

Employability and PES – Slovenian experiences

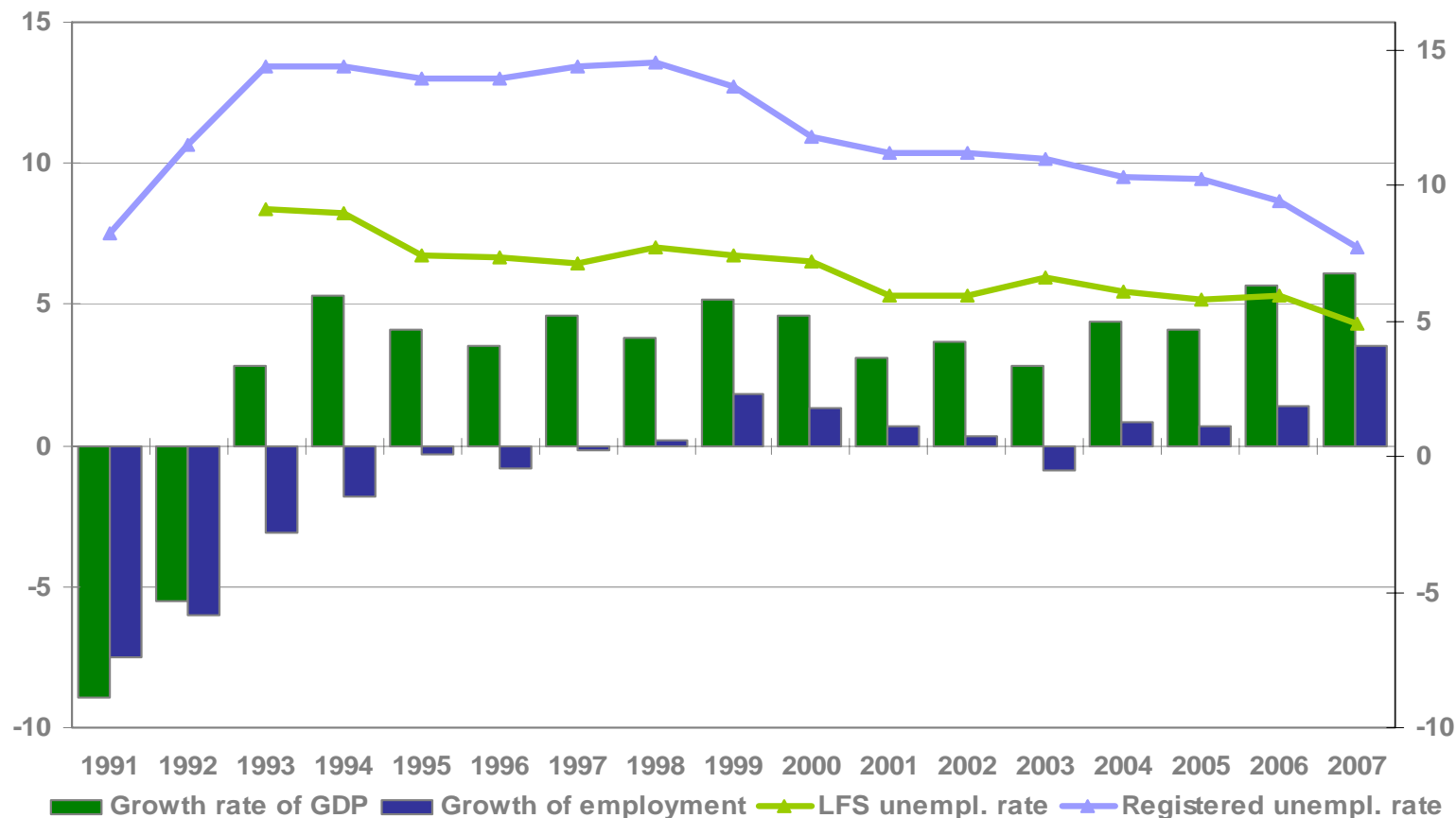
Prague, **21 Nov. 2008**

Mavricija Batič

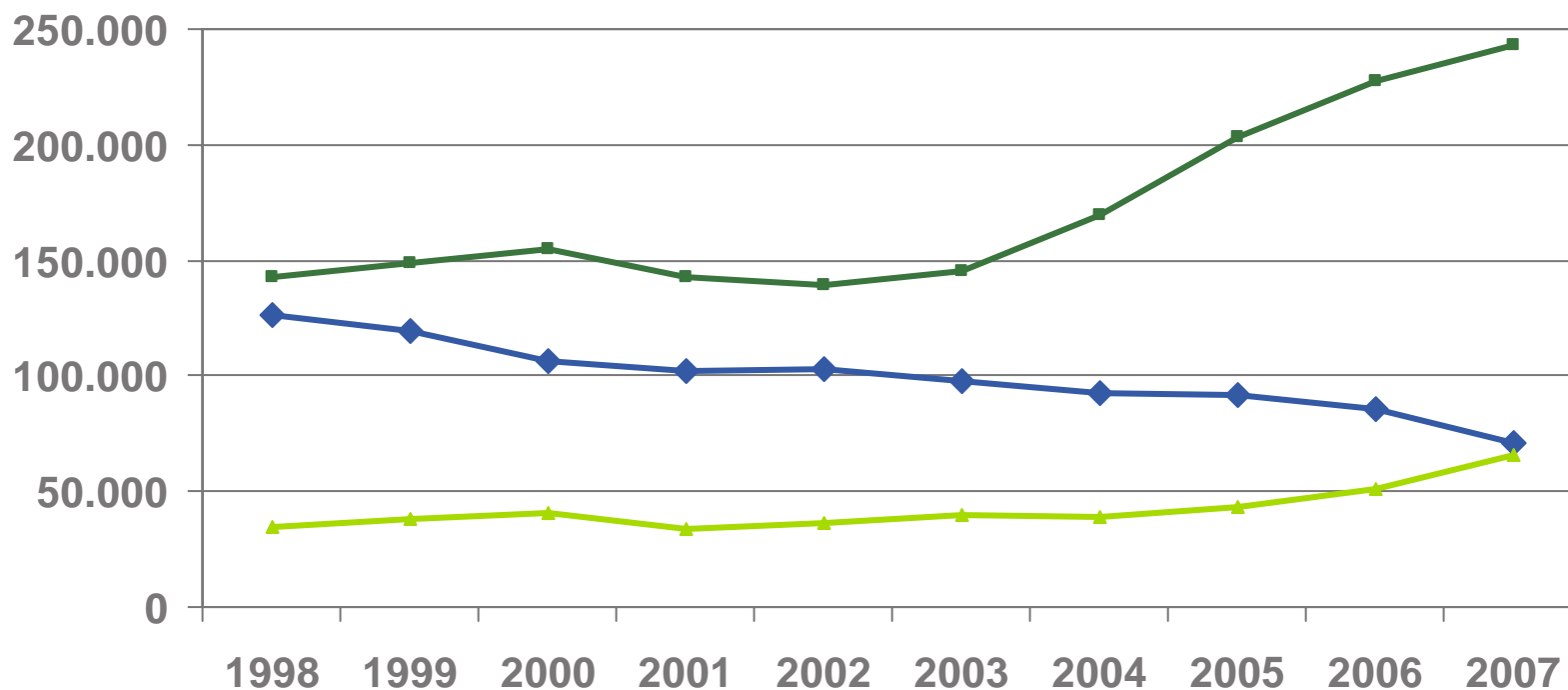


Employment Service
of Slovenia

Relation Between Economic Growth, Employment and Unemployment in Slovenia, 1991 - 2007



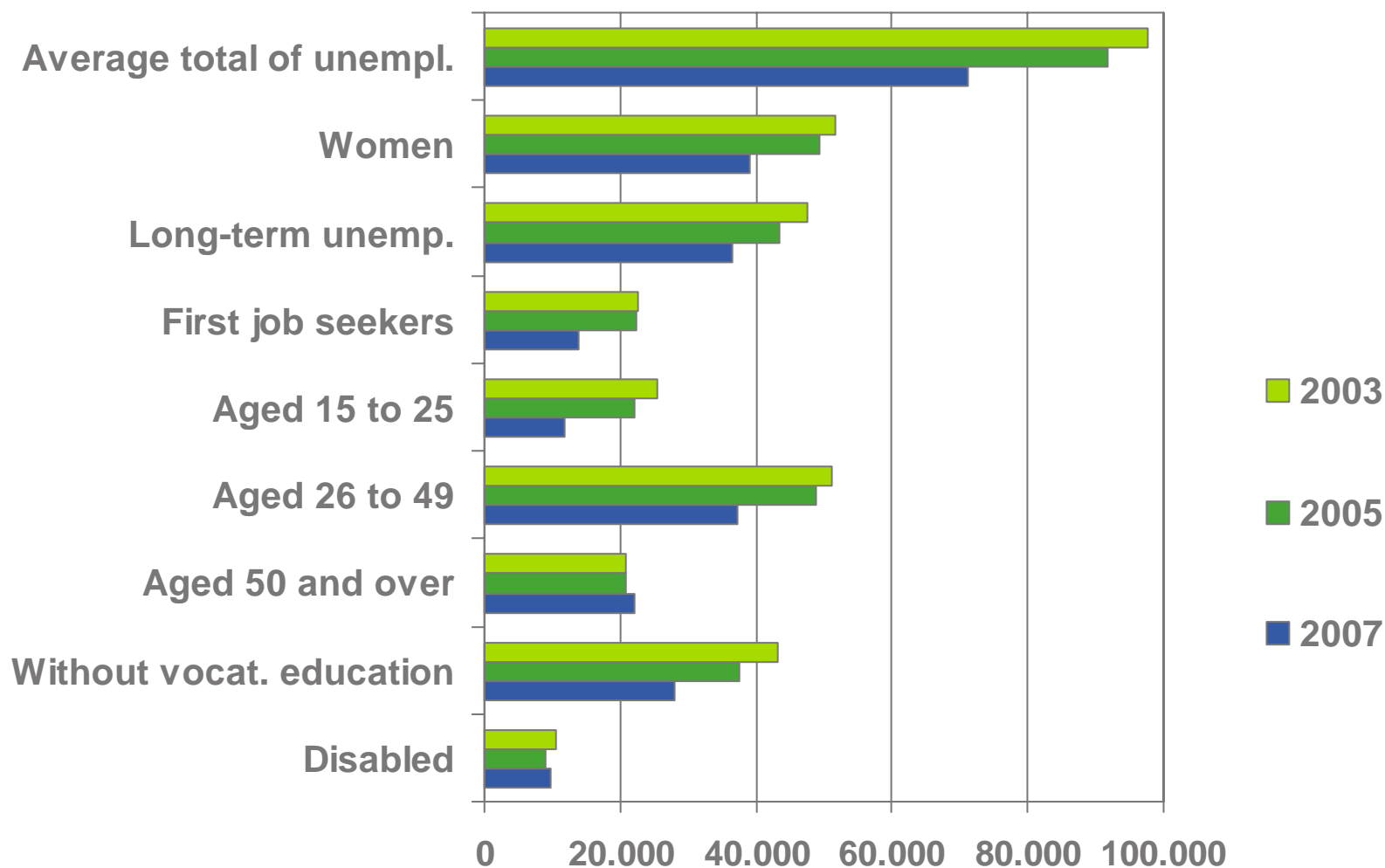
Comparison of Unemployment, Job Vacancies and Work Permits, 1998 - 2007



◆ Number of unemployed persons ■ Number of job vacancies
▲ Number of valid work permits



Characteristic Groups of Unemployed Persons



Strategic Goals

- Increasing employment and reducing unemployment
- Reducing the difference in unemployment rates between regions
- Preventing the transition to long-term unemployment
- Reducing structural unemployment
- Increasing the flexibility and competitiveness of employees
- Promoting new employment
- Strengthening social inclusion



Services for Unemployed Persons

- **Information on employment and career opportunities, employment measures, rights and obligations etc.**
- **Placement**
- **Counselling (individual, group):**
 - Employment advising
 - Career counselling
 - Rehabilitation counselling
- **Participation in active labour market policy measures**
- **Asserting rights stemming from unemployment insurance**

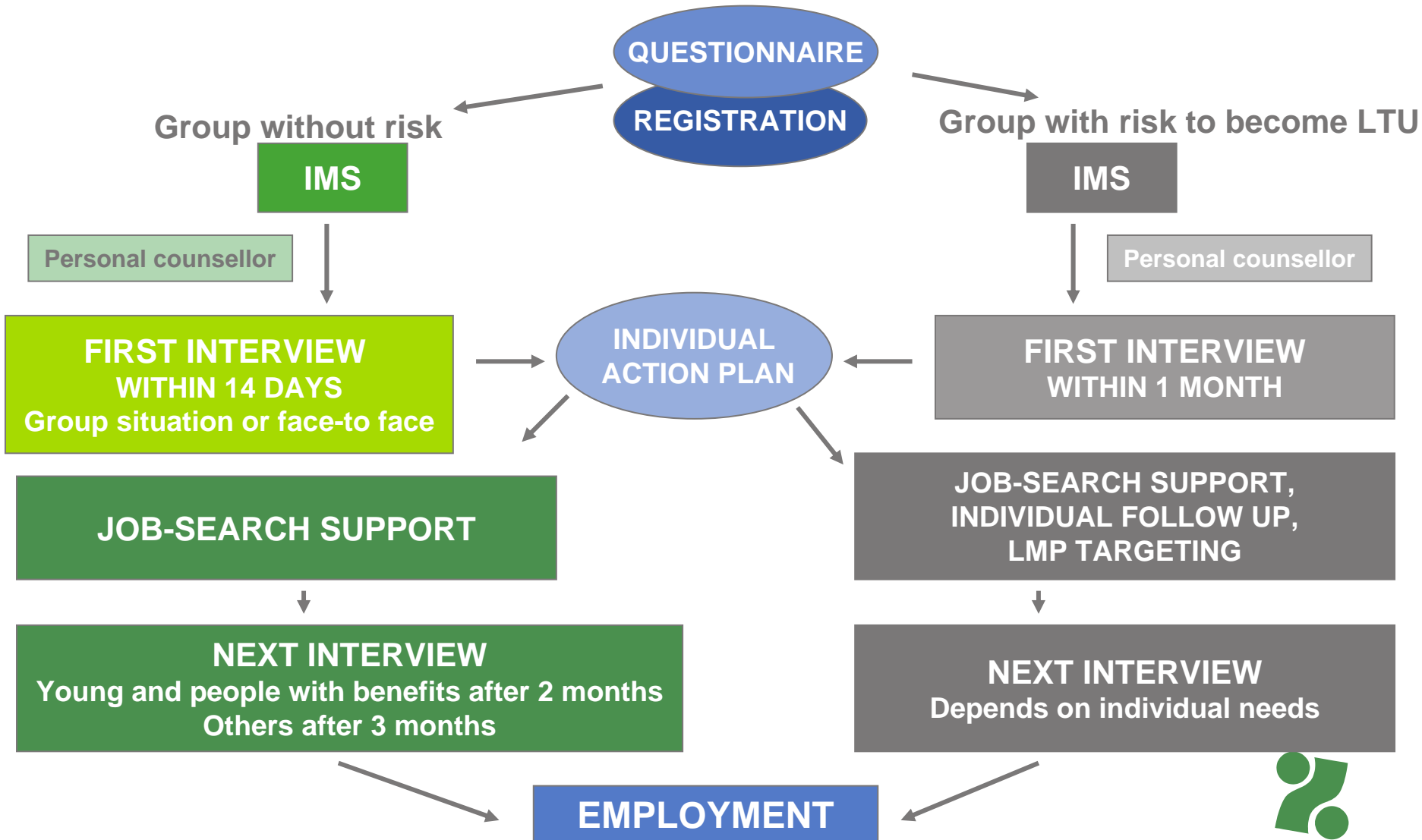


Services for Employers

- **Providing information on job vacancies for job seekers**
- **Referring unemployed persons to job vacancies**
- **Cooperation in implementing ALMP measures and in dealing with redundancies**
- **Eliminating labour shortages – EU, third countries**
- **Forms of cooperation:**
 - Regional councils of partners
 - Visits, job fairs, consultations, meetings



Initial Profiling, Support and Follow-up



Forms of assistance

(individual information and counselling)

- Assistance in developing a professional career
- Information on employment possibilities and motivation for employment
- Educational orientation (important for young people intending to enrol in education)
- Identifying obstacles, improving self-image, increasing motivation
- Inclusion in active employment policy programmes
- EURES – information on work and education possibilities in EU countries



Group Forms of Counselling

- **Workshops to identify career interests and to define vocational goals,**
- Learning job-searching skills in workshops, and daily assistance in job-seeking in what are called “employment corners”,
- Providing information on education opportunities, motivation for education,
- **Monitoring and supporting the participants in education programmes.**
- Group counselling for disadvantaged



Preventive activities for young persons

- ✓ Programme to learn about occupations – “Different approach to careers” (lectures and visits to workplaces)

- ✓ Counselling for early school leavers

- 1. lectures for primary school pupils and their parents on conditions in the labour market, on the factors influencing career decisions and so forth.

- 1. Lectures for school vocational counsellors about the demand and supply on the labour market



Active Employment Policy Measures

1. For all unemployed persons who are less competitive on the labour market,
2. Unemployed can obtain the necessary additional knowledge, skills and training, and in this way they can improve their employment prospects on the labour market.



The Active Employment Policy

**PERSON'S INDIVIDUAL NEEDS FOR INCREASING
HIS/HER EMPLOYABILITY AND SOCIAL INTEGRATION**

**INDIVIDUAL
ACTION
PLAN**

MAIN TYPES OF ACTIVE LM MEASURES

**MEASURE 1: GUIDANCE AND ASSISTANCE IN SEEKING
EMPLOYMENT**

MEASURE 2: TRAINING AND EDUCATION

**MEASURE 3: PROMOTING EMPLOYMENT AND
SELF-EMPLOYMENT**

MEASURE 4: PROGRAMMES TO INCREASE SOCIAL INCLUSION

**Within 4 main measures, ESS implements 30 different
employment programmes, including those co-financed by ESF.**



Institutionalized training

- 1. increase the employability of unemployed people by improving their employability skills**
- 2. Removal of a potential barrier to their employment and career development**

Participants: more than 30.000, young participants: 1,500



Active Policy Measures

Work trial

- ✓ **Work trial at a specific workplace on the basis of the prepared programme in order to test an unemployed person's knowledge, skills and work habits**



Active Policy Measures

Formal Education and National Vocational Qualification

- to raise the educational level of unemployed people
 - to reduce structural discrepancies on the labour market
 - to increase unemployed people's employment opportunities
 - to provide a new start for younger unemployed people
-
- **Participants more than 25.000, young participants: 6,400 formal ed., 800 NVQ**



Active Policy Measures

Project learning for young adults

- Motivate young people to resume their interrupted schooling.
- Help them decide which form of education they will choose, with the existing possibilities.
- Offer them individual support, while they compensate for their missing prior knowledge.

Participants: more than 500



Active Policy Measures

On-the-job training

- Improve employment opportunities through on-the-job training
- Promote employment
- Re-integrate persons whose knowledge and work experiences do not suffice for direct employment or keeping a job

Participants: more than 10.000, Young participants: 2,000



Active Policy Measures

Promoting employment of first-time job seekers, youth, older and long term unemployed

- Target groups
- Subsidies amounting to 3,700 euros for employment for one year



Other Activities

1. Job fairs

2. E-services (e-counselling, informing about vacancies by SMS, e-mail, RSS...)



Conclusion

The role of PES in the area of improving employability

- Preventive (career orientation)
- Rapid transition from unemployment to employment
- Raising skills and knowledge of job seekers



Thank you for
your attention

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