



## What it is

Programmes for the unemployed include:

- ▶ Non-formal programmes implemented with voucher method (Latvian and foreign languages, IT skills training programmes from 80 to 150 hours)
- ▶ Vocational training programmes (from 480 to 1280 hours) and upskilling vocational programmes (from 160 to 320 hours) with voucher method
- ▶ Truck driver courses and vehicle courses
- ▶ Training for basic skills and competencies (short courses, lectures, seminars from 16 to 32 hours)
- ▶ Up to six months of on-the-job training
- ▶ Training upon employers request (vocational training programmes from 480 to 1280 hours)

Target groups: registered unemployed and job seekers, including disadvantaged unemployed with disabilities, LTU, unemployed aged 50 years and over, etc.)

Vocational training, upskilling and non-formal training programmes are organized by the SEA in co-operation with public as well as private training institutions and employers only for registered unemployed and job-seekers. The measures are financed by the national budget, ESF, and Youth Employment Initiative

Taking into account demographic characteristics, self-esteem and motivation to look for a job and cooperate with the SEA, the profiling system developed by SEA helps

- ▶ provide the most appropriate measures and intensity
- ▶ better satisfy the needs of unemployed and help them return to employment faster
- ▶ improve matching of unemployed and vacant jobs

SEA provides job search assistance and (career) guidance (CV and vacancy portal) and offers measures to help the unemployed develop basic skills and competencies

Assessment and evaluation: Follow-up labour market status 6 months after training, surveys (satisfaction, random calls), regular impact assessment

## How it works

- ▶ Training fields and educational programmes are set at least once per year in accordance with results of labour market analysis, and agreed with economic and social partners and experts in the Training Commission (under the auspices of the Ministry of Welfare). Simple or low-skilled occupations are excluded from the list of training programmes
- ▶ The number of vouchers/beneficiaries is set by an SEA commission tasked with setting quotas for ALMPs for each SEA affiliate (based on the number of unemployed and other criteria)
- ▶ An unemployed person may participate in vocational training programmes once every 2 years and in non-formal programmes not more often than twice a year (except Latvian language courses - maximum 3 training programmes). Participants choose the institution where they undergo their education or training. Participation in programmes may last up to 6 months (usually full time - 8 hours).
- ▶ Training voucher – the money is transferred directly to the training provider. They receive 50% of training voucher sum before client's participation in training and 50% of training voucher sum when training has been successfully completed
- ▶ The amount differs depending on type and duration of training, as well as on the training programmes. Basic values of vouchers are between 360 EUR for non-formal training programmes (160-320 hours of training) up to 1100 EUR for vocational training programmes (up to max 1280 hours). Price "coefficients" are applied for more technology intensive training programmes (i.e. the "Accountant" programme will have a lower coefficient than the programme "Automotive electrician")
- ▶ Financial support during training: 5 EUR stipend per training day, regional mobility support to cover transportation and renting costs and costs to adapt training to persons with disabilities (assistants, sign language experts and other related expenses)
- ▶ Web-based ICT tools (such as self-assessment career guidance tests; short term labour market forecasts; performance measurement system of training institutions, booking system) support the training system
- ▶ Next steps for 2017: Introduction of performance based payment system for training providers (if participant enter labour market 6 months after finishing training)

## Who is involved

1. Public employment service (coordination/lead; guidance services; linking jobs with job seekers; cooperation with employers in providing services for job-seekers; skills anticipation and active labour market policy measures, incl., training)
2. Both private and public training institutions can and do participate and offer training if they meet the set criteria, the main criteria being licenced and accredited institutions/programmes (there are no procurements)

## More information

### Raimonds Brīdaks

[Raimonds.Bridaks@lm.gov.lv](mailto:Raimonds.Bridaks@lm.gov.lv)

Senior expert of Labour Market Policy Department  
Ministry of Welfare (Republic of Latvia)

### On the web

<http://www.lm.gov.lv/>

(Ministry of Welfare, in Latvian and English)

<http://www.nva.gov.lv/>

(State employment agency, in Latvian and English)

<http://www.lm.gov.lv/text/2562>

(Programme evaluation by the World Bank, in English)

<http://dx.doi.org/10.1787/9789264240407-en>

(Investing in Youth: Latvia, OECD, 2015)

<http://dx.doi.org/10.1787/9789264250505-en>

(Reviews of Labour Market and Social Policies: Latvia 2016, OECD)