

Subsidised work experiences for young graduates

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SLOVAKIA

This practice is part of the government's efforts to combat high youth unemployment in Slovakia and to provide a policy response to the employers' expressed need for employees with some level of work experience and skills. Furthermore, the practice strengthens the set of initiatives aimed at giving young graduates the opportunity to develop their work experience and consequently enhance their future employability. This practice is considered to be the second most widespread and successful active labour market policy (ALMP) tool used in Slovakia, showing that it is addressing a relevant need among young graduates.

Name of the PES

Ústredie práce, sociálnych vecí a rodiny (ÚPSVAR)
The Central Office of Labour, Social Affairs and Family

When was the practice implemented?

2004-ongoing.

Which organisation was involved in its implementation?

Companies and employers where the graduates perform their work experience.

Which groups were targeted by the practice?

Young graduates. A young graduate is a citizen younger than 26 years of age who has completed the appropriate full-time study education less than two years ago, has not regularly worked a paid job since the completion of education, and has been registered for work opportunities for at least one month.

What were the practice's main objectives?

Subsidised work experiences provide post-secondary graduates from vocational schools and universities with their first relevant, practical work experience.

What activities were carried out?

Local PES offices are responsible for the registration of applicants, the identification of their needs as well as for matching services with potential employers. Once the work experience has been agreed upon, a contract is signed between the graduate and the local PES office and between the employer and the local PES office. The graduate receives a monthly subsidy equal to 65 % of the minimum subsistence amount (129.66 € for the year 2018). The employer is responsible for the on-the-job training and the assignment of the tasks to be performed. Upon completion of the work experience, participants receive a certificate of attendance.

What resources and other relevant organisational aspects were involved?

Implementation of the practice is a standard part of the daily PES activities.

What were the source(s) of funding?

National/regional/local public budget (tax revenue).
Structural Funds.

What were the outputs of the practice: people reached and products?

People reached:
In 2017, 5 439 graduates participated in subsidised work experiences. Although the number of participants decreased in 2018, the practice was the second most widespread ALMP measure with 4 154 participants (more than 20 % of job seekers participating in ALMPs). Almost 64 % of them were women and all of the participants were disadvantaged job seekers.

What outcomes have been identified?	<p>The Central Office of Labour, Social Affairs and Family (ÚPSVAR) does not set annual plans/goals concerning the implementation of the practice but monitors its progress.</p> <p>Employment retention of participating graduates in the labour market is relatively high: 70.12 % in 2017 and 70.00 % in 2018.</p>
What are the lessons learnt and success factors?	<p>The subsidised work experience for young graduates is the only activation measure specifically designed for young job seekers.</p> <p>The evaluation of the practice found a modest impact of the practice on post-programme employment of participants. Positive effects on participants' work experience are undeniable but intensive follow-up of young participants after the practice is a key element to improve its effectiveness.</p> <p>Following the evaluation findings, the practice includes a minimum period of three months for work experience. The aim is to ensure that participants acquire both sufficient and relevant experience.</p>



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