

Advocacy in the Employment Service of Slovenia

COOPERATION WITH BUSINESS

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Challenge

We have detected that certain long term-unemployed need our **extra assistance in the form of advocacy – to get access to job interviews,** as they are not recognized as a suitable candidates by employers, **even though they are motivated and have a necessary skills.**

Our colleagues have expressed a need to be additionally trained to provide advocacy to this group of unemployed.



Training content needs

1. Meaning of advocacy and when to use it
2. How to recognize which unemployed to advocate for
3. How to recognize the suitable employers for advocacy of unemployed
4. How to establish good partnership with employers
- 5. How to negotiate – emphasised!**



Why negotiation?

- Significant **lack of negotiation skills** among our colleagues
- Negotiation skills as **crucial element for efficient communication with employers** during the advocacy process



Solution:

We created an innovative training programme

Innovative elements

- ▶ Developing a training programme together with external business advisors
- ▶ Role-play training with personalized feedback to each participant
- ▶ Feedback is given from external business advisor and PES experts
- ▶ Personal growth and development plan elaborated for each participant



Execution phase

- ▶ The training started in September 2020 and is ongoing activity
- ▶ „Train the trainers“ approach is included – all participants obtain the skills to train and promote advocacy among their colleagues
- ▶ The monitoring and evaluation are still in the process, but the **feedbacks received so far are very encouraging and positive**





Thank you!

ANY QUESTIONS?

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Zavod Republike Slovenije
za zaposlovanje

Presented activities are carried-out under the project
“Performing services for the unemployed, other job seekers and employers”,
co-financed by the European Social Fund.