

# Training for the young (NEETs)

**POLICY DEVELOPMENT**

**PRACTICAL MEASURE/INITIATIVE**

 SLOVENIA

## Timeline

2016 Implementation	2017 Implementation	2018 Implementation
2019 Implementation	2020 Implementation	2021 Implementation
2022 Implementation	2023 Implementation	2024 Implementation

**ID number 28800**

## Description

The Youth guarantee implementation plan for 2016-20 (following the 2014-15 round) was adopted in May 2016. One of its activities, the Project learning for young adults (PUM-O) targets those aged between 15 and 26 who left education and training early or dropped out to help them complete their education and/or find a job. The activity consists of project work that combines work-related content with fun experience and encouragement for active job search, continuing education and achieving personal goals.

In addition, the 2014-20 ESF-supported programmes, such as the Non-formal education and training for young and the On-the-job training, address the employability of young, unemployed people, through non-formal and on-the-job training programmes to raise competences that are in demand in the labour market (key competences, work-specific competences).

The Ministry of Labour runs an ESF-supported project Co-financing of innovative projects for employment of young people in the period 2018-20. The project aims to activate the unemployed young through connecting key stakeholders on regional and national levels. To support young people not in education, training or employment (NEETs) efficiently, counsellors from different public services should align their efforts to provide the right support on specific issues NEET might have. Therefore, the Institute of the Republic of Slovenia for VET (CPI) joined the Erasmus+ project Youth in transition, within which also vocational maturity (readiness to work) will be addressed with an online tool for counselling NEETs.

<b>2016 Implementation</b>
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<b>2019 Implementation</b>  PUM-O: in 2019, one more institution joined the programme; the number of organisers is now 13. In the scope of Good stories, a discussion was conducted with mentors and participants in Slovenj Gradec. The story has been published by the Employment

Service of Slovenia. From January to December 2019, 410 unemployed young people entered the programme, a few less than in 2018 (551).

Non-formal education and training for young: in 2019, 1 249 contracts were concluded for entering various programmes, which was more than 2018 (1 035). Among the most popular were the Slovene language for foreigners, Security guard and German language (in 2018, Driving licence for category C was in the third place).

On-the-job training for young people: the condition that a young person has to be registered as unemployed for three months before they can enter the programmes has changed. Now those registered as unemployed and under 30 years of age are also eligible. The training lasts three months, or two for less demanding jobs. The eligible cost of training has also increased from EUR 493 to 732 and from EUR 370 to 526 for two months. In 2019, 1 350 unemployed young people enrolled in the programme, which is 368 more than in 2018.

Youth in Transition (YIT):

- (a) international analysis on the needs of the counsellors working with NEETs with the focus on the youth perspective and perspective of the professionals around the NEETs executed in, Denmark, Iceland and Slovenia;
- (b) online tool on assessing vocational maturity of the young is being developed. The indicators and parameters of the tool have been prepared jointly by all partners, while the national versions of the tool have been modified to fit the needs of national professionals. The testing and promotion of the tool (in all three countries) started at the end of 2019 and will be finished towards the end of 2020;
- (c) in YIT, the profile of a 'scout' has been developed (an artificial term for a new professional profile that encompasses a double role of a contact person and personal counsellor, mentor or guide). In Slovenia, the profile has been translated and adapted to local circumstances;
- (d) a joint (English version) training programme for professionals working with NEETs has been prepared which will present the basis for local training programmes for professionals working with NEETs. The training will finish in Spring in 2020.

Joint financing of innovative projects: in 2019, 166 young people were included in the programme; 148 of those who completed it found employment with the Employ the young grant.

## **2020 Implementation**

PUM-O: from January to December 2020, 441 young adults entered the programme, which is a few more than in 2019 (410). The Slovenian Institute for Adult Education (ACS), tasked with development, monitoring, evaluation, counselling and coordination support of the PUM-O, published a detailed description of the programme in February 2020. The document describes the target group, the basic principles of the programmes, aims, methodology.

In 2020, the number of participants decreased due to the Covid-19 pandemic, as training programmes were not implemented in the first half of the year.

In the ,Non-formal education and training for young people, programme, 899 unemployed young people enrolled in 2020, which is 451 fewer than in 2019. The decline was primarily due to the suspension of training programmes in the first half of the year as a result of the pandemic.

Non-formal education and training for young: in 2020, 899 unemployed young people enrolled in the programme, which is 451 fewer than in 2019.

On-the-job training for young people: in 2020, 790 unemployed young people enrolled in the program, which is 560 fewer than in 2019.

Youth in transition (YIT): the testing and promotion of the online tool for discussion and self-evaluation, Vocational maturity of the young, continued in 2020. The Slovenian version of the tool was adjusted according to the findings and feedback of

professionals and NEETs. The tool was also transferred to the Slovenian platform and made freely available to the interested public.

A local training programme, based on the joint English version, for professionals working with NEETs was prepared. The training exercises were supposed to be implemented in Spring 2020 but had to be postponed due to the COVID-16 pandemic. The training was carried out in Autumn 2020: training on vocational maturity tool for counsellors working in upper-secondary and basic education (two sessions) and training on cross-sectional cooperation and preparation of individual pathways for NEETs for mentors of Project learning for young adults programme (PUM-O) (four sessions).

A taxonomy on youth progress towards vocational maturity with related indicators was prepared and tested by mentors of Project learning for young adults programme (PUM-O).

A joint model for cross-sectoral cooperation of counsellors and professionals in supporting NEETS towards vocational maturity was prepared.

## **2021 Implementation**

PUM-O: in 2021, 308 individuals participated in the programme. 12 organisations provide services.

Non-formal education and training for the young: in 2021, 1 206 individuals participated in the programme.

On-the-job training for young people: in 2021, 1 290 individuals participated in the programme.

Youth in transition (YIT): the YIT project ended in March 2021 with the publication of five policy briefs:

- (a) The first brief suggests setting up local cross-organisational teams with the aim of developing the so-called chain of responsibility among key experts in order to support the NEETs through their individual pathways efficiently and collectively.
- (b) The second brief invites creation of a national application for mapping and tracking NEETs on their individual pathways. This would ease early identification and prevention, needs assessment, identifying and commissioning support, monitoring progress towards re-entering education, employment or training and quality assuring policy measures.
- (c) The third brief for further development calls for establishing the so-called scout role, as a dedicated counsellor of individual NEET who helps him/her navigate through the support system of different sectors and organisations. Existing professionals could upgrade their competences according to in project designed competence profile.
- (d) The fourth brief is about developing and introducing the so-called career orientation portfolio (as a set of activities and as a document) for all students, starting at age 12. A career orientation portfolio could combine the existing Learning Achievement Portfolio and many lifelong career orientation materials and tools. In this way, a more structured approach to lifelong career orientation could be implemented as a prevention strategy already in basic education.
- (e) The fifth brief proposes to take into the consideration an optional 1-year preparatory programme for the young who struggle during transition into the upper secondary (especially VET and apprenticeship). The aim of the preparatory year would help young people consolidate and upgrade basic knowledge and key competences and choose a future vocation through career orientation activities.

## **2022 Implementation**

PUM-O: in 2022, 701 individuals participated in the programme.

Non-formal education and training for the young: in 2022, 791 individuals participated

in the programme.

On-the-job training for young people: in 2022, 539 individuals participated in the programme.

At the end of 2022, the EU-funded programmes for young people (2014-2020), including ,Non-formal education and training for young people, and ,On-the-job training for young people, concluded.

### 2023 Implementation

The PUM-O+ programme was launched in 2023, with 500 participants, of whom 377 enrolled in PUM-O+, an updated version of PUM-O. The programme was redesigned based on findings from the implementation and monitoring of PUM-O, which identified emerging needs among young people and opportunities for improvement.

Previously, PUM-O targeted young unemployed adults without a basic profession, while PUM-O+ also includes students at risk of dropping out. Additionally, young people who temporarily enrol in other Active Employment Policy (AEP) programmes based on their career plan prepared by PUM-O+ mentors can continue receiving periodic counselling and support.

The updated programme places greater emphasis on identifying invisible NEETs, providing individualised support and mentoring, training for mentors, developing effective promotional methods, and networking with employers and key stakeholders. It also addresses complex challenges such as long-term unemployment, low educational attainment, chronic illness, difficult family circumstances (poverty, alcoholism, violence), immigrant background, low socio-economic status, special needs, and inclusion of vulnerable ethnic groups such as Roma.

Following the conclusion of the EU-funded programmes for young people (2014-20), including 'Non-formal education and training for young people' and 'On-the-job training for young people', young people could instead enrol in nationally funded alternatives. The 'Local programmes for non-formal education and training' had 559 participants, while the 'Training locally' programme included 123 young people aged 29 and under.

### 2024 Implementation

In the first half of 2024, 155 new individuals enrolled in PUM-O+.

New EU-funded programmes for the 2021-2027 financial period were introduced in 2024, offering additional opportunities for young unemployed people aged 29 and under. The ,Non-formal education and training+ programme, had 126 participants between January and June 2024, while ,On-the-job training+, included 101 participants in the same period.

Young people could also enrol in nationally funded programmes. From January to June 2024, the ,Local programmes for non-formal education and training, included 456 unemployed young people, while the ,Training locally, programme had 10 participants.

## Bodies responsible

- Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZ)
- Institute of the Republic of Slovenia for Vocational Education and Training (CPI)
- Employment Service of Slovenia (ZRSZ)
- Slovenian Institute for Adult Education (ACS)

## Target group

### Learners

Young people (15-29 years old)  
Young people not in employment, education or training (NEETs)  
Learners at risk of early leaving or/and early leavers  
Unemployed and jobseekers  
Low-skilled/qualified persons

### **Education professionals**

Teachers  
School leaders  
Guidance practitioners

### **Entities providing VET**

VET providers (all kinds)

## **Thematic categories**

### **Modernising VET offer and delivery**

Modernising VET standards, curricula, programmes and training courses  
Developing and updating learning resources and materials  
Acquiring key competences

### **Teachers, trainers and school leaders competences**

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

### **Supporting lifelong learning culture and increasing participation**

Financial and non-financial incentives to learners, providers and companies  
Lifelong guidance  
Ensuring equal opportunities and inclusiveness in education and training

## **Subsystem**

IVET CVET

## **Further reading**

[Good stories](#)

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[Non-formal education and training for young](#)

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[Youth in Transition \(YIT\)](#)

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[PUM-O](#)

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[PUM-O programme](#)

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[Policy Brief 1](#)

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[Policy Brief 2](#)

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[Policy Brief 3](#)

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[Policy Brief 4](#)

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## Related policy developments

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**2022 Completed**

### Upskilling adults

The project 'Development of programmes for upskilling in continuing vocational education and training 2017-22' (the PINPIU project) aims to develop formal VET programmes for upskilling employees, helping them to respond to changing needs in the labour market.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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**2024 Implementation**

### Training for the elderly, long-term unemployed and low-skilled

The 2014-20 ESF-supported programmes, such as Non-formal education and training and the On-the-job training, that targeted the long-term unemployed and low-skilled aged 50+, were also adopted under the responsibility of the Ministry of Labour.

 SLOVENIA

#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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#### “ ... ” Cite as

Cedefop, & ReferNet. (2025). Training for the young (NEETs): Slovenia. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

