



## SLOVENIA

# On-the-job training

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The programme is aimed at improving the knowledge, skills and employability of unemployed persons. It supports the inclusion of unemployed in the working process in a real work environment through practical training on specific/concrete jobs. 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 skill shortages and mismatches on the labour market. The programme has two implementation schemes, one for youth and one for the other groups of unemployed, like elderly, low-skilled or LTU.

Name of the PES

Employment Service of Slovenia (ESS)

Scope of measure

National ALMP programme

When was the practice implemented?

The first schemes were introduced in the 1980s. The on-the-job training programme schemes represent an important part of national ALMP. The implementation design of the on-the-job-training schemes has been constantly adjusting to the labour market situation. Since 2005, the programme has been cofinanced by the European Social Fund.

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

The programme was initiated by the ESS in cooperation with the Chamber of Commerce.

Which organisation was involved in its implementation?

PES and social partners.

Which groups were targeted by the practice?

- Current target groups are:
- ▶ Unemployed persons 50+ who have been registered for at least 3 months;
  - ▶ Unemployed persons aged 30 years and over who have been registered for at least 3 months;
  - ▶ Unemployed persons aged 30 years and over who have been registered for 12 months and more;
  - ▶ Unemployed persons aged 30 years and over who have been registered for at least 3 months and whose education is under ISCED 3;
  - ▶ Unemployed persons aged 30 years and over who have been re-activated on the labour market through the social activation programmes;
  - ▶ Unemployed recipients of financial social assistance, aged 30 years and over.

What were the practice's main objectives?

To increase the employability of unemployed and to alleviate the labour market mismatches through upskilling of the unemployed with inadequate skills and insufficient working experience. The programme includes unemployed persons who are not directly employable due to their insufficient skills and knowledge. The on-the-job training programme supports the inclusion of unemployed people in the working processes in a real work environment, helping employers to deal with labour market shortages at the same time. Despite the fact that on-the-job training has already existed for a long time, it has maintained a rather innovative and flexible approach. Its implementation mechanisms are constantly adjusted to changing labour market conditions and respective changes in the structure of target groups and/or the characteristics of labour shortages at local level. As a consequence, the amount of available financial resources can be varied according to the changing environment and needs. In this context, the ESS recently increased the financing of the mentorship and specific new follow-up elements for securing sustainability of the programme were introduced (such as visits to employers offering training for collecting information on the implementation and interviews with trainees in order to identify potential problems that may prevent sustainable integration on the labour market). These elements help to monitor the programme closely, to adjust and further develop its concept and implementation and to keep an overall high efficiency.

What activities were carried out?	<p>The programme is implemented on the basis of a public invitation for employers. Once the employer's application is approved, a contract with the PES is signed. Candidates from target groups are referred to the employer. If the preliminary medical examination is positive, a contract between the PES and the unemployed person is signed as well. The employer trains the unemployed person on a working place for two or three months: longer training lasts three months; shorter training up to two months (for less demanding jobs).</p> <p>Eligible costs for the employer are calculated as flat rates, depending on training duration (for mentorship, preliminary medical examination, insurance against occupational diseases and accidents). Eligible costs for training participants are activity compensation (per hour) and transportation costs.</p> <p>At the end of the training, the employer submits the final report to the PES. In the report, the employer also provides a description of competences and skills acquired during the training.</p>
What resources and other relevant organisational aspects were involved?	On-the-job training is part of the annual ALMP programme, which is adopted by the Government.
What were the source(s) of funding?	The programme is jointly funded by the European Social Fund and the National budget.
What were the outputs of the practice: people reached and products?	<p>In the period from 2015 to 2018, 9,384 unemployed participated in both programme schemes, of which 2,171 in the programme for youth.</p> <p>The structure of participants is as follows: in the programme for youth, 34% were LTU, 10% unemployed for over 24 months, 9% with primary school or less. In the training scheme, there were 59% LTU, 26% unemployed for over 24 months, 15% with elementary education and 15% aged 50+. The most frequent occupations covered by on-the-job training schemes are mainly from the list of labour shortages, i.e. waiters, shop sales assistants, cleaners, commercial sales representatives, stock clerks, kitchen helpers, health care assistants, etc.</p>
What outcomes have been identified?	50% of participants in the period from 2015 to 2018 found regular employment in the first three months after the conclusion of the programme, 62% after six and 75% after twelve months. The success rate is even higher for youth, i.e. 81% of them found employment in the twelve months after the programme conclusion.
What are the lessons learnt and success factors?	<p>The programme prioritises unemployed with employability issues and with longer unemployment spells. Among them, preference is given to those who have not been included in any other ALMP measures as well as persons with social and health barriers. Taking into account the participants from these priority groups as well as high transition rates into the regular jobs after finalisation of the programme, the overall assessment of the programme results is very positive.</p> <p>Since the programme has a long tradition, it is well-known and accepted among employers who are also key implementation partners. An important element of the practical training is adequate mentorship.</p>



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