

# OUTPUT FACT SHEET

## Pilot actions (including investment, if applicable)

Version 3

Project index number and acronym	CE1345 SIV
Output number and title	O.T3.1 Voucher System Tool - Slovakia
Investment number and title (if applicable)	n/a
Responsible partner (PP name and number)	Centire s.r.o. (PP11)
Project website	<a href="https://www.interreg-central.eu/Content.Node/SIV-.html">https://www.interreg-central.eu/Content.Node/SIV-.html</a>
Delivery date	31 May 2022

Summary description of the pilot action (including investment, if applicable) explaining its experimental nature, demonstration character and transnational added value

The aim of the pilot action was to test the voucher program and the establishment of a fund in Slovakia as one of the 8 participating countries in the SIV project. The aim of these activities is primarily to help disadvantaged groups find employment. Although disadvantaged groups in the labor market can benefit through state programs, this support is often insufficient and especially unaddressed. The specifics of Slovak activities were addressability and an individual approach.

In Slovakia, the voucher program was set up primarily to help (1) people with disabilities, (2) graduates, (3) single parents, (4) parents after maternity / paternity leave and (5) long-term unemployed. The vouchers were intended to provide (1) coaching and (2) recruitment or matching process - placement of job seekers at the employer.

We provided coaching for target groups - especially in the form of seminars and individual support. The individual approach proved to be very effective - in finding a suitable job position for a job seeker or in preparing him for the job search process. In preparing coaching activities, Centire cooperated with experts, coaching was based on the needs of job seekers and employers.

The SIV project provided an opportunity to test the voucher program so that it could be presented to donors later. The donors should then fund these activities in the sustainability phase of the project through the fund. The fund should be an instrument through which it will be possible to finance activities to help the disadvantaged in the sustainability of the project. Centire has long been looking for a suitable form and partners for the establishment of the fund. In May 2022, Centire founded the Centire Fund, whose main goal is to support initiatives and activities that help disadvantaged groups find employment. The fund will be financed from sponsorship, assignment of 1.5% of private companies and success fee from employers employing disadvantaged groups.

In the Slovak voucher system, the vouchers were only informative (i.e. with no direct funding from the fund), as the fund was only established at the end of the project implementation. The main reason for establishing the fund at the end of the project were 2: the partners who were supposed to manage the fund (the Endowment Fund does not have legal entity as it has to be provided by the existing foundation. The fund has to be created by the Agreement on the Establishment of the Endowment Fund, does not require a contribution to the endowment capital, its rights and obligations are regulated by the Act on Foundations. It is established to support a specific purpose. The donor has the right to accurate and regular information about the status of the established fund and the use of the fund's funds) eventually changed their decision twice (Nadácia Slovenskej sporiteľne and Nadácia Pontis) and only finally we agreed to establish a fund with the Nadácia pre deti Slovenska. In addition, unfortunately, we did not have any promised funding from the sponsors/potential funders.

Vouchers were informative in nature - they invited target groups to join the program. Job seekers could receive coaching (which was financed by the project - eligible cost). Employers obtained recommended employees (either on the basis of coaching or on the basis of the functioning of the matching tool. Matching of employers and job seekers worked automatically on the portal and did not require direct costs).

The matching tool as a part of the matching portal "Práca v kocke" was also an innovative tool created and used in Slovakia. This matching tool has streamlined the assignment of suitable candidates to vacancies published by employers.

The transnational benefit is mainly the "transferability" of the results of our activities - mainly the matching tool, but also the entire coaching concept.

### NUTS region(s) concerned by the pilot action (relevant NUTS level)

NUTS 3 regions:

- Bratislava region
- Trnava region
- Trenčín region
- Nitra region
- Žilina region
- Banská Bystrica region
- Košice region
- Prešov region

### Investment costs (EUR), if applicable

n/a

### Expected impact and benefits of the pilot action for the concerned territory and target groups and leverage of additional funds (if applicable)

The expected result of the pilot action is the long-term and sustainable operation of the voucher program, which will be financed from the fund. At least in the context of sustainability, Centire will continue to implement activities and support initiatives that will help disadvantaged groups find employment.

This contribution will complement existing initiatives at national level or support from NGOs. The added value will be that these activities will be implemented in cooperation with partners (Single Parent, Social Economy Association, Slovenská sporiteľňa Foundation). The main beneficiaries are disadvantaged job seekers and employers. Secondary also society - for example, through higher incomes of placed job seekers, higher quality of life of placed job seekers as well as higher productivity of employers - which will be of benefit for a broader society as well.

The fund plans to raise about 20,000 euros a year to finance its activities. The source of funding will be sponsoring, assignment of 1.5% of taxes (specifics of the Slovak tax system) as well as potentially from the "success fee" provided by employers.

The project activities - helping disadvantaged groups and setting up a fund - were presented to several stakeholders at the policy or institutional level.

## Sustainability of the pilot action results and transferability to other territories and stakeholders

This output is the basis for the Centire's further activities to help disadvantaged jobseekers. All created materials for coaching (presentations, forms, documents) will be used in the upcoming coaching and training activities for target groups. The matching tool / matching portal will continue to be used to register job seekers and employers, potentially more focused on the disadvantaged group of single-parents in the future. The system of support for employers (social enterprises) will continue to be used. Thanks to the project, Centire has a database of job seekers and employers and can thus continue successful matching. Centire will also seek funding for follow-up projects. These activities will be funded by the Fund, which will raise finances.

The structure of the voucher program, coaching activities, the form of support for employers were presented to other project partners and can be used at any time. Centire is currently discussing with the German partner the application of the matching tool in Germany.

Other stakeholders can also benefit from this output in setting policies and support - for example, the Ministry of Labour, employment offices, NGOs, foundations, regions, schools and umbrella organizations.

The main lessons learned is that to gain the interest of donors, it is primarily a matter of achieving the success and benefit of your efforts and then presenting it.

### If applicable, contribution to/ compliance with:

- relevant regulatory requirements
- sustainable development - environmental effects. In case of risk of negative effects, mitigation measures introduced
- horizontal principles such as equal opportunities and non-discrimination

Within this output, it was necessary to monitor regulations only with regard to the establishment of the Fund. In this case, we followed the applicable legislation - Act no. 34/2002 Coll.

With regard to assistance for target groups, our activities were in line with sustainable development - and its social pillar, which pursues upholding values that promote fairness and respect for individual rights.

Throughout the project, we monitored compliance with equal opportunities at two levels: at the level of the project team as well as at the level of target groups. At the same time, we applied the principles of non-discrimination (e.g. in the process of registration of job seekers, participation of job seekers in coaching, etc.)

References to relevant deliverables (e.g. pilot action report, studies), investment factsheet and web-links

If applicable, additional documentation, pictures or images to be provided as annex

All relevant deliverables are available in eMS:

- D.T.3.1.1 Voucher Process
- D.T.3.1.5 Voucher Management Workflow
- D.T.3.2.1 Improved Voucher Process
- D.T.3.2.4 Improved Voucher Management Workflow
- D.T.3.3.1 Recruiting Event concept and timeline
- D.T.3.3.2 Voucher Recruiting Events
- D.T.3.3.3 Contact Lists
- D.T.3.3.4 SME Registration
- D.T.3.3.5 Voucher Distribution
- D.T.3.4.1 Stakeholder Briefings
- D.T.3.5.1 Status Report on progress of work experience
- D.T.3.6.1 Status Report on job seekers Experience

Weblinks:

[www.pracavkocke.sk](http://www.pracavkocke.sk) - the matching tool, registration portal and communication channel

<https://www.facebook.com/pracavkocke/> - the main communication channel of the project in Slovakia

<https://www.centire.com/novinky/> - official website of Centire providing main updates on the project