



Youth employment policies in Slovenia

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- i. to advance the knowledge base that underpins the formulation and implementation of relevant policies in Europe with the aim of enhancing the employment of young people and improving the social situation of young people who face labour market insecurities, and
- ii. to engage with relevant communities, stakeholders and practitioners in the research with a view to supporting relevant policies in Europe. Contributions to a dialogue about these results can be made through the project website <http://www.except-project.eu/>, or by following us on twitter @except_eu.

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Responsibility for all conclusions drawn from the data lies entirely with the author.



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The key risk groups in the labour market in Slovenia

Table 1 “Risk group” construction¹

Potential risk groups	Importance by actors		
	Public opinion/ Media*	Mainstream policy	Academic research
All young people	2	3	3
Young unemployed	2	3	3
Early school leavers	1	1	1
Young people with low skills	1	2	2
Young people with outdated qualifications	1	2	2
Young people without qualifications	1	2	2
NEET	1	1	1
Higher education graduates	1	4	2
Migrants/Ethnic minorities	1	1	1
Teenage/single parents	1	1	1
Young people from workless families	1	1	1
Young people from remote/disadvantaged areas	1	3	1
Young people with a disability	1	2	2
Other (please indicate & if necessary include new row/s)	N/A	N/A	N/A

All young people

The youth unemployment rate in Slovenia has increased considerably over the past 15 years, especially during the economic crisis between 2007 and 2013. In 2008, when the crisis began, the Employment Service of Slovenia (ESS) registered 18,223 unemployed persons aged between 15 and 29. In the first year of the crisis, the number of unemployed youth increased by 50.5% to 27,424 persons. From 2008 to 2013, the number of employed young people decreased by 34.9%, from more than 161,000 to 105,000. Statistics indicate that young people’s employment situation is improving, but they remain one of the most vulnerable groups on the labour market.

Youth unemployment has been gradually declining since 2013. According to the ESS, in September 2016, the number of registered unemployed persons was 41.8% lower (18,919) than at the end of 2013 (32,523), which saw the highest number of registered unemployed youth. Similarly, the youth unemployment rate fell by almost 40% in the same period: from 33.8% in December 2013 to 19.7% in August 2016.

Young people in Slovenia usually enter the labour market after concluding their education, and thus the majority of young people actively start seeking a job after the age of 20, especially in the latter half of their 20s. Due to their active presence in the

¹ 1=no significant role to 5=very important



education system, there are very few employed people below the age of 20; there were 3,145 such employees at the end of 2005 and a mere 1,628 at the end of 2014. Slightly more than 24,000 people aged 20 to 24 and over 80,000 people aged 25 to 29 were employed in 2015.

In Slovenia, traditional forms of permanent employment have increasingly been replaced by less secure and more flexible forms of employment. Compared to 2005, in order to increase their employment options, young people were significantly more prepared for geographical mobility and more willing to accept temporary employment in 2010. In 2013, the proportion of temporary and part-time employees aged 15–24 in Slovenia (72%) exceeded that of the same group in European countries with the most advanced economies (EU-15) and the EU as a whole (EU-27). Permanent employment was within reach only for a small minority, while the majority likely faced unemployment and career casualisation.

The Government of Slovenia prepared a new [industrial policy](#) in 2013 that might help to achieve greater orientation towards skills in the near future. Furthermore, it adopted the Scholarship Policy (2015–2019) ([Politika štipendiranja \(2015-2019\)](#)) in June 2015. In 2016, it established a [monthly scholarship](#) of 100 euros for education for in-demand professions (e.g. stonecutter, baker, butcher, carpenter, mason, forester, electrician, chimney sweep). With such scholarships, Slovenia promotes the enrolment of young people in upper secondary vocational and upper secondary technical programmes training them for in-demand occupations.

In 2016, 52.8% of employees aged 15–29 had fixed-term contracts. In addition, approximately 32,000 people worked through student services, which also offers to be one of the most popular flexible job alternatives for young people in the Slovenian labour market.

Young unemployed

The MDDSZ has been trying to raise youths' competitiveness with the project '[Institutional Training of Unemployed Persons](#)' (called 'Informal Education and Training for Young' in 2016). Young unemployed persons can attend courses, lectures and seminars on topics such as languages, computers, forklift operation, storekeeping, housemaid duties, welding and plumbing.

Since the implementation of the YG in 2014, youths are offered more information and counselling within the first four months after registering as unemployed than other unemployed groups. At least two counselling sessions, short group presentations and online communication are offered to each unemployed young person to help them achieve their career goals and find appropriate opportunities.

Early school leavers

To date, no specific national strategy or programme to prevent early leaving from education and training (ELET) has been adopted in Slovenia. In Slovenia, ELET is not



detected as a problem since the percentage of early leavers from education and training (age group 18-24) is among the lowest in Europe (see [Eurostat](#)).

The programme 'Project Learning for Young Adults' ([Projektno učenje za mlajše odrasle](#)) was developed to motivate unemployed young adults who left school before graduating to complete their education and gain new skills and to offer them information and guidance about potential new learning paths. To make the programme more adaptable to the specific needs of vulnerable young people, the programme was recently expanded. In addition to encouraging young people to re-enter formal education, more emphasis is placed on the activities that will help young people who do not wish to continue their formal education more competitive in the labour market.

'**Young and Entrepreneurial**' ([Mladi in podjetni](#)) was adopted by the MIZŠ in 2011 and was targeted towards those who left school early. The main aim of the programme was to renew and acquire new knowledge and abilities to identify individuals' potentials and opportunities in the workplace. This was intended to increase the number of opportunities for youths in the labour market and encourage them to engage in the learning process. The programme was attended by three main target groups: those who left school early; youths who entered the labour market directly after the education and took low-qualified and unstable jobs and those with low educational qualifications (even if they completed primary education). The duration of the programme was 100 hours over 3 months.

Young people with low skills

According to the Catalog of measures of Active Employment Policy ([Katalog ukrepov Aktivne politike zaposlovanja](#)), adopted in January 2016, non-formal education programmes were adopted, dubbed *On-the-job training - young people 2015/2017*. The purpose of measure is to improve the employment opportunities of the unemployed persons involved and to increase their competitiveness in the labor market and to acquire and strengthen skills, knowledge, and expertise. The latest Catalog, adopted in August 2017 ([Katalog ukrepov Aktivne politike zaposlovanja](#)), envisages *Non-formal education and training for young people* with aim to increase employability and improve the conditions of entry into the labour market by raising competencies and acquiring informally acquired skills (key competences).

In the Guidelines for Implementing Measures of Active Employment Policy for the period of 2016-2020 ([Smernice za izvajanje ukrepov aktivne politike zaposlovanja za obdobje 2016-2020](#)), MDDSZ find that the greatest obstacle to employment faced by young people after the end of schooling is the lack of practical work experience, so young people are included in the training and education measures (mostly in the following programmes: Institutional training, Workplace training and Work test).

Young people with outdated qualifications

The ESS performs regular surveys of employers' needs. However, there is no coordinated research on skill shortages or surpluses.



NEET

The ESS continuously attempts to reach out to young not in employment, education or training (NEETs) through workshops organised by school counsellors.

Higher education graduates

In 2013, the MIZŠ performed an [analysis](#)² of the position of higher education graduates in the labour market, taking into account previous analyses of studies' efficacy, labour market situations and employability. Higher education institutions were invited to reduce the number of available places in humanities and social sciences programmes by 20% for the 2012/13 academic year. All higher education institutions took this directive into consideration. However, in spite of reduction of enrolments into the social science and humanities programmes at public faculties, some new private faculties that exclusively operate within these two domains were created.

Migrants/Ethnic minorities

Young members of Roma community are eligible for active involvement of vulnerable young people on labour market, precisely: Promoting the employment of long-term unemployed young people - public works. Public works are intended to activate unemployed persons who have been continuously registered as unemployed for more than a year in the register of unemployed persons, to help their social inclusion, the preservation or development of working skills, and the promotion of the development of new jobs.

According to [LMP Qualitative Report 2015 – Slovenia](#), migrants are eligible for Public works.

There are no other envisaged programmes for migrants/ethnic minorities.

Teenage/single parents

There are no measures targeted at teenage/single parents.

Young people from workless families

There are no measures targeted at young people from workless families.

Young people from remote/disadvantaged areas

In addition to scholarships, MDDSZ is also implementing a programme called 'Regional Scholarship Schemes ([Enotne regijske štipendijske sheme](#))'. Via this programme, the Ministry is co-financing corporate/company scholarships in order to prevent brain drain from certain regions of the Republic of Slovenia. The target group of this programme includes employers in different regions of Slovenia and young people enrolled in vocational education and training (VET), undergraduate or graduate education.

²http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/Visoko_solstvo/Statistika_in_analize/Analiza_trga_dela_jan2013.pdf



Young people with a disability

Within Youth Guarantee, chapter named [Activation of Young People on Labour Market](#), envisages measures for active involvement of vulnerable young people on labour market. Measures such as: Transfer of young people with special needs to the labour market, and Promoting the social inclusion of children and young people with special needs in the local environment. Additionally, Catalog of Measures of Active Employment Policy includes following measures: Incentives for permanent employment of young people (with emphasis and aim on young people that are less likely to be permanently employed), Repayment of social contributions on basis of Promotion of Balanced Regional Development Act, Creation of New Work Places – Training workshops.



Youth employment policies: a general overview

Table 2 An overview of active labour market programmes at national level (2005-2015)

	Year	2005	2010	2015 or the last year of available data, specify
Indicator				
1	Total number of active labour market programmes	n/a	n/a	n/a
1.1	including youth-targeted	n/a	n/a	34 ³
2	Number of participants (stock) in active labour market programmes:	n/a	n/a	n/a
2.1	Total number	16,546	26,811	11,561
2.2	% of the labour force (15-64)	n/a	n/a	1,2%
3	Number of youth participants (up to 29 years old) in active labour market programmes:			
3.1	Total number	3,084	3,806	1,226
3.2	% of the labour force (15-29) ⁴	n/a	n/a	1,7%
3.3	% of the total number of participants (stock)	18,6%	14,2%	10,6%
4	Expenditures on active labour market programmes:			
4.1	Total amount (EUR) ⁵	55.9 million EUR	142.47 million EUR	60.0 million EUR
4.2	% of GDP	0,191%	0,393%	0.156%
5.	Expenditures on all active labour market programmes for youth participants:			
5.1	Total amount (EUR)	n/a	n/a	n/a
5.2	% of GDP	n/a	n/a	n/a
6	Expenditures on youth-targeted active labour market programmes:			
6.1	Total amount (EUR)	n/a	n/a	69 564 820 ⁶
6.2	% of GDP	n/a	n/a	n/a
6.3	% of the total expenditures on active labour market programmes	n/a	n/a	n/a

In 2014 total of 60,235,845€ was spent on Youth Guarantee scheme, while in 2015 69,564,820€ was earmarked for Youth Guarantee expenses. The [Implementation Plan](#)

³ No official statistics are available, however, the data was gathered from the website of Ministry of Labour, Family, Social Affairs and Equal Opportunities, the number comprises of measures targeted at young people within Youth Guarantee programme, available at: http://www.mdds.gov.si/si/delovna_podrocja/trg_dela_in_zaposlovanje/jamstvo_za_mlade/aktivacija_mladih_na_trgu_dela/

⁴ Data used refers to age group younger > 25, as listed on Eurostat.

⁵ Data used refers to the Expenditure on LMP Measures (2-7), source: Eurostat.

⁶ Number comprises of both EU/ESF/YEI funds and National funds. National funds amount for 19,315,058€ in 2015.



of YG 2016-2020 envisages total 300 million EUR for time period 2016-2020, the distribution among years can be found below:

Estimated funds for the Implementation Plan of YG 2016–2020:				
2016	2017	2018	2019	2020
70.1 million EUR	62.7 million EUR	58.0 million EUR	54.6 million EUR	53.9 million EUR

Comments on Table 2

The Youth Guarantee target group in Slovenia is broad; since Slovenia is characterised by a large share of unemployed people aged 25–29 (as a result of high enrolment in tertiary education), the YG includes and/or takes into account an expanded target group of young people aged up to 29 (not only up to 25, as in the EU). Youth Guarantee therefore includes 34 ALMPs **youth-targeted measures**, with various youth groups and aims, ranging from career counselling, subsidies, scholarships, training and education, etc.

The Implementation Plan for YG 2016–2020 ([Jamstvo za mlade. Izvedbeni načrt 2016–2020](#)) was adopted on June 2016. From 2016 onwards, special focus was placed on youths suffering from long-term unemployment. The Plan involves 15 measures and can be divided into two main areas: so-called precautionary measures, which are intended for youths who are not yet in the labour market, and second measures, which are intended for rapid activation of youth in the labour market. The measures comprising the YG can be divided into two parts: Early action and activation, _Activation of young people in the labour market.

Brief descriptions and list of measures:

Early action and activation

Three main systemic measures concern early intervention and activation before the entry of young people in the labour market and two measures target young people during their education. The target group of these measures are young individuals who are still in the education system or are transitioning from the education system to the labour market. These are:

1. **Lifelong guidance**
2. **Systemic changes to traineeship**
3. **Reform of the VET system**
4. **Promotion of creativity, entrepreneurship and innovation** – this measure involves a variety of activities targeting young people during their education to enhance their creative and entrepreneurial skills.
Promotion of creativity, entrepreneurship and innovation among young people – The organisations responsible for implementing this measure are the MGRT and SPIRIT



Slovenia (Public Agency for Entrepreneurship, Internationalization, Foreign Investments and Technology). Public tender to elementary and secondary schools in June 2016.

Improvement of entrepreneurial skills and promotion of flexible learning pathways between education and the environment in gymnasiums and elementary schools – The organisation responsible for implementing this measure is the **MIZŠ**. Public tender in September 2016.

YOUTH START – This is an international entrepreneurial project. The organisation responsible for implementing this measure is the **MIZŠ**. It will be implemented from 1 January 2015 to 31 December 2017 at gymnasiums and from 1 November 2015 to 31 August 2017 at schools.

5. Scholarships

Activation of young people in the labour market

Four systemic measures are being implemented for quick activation of young people in the labour market. Six measures target unemployed youths 29 years of age and under.

6. Strengthening counselling work with youth at the ESS

The aim of this measure is to strengthen work with the unemployed youths. By increasing the number of consultants who will be specifically trained, the quality of counselling will be improved and young people will be empowered to efficiently manage their own careers.

- **Counsellors for rapid activation of youths** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is ongoing.
- **Consultants for youths suffering from long-term unemployment** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is ongoing.

7. Prevention and detection of in the labour market

This measure aims to prevent precarious employment of young people by raising awareness about the problem among young people and employers and by strengthening inspection services.

8. International mobility of young people

The measure aims to help young people who want to try their chance on the European labour market.

9. Information and communication regarding the YG

10. Training and education of unemployed youth

The aim of the measure is to increase the employability of young people with additional training or education and help unemployed youths discover more sustainable and better forms of employment. Education and training programs are provided for in-demand occupations and are designed to meet the actual needs of employers.



- **Informal education and training for youths** – This measure increases the employability of unemployed persons by providing them more qualifications and informal training.
- **On-the-job training (Usposabljanje na delovnem mestu)** – This measure is targeted towards young people who have been unemployed for at least three months. Training is offered by employer to provide unemployed youths work experience. About 60–70% of participating employers provide routes to employment within 12 months after concluding the training. The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure was first implemented in July 2016.
- **PUM-on: Project Learning for Young Adults (PUM-o; Projektno učenje za mlajše odrasle)** – This programme addresses the unemployment of vulnerable youths with few opportunities to enter the labour market or re-enter higher education. It takes a more in-depth approach to the social integration of youths with difficult family backgrounds. The programme primarily aims to improve their skills and enhance their employability through personal support and project-based learning in groups. Highly qualified professionals provide specialised assistance in the form of a mentorship. The programme is intended to include 500 young people per year and help them to enter employment or re-enter and finish higher education. The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is ongoing.
- **Support for new career prospects (Podpora novim kariernim perspektivam)** – The organisation responsible for implementing this measure is the MK. The measure is expected to begin in September 2016.
- **'I Can, Because I know' (Zmorem, ker znam)** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is ongoing.

11. Incentives for youth employment

The aim is to promote the employment, particularly permanent employment, of unemployed youths, particularly first-time job seekers and youths with no work experience. The measure will increase the number of employment opportunities for unemployed youths and provide compulsory traineeships.

- **Youth Employment Initiative: The first challenge (YEI: Prvi izziv)** – This measure is currently being implemented. It offers a combination of on-the-job training and subventions for employers that hire unemployed youths 29 of age or under that reside in Eastern Slovenia. Under this measure, the MDDSZ plans to provide more than 3,000 jobs to unemployed youths. The organisations responsible for implementing this measure are the MDDSZ and the ESS.
- **Incentives for permanently employing youths (Spodbude za trajno zaposlovanje mladih)** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is ongoing.
- **The first job in the field of education (Prva zaposlitev na področju vzgoje in izobraževanja)** – The aim of this measure is to recruit 300 teachers aged 29 or under. Another tender was [launched](#) in September 2016, under which 201 beginning teachers/educators would be employed until January 2018. The organisation responsible for implementing this measure is the MIZŠ. The measure is ongoing. The first public call for educators was published on 26 November 2015 (implementation



occurred from 1 February 2016 to 30 November 2016). The second public call was published on 11 February 2016 (implementation occurred from 1 April 2016 to 30 November 2016). The third public call is expected to be published in August 2016 (implementation is expected to occur from 1 December 2016 to 30 September 2017).

- **Youth for youth (Mladi za mlade)** – The organisation responsible for implementing this measure is the MIZŠ. The measure is expected to begin in September 2016.

12. Measures for vulnerable youth

The aims of this measure are to activate youths who have been registered as unemployed at the ESS for more than 12 months and to help young people with disabilities transition to the labour market.

Promotion of the employment of youths suffering from long-term unemployment –

The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is being prepared for implementation, and it is expected to launch in early 2017.

The transition of young people with disabilities into the labour market – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is being prepared for implementation.

13. Support to youth entrepreneurship

14. Young people in rural areas

This measure aims to help young people establish and develop agricultural careers and encourage the creation of new jobs.

- **Payment scheme for young farmers ([Shema plačilo za mlade kmete](#))** – The organisation responsible for implementing this measure is the Ministry of Agriculture, Forestry and Food. The measure is ongoing.
- **Setting up support for young farmers** – The organisation responsible for implementing this measure is the Ministry of Agriculture, Forestry and Food. The measure is ongoing.

15. Projects for youth

The aim of this measure is to support projects that will provide faster and easier access to employment and/or create new jobs for unemployed youths.

- **Promoting active citizenship among young people to increase employability 2016–2018** – In 2016, the Office for Youth presented a public [tender](#). The aim of the tender is to encourage innovative ways of working with youths and new approaches to solving the problem of youth unemployment. From 2016 to 2018, 464 young people will be employed: 195 in Eastern Slovenia and 269 in Western Slovenia. The organisations responsible for implementing this measure are the MIZŠ and the Office for Youth. The measure is ongoing.
- **Innovative projects for youth employment** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. It will be implemented in early 2017.

Other measures for youth employment

In September 2016, the Ypsilon Institute launched a project, **'Made with Y' ([Narejeno z ipsilonom](#))**, that is intended to help young people achieve regular employment. The



project aims to solve the problem of youth unemployment by promoting innovative approaches to working with youth. The goal is to create young professionals that meet employers' needs. The project is partially funded by the EU and the MIZŠ.

Number of participants (stock) in active labour market programmes in Slovenia is very volatile, in 2005 16,546 of unemployed people participated in ALMP programmes, the number was much higher in 26,811 as the Slovenian labour market was hit hard by the crisis and recession in economy activity, with peak in 2011. However, in 2015, number of participants was the lowest, 11,561 unemployed people participated, which makes up for only 1,2% of the labour force (16-64).

Statistics also show that **number of youth participants (up to 29 years old) in active labour market programmes** is declining in share of entries. In 2005 3,084 young people participated in ALMP measures, comprising in 18,6% of all entries, in 2010 3,806 participated, which is nominally higher, but lower in share - 14,2%. In 2015 1,226 young people entered ALMP measures, making up for little more than tenth of all participants – 10,6%. In 2015, 1,7% of the labour force (15-29) entered ALMP measures, data for 2010 and 2005 is not available.

Data on **expenditures on active labour market programmes** show that amount of financing is slowly growing in volume, but not also necessarily in share of GDP, with funds in 2010 being off the charts due to the crisis and economic recession of Slovenian economy. The amount of funds earmarked for ALMP measures in 2010 was 2,55 times more than funds in 2005 and 2,37 times more than in 2010. In the relation to the GDP, 2010 amounted for the highest share, presenting 0,393% of GDP, while 0,191% of GDP in 2005 and 0,156% of GDP in 2015 was allocated for ALMP measures.

Annual report on the implementation of state measures in the labour market for year 2016 ([Letno poročilo o izvajanju ukrepov države na trgu dela 2016](#)) states following statistics:

Table 3 Number of entries in Measure 1

	All entries in measure 1 ⁷	Young people
Year 2016	6.930	2.104
Share		30,36
Year 2015	16.020	7.984
Share		49,84
Year 2014	25.433	12.184
Share		47,91

⁷ Measure 1 refers to Education and training



Table 4 Target group of unemployed people

Target group of unemployed people	Number of unemployed people on 31. 12. 2016	Share (in %)
Younger than 29 years	21.530	21,6

Statistics show that number of unemployed young people in Slovenia is still fairly high, 21.530 young people are unemployed, which comprises for 21,6% in share of all unemployed people in the country. However, the number of entries are in ALMPs (Slovenian Measure 1) is also high, in 2014 and 2015 virtually every other participant was younger than 29 years, meanwhile, in 2016, youth presented one third of all participants. Meaning that young people are actively looking for their employment opportunities. Description of measures, success rates, evaluations, etc., can be found below.

Table 5 Overview of types of measures and schemas against youth unemployment in the last years (both running and finished ones; time horizon – last 5-6 years, 2011-2017)

Type of measure	Importance ⁸	Preventive/reactive ⁹	Youth specific	Main source of funding ¹⁰	Linked to EU initiatives ¹¹	Main actors of delivery ¹²	Evaluation present	Youth/participant feedback used to improve the delivery
(Re-)orientation courses, preparation for training or employment	3	3	Yes.	2	No.	1, 7.	Yes.	N/A
Vocational guidance, career counselling	2; there is no research, no evidence telling it is effective.	1	Yes.	1, 2	1	7	No.	The Youth Guarantee implementation plan 2016–2020 is regularly monitored within the framework of a special working group in which representatives of all sectors, responsible for the Youth Guarantee implementation will participate,

⁸ Importance depends on the comparative scale of the program (coverage & expenditure) -> Does not exist = 0; Not relevant = 1; Quite important = 2; Very important = 3

⁹ To what extent do policies focus on preventative measures or are purely reactive to manifest problems
PREVENTIVE = 1; REACTIVE = 2; BOTH=3.

¹⁰ EU = 1; national = 2, regional = 3, local = 4; other -5

¹¹ Youth Guarantee =1; Youth Employment Initiative =2; Framework for Quality traineeships and apprenticeship =3; Eures =4; Support to youth entrepreneurship =5; Other - 6

¹² state = 1, region = 2, municipality = 3, church = 4, foundations, NGOs = 5, private sector = 6, educational institutions=7 Other, please specify=8 If several, please list all



								including youth representatives.
Training (with certificates)	2	2	No.	2	No.	1, 2, 3, 5, 6, 7	Partly.	Within the framework of a special working group in which representatives of youth are included.
Training (without certificates)	1; measure was effectively replaced.	2	Yes.	2	No	6	Yes.	Within the framework of a special working group in which representatives of youth are included.
Employment incentives, subsidies for employer	3	3	Yes.	1, 2	1, 2	1, 5, 6	Yes	Within the framework of a special working group in which representatives of youth are included.
Direct job creation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Start-up incentives, self-employment programmes	2	3	Yes.	2	5	1, 3, 5, 6	N/A	Within the framework of a special working group in which representatives of youth are included.
Other	1; measures is no longer active.	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Comments on Table 5

(Re-)orientation courses, preparation for training or employment

Project Learning for Younger Adults: measure carried out since 1998, with aim to: motivate young unemployed persons to return to school or take employment, to increase the level of general knowledge, to form occupational identity and social and cultural activity. Measure targets young unemployed persons aged up to 25 years who have dropped out of school and other job seekers aged up to 25 years. Project learning for younger adults is defined by activities that enable individuals to obtain functional knowledge from the field of general learning, greater flexibility of thinking, and knowledge that is targeted towards contents increasing the possibility of successful reintegration into the school environment and everyday life and that enables greater integration into the labour market, especially employment flexibility and independence. Young unemployed persons are included in this activity with the purpose to have the possibility



to return to formal educational program in the next school year. The basic condition for inclusion is the employment plan.

Vocational guidance, career counselling

Youth Guarantee envisages several measures aimed at either vocational guidance or career counselling. The target groups of these measures are, in particular, young people who are still involved in education or are moving from education to the labour market. Following measures are in action:

- Career centers for young people
- Promote flexible forms of learning and support quality career guidance for gifted
- Open, responsive and quality system of higher education - Further development and implementation of Career Centers activities in higher education 2015-2020
- Open, responsive and quality system of higher education - Project work with the economy in the local and regional environment – **Creative path to knowledge** 2015-2020
- Raising the quality of the system of evaluating non-formal and informal skills for successful integration into the labor market

Training (with certificates)

Traineeships and apprenticeships are regulated differently depending on the field; sometimes traineeships are mandatory parts of the learning process, and other times educational programs do not include any traineeships.

Recognition of previous (and practical) education is governed by the Rules on the Recognition of the Previous Education in Higher Vocational Education ([Pravilnik o priznavanju predhodno pridobljenega znanja v višem strokovnem izobraževanju](#)).

Training (without certificates)

Work trial: The purpose of the measure is to enable young unemployed people aged up to 29 years prior to employment, test their knowledge and skills. The program also allows employers to test participant before employment. Measure specifically targets unemployed persons aged up to 29 years of age (<30), registered as unemployed. Work trials are carried out with the employers at the workplace, in accordance with the accepted bid, in which an employer defines an implementation plan. Participants are tested on an actual workplace, while ensuring them the assistance of a mentor. The program lasts a minimum of 100 hours to a maximum of one month.

Employment incentives, subsidies for employer

Through programmes to foster employment, the ESS enables subsidies or partial reimbursement of expenses to be provided to employers for hiring new employees. In 2016, the government adopted a plan for implementing [active employment policy](#) measures in 2016 and 2017. Another measure promotes employment by providing various subsidies to employers.



A YG measure supported the permanent employment of unemployed youths (29 years of age or under), offering employers exemptions from their obligation to pay social contributions for an employed young individual for the first two years after hiring. The measure was in place from 1 November 2013 to 31 December 2015. More than 4,600 unemployed youths found employment with the help of this intervention measure.

In the programme 'The First Challenge 2015' ([Prvi izziv 2015](#)), Eastern Slovenian employers can receive a subsidy totalling 7,250 EUR for employing youths. Employment must be maintained for at least 15 months, including a 3-month probation period. The programme will enable 2,859 jobs to be subsidised.

Young people who are registered as unemployed at the ESS can be involved in various ALMP programs as a priority target group. The [data](#) from the MDDSZ suggest that youths are in fact the largest beneficiaries of ALMP measures in Slovenia.

To avoid deepening the problem of fixed-term jobs for youth, one of the regulations in the Action Plan 2016/2017 of the National Programme for Youth 2013–2022 ([Izvedbeni načrt 2016/2017 Nacionalnega programa za mladino 2013-2022](#)) is to provide stimulus for permanent youth employment (Spodbude za trajno zaposlovanje mladih). Under this regulation, employers who employ youths will receive subsidies, thus encouraging stable employment and social security among youths.

Since July 2013, employers in Slovenia are entitled to partial reimbursement for their contributions to pension and disability insurance for two years if they employ a person younger than 26 years of age with a permanent contract for at least two years. The aim of this measure is to stimulate employment with permanent contracts.

Promotion of employment of first job seekers in the field of social assistance: was a measure active in time period 2010-2015. The objective of the programme is employment of first job seekers for a period of 12 months with the aim of acquiring and enhancing qualifications, knowledge and skills of first job seekers in the field of social assistance, where no background training and professional examination does not provide direct employment in this field.

Employ.me: measure was active in time period 2011-2015, the measures aimed to encourage the employment of unemployed persons from the target group through subsidies for employment.

Direct job creation

Promoting the employment of long-term unemployed young people - public works: public works are intended to activate long-term unemployed persons, their social inclusion, preserve or develop working skills and encourage the development of new jobs. Public works programs are selected on the basis of a public invitation. People are included in the program based on the employment plan and the inclusion contract. The selected contractors of public works programs and unemployed persons who are posted to the program conclude employment contracts.



Start-up incentives, self-employment programmes

The SEF (Javni Sklad Republike Slovenije za podjetništvo) offers financial support for newly established innovative enterprises. These incentives provide financial support to young enterprises in the first phase of development. 'This is the most extensive group of newly established innovative enterprises that show potential for rapid growth and require favourable financial sources when starting out.'

In the Action Plan for Active Policy Implementation ([Načrt aktivne politike zaposlovanja](#)), the measure 'promoting self-employment among youth' was introduced (Spodbujanje podjetništva med mladimi). This measure is intended to help unemployed individuals who would like to become self-employed. Projects promoting entrepreneurship among youths are funded by the ESS. The purpose of the project is to encourage activities for unemployed youths, promote innovation and creativity and support new ideas.

The following measures were adopted to support entrepreneurship (see the OECD working paper '[Entrepreneurship support for the unemployed in Slovenia](#)')

- **YES Start:** The Young Executive Society (YES) organises the two-year programme YES Start for all unemployed people who have a desire to learn about entrepreneurship. The project provides them with an opportunity to develop business ideas and an entrepreneurial spirit. The programme is co-funded by the MGRT.
- **Entrepreneurially into the World of Business (Podjetno v svet podjetništva):** This project is designed to help highly educated unemployed individuals under 35 years of age start a business or become employed. It provides an allowance, entrepreneurship training and individual support through regional development agencies. Participants are hired as employees and receive a monthly salary of 798 EUR while they attend full-time training. Training and coaching are provided by staff in the regional development agencies and business consultants. Participants had access to a business advisory service for one year after starting a business. The project started as a regional pilot project but has been available nationally since 2013.
- **ARTUS:** This programme aims to help unemployed youth develop and implement creative and innovative projects. The pilot project was organised by the ESS, the Career Centre Maribor, the Centre for Civic Education in Maribor and Terra Parzival between 7 April 2014 and 20 May 2014. During the pilot, 12 unemployed youths attended workshops on developing business ideas to prepare for self-employment.
- **KonektOn:** The KonektOn entrepreneurship centre conducted a series of eight workshops in order to prepare unemployed youths for starting businesses. The workshops took place in May and June 2014 at the Centre for Vocational Guidance in Koper under the auspices of the ESS. In total, 17 unemployed youths with university degrees developed their business ideas, exchanged views and experiences and received advice. The workshops covered self-motivation, preparing business models, the value of collaboration, defining markets, communication and creative thinking. They were partly funded by the ESF under the Operational Programme Human Resources Development 2007–2013.
- **EnterYOUTH:** The Scientific Research Centre Bistra Ptuj is working with four other institutions, including the lead partner in Croatia, to promote



entrepreneurship among youths and facilitate the acquisition of entrepreneurial skills to help youths identify and pursue business opportunities. The project included a total of 200 young people. It was implemented between February 2014 and January 2015 with a total budget of 221,179 EUR. The project was funded within the framework of the Instruments for Pre-Accession Assistance by the EU and the MGRT.

OTHER

- **Mentoring for young people:** The Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia carried out mixed programme with aim to encourage employees to acquire new skills for a high-quality transfer of knowledge to theyounger generation and to promote the transfer of knowledge and experience to the newly employed young people. The aim for young people is to gain practical work experience in the workplace with the help of skilled mentors and therebyincrease their competitiveness and employability. 1.436.400,00 EUR was available in 2014 when the measure was implemented.

Table 6: Strengths and weaknesses of the overall policy approach. Please indicate/summarise main strengths and weaknesses of the overall national policy approach targeting youth unemployment

Effectiveness of the overall policy approach towards tackling youth unemployment and social exclusion	
Strengths	Weaknesses ¹³
<p>Targeted and segmented action:</p> <p>On the basis of the segmentation of young people into different target groups, gradually increasing the range of actions by shortening the period of unemployment, and increased intersectoral integration and synergies created by integrated measures.</p> <p>carrying out the measures is directed towards addressing the needs of young people, with the main focus being placed on those young people who are most marginalized from the labour market or are in danger of becoming marginalized.</p>	<p>Poor realization of the implementation plan:</p> <p>The program's performance was on average two-thirds, both for the funds spent, and for the planned inclusion of young people in the measures; on average, in estimation of youth sector, only one tenth of young unemployed persons were included in employment for more than three months;</p> <p>most of the measures and consequent inclusion are in the field of training and education.</p>
<p>Progressive action and synergy of measures:</p> <p>The measures are available to all young people in Slovenia from 15 to up to 29 years of age;</p> <p>preventive measures aimed at schooling young people are implemented, as well as measures aimed at unemployed young people. The measures are available to unemployed people</p>	<p>Insufficient interdepartmental cooperation of the ministries involved:</p> <p>ministries approached the preparation and implementation of measures with different eagerness and / the interest of some ministries was almost non-existent;</p> <p>little to no cross-sectoral links between the ministries, therefore some similar</p>

¹³ Listed weaknesses were identified by youth sector actors in Slovenia, which were gathered in the document »Youth Sector Commentary on Implementation plan of Youth Guarantee 2014-2015« ([Komentar mladinskega sektorja na IN JZM 2014-2015](#)).



<p>immediately after the occurrence of unemployment (registration with the ESS). During their unemployment, they are adapted to the specific needs of particular target groups of the young.</p>	<p>measures were not complementary or connected, thereby reducing the synergistic effect in the event of non-implementation of the measures, the ministries did not explain why the measures were not implemented, let alone assumed responsibility; lack of cooperation between the ministries presents a barrier to the implementation.</p>
<p>Principle of intersectoral cooperation: The integration of sectors (particularly of employment, economy and education) is extremely important in order to achieve optimal effects through the implemented activities.</p>	<p>Cooperation with youth sector is extremely important: youth sector welcomed the proposed approach, which was implemented at the time of preparation of measures, however, the functioning of the established monitoring group was not optimal, lacking of input, insufficient and non-transparent;</p>
<p>Principle of reciprocal obligation: Systemic, preventive and active measures. The latter are intended for young people after graduation when they enter the labor market.</p>	<p>Funding measures with European funds is problematic: Many difficulties in implementing arise from the fact that they were financed by European funds and must follow certain guidelines. Often, the funds were unavailable, yet some funds would not have been obtained. In 2015, for the following reasons, a third of the measures were not implemented;</p>
<p>The implementation of the Youth Guarantee and the positive shifts in the labor market in 2014 and 2015 have influenced the increased employment of young people. In 2014, the number of unemployed young people who were employed increased by 23.6%, while the employment of unemployed persons aged 30 years or more increased by 9.0%.</p>	<p>The youth unemployment rate did not decrease significantly:</p> <ul style="list-style-type: none"> - Comparing youth unemployment in December 2013 and December 2015, a very small decrease of unemployment can be observed, from 26.2% to 23.9; - youth unemployment is still almost two times higher than general unemployment; - of all the young people who were included in the YG scheme, only 9.3% were employed.
<p>Young people are involved in active employment policy programs with the aim of gaining appropriate work experience, the lack of which is often an obstacle to integration into the labour market. Unemployed young people are thus often involved mainly in programs where they can gain appropriate work experience, but on average, they are more successful than other age groups of the unemployed.</p>	<p>Increased number of long-term unemployed young people:</p> <ul style="list-style-type: none"> - At the time of the implementation of the YG, long-term unemployment among young people has been greatly increased.



	Increase of precarious work among young people.
	Encouraging entrepreneurship can be deceptive: <ul style="list-style-type: none">- Youth sector issues fair warning to approach the wider discourse of entrepreneurship and accompanying ideological concepts with care and prudence.- Measures, especially subsidies, should be aimed at unemployed young people and not businesses. Measures to promote entrepreneurship among young people do not address the real problems of young people who want to set up their own company.
	The most critical group is still NEET, yet it is not addressed properly and systematically.
	Early intervention and activation measures do not provide a clear picture of the effects.
	Employment and training measures require greater transparency and efficiency in subsidizing.
	Youth unemployment should be addressed systematically and in cooperation with different stakeholders: <ul style="list-style-type: none">- tackling youth unemployment should take into account the entire labour market;- it is necessary to encourage the creation of new jobs, not just through subsidies, it is also necessary to create measures that ensure the long-term employment of young people.



Youth employment policies: focus on selected interventions

Table 7 A brief overview of selected youth employment interventions

No	Name	Level	Main target group ¹⁴	Type ¹⁵	Starting year	Funding source	Part of EU initiatives	Evaluation	“Good practice” ¹⁶ example	Impact of policy measures on youth inclusion ¹⁷	Trends in the way selected policy measures influence unemployed young people ¹⁸
1	‘On-the-Job Training’ (Usposabljanje na delovnem mestu)	National	Universal	1	1991	National, European Social Fund	It is also in line with the Employment Guidelines and with several EU instruments such as the European Social Fund (ESF) implemented under the priority axis to improve ‘access to employment’. The programme has been co-financed by the ESF since 2004.	Yes, positive	Yes	4	1, more than 70% of participants were employed
2	‘First Challenge’	Regional	Targeted youth (unemployed)	4	2014	National, YEI		Yes, positive	Yes	4	1, 76% (2,553) found employment

¹⁴ a. targeted youth, b. universal, c. targeted risk group, d. targeted to youth risk group

¹⁵ (re-)orientation courses, preparation for training or employment = 1; vocational guidance, career counselling = 2; training (with or without certificates) = 3; Employment incentives, subsidies for employer = 4, direct job creation = 5, and start-up incentives, self-employment programmes =6

¹⁶ EU Database of national labour market ‘good practices’ definition: “A specific policy or measure that has proven to be effective and sustainable in the field of employment, demonstrated by evaluation evidence and/or monitoring and assessment methods using process data and showing the potential for replication. It can cover both the formulation and the implementation of the policy or measure, which has led to positive labour market outcomes over an extended period of time.”

¹⁷ 1 - very weak; 2 - weak; 3 - medium; 4 - strong; 5 - very strong; N/A - not applicable. Please provide a brief explanation of the ratings, incl. references if relevant.

¹⁸ 1 - Significant improvement; 2 - Improvement; 3 - No change; 4 - Deterioration; 5 - Significant deterioration; N/A – not applicable. Please provide a brief explanation of the ratings, incl. references if relevant.



3	'Promoting Apprenticeships'	National	Targeted to youth group	3	2016	National, Operational Program for the Implementation of the European Cohesion Policy 2014-2020	Yes, European Cohesion Policy 2014-2020	? (Internships in the field of social care. The impact is not measured, however the internship is a prerequisite for pursuing a profession.	Yes	4, completed apprenticeship is mandatory prerequisite for vocational work in the field of social security.	n/a
4	From College to Practice (Iz faksa takoj praksa)	National	Targeted to youth group	4	2015	Central governmental funds and European Social Fund	Yes, European Social Fund	Yes, positive.	Yes	4	1, on the 30th day after the end of the subsidized employment, 83.0% of all employees were still employed.

Comments on Table 7

Additional information

The 2015 [Annual Report](#) on the implementation of state actions regarding the labour market shows that, in terms of the transition to employment, one of the most successful training programs was 'On-the-Job Training' (Usposabljanje na delovnem mestu). On the other hand, there were delays in the implementation of the programmes 'The First Challenge 2015' ([Prvi izziv 2015](#)) and 'Promoting Apprenticeships' ([Spodbujanje pripravnihštev](#)). The final results of the programme 'The First Challenge 2015' ([Prvi izziv 2015](#)) will be announced at the end of 2017.

The MDDSZ prepared a report on the implementation of the YG 2014–2015 ([Poročilo o izvajanju jamstva za mlade 2014-15](#)). In 2014 and 2015, 49,181 young job seekers found employment. In 2015, 41.5 % of all ALMP participants were younger than 29. In total, 29.3 million EUR was spent on ALMP measures for youths in 2014, and 20.7 million EUR was spent in 2015. According to the ESS, there was a 40% increase in the number of unemployed persons who found jobs within four months of registering as unemployed in 2014 and 2015. However, in the same governmental document ([Poročilo o izvajanju jamstva za mlade 2014-15](#)), youth organisations that are actively involved in monitoring the implementation of the YG stated that there is still room for improvement in the measures and implementation of the YG.



Slovenia introduced a special intervention measure to promote employment for unemployed youths under 30 years of age. Under this measure, employers are exempted from making contributions to social security for two years after offering a permanent position to an unemployed person under 30 years of age. In the 24 months after the implementation of this measure (1 November 2013 to 31 December 2015), according to the MDDSZ, more than 4,200 young people were employed.

‘On-the-Job Training’ (Usposabljanje na delovnem mestu)

The program is aimed at acquiring and strengthening the skills, knowledge, skills and skills of unemployed persons whose existing knowledge or work experience does not allow for direct employment and contributes to promoting the employment of unemployed persons from the target group. The program includes unemployed persons up to 29 years of age or under the age of 30 who have been registered for at least three months in the register of unemployed persons at the institution.

The program is partly financed by the European Union from European Social Funds under the Operational Program for the Implementation of the European Cohesion Policy 2014-2020 within the 8th priority axis. Employment promotion and transnational labor mobility; 8.2 Priority investment Sustainable integration of young people into the labor market, especially those who are not employed and are not educated or trained, including young people who are vulnerable to social exclusion, and young people from marginalized communities, including through the implementation of the Youth Guarantee, and 8.2.1 the specific objective of Reducing youth unemployment.

According to the Annual report on the implementation of state measures in the labour market for year 2016 ([Letno poročilo o izvajanju ukrepov države na trgu dela 2016](#)), [following youth groups participated in the measure:](#)

Table 8 Number of entries - On-the-Job Training

On-the-Job Training	Number of entries	Share of entries (%)
Overall entries:	369	100
- women	241	65
- long-term unemployed women	213	58
- primary school education	30	8
- ISCED 5	141	39
- ISCED 7	65	18

One year after the completion of the training ([Usposabljanje na delovnem mestu](#)), more than 70% of participants were employed, making it one of the most successful active employment programmes.

‘First Challenge’ (Prvi izziv)

The aim of the program was to promote the employment of young unemployed persons from eastern Slovenia aged 15 to 29 years and were registered for at least three months in the register of unemployed persons and did not attend or trained. The contractual



period for retaining a subsidized employment with an employer, whose bid was accepted on a public invitation, was at least 15 months with a three-month probationary period (3 + 12 months) for full-time work.

The programme is partly funded by the European Union from the ESF funds under European Social Funds under the Operational Program for the Implementation of the European Cohesion Policy 2014-2020 within the Priority Investment 8.2. Sustainable integration of young people into the labor market, in particular those who are not employed and are not educated or trained, including young people at risk of social exclusion and young people from marginalized communities, including through the implementation of the Youth Guarantee and the specific objective 8.2.2. Implementation of the Youth Employment Initiative - reducing the unemployment of young people who are not employed and are not educated or trained, aged 15-29 years in the cohesion region of eastern Slovenia.

The programme 'First Challenge', which was implemented from 2012 to 2014, has achieved good results. Of the unemployed youths that participated in that programme (3,365), 76% (2,553) found employment. However, for the First Challenge 2014–2015, only about 3 million EUR were spent of the estimated 20 million EUR. Thus, instead of the planned 3,400 participants, only 477 youths were provided paid traineeships and on-the-job training. The programme is being implemented again from 2015–2017 with the aim to reach estimates.

'Promoting Apprenticeships' (Spodbujanje pripravništev)

'Promoting Apprenticeships' is a national project that started in 2015 and aims to increase employability of young people with certain level and type of education defined for professional workers in respective fields and is in accordance with the current field legislation. Measure also aims to strengthen social welfare sector in general in order to provide better service of individual social security programmes, and thus providing better quality service for the users of those programmes. The measure was prompted by real issue stemming from disproportioned extent between supply and demand for trainees in the field of social care. The program is implemented within the Operational Program for the Implementation of the European Cohesion Policy for the period 2014-2020, within:

8th priority axes: "Promoting employment and transnational labor mobility", Priority investment 8.2: "Sustainable integration of young people into the labor market, in particular those who are not employed and are not educated or trained, including young people exposed to social exclusion and young people from marginalized communities, including through the implementation of the Youth Guarantee" specific objective 8.2.1: "Reducing youth unemployment".

In 2016 82 young people were participating in the measure, 79 of them finishing their apprenticeships.

From College to Practice ([Iz faksa takoj praksa](#))



The purpose of the program is to promote the acquisition of the first work experience of young unemployed persons. It was planned that 820 people from the target group will be included in the program. According to the Statistical Office, 765 unemployed persons from the target group were included, which is 93% of the planned number of inclusions. The aim of the program was to enable at least 55% of women's employment, 451. Of the 765 unemployed persons who participated in the program, there were 443 women (or 58%, which means that the target is exceeded by 3 percentage points). Of the 451 women enrolled, 443 involved in the program, which translates into a 98% target achievement. Of the 451 women enrolled, 443 involved in the program, which translates into a 98% target achievement. All of them are first-time jobseekers and have a tertiary level of education, two of them a doctorate. 181 (24%) were long-term unemployed. The majority of young people (232 or 30%) included in the program were previously registered with the institution up to three months, which is in line with the content and purpose of the program. 116 were previously included (15%) of recipients of financial social assistance. None of the respondents were recipients of unemployment benefits nor did they have the status of a disabled person. All those involved in the program were young, of which 125 (16%) were aged 18 to 25 and 640 (84%) were aged 25 to 30 years. One-year employment has expired in 2016. On the 30th day after the end of the subsidized employment, 83.0% of all employees were still employed.

Detailed description and evaluation of the selected measures

Name of the initiative	On-the-Job Training (Usposabljanje na delovnem mestu)
Short description	<p>(Primary/Main) aim of the measure: Raising the level of training for work of disadvantaged workers and in this way promoting their employment. Acquisition of knowledge, abilities and skills coordinated with demand on the labour market. Renewed work integration of persons included.</p> <p>Intended effects: Aim is to integrate unemployed people into the labour market, whilst at the same time also to provide support employers in the process of hiring new employees.</p> <p>Description:</p> <p>Measure is combination of wage subsidy and training on workplace. PES announces public tender, to which employers and job-seekers can apply. PES conducts vetting process for both, employers and job-seekers, eligible employers who serve as training providers are subsidized, while eligible job-seekers are receive training on workplace with the aim of employment after the expiry of measure. Training on workplace is completely in discretion of employer.</p> <p>Workplace training for young people are carried out with employers at a specific workplace and under the expert guidance of the mentor. They include unemployed persons whose existing knowledge or work experience does not</p>



	<p>allow for direct employment. Individual training is reported by the developer - the employer. Persons are included in the training on the basis of the employment plan and the inclusion contract.</p> <p>The training lasts 2 or 3 months. Only young first-time job seekers can be involved in 3-month training. Upon completion of the training, the employer delivers a performance report to the participant, describing the acquired skills, knowledge and skills.</p> <p>About 60–70% of participating employers provide routes to employment within 12 months after concluding the training. The organisations responsible for implementing this measure are the MDDSZ and the PES. The measure was first implemented in July 2016.</p> <p>Target groups: Unemployed persons.</p> <p>Eligibility criteria for beneficiaries: Unemployed persons, more than 3 months registered at PES.</p> <p>Type of intervention (which type of ALMP & which elements of social policy): Type 2 - Workplace training</p> <p>Level: National</p> <p>Start/ end date: 1991, ongoing.</p> <p>Are stakeholders involved in the formulation/implementation of this measure? Nikjer nisem zasledil</p> <p>How/through which institutions is this measure implemented? Ministry of Labour, Family, Social Affairs and Equal Opportunities is the responsible body, the PES is partner involved in implementing the programme. The Ministry of Labour, Family, Social Affairs and Equal Opportunities is a direct budget user and the intermediate body. ESS is a beneficiary. ESS is therefore implementing the measure. Through public tender, ESS selects employers that are eligible for carrying out the measure, namely as a training provider. At the same time PES selects unemployed persons fulfilling the criteria for participating in the measure and in the training provided by the selected employers.</p> <p>Budget (EUR, thousand) and source: For the years 2017 and 2018 an indicative amount of EUR 2.6 million is available, of which: 80% is co-financed by the European Union from the European Social Fund, 20% from the Slovenian governmental budget.</p>
<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job. 15,769 people were covered since 2013, of which 2,709 participants were young people in 2015 and 2016.</p> <p>Total expenditures for the program on annual basis. Approximately 1.3 million EUR for 2017.</p>



	<p>Total expenditure per beneficiary? If not available, other expenditure data what is available. For the years 2017 and 2018 an indicative amount of EUR 2.6 million is available, targeted specifically on young people. For youth training, EUR 15.8 million is available, of which: 80% is co-financed by the European Union from the European Social Fund, while 20% is provided from the Slovenian governmental budget for time period 2014-2020.</p>
Targeting	<p>Which are the target groups of this measure? Unemployed persons, more than 3 months registered at ESS.</p> <p>Is this program especially targeted to young people or to all unemployed? Program puts special emphasis on young people, which is dubbed On-the-Job Training – Young people.</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)? The duration of on the job training is one month in the case of training on simple jobs, and two months if training takes place in more demanding jobs. In the case of unemployed persons that are aged 30 years or less, on the job training can last three months.</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly No.</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? The on the job training measure is in line with the Europe 2020 strategy. Also, the measure is one of the measures of the Youth guarantee. It is also in line with the Employment Guidelines and with several EU instruments such as the European Social Fund (ESF) implemented under the priority axis to improve 'access to employment'. The programme has been co-financed by the ESF since 2004.</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>No evaluations are available. Following data is gathered from annual reports on the implementation of state measures in the labour market (2014, 2015, 2016):</p> <p>2012: 37,9% of all participants were young people,</p> <p>2013: 55,2% of all participants were young people, until the end of the programme, the share increased by 1,4%,</p> <p>2014: 56,5% of all participants were young people (4,144 nominally),</p> <p>2015: 54,5% of all participants were young people (2,340 nominally)</p>



	<p>2016: 369 young people participated in the measure, which is now specifically youth-targeted.</p> <p>The result indicator, measured by the number of jobs, 12 months after the completion of the project, was 63.2% in 2014. Among them there were 1,634 young people under 30 years of age. The share of exits for employment is very good and stood at 74.4% for 2014 and 74.9% for 2015. The provisional share for 2016 is 38.7%. Most of the persons are employed within three months after the completion of the program. In 2016, 66.9% of persons were employed in a month.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>Internal monitoring, Internal evaluation, External evaluation.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p>No evaluations are available; however, statistical data is available in annual report on the implementation of state measures in the labour market (Letno poročilo o izvajanju ukrepov države na trgu dela 2015, Letno poročilo o izvajanju ukrepov države na trgu dela 2016).</p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>In Annual report on the implementation of state measures in the labour market 2015 (Letno poročilo o izvajanju ukrepov države na trgu dela 2015) we find that 4.289 unemployed people participated, of which 2.340 were young people, 65 of those were unemployed up to 3 months.</p> <p>In Annual report on the implementation of state measures in the labour market 2016 (Letno poročilo o izvajanju ukrepov države na trgu dela 2016) we find that On-the-Job Training – Young people was introduced, statistics show that 369 young people participated in the measure, 241 of those were women, 255 was looking for their first employment, 213 were long-term unemployed. Report also shows that the share of exits for employment is very good and stood at 74.4% for 2014 and 74.9% for 2015. The provisional share for 2016 is 38.7%. Most of the persons are employed within three months after the completion of the program. In 2016, 66.9% of persons were employed within a month.</p>



<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects? The programme is successful in achieving its stated goals and intended effects.</p> <p>Assessment of the magnitude of the effect? We assess the magnitude as average, the measure effectively involves young people in the labour market, however, employment rate is low. Annual report on the implementation of state measures in the labour market 2016 (Letno poročilo o izvajanju ukrepov države na trgu dela 2016) states that with the help of the program, four unemployed persons were employed by the end of 2016.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>With the high entrance level, there are no significant problems concerning coverage.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>The main weaknesses is the effectiveness of this intervention in mid- and long-term. Entrance level are relatively high, while the rate of employment is low.</p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>This measure addresses important cause for unemployment of young people, which is lack of experience and adequate skills as structural unemployment is characteristic of labour market in Slovenia.</p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention. As mentioned above, structural unemployment is characteristic of Slovenian labour market, the programme aims at acquiring and strengthening the skills and knowledge of unemployed persons whose existing knowledge or work experience does not allow direct employment and contributes to the promotion of employment of unemployed persons from the target group (young unemployed, registered at PES for at least 3 months). In-depth evaluation should focus specifically on low employment rate at the end of programme, as the measure lack effectiveness.</p> <p>Give a reason why you value it as a good practice?</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p>

<p>Name of the initiative</p>	<p>First Challenge (Prvi izziv)</p>
<p>Short description</p>	<p>(Primary/Main) aim of the measure:</p>



	<p>The programme aims to promote the employment of unemployed persons under the age of 30 years, permanent residents of the Region Eastern Slovenia, registered for at least 6 months.</p> <p>On the public invitation, employers from all over Slovenia can submit a bid for subsidized employment of unemployed youth from eastern Slovenia. The subsidy amounts to EUR 7,250 for a minimum of 15 months' employment, which includes a 3-month full-time probationary course. For a part-time work based on a disability decision, a relatively lower subsidy is paid.</p> <p>To date, more than 1,000 unemployed have been included in the First Challenge 2015 programme, which represents 37% of the planned 2,859 subsidized jobs. The funds are therefore still available and we invite employers to participate in a public invitation.</p> <p>Intended effects:</p> <p>Promotion of the employment of young unemployed persons from eastern Slovenia, aged 15 to 29 years old, who have been registered for at least three months in the register of unemployed persons and have not been educated or trained. The aim of the program was to enable 2.859 unemployed young people to work, with at least 88% of the participants envisaged that the program would end.</p> <p>Description:</p> <p>Measure comprises of wage subsidy and training on the workplace. PES announced public tender for employers to apply, PES also provided employers with eligible job-seekers. Employer is the beneficiary of wage subsidy, whereas job-seeker gets an opportunity to gain experience and training on the workplace. The measure served as subsidized test period during which employers tried their potential employees without carrying too much risk.</p> <p>The measure is currently being implemented. A combination of on-the-job training and subsidies have proven successful in the past, in this particular measure, employers receive subsidy if they hire unemployed youths 29 of age or under that reside in Eastern Slovenia. Under this measure, the MDDSZ plans to provide more than 3,000 jobs to unemployed youths. The organisations responsible for implementing this measure are the MDDSZ and the PES.</p> <p>Target groups:</p> <p>Registered unemployed (Youth)</p> <p>Eligibility criteria for beneficiaries:</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>4; Employment incentives, subsidies for employer.</p> <p>Level:</p> <p>Regional</p>
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	<p>Start/ end date: 2015, ongoing</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> <p>How/through which institutions is this measure implemented? Measure is implemented through the Employment Service of Slovenia (ESS). Through public tender, ESS selects employers that are eligible for carrying out the measure, namely as a training provider. At the same time ESS selects unemployed persons fulfilling the criteria for participating in the measure.</p> <p>Budget (EUR, thousand) and source: EUR 20.7 million was allocated on the public invitation, financed by YEI and national budget.</p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job. Between 2015 and 2016, a total of 2,935 people were included (of which 39 in 2015 and 2,896 in 2016), which is 103% of all planned inclusions. Among persons included in 2015, on the 30th day after the end of the subsidized employment, 328 persons or 68.8% of employees were employed. On the 365th day after the end of the subsidized employment, 76.1% of those involved were still employed in 2015.</p> <p>Total expenditures for the program on annual basis. In November 2015, total of 20,7 million EUR was allocated on public tender. After one year of implementation of the program, the PES announced the closing of the public invitation on December 15, 2016, for the available resources were exhausted.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p>
Targeting	<p>Which are the target groups of this measure? Young unemployed people, under the age of 30 years, permanent residents of the Region Eastern Slovenia, registered for at least 6 months.</p> <p>Is this program especially targeted to young people or to all unemployed? Programme is specifically targeted to young people.</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p>



<p>Youth involvement</p>	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No.</p>
<p>Links to EU initiatives</p>	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>Yes, programme is linked to Youth Employment Initiative.</p>
<p>Available evaluations</p>	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>No evaluations are yet available as the First Challenge 2015 expired in March 2017, however, there is statistical data available in Annual report on the implementation of state measures in the labour market 2016 (Letno poročilo o izvajanju ukrepov države na trgu dela 2016)</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p>
<p>Summary of evaluation results</p>	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>Evaluation is yet to be done, statistical data is available and show that among persons included in 2014, on the 30th day after the end of the subsidized employment, 328 persons or 68.8% of employees were employed. On the 365th day after the end of the subsidized employment, 76.1% of those involved were still employed in 2014.</p>
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects?</p> <p>The programme is successful in achieving its stated goals and intended effects, as 76.1% of those involved were still employed in 2015.</p>



	<p>Assessment of the magnitude of the effect? Programme has strong effect tackling youth unemployment, the percentage of employed youth due to the participation in the programme is self-explanatory of the magnitude of the effect, as more than three quarters of participants were still employed after the programme expired.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? Despite no official evaluation being available, current information and success rate suggest that the coverage was adequate.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? At the moment, no weaknesses were identified.</p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>Measure does not address the main cause, on the other hand, it offers subsidies for employer of young people, which facilitates the transition to the labour market.</p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p>Main success factor is the subsidy for employer of young people.</p> <p>Give a reason why you value it as a good practice?</p> <p>Social contributions, which are obligatory for employer to pay for its' employees, are fairly high in Slovenia, subsidy facilitates the employment of young people by lowering the risk on employers' side.</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p>

<p>Name of the initiative</p>	<p>'Promoting Apprenticeships' (Spodbujanje pripravništev)</p>
<p>Short description</p>	<p>(Primary/Main) aim of the measure:</p> <p>Greater employability of persons with the level and type of education determined for professional workers in the Social Assistance Act and strengthening of the social care sector for the implementation of individual social security programs and thus providing better quality services for users of social welfare programs.</p> <p>Intended effects:</p> <p>To employ up to 100 first-time job seekers - trainees in the field of social protection, in accordance with the respective act, for a maximum period of 12 months, with the intent to acquire and strengthen their skills, and knowledge,</p>



	<p>with the aim of passing a traineeship and professional examination, which is a legal requirement for employment in the field of social protection. The trainee concludes a contract of employment for the duration of the traineeship with an employer in accordance with the legislation governing employment relationships, as a rule for full-time work.</p> <p>Description:</p> <p>The measure envisages training on the workplace as the mean of reaching the intended aims. Social Chamber announced public tender for target group to apply, through which they were financed in order to receive workplace training, which is pre-requisite for professional workers in the field of social care, conditions which are prescribed in the Social Assistance Act. The measure comprise of subsidy for employers and scholarship for beneficiaries.</p> <p>Target groups:</p> <p>Young people aged up to and including 29 years who are the first-time jobseekers in the field of social care, seeking employment at the level and type of education prescribed by Article 69 of the Social Assistance Act.</p> <p>Eligibility criteria for beneficiaries:</p> <p>Adequate education, age criterion.</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>Training</p> <p>Level:</p> <p>National</p> <p>Start/ end date:</p> <p>1.10.2015 – 30.9.2017</p> <p>Are stakeholders involved in the formulation/implementation of this measure?</p> <p>Yes.</p> <p>How/through which institutions is this measure implemented?</p> <p>Measure was implemented through Social Chamber, which issued public tender in cooperation with Ministry of Labour, Family, Social Affairs and Equal Opportunities.</p> <p>Budget (EUR, thousand) and source:</p> <p>National and European budget (ESF), the amount of allocated funds was 1,676 million EUR for time of duration of the measure.</p>
<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p>



	<p>According to the Annual report on the implementation of state measures in the labour market 2016 (Letno poročilo o izvajanju ukrepov države na trgu dela 2016), 82 participants were covered.</p> <p>Total expenditures for the program on annual basis. 1,676 million EUR for the time period of 1.10.2015-30.9.2017.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p>
Targeting	<p>Which are the target groups of this measure? Young people aged up to and including 29 years who are the first-time jobseekers in the field of social care</p> <p>Is this program especially targeted to young people or to all unemployed? Specifically targeted to young people.</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No, the programme aims to provide young people with opportunity for internship, which is prerequisite for employment in the field of social care.</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>Programme is linked to the Operational Program for the Implementation of the European Cohesion Policy 2014-2020 within the 8th priority axis.</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>No evaluations are yet available, the entrance statistics shows that by 2016, 82 participants were covered.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>No evaluations are being conducted, as the aim of the measure is to provide internship to the eligible young people.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized</p>



	<p>jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>N/A</p>
In your view: How would you assess the quality of the intervention?	<p>Does this program achieve its stated goals and intended effects?</p> <p>Programme achieves its basic goal, evaluation on achieving intended effects is yet to be made.</p> <p>Assessment of the magnitude of the effect?</p> <p>Medium, as the needs for internships are estimated around 500, while measure offered 100 internships.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>Insufficient supply of internships seems to be the biggest problem for the accessibility of employment in the field of social care and social work.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p>
Related to the causes of unemployment and target risk groups	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>Measure addresses one of the main reasons for the unemployment and social exclusion of young people in the field of social care and social work.</p>
Interventions assessed as 'good practice' example	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p>Success factor for the mentioned measure is the fact that provides unemployed graduates with opportunity to complete internship, which is prerequisite for employment in the field of social care and social work.</p> <p>Give a reason why you value it as a good practice?</p> <p>We see it as a good practice for the reason that it is targeting acute problem, which needs special and urgent attention.</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p>



Name of the initiative	From College to Practice (Iz faksa takoj praksa)
Short description	<p>(Primary/Main) aim of the measure:</p> <p>The aim of the programme was to encourage the acquisition of the first working experience of young unemployed persons from the target group by systematically training them according to the previously prepared program with the employer, by which they expand and deepen the knowledge, skills and competences acquired during formal education, which will provide the basis for successful and efficient performance concrete work with the employer.</p> <p>With a public invitation 820 jobs are provided for unemployed young graduates through an incentive paid to employers. Improving employment Traineeship, if so provided, shall be conducted for at least one year for full-time at the workplace, the corresponding level of education of the person involved. By systematic upgrading according to the previously prepared program at the employer, young people are expanding and deepening their knowledge, skills and competencies acquired during formal education. The program implements the objectives of the Guarantee for Youth, and its added value is to integrate education and labour market needs.</p> <p>Intended effects:</p> <ul style="list-style-type: none">- to facilitate first employment with a systematic training program for at least 820 unemployed persons from the target group for an uninterrupted period of at least twelve (12) months, full-time or for working time in accordance with the disability decision,- to involve at least 451 women in projects under the programme, which is 55% of all employments. <p>Description:</p> <p>The measure is combination of wage subsidy and training on the workplace. Young graduates without work experience can apply to a public tender announced by PES and receive opportunity to gain experience in the field of their profession, while employers are eligible for wage subsidy. The measure served as subsidized test periods for both, employers and job-seekers.</p> <p>Target groups:</p> <p>Unemployed persons with a tertiary level of education up to and including 29 years old who are kept in the register of unemployed persons and are at the same time seeking first employment.</p> <p>Eligibility criteria for beneficiaries:</p> <p>Age criterion, education attainment, registered at PES as unemployed and first-time jobseeker.</p>



	<p>Type of intervention (which type of ALMP & which elements of social policy): Employment incentives, subsidies for employer</p> <p>Level: National</p> <p>Start/ end date: 30.1.2015 – 30.6.2015</p> <p>Are stakeholders involved in the formulation/implementation of this measure? No.</p> <p>How/through which institutions is this measure implemented? Measure was implemented through PES, which issued public tender for both employers and employees.</p> <p>Budget (EUR, thousand) and source: National budget, 5 million EUR.</p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p>According to the Annual report on the implementation of state measures in the labour market for year 2016 (Letno poročilo o izvajanju ukrepov države na trgu dela 2016), 820 participants were covered, 765 were still employed after the programme has expired.</p> <p>Total expenditures for the program on annual basis. 5 million EUR in 2015.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p>
Targeting	<p>Which are the target groups of this measure? Young unemployed graduates, under age of 30, registered as unemployed and are first-time jobseekers.</p> <p>Is this program especially targeted to young people or to all unemployed? Specifically targets young people.</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p>



	No.
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>Programme has implemented the objectives of the Youth Guarantee.</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>No evaluations are available, however, statistics show that the programme was successful.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>No evaluations were conducted.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p>N/A.</p>
Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>N/A.</p>
In your view: How would you assess the quality of the intervention?	<p>Does this program achieve its stated goals and intended effects?</p> <p>Programme has achieved its stated goals and intended effects, 765 participants were successful at attaining employment, which is 83% success rate.</p> <p>Assessment of the magnitude of the effect?</p> <p>Measure has proved to be effective as 83% of participants have found employment after the measure has expired, magnitude was significant.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>As the entrance level reached its capacity, there were no evident problems concerning coverage.</p>



	In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?
Related to the causes of unemployment and target risk groups	Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not? Programme did address one of the main cause for unemployment, which is lack of practical experience. By providing subsidized employment, the employees were more inclined to employ young people with no previous experience.
Interventions assessed as 'good practice' example	Explain shortly which the reasons are and what are the main "success factors" of this intervention. Success factor is the provision of subsidy, which has lowered the risk on part of employers. Give a reason why you value it as a good practice? We believe that initial incentives for employment of young people are crucial, during the economic crisis, the employers did not favour new employments due to uncertain future and high cost of labour. Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?

Diffusion of EU youth employment initiatives

Youth Guarantee

Youth Guarantee is one of the most important initiative in the field of youth employment and active labour market policies, along with Active Employment Policy, which aims at a general population, but also includes several measures specifically youth-targeted, it presents the largest set of youth employment initiatives in Slovenia.

MDDSZ estimates that around 35,000 unemployed youth per year support will require support under the Youth Guarantee Facility. According to statistical data, as many as 60 percent of newly registered unemployed young people between 25 and 29 years old, and 60 percent of them are from the eastern part of Slovenia. Within 15 actions, considerable attention is paid to the so-called. Preventive measures aimed at schoolchildren at all levels of education, as they have very long-term effects. The key measures are related to the introduction of changes in the system of compulsory traineeships and the renovation of the apprenticeship system, and the increased availability of lifelong vocational guidance at all levels of education. The common goal of these measures is that more young people choose professions where employment is more accessible and they will come to the labour market equipped with (practical) knowledge that employers expect and need. Another important emphasis is on promoting youth employment and measures for vulnerable youth groups in the labour market.



EURES

Presently, the scheme is expected to ensure around 1,500 work placements and is carried out under the banner Your first EURES job ([Tvoja prva zaposlitev EURES](#)) Your first EURES job (YfEj) project aims to provide financial support to approximately 1,500 young people in employment in another EU Member State, Norway or Iceland. It is intended for both jobseekers and employers.

Support to youth entrepreneurship

This measure aims to help young people who want to pursue an independent entrepreneurial path by providing a supportive environment as well as training, mentoring, counselling, tips for starting a business, and so on.

- **Promotion of entrepreneurship among young people** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure should be implemented by the end of 2016.
- **Promotion of entrepreneurship among young people with facilitation of access to entrepreneurial careers**– The organisation responsible for implementing this measure is the MGRT. The measure is being prepared for implementation and it aims at reducing barriers for young individuals to become entrepreneurs.
- **Basic counselling and assessment of business ideas** – The organisation responsible for implementing this measure is the MGRT. A public call was planned for June 2016.
- **Incentives for young companies** – The organisations responsible for implementing this measure are the MGRT and the SEF. The measure is ongoing.
- Promotion of business cooperation and youth employment in youth cooperatives (Spodbujanje poslovnega sodelovanja in zaposlovanja mladih v mladinskih zadrugah) – The organisation responsible for implementing this measure is the MGRT. The measure is ongoing
- **National support network for young people in the field of social entrepreneurship** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. A public call was planned for October 2017.
- **Promoting entrepreneurship among women** – The organisations responsible for implementing this measure are the MDDSZ and the ESS. The measure is ongoing.

Youth Employment Initiative

[Country Fiche](#) for YEI in Slovenia shows that the YEI specific allocation represents 9,211,536€ for the period 2014–2015 (matched by the same amount from the ESF). The YEI is part of the programme for cohesion policy adopted in December 2014. The increased pre-financing will reach 2,763,461€.

All YEI measures will target young people directly. Some examples of measures which the funding can support are: Direct support for high-quality traineeships and apprenticeships; Provision of first job experience (placements for at least 6 months);



Start-up support for young entrepreneurs (mentoring and access to finance); Quality vocational education and training.

1,879 persons were involved in YEI-supported actions in Slovenia, with number not being definitive, as some of the programmes are still ongoing.

Programme „First Challenge 2015“

- Slovenia has allocated all YEI funds to support the “First Challenge 2015” Programme (Prvi izziv).
- The programme was launched as a public tender by the PES on 30 November 2015.
- The programme aims to support young people aged 15-29 years in the cohesion region of Eastern Slovenia into work, through subsidised employment for a period of 15 months, including a probation period of three months.
- The monitoring system established as part of the First Challenge 2015 programme uses SMART (specific, measurable, attainable, relevant, timely) indicators and will provide for both quantitative and qualitative evaluation of the programme’s implementation in 2018.



Consistency of the policies for youth inclusion

Open, responsive and quality system of higher education - Mobility of students from socially weaker environments: measure aims to promote mobility of students from socially weaker environments, public tender was first presented in April 2016, the Government Office for Development and European Cohesion Policy issued a decision on support for the program. Since 2015, the Ministry of Education, Science and Sport has been implementing the project "Mobility of students from the socially weaker environments", with which, through the funds from the European Social Fund and through the Erasmus+ programme, it co-finances monthly allowances for students from socially disadvantaged backgrounds. From this academic year, funds for incentives are available for them in the form of a monthly allowance of EUR 270. The incentive is paid to the student as a whole before leaving for international mobility. The European Social Fund contributed 80 percent of whole finances.

The programme 'Project Learning for Young Adults' ([Projektno učenje za mlajše odrasle](#)) is a non-formal education program within the framework of the AMLP measures intended for young adults from the age of 15 to the age of 26 who:

- have the status of an unemployed person or the status of the first-time job seeker;
- they are not involved in education;
- they encounter difficulties in education that can lead to interruption of schooling;
- they are not employed or they do not have a job.

The main purpose of the programme is to develop the potential of vulnerable young adults for successful integration into education for acquiring education, developing a professional identity and thus successful integration into the labor market and for successful social integration. The program follows these fundamental goals:

- the creation of a professional identity, self-initiative and entrepreneurship approaching the labor market; entering it,
- developing learning and basic skills, creating a personal identity and promoting active participation in society.

The programme is partly funded by the European Social Fund under the Operational Program for the Implementation of the European Cohesion Policy for the period 2014-2020, within: 9.1 Priority investment Active inclusion, including promoting equal opportunities and active participation, and improving employability, 9.1.2 specific objective of empowering target groups to move closer to the labour market.

Public tender for the co-financing of projects "development and implementation of the transition of young people with special needs to the labor market": through the integrated approach and systematic project content, the purpose of the public tender is to influence the greater social inclusion of young people with special needs and to contribute to the creation of a single support environment as an interface between the



school and the labor market for the targeted group's empowered entry into the labor market.

The key objectives of the public tender are:

- development and implementation of projects for the transition of young people with special needs to the labour market, which will contribute to the acquisition of competences of persons from the target group and bring them closer to the labour market,
- promoting the social inclusion of persons from the target group,
- promotion of professional persons in educational institutions, parents or administrators to activate people from the target group as soon as possible,
- establishment of a single employment network for the transition from school to the labor market and awareness and motivation of employers for the employment of persons from the target group.

Table 9 A brief overview of selected youth employment interventions related to components of social policies

No	Name	Level	Main target group ¹⁹	Starting year; end year	Funding source	Part of EU initiatives	Evaluation	Impact of the policy measures	Trends in the way selected policy measures influence unemployed young people
1	Open, responsive and quality system of higher education - Mobility of students from socially weaker environments	National	D. Targeted to youth risk groups	2016	National, European Social Fund	No.	Measure was implemented in 2016, the evaluation is yet to be done.	Young people from socially weaker backgrounds were facilitated in their international mobility.	Mobility is a helping factor in tackling youth unemployment.
2	'Project Learning for Young Adults'	National	D. Targeted to youth risk groups	1998	National, European Social Fund	Yes, European Cohesion Policy for the period 2014-2020	Yes, positive.	Young people, NEETs, and those in danger of becoming NEET, are being reintegrated into education or employment.	N/A.
3	Public tender for the co-financing of	National	D. Targeted to youth	2016	National, European Social Fund	Yes, Youth Guarantee.	N/A, measure was implemented	N/A	N/A

¹⁹ a. targeted youth, b. universal, c. targeted risk group, d. targeted to youth risk group



	projects "development and implementation of the transition of young people with special needs to the labour market"		risk group				nted in July 2016.		
4	Family-Friendly Enterprise Certificate	National	B. Universal	2003	National, European Social Fund	No.	Yes, positive.	N/A	N/A

Comments on Table 9

The main goal of the active employment policy ([Aktivna politika zaposlovanja](#)) is the "flexicurity" concept. The purpose of flexibility as a measure is to help improve the socio-economic situation of young people with enabling faster and easier transition of young people from the education system to the labour market (see The Matrix of Measures Implemented in the Youth Policy Field by the National Authorities ([Matrika ukrepov državnih organov na področju mladinske politke](#))).

Family:

Young people in Slovenia often find it difficult to reconcile work and family life, partially because employers perceive parenthood as disruptive to the work process rather than valuable. One of the main objectives of the National Programme for Youth 2013–2022 ([Resolucija](#) o Nacionalnem programu za mladino 2013–2022) is to make it easier for youths to coordinate work and family life. To realise this aim, one subfield was prioritised: reinforcement of activities to eliminate discrimination of parents and enable individuals to coordinate their private and family lives easier. The supervisors of this measure are the MDDSZ, the MIZŠ, the Labour Inspectorate of the Republic of Slovenia and other social partners.

One certificate award project, which was co-funded by the European Social Fund, is an example of good practice recognising parenthood as a value. This project, '[Family-Friendly Enterprise Certificate](#)' (Certifikat družini prijazno podjetje) is organised by the Ekvilib Institute in cooperation with the MDDSZ and the Trade Union Mladi Plus

Detailed description and evaluation of the selected measures

Name of the initiative	'Project Learning for Young Adults' (Projektno učenje za mlajše odrasle)
Short description	(Primary/Main) aim of the measure:



	<p>To develop the potential of vulnerable young adults for successful integration into education for acquiring education, developing a professional identity and thus successful integration into the labor market and for successful social integration.</p> <p>Programme addresses the unemployment of vulnerable youths with few opportunities to enter the labour market or re-enter education. It takes a more in-depth approach to the social integration of youths with difficult family backgrounds. The programme primarily aims to improve their skills and enhance their employability through personal support and project-based learning in groups. Highly qualified professionals provide specialised assistance in the form of a mentorship. The programme is intended to include 500 young people per year and help them to enter employment or re-enter and finish higher education. The organisations responsible for implementing this measure are the MDDSZ and the PES. The measure is ongoing.</p> <p>Intended effects:</p> <p>Development of different professional competences and key competences.</p> <ul style="list-style-type: none">- To motivate young unemployed persons to return to school or take employment.- To increase the level of general knowledge.- To form occupational identity and social and cultural activity. <p>Description:</p> <p>The PUM-O candidate and mentor prepare the starting points for the preparation of a personal career plan, in which they define the purpose of the candidate's cooperation (vision) and the starting goals that will be followed by the participant in the program. Together with the consultant who has nominated the candidate, they assess the plan and define it timely, define the indicators to monitor the plan, and the deadlines for monitoring the plan. It should be noted here that it is primarily a process development program that envisages that the personal career plan is complemented through the learning process towards the goals set. There may be modifications of the plan, but they are agreed between all stakeholders at the points that are set for monitoring.</p> <p>The measure consists of mainly either a) wage subsidy, whether the beneficiary seeks to enter labour force, or b) provision of training and education, if beneficiary seeks to attain education level. Furthermore, beneficiaries are eligible for counselling and reimbursement for travelling costs.</p> <p>Target groups:</p> <p>Young adults from the age of 15 to the age of 26 who:</p> <ul style="list-style-type: none">- have the status of an unemployed person or the status of the first-time job seeker;- they are not involved in education;
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	<ul style="list-style-type: none"> - they encounter difficulties in education that can lead to interruption of schooling; - they are not employed or they do not have a job. <p>Eligibility criteria for beneficiaries:</p> <ul style="list-style-type: none"> - age criteria, - registered at Public employment service as unemployed, - are included in regular education, but are potential NEET. <p>Type of intervention (which type of ALMP & which elements of social policy): Institutional training.</p> <p>Level: National</p> <p>Start/ end date: 1998, ongoing</p> <p>Are stakeholders involved in the formulation/implementation of this measure? Yes</p> <p>How/through which institutions is this measure implemented? Implemented by providers selected by the Ministry of Higher Education, Science and Technology via a public tender.</p> <p>Budget (EUR, thousand) and source: National budget and European Social Fund, 12 million EUR for time period 2014-2020.</p>
<p>Achieved results</p>	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job.</p> <p>The number of young people covered for entire running period is not available, neither of number of people who are entitled. In 2016, 415 participants took part, 153 participants in 2015.</p> <p>Total expenditures for the program on annual basis. 2 million EUR on annual basis.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. N/A.</p>
<p>Targeting</p>	<p>Which are the target groups of this measure? Young adults from the age of 15 to the age of 26 who:</p>



	<ul style="list-style-type: none"> - have the status of an unemployed person or the status of the first-time job seeker; - they are not involved in education; - they encounter difficulties in education that can lead to interruption of schooling; - they are not employed or they do not have a job. <p>Is this program especially targeted to young people or to all unemployed? Programme is targeted to young people.</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No.</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>No.</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>Yes, permanent monitoring and periodical evaluation (e.g. evaluation in 2011)²⁰.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>Both.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p>

²⁰ http://arhiv.acs.si/dokumenti/Evalvacija_JVP-PUM_TUM_PUM.pdf



	<p>Qualitative and quantitative assessment provides with in-depth analysis of effects, outputs, satisfaction of participants, goal achievement, etc.</p>
<p>Summary of evaluation results</p>	<p>The results of the second National Evaluation 2009-2010 confirmed the indisputable quality of the program. The programme was effective in achieving most of the objectives set. The social integration role of the programme for young drop-outs was very well implemented, which corresponds to the results of the 2002 evaluation. For 83% of the participants, in their opinion, the participation in the PUM program led to (positive) changes in life, changes, while in some cases significant ones. Thus, it has also estimated three quarters of all mentors. According to their assessment, the participants are often more successful on the basis of the knowledge gained in the PUM programme, upon reintegration into education or on its continuation, which is confirmed by almost three quarters of the respondents of the former participants. For the vast majority of these (98.6 percent), the learning experience in the PUM programme was significantly different from their school experience. The mentors also estimated that the participation in the program was more successful in finding a job, since they better developed the field of discovering their own professional interests; and their professional information is also better; many have shaped their career plans. A little less than three quarters of the participants confirmed that the knowledge they gained in the PUM program is truly useful in their everyday life (Source: PUM-O)</p>
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects? Program does achieve stated goals and intended effects.</p> <p>Assessment of the magnitude of the effect? Measure successfully reintegrates young people, thus preventing further damage and negative consequences of early leaving of education and training, low level of skill attainment, etc.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)? Programme is active since 1998 and has proven to be effective and successful in reintegrating young people, there are no evident problems concerning coverage.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention? Key challenges of this intervention are: diversity of participating organisations, inconsistent training and preparation of mentors', lack of network support for mentors.</p>



<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>Aim of the measure is to minimize the consequences of NEET, reintegrating young people into society and preparing them to enter labour market by equipping them with certain skills and knowledge.</p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>A central activity in the PLYA programme was the development of individual learning plans tailored to participants. A key condition for carrying out these plans was the coaching and mentoring programme to provide one-to-one support.</p> <p>Give a reason why you value it as a good practice?</p> <p>We value this programme as good practice based on the results it has provided since its implementation. An evaluation (2003) demonstrated that the programme was effective in helping young people to enter employment or re-enter education:</p> <ul style="list-style-type: none"> - 98% of participants reported a different, more positive experience than in regular school; - 83% of participants thought that they have made positive changes in their lives, particularly with reference to social integration; - 48% of participants choose to continue their education; - 26% of participants entered employment; - 18% of participant entered employment and while attending adult education; and, - 6% of participant started their own business <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p>

<p>Name of the initiative</p>	<p>Open, responsive and quality system of higher education - Mobility of students from socially weaker environments (Odprt, odziven in kakovosten sistem visokega šolstva – Mobilnost študentov iz socialno šibkejših okolij)</p>
<p>Short description</p>	<p>(Primary/Main) aim of the measure:</p> <p>To enable and provide young people from socially weaker background with a chance to be mobile during study.</p> <p>The program Mobility of students from socially weaker environments is implemented as a direct confirmation of the operation - the program of a potential beneficiary, previously selected through the Erasmus+ program. The Ministry invites potential beneficiaries to submit the application and the related</p>



	<p>documentation, first in 2016, and in the coming years, each year, according to the predetermined financial dynamics.</p> <p>The eligible cost of the program is an incentive for social sibkeys in the amount of 270.00 EUR per month, as the unit cost per student that must be paid before / on departure on international mobility for the entire period of international mobility.</p> <p>Intended effects: Higher exchange rate.</p> <p>Description: Beneficiaries apply for grant for addition to the scholarship, which facilitates their mobility during higher education studies. The measure comprise solely of addition to the regular scholarship.</p> <p>Target groups: Young people from socially weaker backgrounds, enrolled in higher education.</p> <p>Eligibility criteria for beneficiaries: Student, socially weak background</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>Level: National</p> <p>Start/ end date: 2016, ongoing</p> <p>Are stakeholders involved in the formulation/implementation of this measure? No.</p> <p>How/through which institutions is this measure implemented? Ministry of Education, Science and Sport</p> <p>Budget (EUR, thousand) and source: National budget and European Social Fund, 740.000,00 EUR in 2016.</p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job. Approximately 500 students.</p> <p>Total expenditures for the program on annual basis. 740.000,00 EUR in 2016</p>



	<p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p> <p>N/A.</p>
Targeting	<p>Which are the target groups of this measure?</p> <p>Young people from socially weaker background, enrolled in higher education.</p> <p>Is this program especially targeted to young people or to all unemployed?</p> <p>Yes.</p> <p>If it is targeted to all unemployed, does it include special focus to young people (for example, by providing more incentives if young unemployed are targeted)?</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly</p> <p>No.</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p> <p>No.</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>No, measures was implemented in 2016, the evaluation is yet to be done.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>No.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p> <p>N/A.</p>



Summary of evaluation results	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>N/A.</p>
In your view: How would you assess the quality of the intervention?	<p>Does this program achieve its stated goals and intended effects?</p> <p>Measures achieves stated goal and intended effect, as it facilitates young people from socially weaker background their international mobility.</p> <p>Assessment of the magnitude of the effect?</p> <p>N/A, no official data on beneficiaries and evaluations of effects.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>N/A.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>N/A.</p>
Related to the causes of unemployment and target risk groups	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>No, the aim of the measure is to reduce effects of social inequality.</p>
Interventions assessed as 'good practice' example	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p>N/A.</p> <p>Give a reason why you value it as a good practice?</p> <p>N/A.</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p>

Name of the initiative	<p>Public tender for the co-financing of projects "Development and implementation of the transition of young people with special needs to the labour market" (Javni razpis razpis za sofinanciranje projektov "razvoj in izvajanje prehoda mladih s posebnimi potrebami na trg dela")</p>
Short description	<p>(Primary/Main) aim of the measure:</p> <p>With an integrated approach and systematic project content, to influence the greater social inclusion of young people with special needs and contribute to the creation of a single support environment as an interface between the school</p>



	<p>and the labour market for the empowered entry of the target group into the labour market.</p> <p>The public tender follows the aim of reducing the share of unemployed persons from the target group in both cohesion regions of the Republic of Slovenia by implementing projects in support of their empowerment by investing in their information, motivation, counseling and training. By encouraging the integration of professional persons in educational institutions, employers and strengthening cooperation with parents and / administrators will contribute to a single employment network for the transition of people from the target group from schools to the labor market within the framework of projects.</p> <p>Intended effects:</p> <p>Offer people from the target group a transition with the aim of:</p> <ul style="list-style-type: none">- empowerment to bring the labour market closer by improving their employment prospects,- the prevention of poverty and social exclusion. <p>Description:</p> <p>The projects implemented by the national project partnership for the two cohesion regions are divided into:</p> <ul style="list-style-type: none">• project of coordination, which can be carried out by a maximum of one project partner and• transitional projects that can be implemented by several project partners. <p>Within the framework of the notified co-ordination project, the project partner who will carry out the coordination project must provide and implement at least the following contents:</p> <ul style="list-style-type: none">• Conducting a project of coordination, including promotional activities and preparation of promotional materials for the entire national project partnership, managing the user set of activities,• The creation of a common network of employers who will be ready to involve users in job training and employment• Cooperation with representatives of professional institutions (health, social, education, economy, employment ...) and state bodies that are important for the development and upgrading of transition projects.• Organization and exchange of good practices between project partners to implement transition projects.• Actions towards the creation of a single support• Communication with project partners implementing transition projects• Establishment of a system for organized care for transition projects - the development of a curriculum for the profile of a professional worker or a professional worker who will implement or implement transitional assistance
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- Administrative work related to the national project partnership and reporting to the ministry

Within the projected transition projects, all project partners who will implement transition projects must provide and implement at least the following contents:

- Cooperation with a project partner to carry out a coordination project in the selection and selection of users.
- Creating an individual plan for user involvement.
- Motivation, empowerment and monitoring of users in the active transition from school to the labor market on the basis of an individual plan.
- Cooperation with professional staff of professional teams for employment rehabilitation.
- Cooperate with counselors and professionals and colleagues at schools or other organizations visited by young people with special needs.
- Motivating and raising awareness of parents users' guides for their participation in the transition.
- Cooperation with employers with a view to working test, training and employability of the user in accordance with the individual plan and with the aim of creating a network of employers.
- Participation of project partners in professional starting points and professional issues in the transition of young people with special needs to the labor market.
- Mutual communication between all project partners.
- Administrative work related to transition projects and reporting to the ministry (eg preparation of monthly and other periodic reports at the project partnership level, preparation of claims for payment, etc.).

Therefore measure consists of mainly wage subsidy and training on the workplace. Furthermore, beneficiaries are also eligible for counselling and assistance in searching for adequate job and workplace.

Target groups:

The target group of the public tender is young people with special needs, with a young person counting the person under the age of 29 at the moment of joining the project

Eligibility criteria for beneficiaries:

Special needs are: mental disorders, blindness and visually impaired, visual impairment, deafness and hearing impairment, speech-lingual disorders, motor disability, long-term illness, autistic disorders and emotional and behavioral disorders requiring adapted implementation of education programs with additional professional assistance or personalized education programs or special education programs.



	<p>Type of intervention (which type of ALMP & which elements of social policy): Employment incentives</p> <p>Level: National</p> <p>Start/ end date: 2016, ongoing</p> <p>Are stakeholders involved in the formulation/implementation of this measure? No.</p> <p>How/through which institutions is this measure implemented? Measure is implemented through PES and potential employers, both employees and employers have to fit the criteria for submission.</p> <p>Budget (EUR, thousand) and source: National budget, European Social Fund. 4.200.000,00 EUR in 2016.</p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job. N/A.</p> <p>Total expenditures for the program on annual basis. 4.200.000,00 EUR in 2016 and 2017.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available. N/A.</p>
Targeting	<p>Which are the target groups of this measure? Young people with special needs.</p> <p>Is this program especially targeted to young people or to all unemployed? Targeted to young people.</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly No.</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one?</p>



	Operational Program for the Implementation of the European Cohesion Policy 2014-2020, 9th priority axis "Social inclusion and poverty risk reduction" and 9.1 priority investment "Active inclusion, including promoting equal opportunities and active participation and improving employability".
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring?</p> <p>We cannot evaluate as there is no data (e.g. how many were involved, distributed resources, effects ...).</p> <p>Measure was implemented in 2016, evaluations are yet to be done.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)?</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)?</p>
Summary of evaluation results	Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.
In your view: How would you assess the quality of the intervention?	<p>Does this program achieve its stated goals and intended effects?</p> <p>We cannot evaluate as there is no data (e.g. how many were involved, distributed resources, effects ...).</p> <p>Assessment of the magnitude of the effect?</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p>
Related to the causes of unemployment and target risk groups	Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?



	Measure aims to provide young people with special needs opportunities to enter labour market by subsidizing social contributions to employer.
Interventions assessed as 'good practice' example	<p>Explain shortly which the reasons are and what are the main “success factors” of this intervention.</p> <p>We cannot evaluate as there is no data (e.g. how many were involved, distributed resources, effects ...).</p> <p>Give a reason why you value it as a good practice? Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p>

Name of the initiative	Family-Friendly Enterprise Certificate (Certifikat Družini prijazno podjetje)
Short description	<p>(Primary/Main) aim of the measure:</p> <p>Through the internal process, the company determines and realizes the chosen objectives and measures. According to the internal assessment of the actual situation, with the help of an external assessor / consultant, the company sets out a plan for the introduction of measures aimed at improving the management of work processes and the quality of the working environment for better reconciliation of work and family life.</p> <p>Certificate represents a consulting-audit process and has been developed as one of the tools for effective and more quality human resources management within enterprises and organizations in the context of balancing professional and private lives of employees. Certificate represents one of the various possibilities of a socially responsible acting of a particular enterprise or organisation. Enterprises and organizations are increasingly aware of their social responsibility and their influence on their employees and the general public.</p> <p>One certificate award project, which was co-funded by the European Social Fund, is an example of good practice recognising parenthood as a value. This project, 'Family-Friendly Enterprise Certificate' (Certifikat družini prijazno podjetje) is organised by the Ekvilib Institute in cooperation with the MDDSZ and the Trade Union Mladi Plus.</p> <p>Intended effects:</p> <p>Better management of human resources, with emphasis on reconciling work and family life of employees.</p> <p>Description:</p> <p>Measure seeks to to facilitate the reconciliation of work and family life, a catalog of measure comprises 76 actions, divided into eight areas of action.</p> <ol style="list-style-type: none"> 1. Working time 2. Organization of work



	<ol style="list-style-type: none">3. Workplace4. Information and communication policy5. Leadership skills6. Personnel development7. Structure of payments and remunerated achievements8. Family services <p>Measure consists of financial incentives for private enterprise and public institutions to implement measures in order to attain certificate.</p> <p>Target groups: All private enterprises, public institutions, associations and non-governmental organizations that are registered and established in the Republic of Slovenia.</p> <p>Eligibility criteria for beneficiaries: Legal entity registeres and/or established in the Republic of Slovenia.</p> <p>Type of intervention (which type of ALMP & which elements of social policy):</p> <p>Level: National</p> <p>Start/ end date: 2003, ongoing</p> <p>Are stakeholders involved in the formulation/implementation of this measure? No.</p> <p>How/through which institutions is this measure implemented? Measure is implemented through Ekvilib Insitute, institute that specializes and focuses on encouraging and support of actions and policies that contribute to the social responsibility of all actors in global development and to a higher level of the realization of the human rights of all people.</p> <p>Budget (EUR, thousand) and source: National budget, European Social Fund. 1.006.184,00 EUR for time period 2011-2015.</p>
Achieved results	<p>Number of young people covered (entire running period) (data on number of people <u>who are entitled</u> and <u>who actually take part</u>)/ number of young people who have found a job. N/A.</p> <p>Total expenditures for the program on annual basis. Approximately 250.000 per year, time period 2011-2015.</p> <p>Total expenditure per beneficiary? If not available, other expenditure data what is available.</p>



	N/A.
Targeting	<p>Which are the target groups of this measure? Private enterprises, public institutions, associations and non-governmental organizations that are registered and established in the Republic of Slovenia.</p> <p>Is this program especially targeted to young people or to all unemployed? Targeted to all enterprises, however, special emphasis is put on young enterprises.</p>
Youth involvement	<p>Are there specific activities planned in the programme to include targeted youth actively in designing the programme or other way (Yes/Partly/No). Please describe if Yes/Partly No.</p>
Links to EU initiatives	<p>Is the program linked to an EU initiative (like Youth Guarantee, Youth Employment Initiative, Framework for Quality traineeships and apprenticeship; EURES Job; Support to youth entrepreneurship). If yes, to which one? The Operational Program for Human Resources Development for the period 2007-2013, the fourth priority axis "Equality of opportunities and promotion of social inclusion" and priority axis 4.1. "Equal Opportunities in the Labor Market and Strengthening Social Inclusion".</p>
Available evaluations	<p>Are there evaluations on this program available? (Add Sources)? If yes, are the evaluations: ex-ante; mid-term, ex-post and/or permanent monitoring? In 2016, evaluation was conducted, ex-post.</p> <p>Are they internal (by the agency implementing it) or external (e.g. by scientific institutes)? External by scientific institution.</p> <p>If evaluations of this program are available how detailed is the information provided (please, consider, do they include only basic information or more information, including evaluation of deadweight loss (hiring to subsidized jobs of individuals who would have found regular employment nevertheless); substitution effect (original regular workers possibly better paid and qualified are displaced with participants in the intervention possibly with lower salaries); displacement effect (rises in public sector spending drive down or even eliminate private sector spending)? Evaluation is basic, it comprises of evaluation of satisfaction with agent, questionnaire, support provided and results.</p>



<p>Summary of evaluation results</p>	<p>Please summarise the main results of evaluations. If there are many evaluations about the same measure, please indicate the results of these separately together with the source.</p> <p>Evaluation of satisfaction of certificate holders Family-friendly company implemented between 2012-2016 shows a relatively high level of satisfaction with the certification process, our external employees and the activities we offer to the certificate holders (Source: Certificate FFE (sl))</p>
<p>In your view: How would you assess the quality of the intervention?</p>	<p>Does this program achieve its stated goals and intended effects?</p> <p>Evaluation shows that certificate holders are satisfied with results, therefore, the program achieves its stated goals and intended effects.</p> <p>Assessment of the magnitude of the effect?</p> <p>N/A.</p> <p>Coverage and take-up: are there problems concerning coverage? Possible barriers for participation (lack of information, complexity of system, conditionality, degree of attractiveness for young people, etc.)?</p> <p>Possible problem could occur with the costs related to obtaining certificate.</p> <p>In your opinion which are the main weaknesses of this intervention in terms of: adequacy; coverage; take-up; effectiveness of this intervention?</p> <p>Measure is adequate; however, it does not address the unemployment of young people.</p>
<p>Related to the causes of unemployment and target risk groups</p>	<p>Does this measure address the main causes for unemployment and social exclusion of young people and target the risk groups among young people? Explain how or, instead, why not?</p> <p>Measure does not address unemployment of youth.</p>
<p>Interventions assessed as 'good practice' example</p>	<p>Explain shortly which the reasons are and what are the main "success factors" of this intervention.</p> <p>Positive outcomes and effects of obtaining of certificate, which comes from implementing certain measures in order to keep up the standard for, first, obtaining and then retaining the certificate.</p> <p>Give a reason why you value it as a good practice?</p> <p>Or alternatively, what do you see as main reasons hindering the potential for replication in other contexts?</p> <p>Relative high costs, especially for young enterprises.</p>



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