



Professional traineeships for young people under 30

Financial support for employers to train future employees

CZECH REPUBLIC

Title of the practice (in original language)

Odborné praxe pro mladé do 30 let

Who is/was implementing the practice?

Labour Office of the Czech Republic (Czech PES)

Which other organisations are/were involved in the practice?

Employers (public and private sector) in the regions in which the projects were implemented

What are/were the main objectives of the practice?

Professional traineeships for young people under 30 (PTYP) provided publicly subsidised traineeship contracts for school graduates with little or no work experience to help them gain skills and increase their chances of obtaining long-term, quality employment.

The main aims included:

- Increasing the number of young people in employment.
- Helping young people develop specialised vocational skills.
- Ensuring young people are better able to obtain long-term, quality employment.
- Standardising the practices of regional PES.

When was the practice implemented?

2013 – 2015

Due to the success of the initiative, a similar project called 'Youth Guarantee' is being implemented in the new programming period.

Who is/was targeted by the practice?

Young people with little or no work experience, regardless of their level of qualification. More specifically those who have been registered at the PES for a minimum of 4 months and have not been employed for more than 2 years following their studies.

What activities are/were carried out?

- The Czech PES established the project in 14 regions through regional PES via the Operational Program of Human Resources and Employment.
- The regional PES coordinated with employers to identify labour market gaps where there was a lack of adequately trained graduates. The PES also sought to identify skills shortages in individual localities and then contacted relevant employers to inquire about traineeship and employment opportunities.
- The PES and individual employers worked together to select appropriate candidates for specific traineeships, then PES contacted the selected candidates to give them details of the offer.
- In the case of selected candidates for whom there were no suitable traineeship vacancies the subsidy could be used to support their entry into the education system to gain qualifications (training), to improve their employability in the future.
- Traineeships of selected candidates were usually subsidised for about one year, with the minimum being three months.
- If the PES concluded the agreement and the trainee remained in the placement, then a subsidy of up to EUR 927 a month was available to the employer. This contributed to the total labour cost of the trainee, including health and social insurance.
- The Czech PES could also subsidise the work of a 'mentor' (a fellow employee) who helped train the candidate for up to 15 hours a week. The value of this subsidy was based on the number of hours of mentoring provided. The maximum was EUR 555 per month for 15 hours of mentoring a week.

What are/were the sources of funding?

ESF funding (85% of the funding with 15% from the national budget). Overall, EUR 58 925 925 was allocated to the project.

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

People reached

- Over 11 000 young people entered the PTYP projects.
- 11 109 companies made 15 021 traineeship offers for young people¹.
- 8 580 traineeships were concluded between employers and young people in 14 regions.
- 2 374 subsidies were granted to support mentors working with trainees.

Products

- PTYP enabled the establishment of 14 regional projects, implemented by the Czech PES, to help young people gain skills and access long-term, quality employment.

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

PTYP formed part of the policies to implement the Youth Guarantee. Thus, it has partly contributed to the following outcomes:

- Youth unemployment in the Czech Republic fell rapidly in the last two years (up to March 2017) and by more than could have been expected given the GDP growth².
- In December 2015, further 11 regional projects were launched linked to the PTYP which aim at increasing the number of employment and education opportunities.
- An increased consistency among the practices of regional PES.

¹ Not all offers materialised.

² Youth Guarantee country by country: Czech Republic (March, 2017) Internet: ec.europa.eu/social/BlobServlet?docId=13634&langId=en

What are/were the lessons learnt and success factors?

Lessons Learnt³

- In order for PTYP to be most efficient the Czech PES needs to increase its capacity to identify and facilitate the creation of job opportunities and coordinate with employers and trainees.
- To evaluate the efficiency of PTYP the collection of data on the outcomes of traineeships must be improved.

Success Factors

- Young people eligible for the scheme were given 'quality' offers of employment which improved their skills and thus enhanced their possibilities of finding long-term employment in the future.
- The active role of the Regional branches of Labour Office in engaging with employers.
- An individualised approach to clients (i.e. in addition to the traineeship they were provided with counselling and, if necessary, retraining).

What are key sources of information?

<http://portal.mpsv.cz/upcr/kp>
<http://www.mpsv.cz/cs/17153>

3 Ibid