



Through Work Experience to Employment

To help young people acquire and reinforce their vocational skills, knowledge and practical experience through employment mentoring

SLOVAKIA

Title of the practice (in original language)

Praxou k zamestnaniu

Who is/was implementing the practice?

Ministry of Labour, Social Affairs and Family of the Slovak Republic

Which other organisations are/were involved in the practice?

- Central Office of Labour, Social Affairs and Family (PES)
- 43 territorial Offices of Labour, Social Affairs and Family (PES)

What are/were the main objectives of the practice?

- Main objectives of the project are:
- to increase the employability of young people in the labour market by acquiring skills through the form of work mentoring;
 - to increase the motivation of employers to employ young people;
 - to increase the number of jobs created by employers for young people;
 - to increase the motivation of employers to create jobs for young people, especially in districts with higher registered unemployment;
 - to increase the interest of employers, public sector and non-governmental organizations in cooperating with the authorities in the employment of young people;
 - to develop local and regional employment.

When was the practice implemented?

2015-2019

Who is/was targeted by the practice?

- The target group are young job seekers who are registered with PES and are either:
- Under the age of 25 and have been registered with PES for at least three months and are not in employment, education nor training;
 - Up to 29 years of age who have been registered with PES for at least six months.

What activities are/were carried out?

- Mentored employment:
- Financial contributions are made to employers who create a job post for the eligible target group.
 - A post created must be filled by the employer within 30 calendar days (unless otherwise agreed with the PES) from the entry into force of the agreement

- Supported jobs can be either full-time or part-time and last between six months (minimum) and nine months (maximum).
- On-the-job mentoring lasts for the first 3 or 6 months. During this period, employees acquire theoretical and practical skills under the guidance of a mentor. Mentors are current staff members who are chosen by the employer.
- After completion of the on-the-job mentoring, there is a work experience period during which employees strengthen their practical skills. The work experience period lasts for three months regardless of the mentoring time.

The measure's financial contributions cover:

- Employee mentoring costs (i.e. the mentors' wages) are covered up to a maximum EUR 81 per month per mentored employee.
- Up to 95% of the total labour costs of the mentored employee, with a maximum of EUR 649 per month for a full-time position.
- Up to EUR 62 for other necessary costs (i.e. equipment related to the mentoring and work experience).

Monitoring:

The PES is responsible for the following monitoring activities as part of the implementation of the project:

- Monitoring of project 's progress,
- On-the-spot checks,
- Ensuring correct registration of project indicators,
- Processing of documents for monitoring reports,
- Paying financial contributions.

What are/were the sources of funding?

The project is implemented under the Operational Programme Human Resources 2014-2020, with legal reference to the Act on Employment Services (Article 54 of the Act No. 5/2004 Coll. on employment services).

The total budget amounts to EUR 31 million, of which 56.58% is financed from the European Social Fund, 33.43% from the Youth Employment Initiative, and 9.99% from the state budget.

What are/were the outputs: people reached and products?

People reached

- By the end of 2017, 6 838 young people entered the project. The majority of the participants are young people under the age of 24 years who have completed secondary vocational education, typically jobseekers who had not been in regular paid employment for at least 12 consecutive calendar months before joining the programme.
- By the end of 2017, 4 258 employers took part in the project. The main sectors involved include: wholesale and retail trades, public administration, accommodation and catering services, industrial production.

Products

- Advertising campaign (television and radio);
- Dedicated section on the websites of the Ministry of Labour, Social Affairs and Family of the Slovak Republic and of the Central Office of Labour, Social Affairs and Family;
- 15 000 promotional posters;
- Information on notice boards in Offices of Labour, Social Affairs and Family,
- Short publications on success stories.

What are/were the outcomes: medium-term results or effects?

The evaluation of the project will be done at its end (2019).

Project monitoring suggests that 2 111 participants (31%) completed the programme without early termination. A further 5 189 participants (76%) remained active in the labour market.

What are/were the lessons learnt and success factors?

Lessons Learnt

Initially the project only allowed for part-time employment. In the consultation process between PES, employers and young people, it was concluded that part-time work did not provide sufficient time for young people to gain adequate experience. As a result, the project was adjusted (April 2017) to allow for full-time employment. Since the change, employers have shown greater interest in the project, resulting in an increase in participant numbers.

Success Factors

- Young people gain valuable practical experience under the guidance of a mentor. According to their feedback, young people acquire and reinforce their social, communication and IT skills, as well as deepen their sense of responsibility and self-esteem.
- Employers appreciate the financial contribution provided in the project without which they could not afford to employ young people with no practical experience.

What are key sources of information?

http://www.upsvar.sk/europsky-socialny-fond/narodne-projekty-v-programovom-obdobi-2014-2020/narodny-projekt-praxou-k-zamestnaniu.html?page_id=560074