



“From mentoring and work experience to Employment for young people”

THE PROJECT PROMOTED EMPLOYMENT AND THE ACQUISITION OF HARD SKILLS, KNOWLEDGE AND WORK EXPERIENCE BY SUBSIDISING THE PROVISION OF ON-THE-JOB TRAINING FOR YOUNG UNEMPLOYED PERSONS.

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The project’s objective was to provide young unemployed people (under the age of 29) with the opportunity to increase their professional knowledge and practical experience through mentored orientation and work experience with an employer. By participating in the mentoring and subsequent work experience, formerly unemployed young people acquired skills and work experience under the supervision of a mentor. This supported their sustainable inclusion in employment. Thus, both skill shortages and mismatches in the labour market were targeted. In order to create jobs for young people, employers were provided with a financial contribution to cover part of the total labour costs of the employee, and a financial contribution for the mentor.

SLOVAK REPUBLIC

with the exception of the Bratislava self-governing region

Name of the PES

Central Office of Labour, Social Affairs and Family (COLSAF)

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

August 2015 until December 2019.

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

The project aimed at reducing the unemployment of young people and was introduced in connection to the adopted implementation of the Youth Guarantee by the Council of Solidarity and Development of the Slovak Republic, which adopted a Joint Declaration on 29 January 2014 in support of it.

Which organisation was involved in its implementation?

The practice was ensured by the COLSAF in cooperation with 43 implementing regional offices (with the exception of the Bratislava self-governing region).

Which groups were targeted by the practice?

The target groups were young jobseekers who were not in Education, Employment, or Training (NEET) and were aged

- ▶ up to 25 years, listed in the register of jobseekers for at least three months or
- ▶ up to 29 years, listed in the register of jobseekers for at least six months.

What were the practice’s main objectives?

To support young jobseekers up to the age of 29 years in acquiring or deepening hard skills, knowledge and work experience by mentored orientation and work experience at the employer.

What activities were carried out?

First of all, employers were informed about financial support for the creation of jobs for youth through media and the COLSAF website.

The main activity consisted of providing financial support for mentoring and work experience for a maximum period of nine months to employers who created a job vacancy for part-time or full-time employment for a duration of at least six months. The mentoring had a duration of three to six months and the subsequent work experience lasted three months.

Eligible subsidy for the employers consisted of 95% of the total labour cost of the employee and a financial contribution to cover necessary costs related to the mentoring and work experience. In addition, a financial contribution for mentoring (and designed for the mentor) was paid to the employer (12.5% of the yearly minimum total labour cost)..

What resources and other relevant organisational aspects were involved?	The practice was promoted by the COLSAF and carried out in close cooperation with employers creating specific job opportunities for youth.
What were the source(s) of funding?	EU funds, State budget, and Youth Employment Initiative.
What were the outputs of the practice: people reached and products?	10 636 registered jobseekers participated in the programme and 9 203 (86.5%) project participants completed it. Of the total accounted eligible funding of the project of € 42 969 867, 97.8% was used for the project's main activity (providing the financial contribution for mentoring and work experience).
What outcomes have been identified?	Of the 9 203 project participants who completed the programme, 5 036 remained permanently employed within six months after completion of the programme – this implies a success rate of 54.7%.
What are the lessons learnt and success factors?	The implementation of the project helped to improve the preconditions for the integration of young unemployed people into work, to adapt the skills of the young workforce to the needs of the labour market and gain experience directly with the employer, to verify theoretical knowledge in practice, and to overcome social and economic disadvantages of young unemployed people caused by unemployment. Due to the continuing interest in this type of Active Labour Market Policy (ALMP) measures by employers and jobseekers, the implementation of the national project "By Work Experience to Employment - 2" was launched in July 2019, which builds on the experience from the implementation of the national project "By Work Experience to Employment". As long-term youth unemployment has decreased significantly compared to 2015, the project in question no longer focuses on long-term unemployed young jobseekers



Contact details for further information

Name: Martina Darovcova

Name: Magdalena Fridrichova

Telephone: +421 22 0455 904

Telephone: +421 22 0444 871

Email: martina.darovcova@upsvr.gov.sk

Email: magdalena.fridrichova@upsvr.gov.sk

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