

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Zavod za izobraževanje delavcev
<b>Name of the instrument - English translation</b>	Foundation for Employees Trainings
<b>Scheme ID</b>	192
<b>Country</b>	 Slovenia
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Training fund
<b>Sub-type of instrument</b>	Sectoral level collection and sectoral level distribution
<b>Type of entry</b>	Groups of instruments

<b>Short description</b>	<p>Based on a dismantled compulsory system, companies join in on a voluntary basis and contribute to sectoral as well as regional training funds. The training costs of the Employee Training Fund are covered by the employees of the employers, who regularly contribute to the Fund via a levy amounting to 1% of minimum gross salary in the Republic of Slovenia per employee (which is EUR 6.5 per employee per month in 2020). Any formal and non-formal education and training is eligible for funding. The financing of the costs of education and training of employees with the same employer in a calendar year may not exceed EUR 300 per individual employee. An individual employer cannot receive more than EUR 7 000 in reimbursed education and training costs in a calendar year. The operation/management of the training fund is under the Foundation for Employees Training.</p>
--------------------------	--

<b>Level of operation</b>	Regional
	Sectoral
<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Central Slovenia
<b>Name of the sector (for sectoral instruments)</b>	Craft and entrepreneurship

<b>Legal basis</b>	Establishment Act
<b>Objective(s) and target(s)</b>	To continue co-financing of formal and informal education of employees, further training for more demanding works, specialisation within profession, safety and health at work, knowledge of language, IT trainings, study visits, etc.
<b>Year of implementation</b>	2010
<b>Year of latest amendment</b>	2020
<b>Operation/management</b>	The operation/management of the training fund is under the Foundation for Employees Trainings. According to the Rules of their programs, the costs of education and training for workers are distributed to companies that are contributing to the fund. The contribution is determined in the gross amount of 1 percent of a minimum gross salary in the Republic of Slovenia per employee. In 2020, the requested contribution is 6,5 per employee.
<b>Eligible group(s)</b>	Companies that are contributing to the fund. Beneficiaries for covering the costs of training by the Foundation for Employees Trainings are employees of employers who pay the contribution to the Foundation regularly. The Foundation covers the costs of trainings of employees who work for the employer at least 3 months prior to the training (for trainings in occupational safety, fire safety, first aid, food hygiene according to the HACCP system), 6 months prior to the training (for trainings lasting less than one school year) or 12 months prior the training (for education (at secondary, higher, tertiary and university level) lasting more than one (1) school or academic year).
<b>Group(s) with preferential treatment</b>	No
<b>Education and training eligible</b>	Any formal and non-formal education and training.
<b>Source of financing and collection mechanism</b>	Levy (1% of minimum gross salary in the Republic of Slovenia per employee, which is 6.5 per employee in 2020) collected from companies that signed an agreement establishing the training fund.
<b>Financing formula and allocation mechanisms</b>	Share/amounts that the company may receive to cover the costs of education and training for workers vary depending on education and training programmes. The Foundation distinguishes between 18 different types of education programmes/trainings. Each of them has its own financing formula(s). The co-financing of the costs of education and training of employees with the same employer in a calendar year may not exceed 300 per individual employee. An individual employer cannot receive more than 7000 in reimbursed education and training costs in a calendar year.
<b>Eligible costs</b>	Fees and other costs related to education and training.
<b>Volumes of funding</b>	Not available

<b>Beneficiaries/take up</b>	The total number of companies as beneficiaries: 2018: 128; 2019: 120, 2020: 96: Total number of beneficiaries: 2018: 1 442; 2019: 940; 2020: 587
<b>Organisation responsible for monitoring/evaluation</b>	Quality assurance is provided by Foundation for Employees Trainings
<b>Most relevant webpage - in English</b>	<a href="http://zavod-zid.si/English_1/">http://zavod-zid.si/English_1/</a>
<b>Most relevant webpage - local language</b>	<a href="https://zavod-zid.si/">https://zavod-zid.si/</a>
<b>Recent changes</b>	<p>2020: Rules of the Foundation were amended (more precisely Article 1 of the Rules was amended). Prior to the amendment, the sentence in the article was written like this: "In order to ensure organized education of workers at work and from work, employers voluntarily pay a special contribution to the Foundation /.../". In the amended Rules the word "voluntarily" was removed. That was the only change in the Rules. The Rules were amended due to the recovery of the education contribution and due to different legal views on the Rules.</p> <p>Recent changes in response to COVID-19</p> <p>Trainings that were planned to be implemented during epidemic were not implemented due to Covid-19 restrictions (it has not been allowed to organise and implement events where people would gather - such as trainings). This results in lower number of trained employees in comparison to previous years.</p>
<b>Sources</b>	<a href="http://zavod-zid.si/English_1/">http://zavod-zid.si/English_1/</a>