



REPAS+ and KOMPAS+

Upskilling young jobseekers entering the labour market

SLOVAKIA

Title of the practice (in original language)

Podpora rekvalifikácie mladých uchádzačov o zamestnanie (REPAS+)
Podpora kľúčových kompetencií mladých uchádzačov o zamestnanie (KOMPAS+)

Who is/was implementing the practice?

- Ministry of Labour, Social Affairs and Family of the Slovak Republic
- Central Office of Labour, Social Affairs and Family (PES)
- Territorial Offices of Labour, Social Affairs and Family (PES)

What are/were the main objectives of the practice?

REPAS+ and KOMPAS+ are two measures under the overarching national project 'Education of young jobseekers'. The key aim is to support the employability of young jobseekers by preparing them for the labour market through either retraining (REPAS+), strengthening key competencies (KOMPAS+), or education grants to acquire new professional knowledge.

When was the practice implemented?

2017 (ongoing)

Who is/was targeted by the practice?

Young people not in employment, education or training under the age of 29 years

What activities are/were carried out?

The two support measures REPAS+ and KOMPAS+ provide a financial contribution for training of young people. REPAS+ focuses on gaining knowledge and skills through retraining. KOMPAS+ focuses on the acquisition of key competences applicable to the labour market (e.g. communication, computer and language skills), as well as personal development.

- Young jobseekers choose from publicly available retraining or competence courses and submit an application to PES.
- PES assess the application in line with the following criteria:
 - In the case of a retraining (REPAS+) application, the selected training provider has authorisation to provide training programmes and issue accreditation/certification to participants. Retraining contributions do not apply to programs aimed at developing communication, computer, social, entrepreneurial or linguistic competences. The needs of the labour market are also taken into consideration.

- In the case of a competency course (KOMPAS+) application, the selected course provider has authorisation to perform adult education courses or similar services to meet the requirements of young jobseekers.
- Course requirements, its effectiveness and efficiency (i.e. total cost of retraining required, price per hour, additional costs such as rental of equipment), and awarding accreditation/qualification.
- The applicant has not previously participated in the same competency/retraining course in the last five years.
- If PES approves the application for the selected competency/retraining course, they conclude an agreement with the young jobseeker to provide a financial contribution which covers the duration of the course.
- At the end of the course, participants receive a certificate of attendance and relevant qualification(s). This evidence allows young jobseekers to showcase the relevant competences/skills to make the next step into the labour market.
- PES reimburses the young jobseeker with the course fee, meal allowance and travel costs for each day they were present on the course.

What are/were the sources of funding?

The measure is funded by the Youth Employment Initiative (YEI), European Social Fund (ESF) and state budget. The 'Education of young jobseekers', which includes the measures REPAS+ and KOMPAS+, has a total budget of EUR 31 million.

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

People reached:

- By end of July 2018, 6 075 young people improved their key competences in KOMPAS+ and there were 6 181 participants retrained in REPAS+.
- The majority of young people participating in REPAS+ have completed secondary vocational education and are typically jobseekers who have been registered with PES from four to six months.
- Popular retraining courses (REPAS+) include nursing, accountancy, security services and welding.
- The majority of young people participating in KOMPAS+ are jobseekers who have been long-term unemployed and who have only completed primary education (ISCED 1).
- Popular courses under KOMPAS+ include the development of language competences and communication and soft skills.

Products:

- Dedicated webpages on the websites of the Ministry of Labour, Social Affairs and Family and of the Central Office of Labour, Social Affairs and Family. This has improved visibility of the project amongst stakeholders, increasing reach and providing an access point for potential participants.
- Promotional posters for young jobseekers which includes detailed information about the aims of the measure, type of supported courses, procedure for submitting the application, funding, allowances and outcomes.

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

- 33.93% of REPAS+ participants found employment within 3 months after the end of the course.
- Through the acquisition of certificates/qualifications young people involved in KOMPAS+ reported improvement in communication, language and computer skills. 24.66% of participants found employment within 3 months after the end of the course.

What are/were the lessons learnt and success factors?

Lessons Learnt

- Due to the constantly changing labour market conditions, stakeholders (i.e. employers, employment services and education and training providers) need to be flexible in their response to labour market demands. This means being active in changing/adapting training programmes and ensuring young jobseekers are equipped with skills and competences that can be matched and transferable when entering the labour market.

Success Factors

- Young people can choose from publicly available competency or retraining courses. This provides greater flexibility to select courses which are easier to access (i.e. course located within the same region/municipality and available at required times).
- Competency and retraining courses help to address the mismatch between labour market needs and youth's skills.
- By taking into account the local labour market needs when approving competency or retraining courses, the project fosters the development of local employment whilst contributing to reducing regional disparities in the labour market.
- Young people are provided with an allowance towards meal and travel costs for each day of their presence in the course.

What are key sources of information?

http://www.upsvar.sk/buxus/docs/SESF/Opis_NP_Vzdelavanie_MUoZ.pdf