analysis, and theory, but her experience in America taught her how important it is to see the bigger picture—how financial knowledge can help create a better society. She learned how to pitch an idea, study the market, and calculate what she really needs to turn her idea into a real product.

She was able to connect what she learned in university with real-world problems, and now, she says, she can clearly see how her career and passion can meet. For Rewda, BOLD was not just a program—it was a path of personal growth, learning, and creating. Today, she is thankful for the experience, which, she says, gave her not only knowledge but also new confidence in what she does.



MORE THAN 120 MEDALS: SISTERS WINNING INTERNATIONAL RECOGNITION

Two sisters, who joined the Hastor Foundation on the same day, are now walking the path of knowledge, sports, and success together, supporting each other every step of the way. In the following paragraphs we bring you their story.

Farah Feriz is a ninth-grade student at “Aleksa Šantić” Elementary School. Since the beginning of her education, she has achieved only the highest success completing each school year with a perfect GPA of 5.0. Likewise, karate became a part of her identity from early childhood. She first stepped onto the tatami at just four years old, and since then, the sport has meant much more to her than just physical activity it has become a space where she expresses herself, grows, and feels fulfilled.

Our Farah has won more than 70 medals at prestigious competitions: she is a multiple-time champion of the Sarajevo Canton, several-time champion of the Federation of Bosnia and Herzegovina, and she has also claimed numerous national medals that qualified her to compete on the international stage.

Thanks to her achievements, she was officially awarded the status of a promising athlete by the Ministry of Culture and Sports.



Farah Feriz

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I have represented our country several times at championships where I competed with the best athletes from the Balkans, so I truly believe that effort, learning, and striving for higher goals always pay off. That's why I tell my peers never to give up on progress and personal development.

Her younger sister, Dalal Feriz, is a seventh-grade student at the same school. Since first grade, she has completed each year with excellent academic success, and along with her education, she is equally dedicated to sports.

Inspired by her sister, she has also been training karate since the age of four, and today has around 50 medals to her name, including numerous golds from national, regional, and international competitions.

This year, she was selected for the Bosnian national team for the fourth consecutive time, which confirms her consistent effort and athletic growth.

In conclusion, Dalal added to her sister's words:

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I want to tell everyone to never give up and to truly believe in themselves, because with the right environment and the right people, like the environment provided by the Hastor Foundation, anything is possible.



Dalal Feriz

FOTO GALLERY

May at the Hastor Foundation



Sarajevo



Čelić



Živinice



Bugojno



Maglaj



Kalesija



We invite you
*to join our mission and help
fulfill the dreams of talented
students and young people
who need our support.*



If you would like to support the work of the Hastor Foundation,
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