



Employed Graduates

Supporting the creation of traineeships to help young people start their professional career

CZECH REPUBLIC

Title of the practice (in original language)

Zaměstnaný absolvent

Who is/was implementing the practice?

- The project partners are:
- The Municipality of the Hradec Králové Region
 - The Centre for Investment, Development and Innovation, the Development Agency of the Hradec Králové Region
 - Labour Office of the Czech Republic (Czech PES)

Which other organisations are/were involved in the practice?

- Employers providing traineeship positions
- Schools
- Job agencies
- Members of the 'Territorial Employment Pact' - a cooperation platform between the chambers of commerce, the Confederation of Industry, regional labour offices, municipalities and trade unions.

What are/were the main objectives of the practice?

- The project aims to:
- Increase the employability of the target group;
 - Prevent unemployment of young graduates immediately after graduation;
 - Better match graduates' needs and early practical work experience with the labour market demand

When was the practice implemented?

Since 2017 (ongoing)

Who is/was targeted by the practice?

Young graduates up to the age of 25 with the level of qualification ISCED 3, 4, 5 (International Standard Classification of Education).

What activities are/were carried out?

- The project consists of:
- Recruitment of participants at schools and at the Labour Office through active communication and awareness raising campaigns about the project. Registration can be done through a simple online questionnaire.
 - Matching of potential trainees with employers on the basis of registration data and recommendations from 'Territorial Employment Pact' members.
 - Organisation of consulting and motivational activities - 12 hours of soft skills courses (interview training, labour law).
 - Professional traineeships for 150 graduates in companies from different sectors in a variety of positions (i.e. technical, administration, marketing). Traineeships last 150 – 300 hours of which 60 are supported by a mentor.
 - Project evaluation. – Questionnaires for participants and employers (results not yet available).

What are/were the sources of funding?	ESF (85 %), state budget (10 %), beneficiary own sources (5 %)
What are/were the outputs: people reached and products?	<p>Six months after the measure was launched in the Králové region:</p> <ul style="list-style-type: none"> • 58 graduates had taken part in traineeships. • 68 graduates had taken part in consulting and motivational activities. • 75 employers offered 220 trainee positions. Sometimes the offered positions did not correspond graduates' expectations who therefore decided not to take the offered traineeship. • In some cases, after contacts between graduate and employer, they both agreed on a job contract rather than a traineeship. So far: <ul style="list-style-type: none"> • 5 % participants were employed directly without a traineeship; • 22 jobs were offered to participants after finishing a traineeship (by the same employer where the traineeship was carried out) of which 9 offers were accepted.
What are/were the outcomes: medium-term results or effects?	<ul style="list-style-type: none"> • Increasing participants' understanding about employers' needs. • Providing graduates a possibility to get a first work experience and improve their competences. • Bridging the gap between employers' demands and the knowledge and skills learnt at school. • Networking - enhancing regional partnerships among the key regional stakeholders. • Improvement of graduates' employment rate.
What are/were the lessons learnt and success factors?	<p>Lessons learnt</p> <ul style="list-style-type: none"> • Cooperation and networking among members of the Territorial Employment Pact helps better match the expectations of employers with those of graduates. This has helped reach the main objectives of the project quickly and effectively. • Participants' traineeship is also possible during the holiday just after graduation (when they are officially still registered as students). <p>Success factors</p> <ul style="list-style-type: none"> • The project is based on a partnership within the so called 'Territorial Employment Pact', a platform gathering regional labour offices, chambers of commerce, municipalities and trade unions (eventually also other key players like secondary schools, companies etc.). The partnership-based approach creates consensus among all parties involved as to the objectives and priorities to pursue to make the measure a success. • Recruitment of participants at schools is successful when it is coordinated by municipalities – the main founder of schools in the Czech Republic and an important authority.
What are key sources of information?	Centre for Investment, Development and Innovation website: http://www.cirihk.cz/clanky-zamestnany-absolvent.html