



REPUBLIC OF SLOVENIA
MINISTRY OF LABOUR, FAMILY,
SOCIAL AFFAIRS AND EQUAL OPPORTUNITIES



Investing in your future

OPERATION PART FINANCED BY THE EUROPEAN UNION
European Social Fund

On-the-job training

**Operational Programme Human
Resources Development 2007-2013**

June, 2015



Basis for implementing AEP measures

- **Guidelines for implementing AEP measures** - a strategic document
 - **The plan for implementing AEP measures** - an implementing document prepared on the basis of the AEP guidelines for the budgetary period
- adopted by the Government of the Republic of Slovenia upon prior consultation with other social partners which may submit their opinions on documents (during inter- ministerial coordination)*

AEP measures include:

- training and education;
- replacement of a worker at a job position and job sharing;
- employment incentives;
- creation of new jobs;
- promotion of self-employment.



What is On-the-job training?

- **AEP programme is implemented within the measure training and education**
- **It was developed more than 15 years ago in cooperation with the social partners**
- **It is beneficial to employers:**
 - **it gives active support to employers that are in the process of hiring new employees.**



The benefits for the unemployed

- The programme represents **an active support measure** for people with insufficient work skills and proficiency;
- To support the **inclusion of unemployed people in working processes** in real work environments to help them obtain the knowledge, experience and capacity to perform specific/concrete work with the aim of **helping them get employment** and making them more competitive in the labour market;
- To provide a **higher level of competency** to the unemployed;
- To **develop the knowledge capacity** of the unemployed, needed in the labour market.

Additional objective



employ at least 50 % of participants



Target group

To be eligible to be included in the programme a person needs to be unemployed for at least 3 months.

The basis for inclusion are:

- **individual employment plan,**
- **referral proposal and**
- **contract with the Employment Service.**



Duration of training and costs: (absorbed by the employer)

1 month

(for simple jobs)

244,00 EUR

2 months

(for demanding jobs)

369,00 EUR

3 months

(for young people under 30)

492,00 EUR



Eligible costs of the programme

- **EMPLOYER**

- ✓ The **costs per unit** of training that includes
 - mentor costs
 - preliminary medical examination cost
 - costs of insurance against occupational disease or accident

- **UNEMPLOYED PERSON**

- Activity allowance
- Transport allowance

Employment Service repay immediately to the person.



Programme costs – documentary evidence

1. Mentor or substitute mentor costs

- Records of hours, copies of wage documents, evidence on payment transaction (bank account)

2. Preliminary (preceding) medical examination costs

- Copy of medical certificate
- Copy of invoice
- Evidence on payment (bank account)

3. Costs of insurance against occupational disease or accident

- Copy of completed registration form (Health Insurance Institute)
- Evidence on payment (bank account)



Participation allowances – documentary evidence

4. Activity allowance

- Presence list of participant
- The amount of activity (personal) allowance must be in compliance with the Implementing Rules on Active Employment Policy Measures (3,0 EUR/hour of participation)

5. Transport allowance

- Presence list of participant
- The amount of transport allowance must be in compliance with Average standard tariffs in public road route transport of passengers (issued by the Ministry of Transport)



Time and duration of training

- between **6 am and 6 pm, not more than 8 hours/day**, exceptions – only with agreement by the ESS Regional Office (RO), based on additional explanation of the programme
 - in principle **full-time, not more than 40 hours/week**
 - **not on Sundays and holidays**



Programme in numbers:

(for the period 1. 10. 2009 - 31. 12. 2012)

Output indicator – participation

- Plan: inclusion of **9.330** unemployed persons, among them at least 55% of women (**5.131**)
- Achievement: inclusion of **11.518** unemployed persons, among them 55,2% of women (**6.363**)

Result indicator – employment

- Plan: No. of employed people 12 months after completed training - **2.799** (30%)
- Achievement: No. of employment 12 months after completed training: **7.268** (**63%**)



Programme in numbers:

(for the period 1. 3. 2012 - 31. 12. 2014)

Output indicator – participation

- Plan: inclusion of **6.422** unemployed persons, among them at least 55% of women (**3.532**)
- Achievement: inclusion of **11.569** unemployed persons, among them 58.1% of women (**6.717**)

Result indicator – employment

- Plan: No. in employment 12 months after completed training - **2.248** (30%)
- Achievement: – No. in employment 12 months after completed training: **4.579** (39,6%)



- **New proposal** by the same employer is possible **after completed training** from previous proposal (based on annex to the contract).
- **To submit the new proposal for training the employer is obliged to employ at least 1 out of 3 unemployed people trained at the company.**



On-the-job training / inclusions / 2009 - 2014

On-the-job training	2009/2011	% of employment	2012/2013	% of employment	Total 09-14
inclusions of unemployed persons	11.518	123,3	11.569	179,9	23.087
Number of women	6.363	55,2	6.717	58,1	13.080
Number of employed 12 months after completed training	7.268	63,0	4.579	39,6	11.847



Funding

On-the-job training	2009/2011	2012/2013	Total 2009-2014
Funding (EUR)	15.741.654,43	17.183.407,01	32.925.061,44



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Thank you for your attention!

More information

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