



European
Commission

IMPROVING THE EMPLOYMENT
PROSPECTS OF TERTIARY
EDUCATION GRADUATES

On-the-job training for students close to graduation or recently graduated – Graduate Activate and employ yourself!

Information review: October 2015

SLOVENIA

Due to lack of work experience, young unemployed people have fewer opportunities to integrate into the labour market and often end up in precarious work (fixed-term, part-time, on-call jobs).

The measure aimed to increase youth employability using multi-dimensional solutions. It enabled students to receive financial assistance and training before the completion of their studies, and thus to put in place a professional 'safety net' for after graduation, and to help them to quickly access high-quality full-time employment.

Name of the PES

Zavod Republike Slovenije za Zaposlovanje
Employment Service of Slovenia

When was the practice implemented?

2009 – 2011

Which organisation was involved in its implementation?

The Slovenian Student Union (Študentska Organizacija Slovenije) kept a record of registered students and put them in touch with employers who were looking for new young workers.

Which social groups were targeted by the practice?

- ▶ First round: People about to graduate at Master's level (ISCED 7) or above
- ▶ Second round: People about to graduate at Bachelor's level, technical colleges, higher vocational training (ISCED 5–6) and above
- ▶ All employers (except public employers)

What were the practice's main objectives?

The practice aimed to improve the employment prospects of tertiary education graduates and to increase their competitiveness in the labour market.

The practice tried to link the economic and educational areas, preventing the transition of young people into open unemployment by achieving a more effective integration of graduates into the labour market.

What activities were carried out?

The practice was organised in three phases each lasting six months:

- ▶ In phase 1, employers offered on-the-job practical training to students in their last year before graduation. The training lasted about six months and was supervised by a mentor. Training took place for a maximum of 100 hours a month. Graduates received an allowance of EUR 3 per hour.
- ▶ In phase 2, students must graduate within 6 months of completing phase 1.
- ▶ In phase 3, employers were obliged to recruit participants within 8 days of the end of their studies. They received a one-off subsidy worth EUR 2 000 to employ a participant full time.

Employers needed to cover some of the expenses related to the project, namely: the cost of the compulsory medical check-up, the cost of the mentor, and the student's allowance.

After six months of employment, the employer was required to provide a final report on the implementation of the practice.

What resources and other relevant organisational aspects were involved?

The practice is fully implemented by the national public employment service (PES). For companies, participation in the practice is granted on a competitive basis.

Source(s) of funding	National budget (tax revenue) European Social Fund (ESF)
What were the outputs of the practice: people reached and products?	<p>People reached: The practice reached 418 companies (191 in the first year and 227 in the second) and 353 students (149 in the first year, 204 in the second). The participants' profiles revealed that slightly more women than men participated in the practice (50.1%). What is interesting, is the age profile of participants: contrary to what was expected, almost 40% of the participants were older (aged 25 or above). Regarding the type of employer, the overwhelming majority were national, private, non-financial corporations, followed by other private employers and non-profit organisations.</p> <p>Products: N/A</p>
What outcomes have been identified?	In total, the practice reached 353 participants, of whom 147 completed the 6+6+6 scheme (training + graduation + subsidised employment). As of June 2012, 60 of these participants (40.8%) were still employed one year after completing the practice.
What are the lessons learnt and success factors?	<p>In the first year of the practice, public interest was low. Two possible reasons were identified. First, the practice was targeted only at Master's students or above, excluding graduates from technical colleges. Secondly, the student allowance (EUR 3 an hour) was lower than could be gained in student jobs (although, on the positive side, students participating in the practice were exempt from paying social security contributions and taxes).</p> <p>The Slovenian PES modified the practice in the second round to widen the pool of potential participants. More students applied to the practice, and more employers' submitted openings. A possible reason for the slightly greater interest among employers was the lack of other state-subsidised financial incentives for fostering new employment at the time of publication of the second round, which motivated employers to recruit people from the target group of the practice, regardless of the restrictions, so that they had some sort of financial incentive to hire.</p> <p>The practice was an attempt to find multi-dimensional solutions, as it enabled students to receive financial assistance and training before completion of their studies, to put in place a professional safety net for after graduation, and to gain rapid access to high-quality full-time employment.</p>
More information on the practice	http://ec.europa.eu/employment_social/empl_portal/weesp/SI-1.pdf



Contact details for further information

Name: ZADRAVEC PREDOVNIK, Valentina

Email: Valentina.ZadavecPredovnik@ess.gov.si

Telephone: N/A

Website: <http://www.ess.gov.si/>