



REPUBLIKA SLOVENIJA  
MINISTRSTVO ZA DELO, DRUŽINO,  
SOCIALNE ZADEVE IN ENAKE MOŽNOSTI

# YOUTH GUARANTEE

**Implementation plan**

**2014 - 2015**

January 2014

## TABLE OF CONTENTS

1 Introduction .....	3
2 Implementation plan for the 2014-2020 Youth Guarantee .....	5
2.1 Analysis of the situation and key challenges .....	5
2.2 Implementation plan .....	8
2.2.1 Partnership approach .....	9
2.3 Key reforms, initiatives and measures.....	10
2.3.1 Preventive activities .....	10
2.3.2 Supportive measures and planned activities for labour market integration .....	15
3 Time and financial frames of the Youth Guarantee programme implementation .....	21
4 Monitoring, evaluation and improvement of schemes.....	29
5 Annexes.....	39

### Index of Tables:

Table 1: The goal of the Government of the Republic of Slovenia: faster activation of young unemployed persons

Table 2: Early intervention and activation

Table 3: Key reforms and initiatives to enable labour market integration

Table 5: Planned evaluation of (non-financial aspects of) structural reforms for preventive measures

Table 6: Planned evaluation of (non-financial aspects of) structural reforms for supportive measures

Table 7: Planned evaluation of initiatives and financial aspects of reforms for preventive measures

Table 8: Planned evaluation of initiatives and financial aspects of reforms for supportive measures

## 1 Introduction

*Having regard to adverse conditions in the labour market for young people<sup>1</sup> and the need to face the related challenges,*

*Having regard to Slovenia's Development Strategy, Resolution on the 2013–2022 National Youth Programme and other relevant national strategic documents,<sup>2</sup>*

*Having regard to the opinions of the appropriate stakeholders, in particular youth organisations,*

*Having regard to the European Commission guidelines in the Youth Employment Package<sup>3</sup> of December 2012,*

*Having regard to the Council Recommendation of April 2013 on establishing a Youth Guarantee<sup>4</sup>,*

*Having regard to the conclusions of the European Council of June 2013<sup>5</sup>*

***the Government of the Republic of Slovenia, after having consulted with the key stakeholders,***

***hereby adopts this***

### ***YOUTH GUARANTEE***

***whereby every young person aged from 15 to 29 years shall receive an offer of employment (including the traineeship), on-the-job training, entering formal education or a short form of institutional or work-based training, within four months of registering with the Employment Service of the Republic of Slovenia***

***In the period 2014 – 2015, the Youth Guarantee will be implemented via structural reforms and specific initiatives that will improve the situation of young people in the labour market, according to the scheme presented hereafter.***

<sup>1</sup> A detailed analysis is provided in Annex 1.

<sup>2</sup> Slovenia's Development Strategy 2014 – 2020 (the proposal was the subject of public discussion open until 6 September 2013), Resolution on the National Youth Programme (in Uradni list RS [Official Gazette of the Republic of Slovenia], no. 90/13), Slovenian Industrial Policy – SIP (adopted by the Government of the Republic of Slovenia on 6 February 2013), Guidelines for the implementation of active employment policy measures for the period 2012–2015 (adopted by the Government of the Republic of Slovenia on 8 December 2011), Strategy for developing social entrepreneurship for the period 2013–2016 (adopted by the Government of the Republic of Slovenia on 25 July 2013), Strategy of economic migrations for the period from 2010 to 2020 (adopted by the Government of the Republic of Slovenia on 30 December 2010), Resolution on the National Higher Education Programme 2011–2020 (ReNPVŠ11-20), Ur. l. RS no. 41/2011, Resolution on Research and Innovation Strategy of Slovenia 2011–2010 (ReRIS11-2020), Ur. l. RS, no. 43/2011, Resolution on the Slovenian agriculture and food industry strategic guidelines up to 2020 – “Let’s secure food for tomorrow” (ReSURSKŽ) (Uradni list RS, no. 25/11), National Programme for Culture 2014 – 2017 (draft in August 2013), Resolution on the National Programme of Adult Education 2013–2020 (Uradni list RS, no. 90/13).

<sup>3</sup> Communication from the Commission to the European Parliament, European Council, Economic and Social Committee and Committee of the Regions. Working together for Europe's young people – A call to action on youth unemployment, COM (2013) 447; summary also in Annex 2.

<sup>4</sup> Council Recommendation of 22 April 2013 on establishing a Youth Guarantee (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2013:120:0001:0006:SL:PDF>); summary also in Annex 2.

<sup>5</sup> Conclusions of the European Council of 27 and 28 June 2013 (<http://www.european-council.europa.eu/council-meetings/meeting=f09c58bc-2f8e-41a7-b2f8-22eb4f31fcbf&lang=SL&type=EuropeanCouncil>); summary also in Annex 2.

The scheme according to which the Youth Guarantee 2014 – 2015 will be implemented:

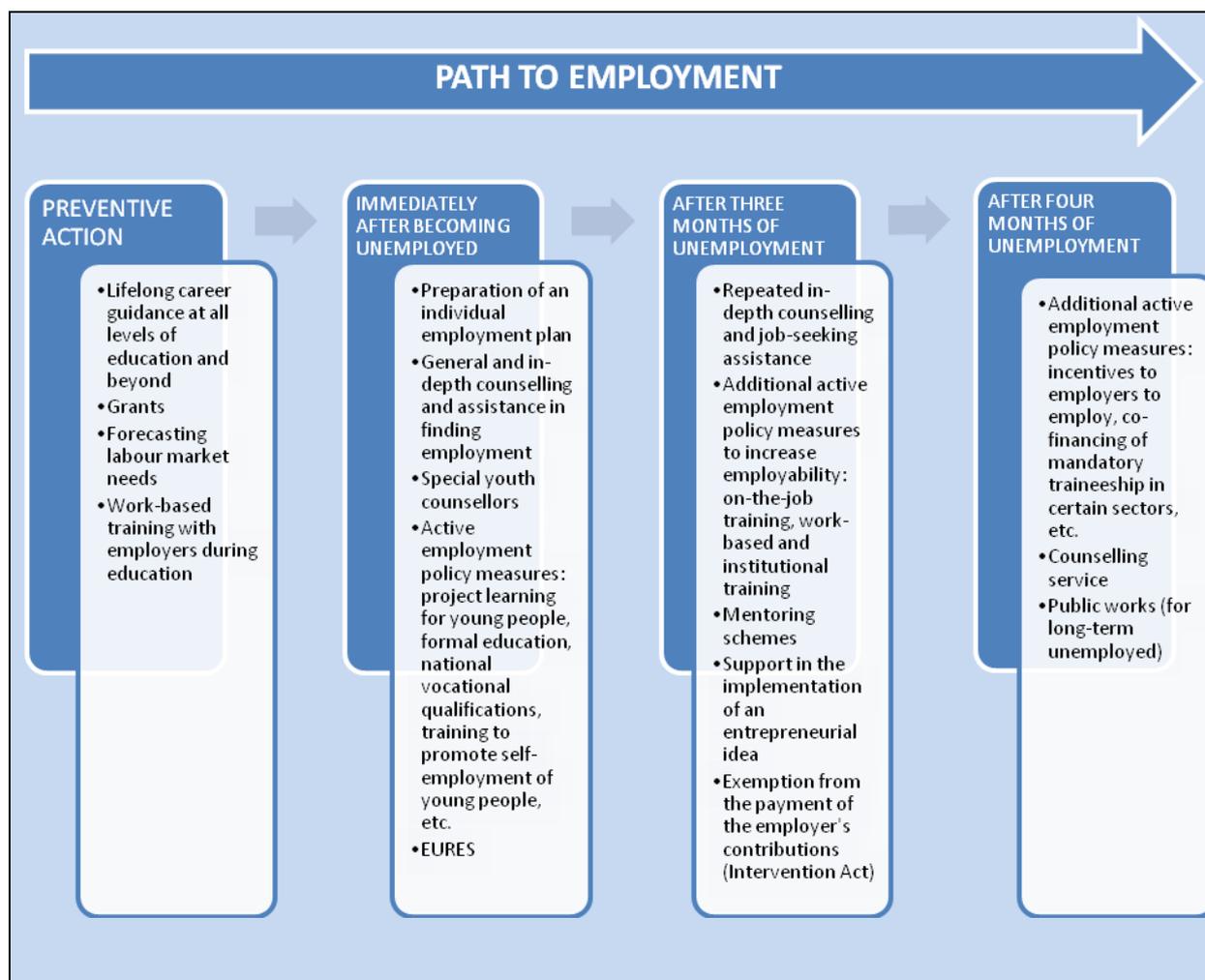


Table 1: The goal of the Government of the Republic of Slovenia: faster activation of young unemployed persons

GOAL	INDICATORS	Baseline value (average value 2012)	Target value (2016)
<b>Faster activation of young unemployed persons</b> (To reduce the average period of unemployment among young people)	Average period of unemployment among young people	Total: 10.65 months	Total: 9,5 months*
		Young people aged 15-24: 8.75 months	8 months*
		Young people aged 25-29: 11.79 months	11 months*

Share of young persons who are registered with the Employment Service of the Republic of Slovenia and who received an employment offer within four months of their registration	<i>The baseline value cannot be given because the indicator has not been monitored in this manner so far. The Employment Service has been regularly monitoring the activities for young people but according to differently set parameters that do not provide comparability with the newly set indicator.</i>	Goal 100 %
Number of job offers per young person within four months of their registration		3

\*The estimated value of the indicator by 2016 is less ambitious, since we anticipate a gradual shortening of the average period of unemployment during the initial phase of the implementation of the Youth Guarantee. More significant impact on shortening the period of unemployment is expected after 2015, with an upturn in economic growth and when the Youth Guarantee will be fully implemented. By 2020, the aim is to achieve the goal of 6 months average duration of unemployment for young people aged between 15-29 years.

## 2 Implementation plan for the 2014-2015 Youth Guarantee

### 2.1 Analysis of the situation<sup>6</sup> and key challenges

Prolonged economic crisis including the regression of economic activities and employment considerably accelerated the growth of youth unemployment in Slovenia in the second half of 2012. With youth unemployment approaching 25%, Slovenia joined countries with the explicit problem of providing work for young people within the EU.

A reduction of labour activities was clearly reflected among young people as well. The share was much higher than among other age groups because the number of employees aged 15 to 29 years decreased by 30.2%. The survey of registered unemployed in 2012 and its comparison with the situation in 2008 per target group are presented in Table 1. In December 2012, 27,485 young people aged 15 to 29 years were registered among the unemployed, of whom more than 60% were aged between 25 and 29 years (this age group was dominated by women). Almost half of all unemployed young people are without work experience and/or are looking for the first job. Alarming is also the fact that the number of long-term unemployed young people has been increasing, irrespective of the level of education attained (the share of long-term unemployed young people aged 15 - 24 years amounted to 21.7% in June 2013, and among young people aged 25-29 years it was 28.4%), which is especially the case with the young possessing a tertiary level education. In the labour market, we are faced with inadequate structure of young people's education. The share of unemployed among young people aged 15-29 years with the completed first and second level of education amounted to 28.0 % in June 2013. The share of unemployed young people possessing tertiary education has been rapidly increasing as well. In June 2013, the share of young people (aged 25-29) with a tertiary education was thus 28.2%. It is also noted that the growth in the number of unemployed young people in each of the target groups is faster in the western region, while the number of unemployed young people is typically higher in the eastern region.

The deterioration of the situation of the young in the labour market was affected by the following factors (Ministry of Labour, Family and Social Affairs (hereinafter: MDDSZ), Employment Service of Slovenia (hereinafter: ESS) and Institute of Macroeconomic Analysis and Development (hereinafter: IMAD), *Ekonomski izzivi 2013 -Economic Challenges of 2013*):

- 1) A growing number of fixed-term employment contracts for young people<sup>7</sup> and non-renewal of temporary employment contracts as the means of reducing the number of employees in enterprises,

<sup>6</sup> A detailed analysis is provided in Annex 1.

<sup>7</sup> Limiting the fixed-term employments of young people and thus reducing segmentation of the labour market was one of the key objectives of the labour market reform which was implemented with the new Employment Relationships Act and the Act Amending the Labour Market

- 2) Modest demand and/or modest number of vacancies where young persons are at a disadvantage due to their lack of experience, which often reduces their opportunities for employment,
- 3) The volume and system of student work<sup>8</sup>,
- 4) Inconsistency of the structure of tertiary education graduates with the labour market demand and a considerable increase in the number of graduates.

The deterioration in employment prospects of young people calls for the setting up of specially tailored measures for youth employment, covering innovative and effective approaches and measures to improve the situation of young people in the labour market. Within the framework of the Youth Guarantee, the implementation of measures that have so far proven to be effective in increasing the employability of young people and which, on the basis of evaluations performed, are estimated to be worthy of being maintained and upgraded will be continued. In recent years, the appropriate combining of compatible active employment policy programmes in order to achieve more permanent effects (e. g. involvement in the programme of on-the-job training, followed by entering employment by means of subsidies, or entering a programme for the acquisition of national vocational qualifications), has also proved to be very effective and therefore this kind of "package" approaches will be continued and upgraded with new content.

In conjunction with the recommendations of the European Commission, as well as on the basis of previous negotiations with social partners and youth representatives, additional systemic measures on the national level are urgently needed in the following areas<sup>9</sup>:

- To strengthen the links between the educational system and the economy, in particular by increasing the amount of practical work carried out directly with employers in the course of the educational process,
- To provide regular and systematic forecasts of short-term and medium-term promising and shortage occupations and sectors,
- To provide a system of high-quality traineeships that allow the acquisition of work experience required for practising an occupation,
- To reform student work on the principle of "every job counts," so that all entitled persons will be guaranteed the minimum social and economic rights and properly recognised work experience.

The added value of the Youth Guarantee is, in particular, better targeted action 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. Considering the above statement, the following principles have been taken into consideration when drafting up the programme:

### **I. The principle of targeted and segmented action**

Young people are not a homogeneous group; they vary depending on a number of factors that determine their situation in the labour market. In implementing the Youth Guarantee, carrying out the measures should be 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.

In accordance with the Youth Guarantee, the programmes that involve young people between 15 and 24 years of age need to be implemented, but Member States may, if necessary, decide to extend this target group. Considering that Slovenia is characterized by a large share of unemployed aged between 25 and 29 years (as a result of the large enrolment in tertiary education), the Youth Guarantee includes and/or takes into account an expanded target group of young people aged up to 29 years.

We opted for a differentiated approach to particular segments of unemployed young people according to their level of education so that the measures are tailored to the needs of each group. Measures of the Youth Guarantee

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Regulation Act. The two aforementioned Acts came into force on 12 April 2013. By reducing the costs of permanent employment on the one hand and financial discouragement of the use of fixed-term employment contracts on the other hand the new labour legislation encourages the employers to conclude employment contracts for an indefinite period.

<sup>8</sup> An act that will introduce new regulation of student work is currently being prepared. This act will enable the student work to continue providing a minimum economic security to students and to obtain work experience, in particular experience associated with a specific educational programme, while at the same time not constituting an unfair competition to regular employment.

<sup>9</sup> A detailed analysis is provided in Annex 1.

will therefore be planned according to the educational structure of the young, as it can be one of the main determining factors of the situation of youth in the labour market:

- 0 – Youth in education
- 1 – Unemployed young people with the first and second level of education
- 2 – Unemployed young people with the third, fourth and fifth level of education
- 3 – Unemployed young people with the sixth, seventh and eighth level of education.

## **II. The principle of progressive action and synergy of measures**

The measures of the Youth Guarantee will be available to all young people in Slovenia from 15 to up to 29 years of age. Preventive measures aimed at schooling young people will be implemented, as well as measures aimed at unemployed young people. The measures will be available to unemployed people immediately after the occurrence of unemployment (registration with the ESS). During their unemployment, they will be adapted to the specific needs of particular target groups of the young.

***After registering as unemployed persons, all young persons*** (aged 15-29 years) will be provided with information and basic career counselling by the youth counsellor. The first career counselling aims to identify the specific needs of a young person seeking employment, their employability, interests and competences, and agree on their employment targets and follow-up activities to be recorded in the employment plan. Unemployed young people with computer knowledge will be directed to the use of electronic means of communication with the ESS. The appropriate treatment will be followed by directing the unemployed youth to vacancies in accordance with the actual needs of the labour market.

Young people who require in-depth consideration shall be provided with the latter according to their specific needs. Short workshops will be available to young people, adapted to the target groups of the young. The purpose of the workshops will be to identify young people's needs and determine which measure of the Youth Guarantee will be the most meaningful for an individual. In the career centres, young people already have available information and assistance in seeking employment, as well as the use of accessories for self-managing their careers.

Individuals for whom the employment counsellor at the ESS, at the time of their employment plan preparation, assesses that they will not be successful in gaining employment without further assistance, will be immediately offered an appropriate measure of the employment policy programmes (e.g. re-entering formal education, additional qualifications or retraining, etc.).

Young people who have dropped out of school (dropouts) are encouraged to join Project Learning for Young Adults (hereinafter: PLYA), which has been carried out in Slovenia for many years already and has yielded excellent results. PLYA is a state-approved programme of non-formal education, implemented with the aim of helping young people who have no education, occupation and employment, overcome social seclusion and encourage them to continue their schooling, and where this is not possible, to encourage them to acquire skills that will make their path to employment easier. With the help of mentors, young people also resolve the problems that have contributed to their dropping out of school (family relationships, poor self-esteem, addictions, social hardship, etc.).

Young people who want to seek their opportunity on the European labour market are offered EURES information and advice. The European Commission has been experimentally carrying out a new system under the title of "My first EURES job", which helps young people to seize the opportunity for employment in Europe. Based on the experience gained in the pilot project, financial support for the promotion of labour mobility within the EU will be provided within the European Social Fund's financial framework, including support for training, language courses, apprenticeships and vocational guidance, travel expenses and integration in the host country. The ESS will provide all young people with assistance in their search for jobs abroad, as well as in the use of a web portal to search for jobs abroad.

***After the expiry of three months of unemployment,*** all young people, who in these three months fail to gain employment, will receive further career counselling that will review the effectiveness of the agreed activities and, if necessary, launch more intensive support to finding employment in the context of lifelong career guidance activities and active employment policy programmes, with the aim of improving their employability

chances. The lifelong career guidance activities consist mainly of in-depth career counselling with the purpose of identifying career goals and the relevant training programmes, and include entering a workshop on learning career management skills provided by concessionaires (segmented according to the target groups of young people). Active employment policy measures include, in particular, the measures of institutional and work-based training aimed at gaining experience and increasing employability. The training will be adapted to specific target groups and individual needs. Young people with an entrepreneurial idea and a desire for self-employment shall be offered training on entrepreneurship and receive support in the realization of their entrepreneurial idea.

The Emergency Measures in the Field of Labour Market and Parental Care Act (hereinafter: ZIUPTDSV, Uradni list RS, no. 63/13 of 26 July 2013) also introduced a temporary boost to employment of young unemployed people, which will apply until the end of 2014. An employer who in this period concludes an employment contract on a permanent basis with an unemployed person under the age of 30 who has been registered as unemployed for at least three months, shall be fully exempt from paying the employer's contributions for pension and disability insurance, health insurance, parental care insurance and unemployment insurance for the first 24 months of the employment.

*After the expiry of four months of unemployment*, the unemployed person shall be offered additional supportive measures within the active employment policy context, which include more intensive incentives for employers (employment subsidies, co-financing traineeship in certain sectors, mentoring schemes). After the expiration of twelve months of unemployment (long-term unemployed person), they will be offered the most intensive forms of incentives such as participation in public works, counselling, etc.

In order to achieve more enduring effects, the appropriate integration of active employment policy measures and/or their upgrading with new activities will be provided for. The aim is in particular to upgrade the measures of promoting employment and self-employment of young unemployed persons with the relevant content of work-based training, as well as include a component providing professional mentoring into the youth employment measures. In this way, young people will gain relevant work experience and will be much more competitive in the labour market after the completion of the measure.

The lifelong career guidance action is also of crucial importance and will be implemented from the early elementary school period throughout the entire schooling process, and will continue even after entering the labour market.

All young people who decide for an independent entrepreneurial path may also use the services of one-stop shops, where they will receive free assistance in the registration of their enterprise, as well as broader advice and training to get them started and for further operation of their businesses.

### **III. The principle of intersectoral cooperation**

In the preparation and implementation of the Youth Guarantee, **the integration of sectors** (particularly of employment, economy and education) **is extremely important** in order to achieve optimal effects through the implemented activities.

The Youth Guarantee includes all actions (measures), regardless of sectoral competence and their source of funding.

## **2.2 Implementation plan**

The Youth Guarantee, which is being adopted by the Government of the Republic of Slovenia, follows the call of the European Commission inviting the Member States to ensure that all young people in Europe, within a period of four months of leaving formal education or becoming unemployed, receive a good-quality offer of employment, continued education, an apprenticeship or a traineeship.

*Considering the above, every young person aged from 15 to 29 years shall receive an offer of employment (including the traineeship), on-the-job training, entering formal education or a short form of institutional or work-based training, within four months of registering as unemployed person with the Employment Service of the Republic of Slovenia.*

### 2.2.1 Partnership approach

The following sectors will be responsible for implementing the Youth Guarantee in the period 2014 – 2015:

- The Ministry of Labour, Family, Social Affairs and Equal Opportunities (hereinafter: MDDSZ),
- The Ministry of Education, Science and Sport ((hereinafter: MIZŠ),
- The Ministry of Economic Development and Technology (hereinafter: MGRT),
- The Ministry of Agriculture and the Environment (hereinafter: MKO),
- The Ministry of Culture (hereinafter: MK),

The cooperation and integration with social partners, representatives of youth and the ESS is of vital importance for a successful implementation of the Youth Guarantee. This is the only way to achieve the desired long-term effects on the labour market, meet the needs of the economy and at the same time take into account the aspirations and needs of young people.

#### **Participation in preparation of the document:**

The calls of the European Commission, strategic documents of the Republic of Slovenia related to the wider issue of youth employment, the proposals of all relevant ministries and the ESS, the results of evaluations carried out so far of labour market measures, as well as proposals received from young people, have all been taken into account in preparing the draft Youth Guarantee.

The draft Youth Guarantee has been developed in close cooperation with representatives of young people, the ESS and before-mentioned ministries. A public discussion of the draft document will also be carried out.

#### **Cooperation in the implementation phase:**

As beneficiaries or providers, the implementation of the Youth Guarantee will include associations, youth organizations, public funds, public agencies, public and other institutions, NGOs and other organizations that meet the conditions and criteria for selection.

The social partners also play a role in approving financial reservations for the active employment policy and cohesion policy measures within the Active Employment Policy Action Plan for each year or budget period.

In November 2011, a focus group for the issue of youth employment and lifelong career guidance within the framework of the project "Development and promotion of services and facilities for the lifelong career guidance of unemployed, other jobseekers and inactive persons" was formed. The focus group includes representatives of various youth and student organizations (Student Organization of Slovenia, Network MaMa, Career Center UP and UL, Nefiks, Youth Council of Slovenia, Trade Union Young +), as well as representatives of MDDSZ, MIZŠ, ESS, representatives of employers and certain other institutions in the labour market. The purpose of the focus group is to gather opinions and suggestions of young people to improve the work of the ESS via the youth target group, exchange views on the lifelong career guidance in education system and activities to improve the employability and employment of young people. The focus group also made suggestions for and gave its opinion on the preparation of measures under the Youth Guarantee.

## 2.3 Key reforms, initiatives and measures

### 2.3.1 Preventive activities

Preventive action will begin at the time when young people still participate in the education system (target group 0). Above all, they will have available lifelong career guidance, information on labour market opportunities and successful job searching strategies.

In terms of the education system, more work-based training with employers (internships, apprenticeships, learning places at employers) will be included in education programmes. By means of scholarship policy, young people will be guided to education for vocations that are identified as promising or where shortages exist, both in Slovenia and Europe.

Quality career guidance can also be boosted by setting up a system for forecasting short-term and medium-term needs of the labour market (forecasts of shortage and promising careers).

We will continue with the implementation of activities related to the promotion of creativity, entrepreneurship and innovation among young people at all levels of regular school education with a view to ensuring the acquisition of competences and young people's participation in learning processes that are of key importance for creative and enterprising individuals.

**Table 2: Early intervention and activation**

Name of the reform/systemic measure	Key objective(s)	Target group, number of people covered	Scale	Name and role of organisation in the lead and cooperating partners	Timetable for implementation	Financial resources <sup>10</sup>
<b>Planned reforms</b>						
1. Career guidance: regional career centres, career centres at higher education institutions, promotion of vocations and career guidance	Expansion of the network of lifelong career guidance to young people in elementary schools;	Young people aged up to 29 years  32,000 people covered	Slovenia	MDDSZ, MIZŠ	2014 - 2015	EUR 1 million in 2014  EUR 1 million in 2015
2. Forecasting future labour market needs	Implementation of the survey of employers with the aim of identifying future needs for occupations as part of a comprehensive project for the elimination of structural imbalances in the labour market and establishing a dialogue with representative employers' representatives in this field;	Total labour market	Slovenia	MDDSZ, MGRT	2014 - 2015	EUR 250,000 in 2014  EUR 350,000 in 2015

<sup>10</sup> Financial resources are listed only for the years 2014-2015 according to the adopted state budget 2014-2015 and the fact that the funding for the new financial perspective are not yet known.

3. System of documentation and recognition of competences acquired through non-formal learning	Establishing systemic documentation and recognition of experience and knowledge gained outside employment that will help young people find their first job		Slovenia	MIZŠ	2014 - 2015	EUR 50,000 in 2014 EUR 50,000 in 2015
4. Work-based training with employers during education and apprenticeship	Encouraging employers to carry out work-based training according to education programmes to obtain education  Work-based training in secondary and vocational education in cooperation with employers	Employers and secondary school students  Approx. 850 students covered per year	Slovenia	MIZŠ, MGRT	2014 - 2015	EUR 2.7 million in 2014 EUR 6,5 million in 2015

Name of the reform/systemic measure	Key objective(s)	Target group, number of persons covered	Scale	Name and role of organisation in the lead and cooperating partner	Timetable implementation for	Financial resources
<b>Planned reforms</b>						
5. Methods for the promotion of creativity, entrepreneurship and innovation (CEI) - for teachers	Training of mentors for the implementation of the CEI content; Promotion of CEI competences among young people	Teachers at elementary and secondary schools  Approx. 200 teachers covered per year	Slovenia	MGRT	2014	EUR 30,000 in 2014
6. Extra-curricular activities to promote CEI in secondary schools	Mentoring, motivational workshops, testing business ideas, entrepreneurial weekends and weeks, promotion of CEI competences among young people, etc.	Secondary school students  Approx. 800 secondary school students covered per year	Slovenia	MGRT	2014	EUR 70,000 in 2014
7. Promotion of CEI among students	Creating and testing business ideas  Innovative approaches of delivering content and implementation of activities for the target group of students in the field of pedagogy and education, promotion of CEI competences among the youth	Students  Approx. 1,000 students covered per year (and 200 teachers)	Slovenia	MGRT	2014	EUR 50,000 in 2014

8. Acquisition of additional knowledge in the field of cultural activities within the Public Fund for Cultural Activities	Acquisition of knowledge to enter employment in culture and provision of professional guidance	Young people aged up to 29 years  120 people covered per year	Slovenia	MK	2014 - 2015	EUR 400,000 in 2014  EUR 400,000 in 2015
9. PLYA – Project Learning for Young Adults	Integration of young people with fewer opportunities (drop-outs) (NEETs) in the process of completing the schooling	Young people aged up to 25 years  240 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 1.44 million in 2014  EUR 1.44 million in 2015
10. Company scholarships	Regional company scholarships for young people who commit to work in particular regions	Young people aged up to 29 years  1,500 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 2 million in 2014  EUR 2 million in 2015
11. Scholarships for shortage occupations	Promoting young people's education in shortage occupations	Young people aged up to 29 years  800 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 1 million in 2014  EUR 1 million in 2015
12. AD Futura scholarships for international mobility	Encouraging young people to international mobility and study abroad	Young people aged up to 29 years  450 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 2 million in 2014  EUR 2 million in 2015
13. Scholarships for specialized occupations and shortage occupations in culture	Encouraging young people to education in culture	Young people aged up to 29 years  140 people covered per year	Slovenia	MK	2014 - 2015	EUR 815.845 in 2014  EUR 824.821 EUR in 2015

### 2.3.2 Supportive measures and planned activities for labour market integration

Supportive measures and planned activities are designed to implement activities that promote the integration of young people into the labour market. The supportive measures include the implementation of the student work reform, enhanced counselling for young people, promoting the international mobility of young people and entrepreneurship. The planned activities to be undertaken will cover the areas of entrepreneurship and innovation, education and training of young people and young unemployed persons, NVQ and various incentives for employment (e.g. reimbursement of contributions, grants, etc.).

**Table 3: Key reforms and initiatives to enable labour market integration**

Name of the reform/systemic measure	Key objective(s)	Target group, number of people covered	Scale	Name and role of organisation in the lead and cooperating partner	Timetable for implementation	Financial resources
<b>Planned reforms</b>						
14. Student Work Act	Regulation of student work on the principle of "every job counts" with the introduction of certain social security contributions	Secondary school students and students with status	Slovenia	MDDSZ	2015	/
15. Strengthening counselling to young job seekers at the ESS	Recruitment of new employment advisors to the Employment Service of Slovenia, who will specialize in working with young unemployed people	Young people aged up to 29 years  68 employments per year	Slovenia	MDDSZ	2014 - 2015	EUR 1.5 million in 2014  EUR 1.5 million in 2015
16. EURES	Support to the implementation of services for ensuring mobility on the European labour market (services of EURES network)	Job seekers, young people, employers and others	Slovenia	MDDSZ	2014 - 2015	EUR 1 million in 2014  EUR 1 million in 2015

17. Project for the support of entrepreneurship - Common Platform for Enterprise	Sectoral measures to increase young people's entrepreneurial competences (creativity, entrepreneurship, innovation) and the promotion of entrepreneurship among the young	Job seekers, young people, employers and others	Slovenia	MGRT, MDDSZ, MIZŠ, MK and MKO	2015	EUR 3.55 million in 2015
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Name of the reform/systemic measure	Key objective(s)	Target group, number of people covered	Scale	Name and role of organisation in the lead and cooperating partner	Timetable for implementation	Financial resources
<b>Planned initiatives</b>						
18. YEI <sup>11</sup> : First-challenge and traineeships	Promoting on-the-job training of young people and their employment with the employer where they trained  Encouraging employers to provide traineeship	Young people aged up to 29 years  3.400 people covered in 2014/15	Regional level – Eastern Slovenia only	MDDSZ	2014 - 2015	EUR 15 million in 2014  EUR 5 million in 2015
19. Confidently into the World of Entrepreneurship and the promotion of self-employment	Promoting entrepreneurship among young unemployed people who have an entrepreneurial idea and a desire to become an entrepreneur	Young people aged up to 29 years  750 people covered in 2014  1,000 people covered in 2015	Slovenia	MDDSZ/ZRSZ  MGRT/RRA	2014 - 2015	EUR 5 million in 2014  EUR 7 million in 2015  (new self-employment in 2015)
20. Work-based testing	Test in a specific workplace with the employer	Young people aged up to 29 years  2,770 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 2 million in 2014  EUR 2 million in 2015
21. Short forms of training for unemployed persons	Short training for young unemployed people (from a few weeks to a few months)	Young people aged up to 29 years	Slovenia	MDDSZ	2014 - 2015	EUR 900,000 in 2014  EUR 900,000 EUR in 2015

<sup>11</sup> Co-funding by the Youth Employment Initiative (YEI) is planned, but the decision thereon will be taken in the context of negotiations with the European Commission on the ESF Operational Programme

		2,000 people covered per year				
22. National Vocational Qualifications	Acquisition of national vocational qualifications by young unemployed	Young people aged up to 29 years 800 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 700,000 in 2014 EUR 700,000 EUR in 2015
23. On-the-job training of young people	Training for young unemployed people with the employer at a specific workplace for a period of up to 3 months	Young people aged up to 29 years 2,500 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 4.8 million in 2014 EUR 4.8 million in 2015
24. Training of young artists and those employed in culture under the mentoring	Support to training of young artists and employees in other professions in culture under mentoring that will be carried out by professional artists in culture	Young people aged up to 29 years 20 people covered in 2014 40 people covered in 2015	Slovenia	MK	2014 - 2015	EUR 500,000 million in 2014 EUR 980,000 million in 2015
25. Employment and training of young people in the field of culture (to work with members of vulnerable groups)	Employment and training of persons under the age of 30 years, to obtain specific skills, intercultural competences, skills and sensitivity to work with members of vulnerable groups	Young people aged up to 29 years 6 employments per year	Slovenia	MK	2015	EUR 200,000 EUR in 2015
26. Exemption from the payment of the employer's contributions <sup>12</sup>	Promotion of permanent employment of young persons	Young people aged up to 29 years 7,000 people covered per year	Slovenia	MDDSZ/MF	Beginning of implementation in November 2013 2014 - 2015	EUR 14 million in 2014 EUR 14 million in 2015

<sup>12</sup> The measure represents the exemption from employers' contributions (not the actual expenditure from the national budget of Slovenia).

27. Incentives for youth employment in youth sector organisations	Promotion of youth employment in the non-governmental sector tackling the issues of youth on the principle of young people for young people, and the strengthening of NGOs in this field	Young people aged up to 29 years 20 employments per year	Slovenia	MIZŠ	2014 - 2015	EUR 560,000 in 2014 EUR 240,000 in 2015
28. Incentives for the employment of vulnerable groups in the labour market and support to social entrepreneurship	Promoting youth employment in social enterprises	Young people aged up to 29 years 40 employments per year	Slovenia	MDDSZ MGRT	2014 - 2015	EUR 200,000 EUR in 2014 EUR 200,000 EUR in 2015
29. Traineeships	Promoting the first employment of young people in the context of paid traineeship	Young people aged up to 29 years 420 employments in 2014 and 880 employments in 2015;	Slovenia	MDDSZ MIZŠ Other line ministries	2014 - 2015	EUR 8 million in 2014 EUR 16.9 million in 2015
30. Mentoring schemes for young people	Promotion of intergenerational transfer of knowledge through the training of mentors and youth employment	Young people aged up to 29 years 500 people covered per year Mentors: 300 people covered per year	Slovenia	MDDSZ	2014 - 2015	EUR 1 million in 2014 EUR 1 million in 2015
31. Incentives for youth employment at the regional and local levels (taking over farms)	Support to kick-start the activities for young farmers, introduction of new technological, manufacturing, organizational and marketing changes in agricultural holdings and innovations	Young people aged 18-29 25 people covered per year	Slovenia	MKO	2014 - 2015	EUR 1 million in 2014 EUR 1 million in 2015
32. Development of new approaches to	Implementation of approx. 15 pilot projects aimed at finding new opportunities for young	at least 15 projects in 2015	Slovenia	MDDSZ	2015	EUR 4.00 million in 2015

employment and self-employment of young people in response to social challenges	people in relation to current social challenges					
33. Better employment and self-employment opportunities in all areas of culture, with an emphasis on young artists	Support to cultural programmes includes the creation of new (self) employment opportunities in culture and support services for self-employed artists in culture	120 people covered per year (on average)	Slovenia	MK	2014-2015	EUR 300,000 in 2014 EUR 1 million in 2015
34. Promoting the employment of young researchers in the economy	Co-financing employment or training of young researchers, graduates and unemployed in research and development groups within companies	Approx. 100 (young researchers, graduates, unemployed young) covered	Slovenia	MGRT	2014-2015	EUR 4.2 million in 2014 EUR 2.0 million in 2015
35. University incubators	Providing infrastructure and support to innovation-oriented entrepreneurial ideas all the way to their realization	Youth Approx. 7,000 people per year covered	Slovenia	MGRT	2014	EUR 220,000 EUR in 2014
36. Programme for the start-up of innovative enterprises.	Assistance in identifying innovative entrepreneurial ideas, professional assistance to entrepreneurs in workshops and schools, and provision of written opinions on the submitted business plans with the contest "Successful transfer of development ideas and groups into viable commercial undertakings".	Young people aged up to 29 years 250 people covered Young innovative enterprises (of these young innovative companies whose founders are young people under the age of 29 years) approx. 40 companies / year	Slovenia	MGRT	2014	EUR 1,500,000 in 2014

### 3 Time and financial frames of the Youth Guarantee programme implementation

#### Time frame:

The period of implementation of the Youth Guarantee is two years (2014 - 2015). Specific measures will be prepared for each budget period depending on available resources and in accordance with the approved implementing documents of individual ministries.

#### Estimated scale and resources required and funding sources:

The resources for the implementation of the measures referred to in the Youth Guarantee will be earmarked in Slovenia's national budget within the integral budget funds of the above-mentioned direct budget users and budget items of the European Social Fund plus own funds, which will also include items of the Youth Employment Initiative.

#### Estimated coverage of young unemployed persons

It is estimated that on an annual level, support within the framework of measures referred to in the Youth Guarantee will be needed by approximately 37,000 unemployed young people / year (target groups 1-3; the target group "0-young people in education" is not included in this number).

Based on the data on the annual inflow of young people into the register of unemployed in 2012 and in the first half of 2013 (see Table 1 in Annex 1), **it is estimated that in 2013, about 37,000 young people aged between 15-29 years, of which 60% are expected to be aged 25-29 years, will register as unemployed persons in 2013.** Approximately 60% of all newly registered unemployed are residents of Eastern Slovenia.

Table 4: Funding the Youth Guarantee in 2014 and 2015

Name of the reform/initiative	Years	Sources & levels of funding (EUR)					No. of beneficiaries planned			Cost per beneficiary
		(when applicable)			(when applicable)			(when applicable)		
	for which funding is planned	EU/ESF/YEI	National Funds, including co-funding	Regional/Local Funds	Employer Funds	Other (please specify) - <u>exemptions from the payment of the employer's soc.contrib.</u>	Male	Female	Total	EUR/person
<b>I. Early intervention and activation</b>										
1.	<i>Career guidance: regional career centres, career centres at higher education institutions, promotion of vocational education and career guidance</i>	2014	833,524.60	166,475.40			14,400	17,600	32,000	31.25
		2015	820,262.85	179,737.15			14,400	17,600	32,000	31.25
2.	<i>Forecasting future labour market needs</i>	2014	212,500.00	37,500.00						
		2015	297,500.00	52,500.00						
3.	<i>System of documentation and recognition of competences acquired through non-formal learning</i>	2014	40,000.0	10,000.00						
		2015	40,000.00	10,000.00						

4.	<i>Work-based training with employers during education and apprenticeship</i>	2014	2,295,000.00	405,000.00							
		2015	4,800,000.00	1,700,000.00				383	468	850	588,24
5.	<i>Methods for promoting creativity, entrepreneurship and innovation (CEI) - for teachers</i>	2014		30,000.00				90	110	200	150.00
		2015						0	0	0	
6.	<i>Extra-curricular activities to promote CEI in secondary schools</i>	2014		70,000.00				360	440	800	87.50
		2015						0	0	0	
7.	<i>Promotion of CEI among students</i>	2014		50,000.00				450	550	1,000	50.00
		2015						0	0	0	
8.	<i>Acquisition of additional knowledge for young people in the field of cultural activities within the Public Fund for Cultural Activities</i>	2014	320,000.00	80,000.00				54	66	120	3,333.33
		2015	320,000.00	80,000.00				54	66	120	3,333.33
9.	<i>Project Learning for Young Adults (PLYA)</i>	2014	1,224,000.00	216,000.00				132	108	240	6,000.00
		2015	1,224,000.00	216,000.00				132	108	240	6,000.00
10.	<i>Company scholarships</i>	2014	1,700,000.00	300,000.00				675	825	1,500	1,333.33

		2015	1,700,000.00	300,000.00				675	825	1,500	1,333.33
11.	Scholarships for shortage occupations	2014		1,000,000.00				360	440	800	1,250.00
		2015		1,000,000.00				360	440	800	1,250.00
12.	AD Futura scholarships for international mobility	2014		2,000,000.00				203	248	450	4,444.44
		2015		2,000,000.00				203	248	450	4,444.44
13.	Scholarships for specialized occupations and shortage occupations in culture	2014	240,000.00	575,845.00				63	77	140	5,827.46
		2015	240,000.00	584,821.00				63	77	140	5,891.58
<b>II.</b>	<b>Supportive measures</b>										
14.	Student Work Act	2014									
		2015									
15.	Strengthening counselling to young job seekers at the ESS (Youth Counsellors)	2014	1,200,000.00	300,000.00							
		2015	1,200,000.00	300,000.00							
16.	EURES	2014	800,000.00	200,000.00							

		2015	800,000.00	200,000.00							
17.	The project in support of entrepreneurship	2014									
		2015	1,520,000.00	2,030,000.00				4.163	5.088	9.250	383,78
18.	YEI: first-challenge and traineeships	2014	12,000,000.00	3,000,000.00				1.275	1.275	2.550	5.882,35
		2015	4,000,000.00	1,000,000.00				425	425	850	5.882,35
19.	Confidently into the world of entrepreneurship and the promotion of self-employment	2014	4,250,000.00	750,000.00				375	375	750	6,666.67
		2015	5,600,000.00	1,400,000.00				500	500	1,000	7,000.00
20.	Work-based testing	2014		2,000,000.00				1,385	1,385	2,770	722.02
		2015		2.000.000.00				1,385	1,385	2,770	722.02
21.	Short forms of training for unemployed persons	2014	765,000.00	135,000.00				900	1,100	2,000	450.00
		2015	765,000.00	135,000.00				900	1,100	2,000	450.00
22.	NVQ	2014	595,000.00	105,000.00				360	440	800	875.00
		2015	595,000.00	105,000.00				360	440	800	875.00

23.	On-the-job training of young people	2014	4,080,000.00	720,000.00				1,125	1,375	2,500	1,920.00
		2015	4,080,000.00	720,000.00				1,125	1,375	2,500	1,920.00
24.	Training of young people engaged in culture under mentoring	2014	400,000.00	100,000.00				9	11	20	25,000.00
		2015	784,000.00	196,000.00				18	22	40	24,500.00
25.	Employment and training of young people in the field of culture (to work with members of vulnerable groups)	2014						0	0	0	
		2015	160,000.00	40,000.00				3	3	6	33,333.33
26.	Exemption from the payment of the employer's contributions	2014					14,000,000.00	3,150	3,850	7,000	2,000.00
		2015					14,000,000.00	3,150	3,850	7,000	2,000.00
27.	Incentives for youth employment in youth sector organisations	2014	476,000.00	84,000.00				9	11	20	28,000.00
		2015	204,000.00	36,000.00				9	11	20	12,000.00
28.	Incentives for the employment of vulnerable groups in the labour market and support to social entrepreneurship	2014		200,000.00				18	22	40	5,000.00
		2015		200,000.00				18	22	40	5,000.00
29.	Traineeships	2014	6,500,000.00	1,500,000.00				189	231	420	19,047.62

		2015	13,520,000.00	3,380,000.00				396	484	880	19,204.55
30.	Mentoring schemes for young people	2014	850,000.00	150,000.00				225	275	500	2,000.00
		2015	850,000.00	150,000.00				225	275	500	2,000.00
31.	Incentives for youth employment at the regional and local levels (EARFD)()	2014	1,000,000.00					13	13	25	40,000.00
		2015	1,000,000.00					13	13	25	40,000.00
32.	Development of new approaches to employment and self-employment of young people in response to social challenges	2014						0	0	0	
		2015	3,200,000.00	800,000.00				8	8	15	266,666.67
33.	Better employment and self-employment opportunities in all areas of culture, with an emphasis on young artists	2014	240,000.00	60,000.00				60	60	120	2,500.00
		2015	800,000.00	200,000.00				60	60	120	8,333.33
34.	Promotion of the employment of young researchers in the economy	2014	3,570,000.00	630,000.00				50	50	100	42,000.00
		2015	1,700,000.00	300,000.00				50	50	100	20,000.00
35.	University incubators	2014		220,000.00				3.500	3.500	7.000	31.43
		2015						0	0		

36.	Programme for the start-up of innovative enterprises	2014		1,550,000.00				125	125	250	6,200.00
		2015						0	0		
<b>Total - early intervention and activation</b>		2014	6,865,024.60	4,940,820.40				16.787	20.464	37.250	316,94
		2015	9,441,762.85	6,123,058.15				16.269	19.831	36.100	431,16
<b>Total – supportive measures</b>		2014	36,726,000.00	11,704,000.00			14,001,435.00	12.768	14.098	26.865	2.323,89
		2015	40,778,000.00	13,192,000.00			14,001,435.00	12.806	15.110	27.916	2.434,86
<b>TOTAL</b>		2014	43,591,024.60	16,644,820.40			14,001,435.00	29.554	34.561	64.115	1.157,88
		2015	50,219,762.85	19,315,058.15			14,001,435.00	29.075	34.941	64.016	1.304,93

## 4 Monitoring, evaluation and improvement of schemes

The implementation of individual measures from the Youth Guarantee will be monitored by the providers of those measures.

Regular monitoring of the implementation of the Youth Guarantee will be provided in the context of the Special Working Group, which will consist of representatives of all the ministries responsible for the implementation of Youth Guarantee measures, as well as youth representatives and social partners. At the end of the implementation period the working group will prepare a final report on the implementation of the Youth Guarantee for the period 2014 - 2015 and submitted it to the Government of Republic of Slovenia for consideration.

Basic indicators for monitoring the implementation of the Youth Guarantee:

- average period of youth unemployment (registration in the records of unemployed persons),
- number of young people who are registered with the ESS and who received a job offer within four months after their registration in the records of unemployed persons,
- number of job offers to young persons within four months of their registration as unemployed persons.

All indicators are monitored separately by gender and age group of 15-24 years and 25-29 years. Also, the indicators are monitored separately with respect to the two cohesion regions (Eastern and Western Slovenia).

**Table 5: Planned evaluation of (non-financial aspects of) structural reforms for preventive measures**

Name of the reform/	Expected change	Means through which change will be measured	Source of information / planned evaluations
1. Career guidance: regional career centres, career centres at higher education institutions, promotion of vocational education and career guidance	To support further development of career counselling at all levels of education and beyond, strengthen the cooperation of career centres with employers and encourage direct entry of young people into their future working environments after the completion of schooling.	Number of newly established career centres	MDDSZ, MIZŠ  Monitoring of programme implementation
2. Forecasting future labour market needs	To enable short and medium-term forecasting of labour market trends and easier and faster adaptation of the ESS in providing placement service.	Indicators at the project level	MDDSZ (Slovene Human Resources and Scholarship Fund, ESS)  Monitoring of programme implementation
3. System of documentation and recognition of competences acquired through non-formal learning	To establish an integrated system for the recognition of competences acquired through non-formal learning, and integration of formal and non-formal education as a comprehensive education of young people.	The system is in place	MIZŠ
4. Work-based training with employers during education and apprenticeship	To strengthen incentives for employers to provide work-based training of the youth in schooling, strengthen the participation of companies in the process of developing a workforce that will be able to meet the needs of the economy. and begin the process of developing a system of work-based training with employers.	Indicators at the programme level	MIZŠ  MGRT

**Table 6: Planned evaluation of (non-financial aspects of) structural reforms for supportive measures**

Name of the reform/	Expected change	Means through which change will be measured	Source of information / planned evaluations
14. Student Work Act	Regulation of student work as equivalent to regular work	Adoption and implementation of the act	MDDSZ Evaluation of the effects of the act
15. Strengthening counselling to young job seekers at the ESS (Youth Counsellors)	Improved, more focused and targeted counselling to young job seekers	Number of trained counsellors for young job seekers / Survey on satisfaction with counselling / Number of young job seeker per one counsellor	MDDSZ (ESS) The results of the survey on satisfaction with counselling
16. EURES reform	Strengthening the work of the EURES office at the ESS and introduction of mobility scheme for young people	Number of employed EURES counsellors, number of counselling sessions, number of young people covered, number of jobs on the basis of involvement in the treatment	MDDSZ (ESS-EURES)
17. The project in support of entrepreneurship	Integrated regulation of the promotion of entrepreneurship and entrepreneurship for young people and establishing a network for the assessment of business ideas and entrepreneurship training	Number of established enterprises Number of young persons covered	MGRT, MDDSZ, MIZŠ, MK, MKO Monitoring of programme implementation

**Table 7: Planned evaluation of initiatives and financial aspects of reforms for preventive measures**

Name of the initiative / reform/	Target group (or equivalent) with indicators on annual basis	Target group (or equivalent) actually covered	Outcome for target group	Sources of information
1. Career guidance: regional career centres, career centres at higher education institutions,	Number of young people who could be involved in group and individual treatments: (schooling youth population)	Number of young people who were involved in group or individual treatments: 32.000	Number of registrations by the first-time job seekers with the ESS	MDDSZ / Career centres

promotion of vocations and career guidance	Number of required additional career centres in regions  The time required for group and individual treatments,	Number of persons using the services of career centres at higher education institutions 30% of all students:  Number of those involved in the project "Promotion of Vocations and Career Guidance"		MIZŠ
2. Forecasting future labour market needs	Number of planned surveys of employers	Number of implemented surveys of employers	Number of implemented analyses of short-term and medium-term needs of employers	MDDSZ (ESS), MGRT
3. System of documentation and recognition of competences acquired through non-formal learning	Number of young people between 15-29 years of age	Number of young people included in the system:	Number of system users: 50% included in the system:	MIZŠ  Indicators at the project level
4. Work-based training with employers during education and apprenticeship	Number of young people who could be covered 8Students of secondary vocational schools9	Number of young persons covered:  Number of young people who successfully completed the programme	Number of young people who were employed or continued their education within six months after completing the programme	MIZŠ  MGRT
5. Methods for promoting creativity, entrepreneurship and innovation (CEI) - for teachers	Teachers covered by the programme  Number of young people who could be covered:	Number of teachers covered by the programme: 200  Number of young persons covered: 1000		MGRT
6. Extra-curricular activities to promote CEI in secondary schools	Number of young people who could be covered:	Number of young persons covered: 800		MGRT

7. Promotion of CEI among students	Number of young people who could be covered:	Number of young persons covered: 200		MGRT
8. Acquisition of additional knowledge in the field of cultural activities within the Public Fund for Cultural Activities	Number of young people who could be covered:	Number of young persons covered: 120	Number of young persons who successfully completed the programme	MK
9. Project Learning for Young Adults (PLYA)	Number of young people who could be covered: number of drop-outs per year	Number of young persons covered: 240	Number of young persons who successfully completed the programme  Number of young people who were employed or continued their education after completing the programme	MDDSZ (ESS)
10. Company scholarships	Number of young people who could be covered:	Number of young persons covered: 1,500  Number of young persons who successfully completed the programme	Number of young people who were employed within six months after completing the education	MDDSZ (Slovene Human Resources and Scholarship Fund, ESS)
11. Scholarships for shortage occupations	Number of young people who could be covered:	Number of young persons covered: 800  Number of young persons who successfully completed the programme	Number of young people who were employed within six months after completing the education	MDDSZ (Slovene Human Resources and Scholarship Fund)
12. AD Futura scholarships for international mobility	Number of young people who could be covered:	Number of young persons covered: 450  Number of young persons who successfully completed the programme	Number of young people who were employed within six months after completing the education	MDDSZ (Slovene Human Resources and Scholarship Fund)

13. Scholarships for specialised and shortage occupations in culture	Number of young people who could be covered:	Number of young persons covered: 140  Number of young persons who successfully completed the programme	Number of young people who were employed within six months after completing the education	MK
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**Table 8: Planned evaluation of initiatives and financial aspects of reforms for supportive measures**

Name of the initiative / reform/	Target group (or equivalent) with indicators on annual basis	Target group (or equivalent) actually covered	Outcome for target group	Sources of information
14. Student Work Act	Number of young people with the status of a secondary school student or student (entitled to student work)	Number of young people who will perform student work		MDDSZ
15. Strengthening counselling to young job seekers at the ESS (Youth Counsellors)	Number of trained youth counsellors: existing 80 + 68 additional employees, specialized for work with young people  Survey on satisfaction with counselling	Number of young people who will receive counselling 37,000	Number of young people who will receive an offer by the counsellor	MDDSZ (ESS)
16. EURES reform	Number of employed EURES counsellors,  Number of young people involved in the mobility scheme,	Number of young people involved in treatment	Number of employments based on the involvement in treatment	MDDSZ (ESS-EURES)
17. The project in support of entrepreneurship	Number of young people	Number of young people covered	Number of employments based on the entrepreneurial idea  Number of young people covered	MGRT, MDDSZ, MIZŠ, MK, MKO
18. YEI: First-challenge and traineeships	Number of young persons covered: 3.400 in 2014 / 2015	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MDDSZ (ESS)
19. Confidently into the world of entrepreneurship	Number of young persons covered: 1,750	Number of young people who successfully completed the	Number of (self)employed young people who were employed within six months	MDDSZ (RCR Zagorje)

and the promotion of self-employment		programme (school year): 1,500	after completing the programme	MDDSZ (ESS)
20. Work-based testing	Number of young persons involved: 2,770	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MDDSZ (ESS)
21. Short forms of training for unemployed persons	Number of young persons covered: 2,000	Number of young people who successfully completed the programme		MDDSZ (ESS)
22. National Vocational Qualifications	Number of young persons covered: 800	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MDDSZ (ESS)
23. On-the job- training of young people	Number of young persons covered: 2,500	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MDDSZ (ESS)
24. Training of young people engaged in culture under the mentoring	Number of young persons covered: 40	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MK
25. Employment and training of young people in the field of culture (to work with members of vulnerable groups)	Number of young persons covered: 5	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MK
26. Exemption from payment of social security contributions for employers taking on a young worker	Number of young people who are entitled to be covered by the measure: All young people up to 29 years, registered with the ESS for at least 3 months	Number of young people who were actually employed within the framework of this measure: 7,000	Number of young people who were employed within six months after the completion of the measure	MF (DURS)

27. Incentives for youth employment in youth sector organisations	Number of young persons covered: 20	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MIZŠ (URSM)
28. Incentives for the employment of vulnerable groups in the labour market and support to social entrepreneurship	Number of young persons covered: 40	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MDDSZ Other ministries
29. Traineeships	Number of young persons covered: 650	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MDDSZ
30. Mentoring schemes for young people	Number of young persons covered: 500	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	Slovene Human Resources and Scholarship Fund
31. Incentives for youth employment in taking over the farms	Number of young persons covered: 25	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MKO
32. Development of new approaches to employment and self-employment of young people in response to social challenges	Number of young persons involved: at least 15 (at least 1 per funded project)	Number of successfully completed projects: Number of youth employments per project:	Number of young people who were employed within six months after completing the programme	MDDSZ
33. Better employment and self-employment opportunities in all areas of culture, with an	Number of young persons covered: 120	Number of young people who successfully completed the programme	Number of young people who were employed within six months after completing the programme	MK

emphasis on young artists				
34. To promote the employment of young researchers in the economy	Young researchers, graduates, unemployed young	Number of young persons covered: 100	Number of young people who were employed in supported enterprises (as a result of the measure)	MGRT
35. University incubators	Students of (public) universities	Number of young persons covered: 7,000	The average percentage of all students involved in the pre-incubation activities of university incubators  Number enterprises established and included in university incubators	MGRT
36. Programme for the start-up of innovative enterprises	Young people and young innovative enterprises whose founders are young persons	Number of supported start-ups whose founders are the young 40  Number of young people involved in promotion activities. 250		MGRT

## **5 Annexes**

Annex 1: ANALYSIS OF YOUTH SITUATION IN THE LABOUR MARKET (including the analysis of "Youth in the labour market", ESS)

Annex 2: DESCRIPTION OF MEASURES TO INCREASE THE EMPLOYABILITY OF YOUNG PEOPLE