



Active Labour Market Programme for Youth

Presentation of activities

2005 - 2009

ALMP Target Group – YOUTH

Why disadvantaged youth ?

- more than 40% of total unemployed are youngsters
 - low skilled
 - no work experience
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ALMP activities 2005 - 2009

- I. Strengthening capacities of labour market institutions

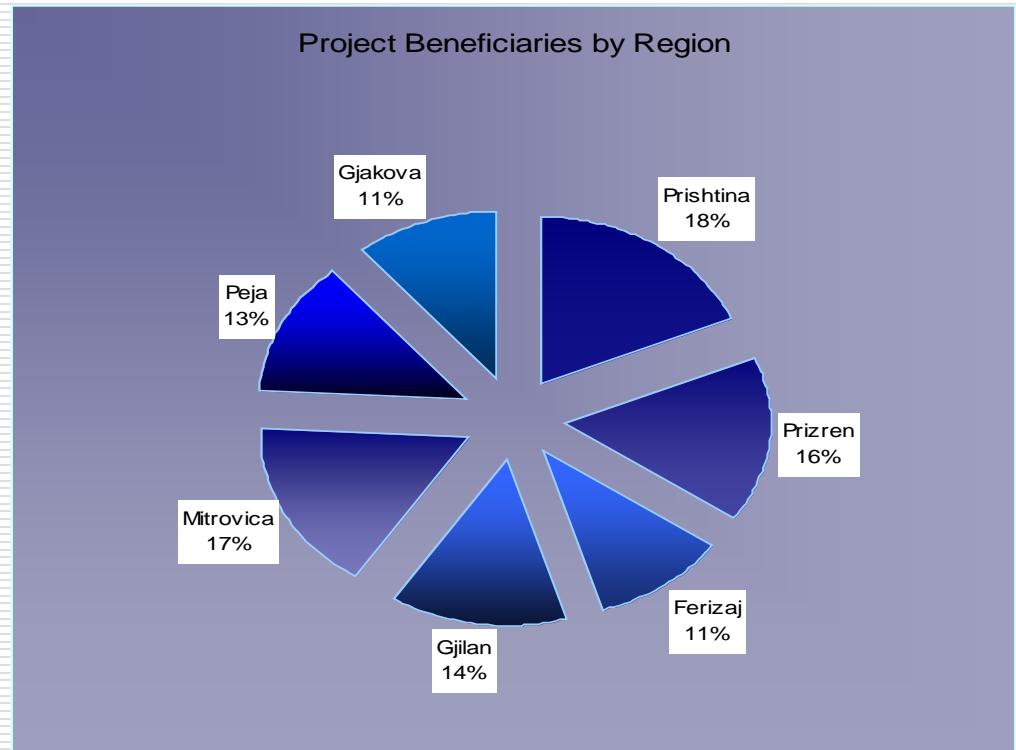
 - II. Provide direct assistance to unemployed youth through active employment measures
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I. Strengthening capacities of labour market institutions

- Implementation of active labour market measures
 - Development of Individual Employment Plans (IEP)
 - Individual counseling and job search assistance
 - Provision of targeted employment and training services
 - Prepare and monitor training plans
 - Conduction of skills needs' surveys
 - Tracer analysis
 - Development of competency based curricula
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II. Direct Assistance to unemployed more than 7500 young beneficiaries Kosovo wide

The number of beneficiaries supported corresponds with the number of registered unemployed by Region



II. Employment/training programmes

Public works projects 2005 - 2006

On the Job Training (OJT)

Pre Employment Training (PET)

Wage Subsidies (WS)

Internship Scheme (ISch)

Institution and Enterprise Training (IET)

Vocational Training (VT)

Professional practice at enterprise for VES students
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Characteristics of Beneficiaries

Gender Participation

- ❑ Short-term employment **3% F - 97% M**
- ❑ Long-term employment **40% F - 60% M**

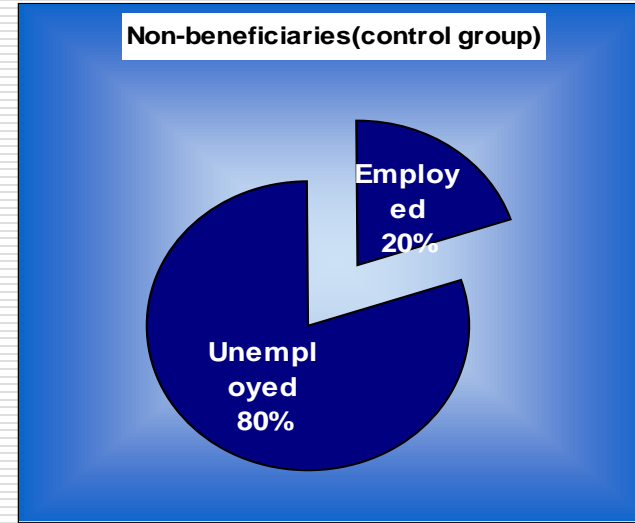
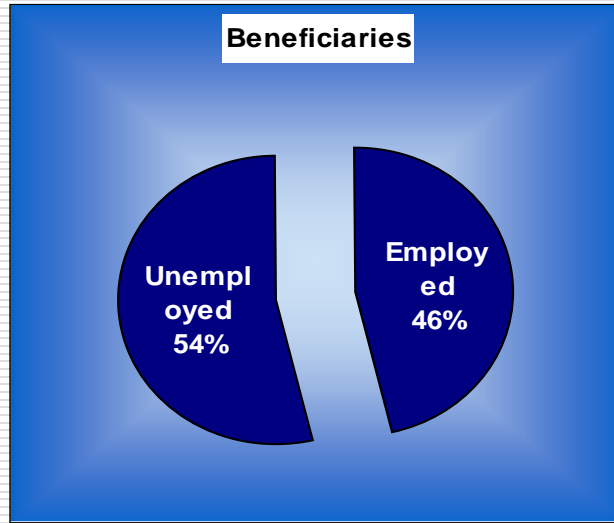
Minority Participation

- ❑ Short-term employment **15 %**
- ❑ Long-term employment **12 %**

Support to people with disabilities

External Evaluation Report 2007

Rate of Employment



Cost benefit and Efficiency

- ❑ Macro level effects: 13.56%
 - ❑ Benefit over 1.42 times the cost
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Scale-up of Activities – MEST

MEASURE – UNEMPLOYMENT PREVENTION

Support to Vocational Education Students

- ❑ 20,000 students graduate each year
 - ❑ 2/3 of students with no practical learning in enterprises – no real work experience
 - ❑ ALMP - MLSW - MEST - Private Enterprises
 - ❑ 'practical learning and professional training'
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II. Professional practice at enterprises pilot-project in cooperation with MEST and MLSW

Support to Vocational Education Students

- ❑ 12th grade students from 17 vocational schools
 - ❑ Professional practice at 60 enterprises
 - ❑ Monitored and supervised by teachers/enterprises/ALMP
 - ❑ Work-safety brochures and posters distributed
 - ❑ Work-place injury insurance covered
 - ❑ Career guidance and counseling
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Sample of dissemination of basic safety measures – posters and leaflets distributed

Active Labour Market Program (ALMP/UNDP) implementation of the program in cooperation with the Ministry of Education, Science and Technology (MEST) and the Ministry of Labour and Social Welfare (MLSW)

Protection at work is designed for:

- Informing youth on basic professional practice
- Educating youth on professional practice in enterprise as well as on issues of protection and health,
- Promoting, developing and positive stance towards protection at work
- Awareness raising of youth on protection and prevention of possible injuries at workplace

Enterprises and institutions are obliged to provide protection measures at workplace, be it in permanent job or professional practice.

Student benefits:

- Get familiar on how to work right and safe, what is safety and sound environment while identifying protection measures at workplace
- Get informed and understand employer's compliance on professional safety
- Obtain information and professional practice provide opportunity on prevention of eventual injuries and additional knowledge on workplace

Employer's benefits:

- Employers prepare students for safety at workplace providing information and knowledge, as well as on importance of safety procedures at work
- Professional practice is a part of the enterprise program that growth that enterprise within professional standards of organizing the work and safety at workplace to apprentices and employees of the company
- Employers may notice reduction of eventual expenses. Through protection at workplace, they may prevent injuries at workplace to workers and apprentices

Community benefits:

- Every contribution in organizing the work in an enterprise or institution is a dual benefit to community and vice versa
- Youth are informed and educated on importance of protection at work
- Protection at work becomes a necessary practice for employees, employers and community in general

Manual —

- It is preferable to read before using any device, tool or machine at work place



First aid —

- Is necessary at each workplace



Instruction in case of fire —

- Sign of emergency stairs in case of fire



Instruction in case of fire —

- Sign of the exit



Fire extinguisher —

- Should be found at each workstation for safety of employees



Warning signs —

- Danger, contact with voltage
- Danger, moving machine or automatically started machine
- Attention, you might get squeezed
- Attention—slanted obstacles at workplace
- Danger—high voltage
- Danger—there is at least one possible gas emission


Required protection series of work

- Working clothes — are used to prevent possible body injuries at workplace
- Boots — should be used and are necessary for protection at workplace
- Gloves — depending of work, should be used to prevent possible injuries at workplace
- Working apron — is necessary for protection at workplace
- Protection helmet — is necessary to prevent possible head injuries
- Protection mask — depending on profession, it is a necessary protection mean at work
- Protection glasses — serve to protect eyes during welding or radiation at workplace
- Ear plugs — serve to protect ears from possible noises at workplace
- Protection mask — is used in cases of harmful or hazardous gas



Thank You for your attention!

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