



PROMOTION OF EMPLOYMENT AND WORK-RELATED SKILLS BY SUBSIDISED ON-THE-JOB TRAINING AND SUBSEQUENT EMPLOYMENT FOR SPECIFIC TARGET GROUPS AMONG THE UNEMPLOYED.

“Integration of vulnerable groups through workshops”

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The programme is aimed at improving the knowledge, skills and employability of unemployed persons. It supports the inclusion of the unemployed in the working process in a real work environment through practical training on specific/concrete jobs and subsequent subsidised employment. Thereby, it promotes social inclusion and reduces the risk of poverty. The programme is also beneficial for employers since it supports them in the process of hiring new employees. The main added value of the programme is in alleviating skills shortages and mismatches in the labour market.

Name of the PES

Employment Service of Slovenia (ESS)

When was the practice implemented?
(including start and end date for pilot projects)

November 2017 until December 2023.

What was the driver for introducing the practice? Was it internal or external?

The high rate of long-term unemployed people with multiple obstacles led to the development and implementation of more appropriate and targeted learning formats for target groups facing particular challenges for a quick and successful return into the labour market. Learning Workshops are a measure foreseen in the Slovenian Operational Programme for Cohesion Policy.

Which organisation was involved in its implementation?

PES and social partners.

Which groups were targeted by the practice?

The target group is composed of unemployed persons with substantial obstacles for (re-)entering the labour market and therefore need intensive support due to e.g. specific health, personal and other areas. The practice is addressed to persons with at least one of the following characteristics:

- ▶ Long-term unemployed (24 months or more)
- ▶ Low education (have finished only elementary school)
- ▶ Over 55 years old
- ▶ First-time jobseekers that are at least six months unemployed
- ▶ Persons with disabilities not participating in employment rehabilitation schemes
- ▶ Unemployed people after having gone through an alcohol or drug addiction treatment programme
- ▶ Former prisoners after release
- ▶ Unemployed people in probation programmes that are registered as unemployed for at least six months
- ▶ People having completed the social activation programme

What were the practice’s main objectives?

The main objectives are to promote employment and social integration and to reduce the risk of poverty. The goal until 2023 is to achieve at least 1 000 participants in the “on-the-job training” and that at least 25% of the training participants become employed.

What activities were carried out?

The two project stages include:

1. the completion of a six months practical training at social enterprises with participants receiving support from internal mentors (vocational skills) and external mentors (soft skills and coaching), and

	<p>2. a following subsidised six to twelve months employment. Counsellors from the PES mobile units guarantee technical support (open and check the offers received from employers, prepare contracts with employers and with participants, calculate eligible costs, cooperate with regional offices and career counsellors, etc.) and continuous follow-up on the spot.</p> <p>Social entrepreneurs and market-oriented employers can apply to participate in the programme if registered for at least one year in the Slovenian Business Register.</p> <p>Eligible costs for the employers and social entrepreneurs are calculated at a flat rate, depending on the duration of the training/contract. Eligible costs for training participants are:</p> <ol style="list-style-type: none"> 1. an activity compensation (per hour) and the coverage of transportation costs during the practical training 2. a salary including a full access to social insurance during the subsidised employment.
<p>What resources and other relevant organisational aspects were involved?</p>	<p>The budget for the entire programme over a period of six years is €9.45 million. The PES team is composed of five mobile counsellors and a head of the project from the ALMP department responsible for Slovenia (six employees).</p>
<p>What were the source(s) of funding?</p>	<p>The programme is jointly funded by the European Social Fund (80%) and the National budget (20%).</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>Between November 2017 and August 2021</p> <ul style="list-style-type: none"> ▶ 742 persons participated in the “On-the-Job-Training”, and ▶ 209 persons (28.2% of all training participants) have been employed. <p>The structure of the participants is as follows:</p> <ul style="list-style-type: none"> ▶ 61% were recipients of social security benefits. ▶ 32% were people with disabilities. ▶ 20% were first-time jobseekers. ▶ 29% were between 50 and 60 years of age. ▶ 33% were people without education. ▶ 64% were women. ▶ 74% were long-term unemployed.
<p>What outcomes have been identified?</p>	<p>During the implementation of the practice, 28.2% of participants (re-)entered the Slovenian labour market.</p>
<p>What are the lessons learnt and success factors?</p>	<p>On-the-job training is a tailor-made solution that offers a holistic, individual approach. The lessons learnt with respect to the target group include the following:</p> <ul style="list-style-type: none"> ▶ A constant follow-up of the programme participants during and especially after the training is necessary for facilitating the return into the labour market. ▶ Long-term unemployed need a gradual activation in training and employment (from four to six to eight hours) for reducing the drop-out risk. ▶ The number of participants should be reduced for each employer to facilitate individualised participants’ support by employers. ▶ Internal mentoring is crucial for a high-quality-training. ▶ PES cooperation with external mentors implies an extension of PES staff work which has to be taken into account. ▶ Intra- and inter-institutional information exchange (IT system) is crucial for comprehensive monitoring of the project.



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