



# *Skills and employability strategies for youth*

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Ljubljana, October 2009

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# **1. The Young and the current labour market situation**

# Unemployment in EU 2009 – Influence of economic crises

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- After three year of decline, the EU unemployment rate started to rise in the first quarter of 2009 in the wake of economic crises.
- Since than the unemployment rate, especially of young people, has increased sharply in the EU.
- Five million young people unemployed in the EU27 in the first quarter 2009.
- Youth unemployment rate rising faster than total unemployed rate.



# Labour Market Statistics, August 2009

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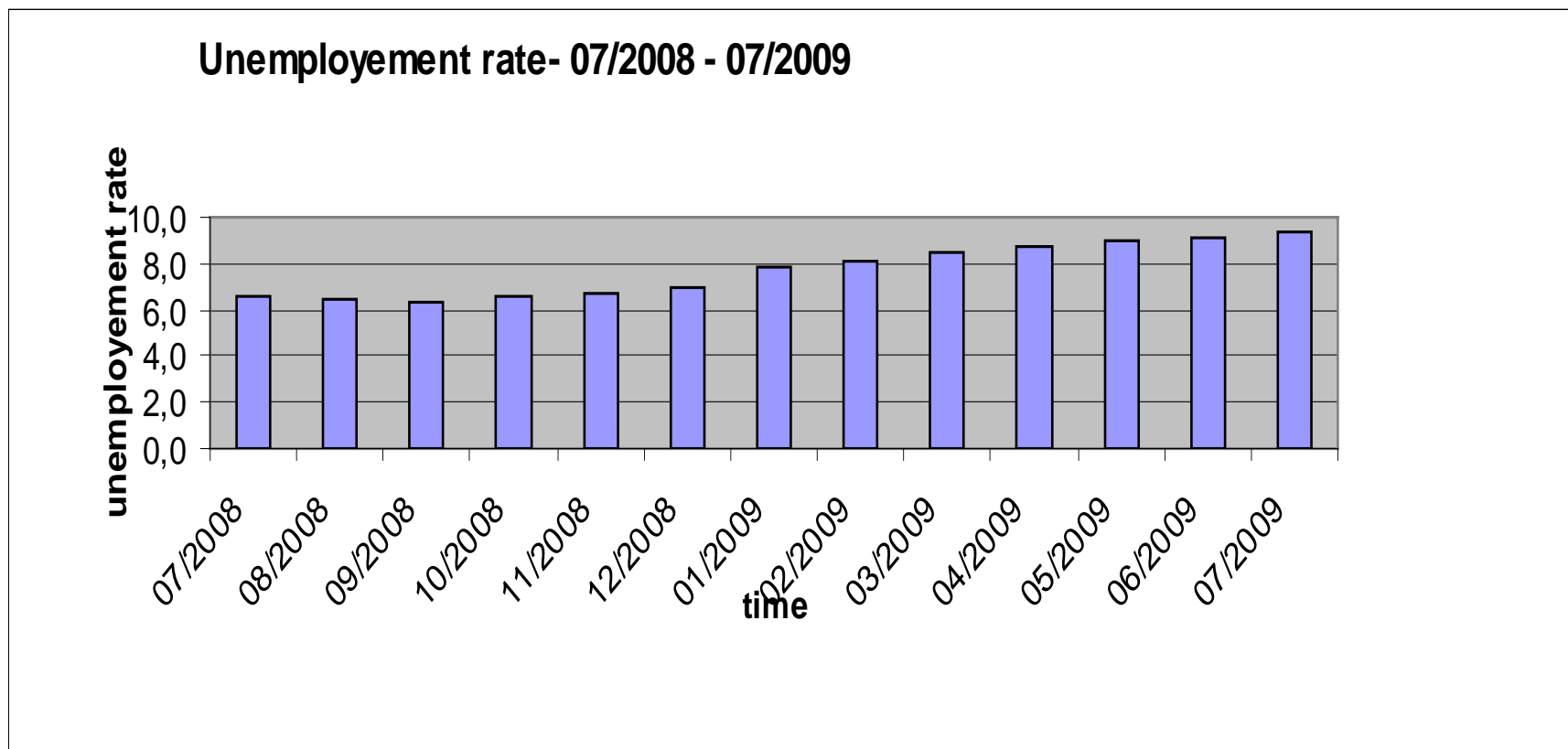
- **Measures of the activity of the population:**

- Unemployment rate: 9.4%

- **Population by activity:**

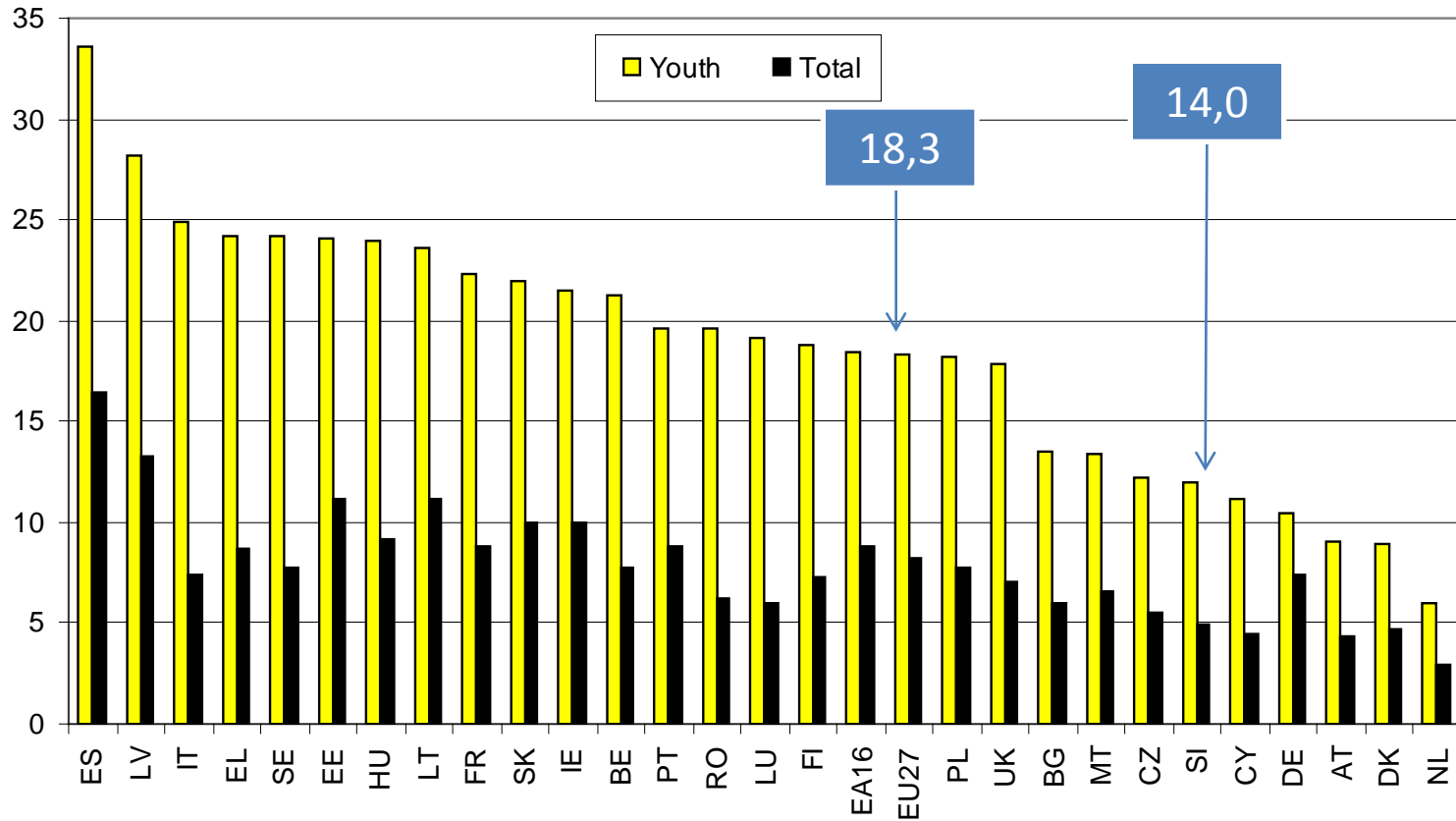
- Population total (sept.2009): 2.047.510
  - Working population: 941.566
  - Persons in employment: 853.460
  - Unemployed persons: 88.366

# Unemployed rate in Slovenia – july 2008 till july 2009



<b>Targets</b>	<b>Registered unemployed</b>	
	2004	2008
Decrease in total number of registered unemployed	92.876	63.216
Increase in long term unemployed – over 1 year	46,2	51,1
Decrease in the <b>share of unemployed without vocational education</b>	41,6	40,1
Decrease in the share of unemployed young people – to 26 years	26,2	14,4

# Total and youth unemployed rates (%), Q1 2009, seasonal adjusted





## Educational structure of young unemployed people in Slovenia, 2008

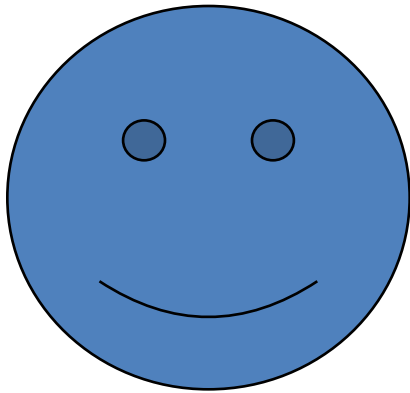


# The labor market situation in Slovenia regarding youth unemployment

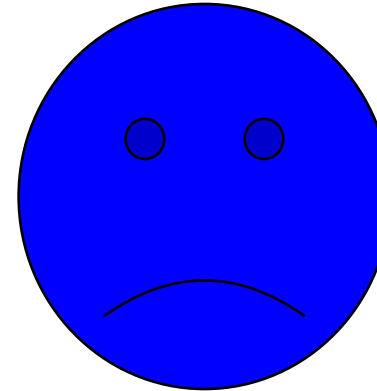
- ✓ High rate of youth unemployment (**15-26 yrs**)
- ✓ Increasing share of unemployed among highly educated young people
- ✓ **Problem of structural youth unemployment** – gap between demand and supply on the labour market
- ✓ **Lower youth employment rate in services** (not enough developed service sector, special social services)
- ✓ **High share of youth employed in low technological intensive sectors or labour intensive sectors**
- ✓ **High share of long term unemployed among first job seekers**



# Characteristic of young people identified on the labor market



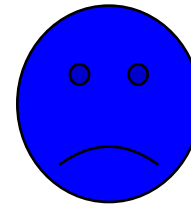
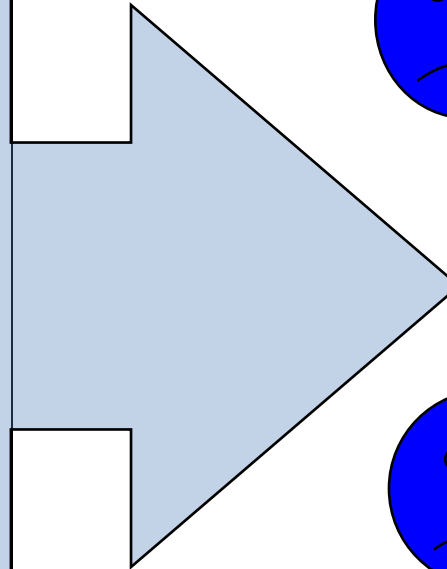
- fresh knowledge
- ability to learn
- adaptability
- willingness to be guided



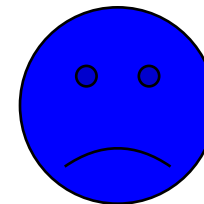
- lack of working habits and experience
- lack of applicable, practical knowledge
- low level of responsibility
- low level of motivation to work and learn

# Obstacles

- poor self-knowledge and vocational interests,
- poor knowledge of local labour market,
- undefined life goals,
- undefined vocational goals,
- no motivation for active job-searching,
- no motivation for education,
- poor knowledge of various occupations,
- poor self-image,
- poor job-searching skills.



unable to cope in transition into employment



social exclusion

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## **2. Strategic documents and policies of Molfsa regarding youth employment**

# Strategic documents regulating the labour market and employment in Slovenia

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- **National :**
- Active Employment Measures Programme 2007 - 2013
- National Development Programme 2007 – 2013
- National Strategic Reference Frame 2007 – 2013
  
- **Joint SLO – EU/European Social Fund**
- **Reform Programme for implementation of Lisbon Agenda in Slovenia**
- **Operational Programme for Human Resource Development 2007 – 2013**



# Strategy of Development in Slovenia

- To change the labour market regulation with the goal to raise the adaptability and scope of employability
- Active Labour Market programmes shall be focused on problematic target groups, especially young people which are far away from the labour market
- To introduce and strengthen programmes, which motivate employers to employ young people without working experiences
- To strengthen flexible employment and active ageing by help of retirements schemes, linked to employment of young people and social economy



# What are the main tasks of MoLFSA as regards the young and labour market?

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- **Active labour market policy**
- Linking the Labour market with education through vocational standards and System of validation of non-formal and informal learning
- Education and training for unemployed and employed people
- Scholarships



# Active Employment Policy in Slovenia and youth



- **Increasing employability** through:
  - training and education of unemployed
  - encouraging self-employment and business thinking
  - encouraging mobility and flexibility of individuals and companies
  - training and education of employees
- **HORIZONTAL APPROACH:**
  - **Reducing regional disparities**
  - **Achieving equal employment opportunities - YOUTH**

# Active employment policy programmes in which young people participate most frequently

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## PROGRAMME OF EDUCATION FOR UNEMPLOYED PEOPLE

**Education programme for unemployed people  
in order to acquire formal education at all  
levels, from lower vocational education to  
university education**

## PROGRAMME “PROJECT LEARNING FOR YOUNG ADULTS”

JOB CLUBS

ON-THE-JOB TRAINING

WORK TRIALS

SUBSIDIES FOR THE FIRST-TIME JOB-SEEKERS

SUBSIDIES FOR THE YOUNG UNEMPLOYED

ADDITIONAL TRAINING AND EDUCATION PROGRAMMES

EXEMPTION FROM TAXES ON WAGES AND

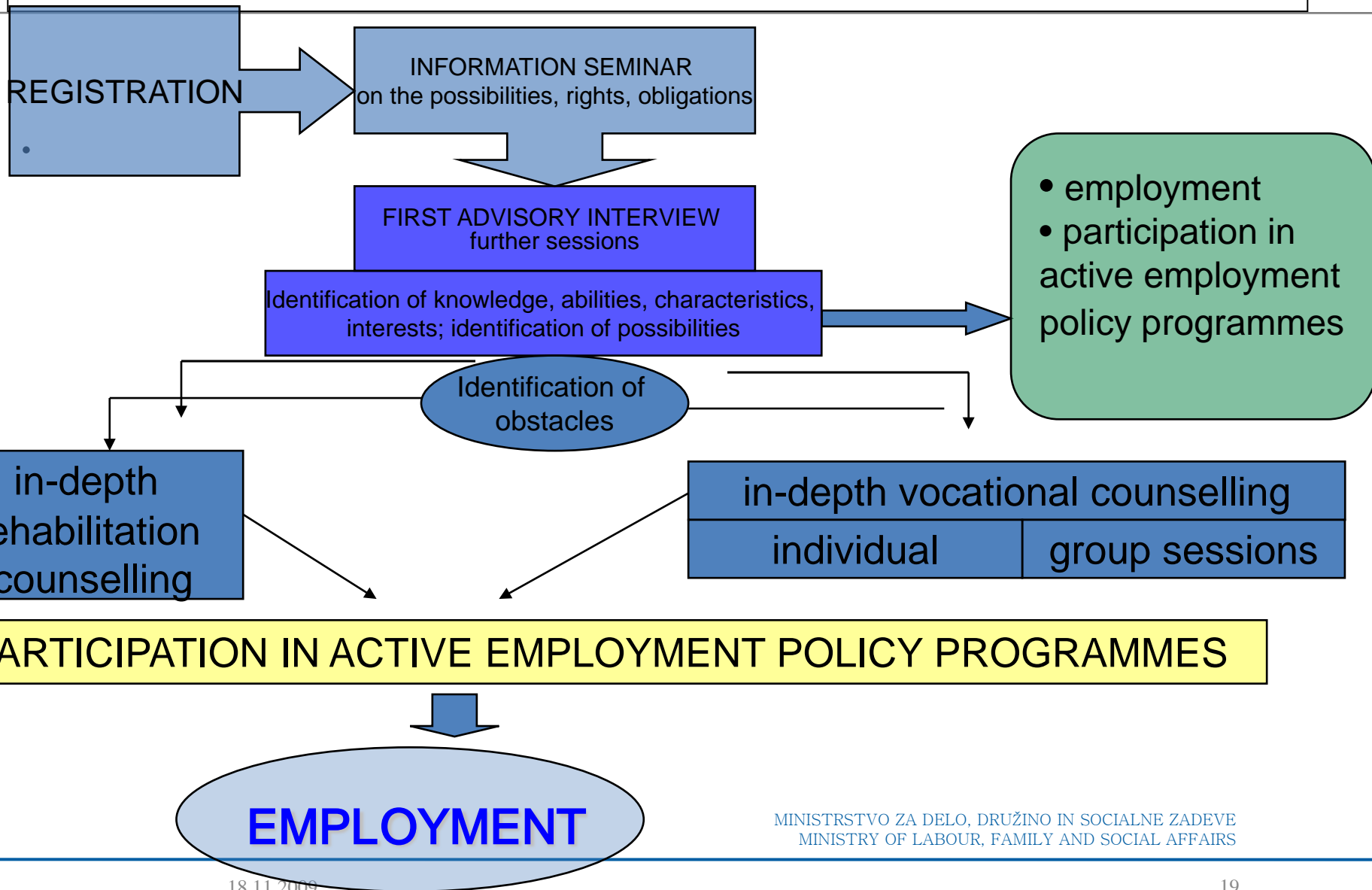
REFUNDING CONTRIBUTIONS FOR AN EMPLOYER

WHO TAKES ON AN UNEMPLOYED PERSON WITH

COMPLETED UNIVERSITY EDUCATION

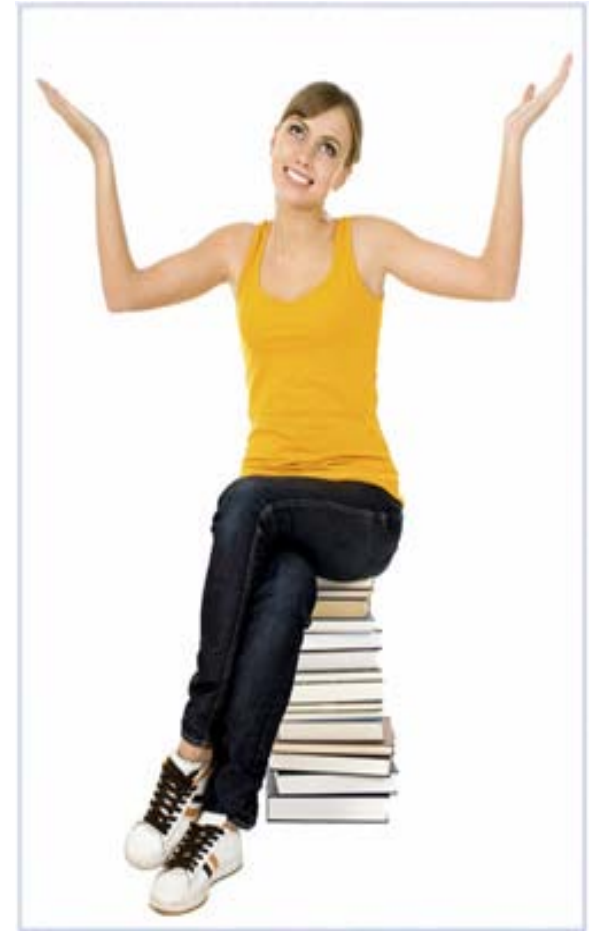
SELF-EMPLOYMENT

# Working with young unemployed people – Public Employment Service



# Important for youth

- Vocational information and guidance centres - for all young people
- **WORKSHOPS “GET WORK” IN ORDER TO LEARN JOB-SEARCHING SKILLS FOR SECONDARY SCHOOL AND UNIVERSITY STUDENTS**



# Help in planning career path and seeking job

- Individual advising

- To prepare an individual employment plan (back-to-work plan) on the basis of identified abilities, personal characteristics and interests of the unemployed person, and the labour market's characteristics
- To advise and complement the employment plan

- Group advising

- Job clubs
- Seminars on “How to Find Employment”, “Detect Your Own Professional Goal”...
- Other motivation programmes



# Programmes and public tenders of the MoLFSA carried out by Employment Service of Slovenia:

- Programme of on-the-job training and integrated programmes of education
- Formal education
- National vocational qualifications
- Pathway to integration



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## **3. European Social Fund and projects for youth**

# Operational programme HRD 2007-2013

<b>OP human resources</b>	<b>ESS resources; euro, current prices</b>	<b>%</b>
<b>SKUPAJ</b>	<b>755.699.370</b>	<b>100,0</b>
<b>1. Promoting entrepreneurship and adaptability</b>	<b>262.114.965</b>	<b>34,7</b>
<b>2. Promoting employability of job-seekers and inactive</b>	<b>140.018.678</b>	<b>18,5</b>
<b>3. Human resource development and life-long learning</b>	<b>164.661.965</b>	<b>21,8</b>
<b>4. Equal opportunities and Reinforcing social inclusion</b>	<b>63.848.517</b>	<b>8,4</b>
<b>5. Institutional and administrative capacity</b>	<b>97.051.506</b>	<b>12,8</b>
<b>6. Technical assistance</b>	<b>28.003.739</b>	<b>3,7</b>



# Operational programme HRD 2007-2013

## INSTRUMENTS ESS

PU	TITLE OF INSTRUMENT	BENEFICIARY	AIM	DURATION	VALUE
1.2	<b>Training and education of employees for competitiveness and employability 2008</b>	ZRSZ (Employment Services of Slovenia)	Promoting human resources development in enterprises, increasing the educational structure, flexibility and job skills	<u>2008 – 2009</u>  IMPLEMENT	2.800.000,00
1.2	<b>Knowledge realizes dreams</b>	ZRSZ (Employment Services of Slovenia)	Training and education of employees with lower vocational, secondary education (priority to those who are risking their job), raising the general level of competence and qualification level.	<u>2009 – 2011</u>  IMPLEMENT	6.250.000,00
1.2	<b>Training and education for competitiveness and employability 2010</b>	Human resources development and scholarship fund	Promoting human resources development in enterprises, increase the flexibility and skills of employees in enterprises.	<u>2010 – 2015</u>  PLANNING	36.000.000,00
I	<b>Trainig and education of employees 2008 - 2010</b>	Human resources development and scholarship fund	Promoting human resources development in enterprises, increasing the educational structure, flexibility and job skills	<u>2008 – 2010</u>  IMPLEMENT	8.000.000,00

# Operational programme HRD 2007-2013

PU	TITLE OF INSTRUMENT	BENEFICIARY	AIM	DURATION	VALUE
1.2	<b>Public tender: "The establishment and operation of competence centers for staff development"</b>	More partnership companies selected on public tender (in terms of financial resources provided).	The establishment and operation of the competence centers for higher quality human resources development within individual industries.	<u>2010-2011</u>  UNDER DEVELOPMENT	2.750.000,00
1.2	<b>Promoting faster companies and employees adjustment with job rotation and mentoring schemes.</b>	Human resources development and scholarship fund	Co-financing business activities that promote good human resource management and increased investment in staff, for example with schemes such as job rotation and "mentoring scheme."	<u>2010 - 2011</u>  UNDER DEVELOPMENT	850.000,00
1.2	<b>Public tender: Lifelong career orientation: companies and regions</b>	Selected beneficiaries – Public tender	Facilitate lifelong career orientation of individuals in enterprises and regions.	<u>2010-2015</u>  PLANNING	6.400.000,00
1.2	<b>Modernization and expansion of professional standards and catalogs</b>	CPI (Center for vocational education)	Preparation of professional standards and catalogs for the national professional qualification of scientific fields, analysis of education, occupations and labor market needs.	<u>2009 - 2010</u>  IMPLEMENT	532.000 ,00

MINISTRSTVO ZA DELO, DRUŽINSKO IN SOCIALNE ZADEVE  
MINISTRY OF LABOUR, FAMILY AND SOCIAL AFFAIRS

# Operational programme HRD 2007-2013

PU	TITLE OF INSTRUMENT	BENEFICIARY	AIM	DURATION	VALUE
1.3	<b>Public tender: Uniform regional scheme of scholarships for school / academic year 2008/2009</b>	Selected beneficiaries – Public tender: Regional Development Agency Agent: Fund	Promotion transition of staff from educational process into companies	<u>2008-2015</u>  IMPLEMENT	6.435.023,00
1.3	<b>Public tender: Uniform regional scheme of scholarships for school / academic year 2008/2009 –additional public invitation</b>	Selected beneficiaries-Public tender: Regional Development Agency  Agent: Fund	Promotion transition of staff from educational process into companies	<u>2008-2015</u>  IMPLEMENT	3.000.000,00
1.3	<b>Public tender: Uniform regional scheme of scholarships for school / academic year 2009/2010</b>	Selected beneficiaries-Public tender: Regional Development Agency Agent: Fund	Promotion transition of staff from educational process into companies	<u>2010-2015</u>  IMPLEMENT	9.000.000,00
1.4	<b>Slovenian qualifications framework</b>	CPI (Center for vocational education)	Formulated methodology for the Slovenian qualifications framework, designed Slovenian qualifications framework.	<u>2010 – 2012</u>  IMPLEMENT	838.000,00
	18.11.2009				27

# Operational programme HRD 2007-2013

PU	TITLE OF INSTRUMENT	BENEFICIARY	AIM	DURATION	VALUE
2.1	<b>Institutional capacity building and preparation on National Vocational Qualification.</b>	<b>ZRSZ (Employment Services of Slovenia)</b>	<b>Improving labor market conditions by promoting training programs and certification of NPK unemployed and inactive on the labor market</b>	<u>2009 – 2015</u>  IMPLEMENT	<b>19.000.000,00</b>
2.1	<b>Promoting professional</b>	<b>JN (public procurement)</b>	<b>Promotion and presentation shortages profession</b>	<u>2010 – 2011</u>  PLANNING	<b>800.000,00</b>
2.1	<b>Lifelong career orientation: Unemployed and inactive in the labor market.</b>	<b>ZRSZ (Employment Services of Slovenia) (agent)</b>	<b>Provision of career guidance activities, information and motivation for the unemployed and inactive; Beneficiaries and target group of individuals, economic and public sector</b>	<u>2010 – 2015</u>  UNDER DEVELOPMENT	<b>8.400.000,00</b>

# Operational programme HRD 2007-2013

P U	TITLE OF INSTRUMENT	BENEFICIARY	AIM	DURATION	VALUE
5 · 2	<b>Gateway VKO (Lifelong career guidance)</b>	<b>ZRSZ (Employment Services of Slovenia)</b>	<b>One entering point to LCG</b>	<b>2008 – 2009</b>  <b>UNDER DEVELOPMENT</b>	<b>900.000,00 EUR</b>
5 · 2	<b>VKO (Lifelong career guidance)</b>	<b>ZRSZ (Employment Services of Slovenia)</b>	<b>Making professional basis for proct preparation VKO (Lifelong career guidance)</b>	<b>2008 – 2009</b>  <b>IMPLEMENT</b>	<b>39.900,00 EUR</b>
5 · 2	<b>Introduction of standard quality investment in human resources</b>	<b>Human resources development and scholarship fund</b>	<b>Obtaining an international license "Investors in People" and enforce the standard in the RS</b>	<b>2010 - 2011</b>  <b>UNDER DEVELOPMENT</b>	<b>2.150.000 EUR</b>

# Example 1: Formal education

The educational program for unemployed people is a program by which Slovenia enables the unemployed people inclusion in state-approved educational programs with the purpose of increasing their possibilities of employment.

The program enables them to obtain primary education, secondary education (professional, general or vocational) and higher education.

**The program is annually prepared by MoLFSA and the Ministry of Education and Sport.**

## **Target groups:**

- unemployed people with special focus on long-term
- **unemployed without vocational education and especially for young drop outs.**



## Example 2: Pathway to integration: Project learning for young adults (PLYA)



### The main objectives are:

- to foster social inclusion of young people
- to develop their working and learning habits
- to motivate them for learning and continuing their formal education.

### Target groups:

- young adults under the age of 26 who failed in school (school dropouts)
- ethnic minorities
- young unemployed people facing social exclusion

*The work in the programme is based on the project work method that requires active participation that helps young people to discover their interests and professional aspirations, which often results in participant's inclusion into formal education or work force.*

# Example 3: On-the-Job Training Programme

The main objective of the programme is the inclusion of unemployed people in working processes in real work environments to help them obtain the knowledge, experience and capacity to perform specific/concrete work with the aim of helping them get employment and making them more competitive in the labour market (e.g. training them to perform specific work on a specific machine).

**Therefore,**

the programme represents an active support measure for people with insufficient work skills and proficiency.

**Moreover,**

it gives active support to employers that are in the process of hiring new employees.





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## 5. Scholarships

# Scholarships in Slovenia

- One **National Systematic** approach
- To connect more **educational system with the needs of the labour market**
- **One entering point to Social transfer System**
- **Regional approach** in “feeding” the demands of labour market with young educated people
  
- To **motivate employers** to use scholarship policies
- To **raise employability of young after study**
- To **motivate young people to enroll the study on the deficit professions on the present labour market**



# Types of scholarships

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- National scholarships (state scholarship)
- Scholarships for gifted students (Zois scholarship)
- Scholarships schemes (connecting demands on the labour market with education)
- Awards for sustainable development
- Methodology for anticipation of skills needed on the labour market
- New Fund for Human Resource Development and Scholarships was established

# Scholarships - statistics

TYPES OF SCHOLARSHIP	NUMBER OF GRANTED SCHOLARSHIPS	FORECAST	Finance in eur	Average in eur
<b>STATE SCHOLARSHIPS</b>	39.750(EMŠO) 35.333 (payments)	August 2008: 74.090.987,33  Reb.II 2009: 80,276.295,53	2008: 65,653.059,01  2009: 43,463.386,33	166,99  158,98
<b>ZOIS SCHOLARSHIPS</b>	3.617 (Fund)  9.363 (ZRSZ)	July 2008: (S)1.739.421,49 (Z) 26.962.352,02  2009 (po reb II): (S) 8.435.343,25 (Z) 21.478.472,54	2008: (S)1.300.322,98 (Z) 26.587.241,74  2009: (S) 4.572.579,28 (Z) 14.930.852,92	(S) 161,93 (Z) 175,64  156,35 205,76
<b>SCHOLARSHIPS SCHEMES</b> <b>Indirect funding.</b> <b>Direct funding.</b>	1.Tender: 1.131 2.Tender: 149 720	19,000.000 3,000.000 8,000.000	704.428,00 No data 435.086	No data  No data
<b>SCHOLARSHIP FOR FOREIGNER</b>	91	2008: 64.860 2009: 193.455	2008: 65.460 2009: 149.935	239,78 239,62
<b>AWARDS FOR PERMANENT</b>	205 all applications 03 positive	500.000 (value of the prize:		

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## **5. Slovenian Fund for HRD and Scholarships**

# New Fund for Human Resource Development and Scholarships was established in 2006

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- Molfsa
  - Ministry of Education and Sports
  - Ministry of Economy
  - Ministry of Higher Education, Science and Technology
  - Private partners
- 
- to improve **collaboration between science and research and corporate sector**
  - **Training and education for competitiveness and employment**
  - **Scholarship schemes**

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## **6. Council for Employment and Education and Training of youth of the Republic of Slovenia**

# In action from September 2009

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## Consists of:

### Representatives of

- MOLFSA, Ministry of Education, Higher Education, Economy
- Government Office for Local Self-Government and Regional Policy
- Government Office for Development and European Affairs
- Public Employment Service
- Institute of the Republic of Slovenia for Vocational Education and Training
- Slovenian institute for Adult Education,
- Slovene Human resources development and scholarship fund
- Student Organisation representatives
- University of Slovenia representatives
- (social partners: rep of employers' association and rep of workers' union association of RS)



# Tasks of the council:

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- consultation in preparation of comprehensive **policy and strategy on education, training and youth employment**,
- mutual **information on the measures** for young people in the field of **education, training and employment**,
- assessment, opinion giving and suggestions on **legislative and project changes** for increasing employability and better qualification of young people,
- assessment, advice giving and suggestions for analysis in **evaluation measures in the field of education, training and youth employment**,
- Suggest the **implementation of the programmes to make easier transition of youth into the labor market (i.e. “student – get activated”)**,
- **Enhance the implementation and importance of the system for recording formal and informal knowledge of young**,
- **Enhance the implementation of the system of career guidance** (advising and informing on all levels for young people), including the integration of career centers networks and counseling services within the education system (**career guidance centres on Slovenian Universities**)

# Conclusion: Challenges of labour market for young people in Slovenia – WHAT TO DO NEXT?

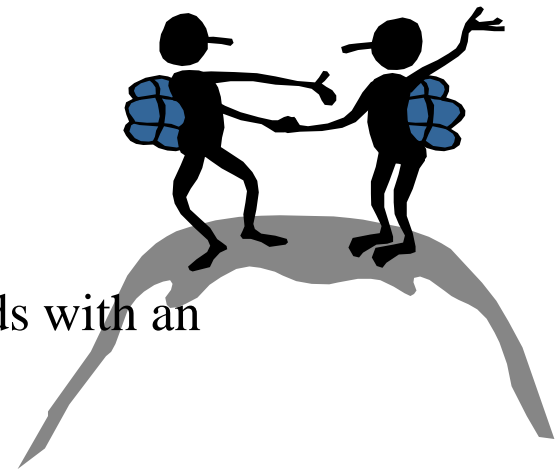
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## MORE PROGRAMMES FOR YOUNG TO

- ✓ **Ensure them easier transition from school system to the labor market**
- ✓ Gain new and additional working experience, skills and competencies - also **increase inter-generational exchanges, mentoring schemes.**
- ✓ **Promote among employers the importance of any working experience** of young – gained formally or informally - that helps young people to find appropriate and qualitative employment.
- ✓ **Raise the importance of life-long career guidance, the information and promotion of it among young people nad their parents**
- ✓ **Promote the employers scholarships schemes among employers and the young with the aim to make an early connection between them**
- ✓ **Promote the inclusion of young into the educational programmes that lead to deficit occupations on the labor market**

# Conclusion

- Better, earlier and higher investment in young people in different fields
- Promote:
  - *education, training,*
  - *employment of young and entrepreneurship,*
  - *social inclusion.*
- Stronger **cross-sectoral cooperation** between policy fields with an impact on youth



**Every young person should have a good starting point and opportunity to participate, to be active and to use his/her knowledge and abilities in a prosperate society!**

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**Thank you for your attention!**

**Ministry of Labour, Family and Social Affairs**

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