

# Education of job seekers - 2 and Education of young job seekers - 2

## Vzdelávanie uchádzačov o zamestnanie - 2 and Vzdelávanie mladých uchádzačov o zamestnanie - 2

POLICY INSTRUMENT

 Slovakia

### Description

Country



**Slovakia**

Focus area

#### KEY TRAINING POLICY MEASURE

*The initiative is aimed at providing job seekers and young job seekers with skills needed for entering or re-entering the labour market. It has two parts. The aim is to support the employability through measures of education, support for retraining, acquisition of key competences, and education by own initiative. The initiative is a national programme linkaged to the main skills anticipation at the national level, based on data previously collected by the Central Office of Labour, Social Affairs and Family of the Slovak Republic.*

Implementation level

NATIONAL

Legal base

Law - Act No. 5/2004 on Employment Services (<https://www.zakonypreludi.sk/zz/2004-5>) or (<http://www.ilo.org/dyn/natlex/docs/ELECTRONIC/67700/67637/F163712241/S...>)

Starting period

Education of job seekers: 01/2018- 12/2022. Education of young job seekers: 01/2019 - 09/2023

Perspective

The whole initiative is based on the statistical evidence collected by the Central Office of Labour, Social Affairs and Family of the Slovak Republic. In particular, the need for further education of the job seekers will be analyzed and evaluated in terms of applicability on the labour market and the establishment of measures to increase employment opportunities.

**Policy area**

EDUCATION

TRAINING

EMPLOYMENT

**Funding**

FUNDED BY THE EU

*ESF*

## Skill mismatch

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**Skill mismatch target**

SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

**Skills matching focus**

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*After individual or group consultancy with job seekers, appropriate training or re-training programmes are offered.***Skills delivered**

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

## Methods

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**Methods**

Please select what skills assessment/skills anticipation methods used and describe the particular instrument used (30 words maximum for each type of method)

SKILLS FORECASTING

Both qualitative (retrieved from the individual interviews and consultations with job seekers) and quantitative (forecasting based on the data collected by the Central Office of Labour, Social Affairs and Family of the Slovak Republic, as well territorial offices) evidence is used to construct alternative scenarios of the future trainings for job seekers.

OTHER

### Use of skills intelligence

#### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Statistical data serves to design such training and re-training programmes the content of which take into account the current most relevant missing skills on the labour market at different regions in Slovakia (territorial offices designing and implementing the programmes).

## Stakeholders

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### Main responsible body

#### NATIONAL AGENCY

Central Office of Labour, Social Affairs and Family (PES)

### Other involved organisations

#### REGIONAL AGENCY

Territorial Offices of Labour, Social Affairs and Family offer counseling and training programmes

### Beneficiaries

#### YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING

This target group is offered appropriate training or re-training programmes (separate category of persons under 29).

#### ADULTS WITH LOW BASIC SKILLS

This target group is offered appropriate training or re-training programmes.

#### PEOPLE WITH DISABILITIES

This target group is offered appropriate training or re-training programmes, with a special focus on strengthening labour market inclusion.

## Sustainability

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### Success factors

Competency and re-training courses help to address the mismatch

between labour market needs and job seeker's skills. The initiative fosters the employability of the target groups, thus helping to overcome the socio-economic disadvantages caused by unemployment (e.g. poverty, social exclusion, discrimination, etc.).

<b>Barriers</b>	An evaluation that would identify the barriers was not performed. Several factors could have contributed to setbacks in the implementation, among them e.g. delays in receiving funding, which might have deterred labour offices to use the tool more extensively. The other factors that can lower the impact are: differences in skill assessment mechanisms, as well as social groups with no or low interest in further training.
<b>Monitoring and evaluation</b>	Regular monitoring reports are undertaken by the responsible ministry which contains the following set of indicators: unemployed participants who finish intervention; unemployed participants who were offered a job/other education/apprenticeship preparation/internship; participants who are employed 6 months after finishing the training.
<b>Effectiveness</b>	Since the launch of the project, more than 15,000 jobseekers (8% of all jobseekers) have been trained, of which 15% were low skilled (REPAS+). According to the data available, the KOMPAS+ measure has trained 2,247 jobseekers (1% of all jobseekers), of which 37.5% were low skilled, since 2018 (OECD 2020).
<b>Sustainability</b>	This initiative and especially its measures (REPAS+ and KOMPAS+) were re-launched in 2018 as a policy response to the European Commission's recommendations on Upskilling Pathways (The Council of the European Union, 2016). The programme's continuation depends on the availability of ESF funding.

## Other instruments in Slovakia

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- [A list of fields of study in an oversupply at the labour market and a list of fields of study in an undersupply in the labour market](#)  
Zoznam študijných odborov a učebných odborov nad rozsah potrieb trhu prác
- [Forecasting of Developments of Labour Market Needs](#)  
Národný projekt: Prognózy vývoja na trhu práce
- [National programme for the development of education \(NPDE\)](#)  
Národný program rozvoja výchovy a vzdelávania
- [National project: Dual education and increasing the attractiveness and quality of VET](#)  
Národný projekt: Duálne vzdelávanie a zvýšenie atraktivity a kvality OVP