

# National project: Dual education and increasing the attractiveness and quality of VET

**Národný projekt: Duálne vzdelávanie a zvýšenie atraktivity a kvality OVP**

**POLICY INSTRUMENT**

 Slovakia

## Description

**Country**



**Slovakia**

**Focus area**

### KEY TRAINING POLICY MEASURE

*The main goal of this initiative is the widespread implementation of the dual education system in all suitable teaching and study fields, deepening the employer - high school - student relationship within the dual education system, creating a unified information environment for the dual education system and electronic implementation processes, increasing attractiveness and quality of VET, as well as training of instructors, tutors and teachers to perform these tasks.*

**Link**

<http://dualnysystem.sk/>

**Implementation level**

NATIONAL

**Legal base**

Law - 61/2015 Coll. ACT of 12 March 2015 on Vocational Education and Training and on amendments and supplements to other laws (<https://www.minedu.sk/data/att/9244.pdf>) as amended by the Act No 209/2018 Coll.

**Starting period**

01/2016 – 09/2021, the funding has been extended due to the COVID-19 situation.

**Perspective**

One of the main activities is data analysis and verification of the actual labour market needs and the usage of such data for establishing attractive teaching and study fields. The aim is to achieve the closest possible connection of VET with the needs of the

labour market and the requirements of employers by updating the map of material and territorial scope of employers, developing solutions and ways to transfer labour market requirements to the dual education system as a basis for restructuring the system of teaching and study fields.

## Policy area

EDUCATION

TRAINING

EMPLOYMENT

## Funding

FUNDED BY THE EU

ESF

## Skill mismatch

### Skill mismatch target

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

### Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

*The data gathered and analysed supports the elaboration of VET offers tailor-made to the skills needed for young graduates at today's labour market.*

UPSKILL OR RESKILL EMPLOYED ADULTS

*The initiative foresees the (re-)training of instructors, tutors and teachers to be able to better provide career counseling or of graduates.*

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The VET offers contribute to decrease skills shortages of graduates in key sectors of the labour market identified.*

### Skills delivered

The initiative on dual education and increasing the attractiveness and quality of VET aims to deliver the relevant skills needed for having (better) employment opportunities of graduates, which can involve basic skills, job search and career management skills; on the other hand, it foresees the (re-)training of tutors, instructors and teachers which can involve the transfer of knowledge on more advanced skills, e.g teaching practices or practical skills on vocational education.

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

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

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

## Methods

### Methods

#### EMPLOYER SURVEYS

*Annual feedback from employers on implementation of the dual education initiative which reflects the needs and requirements of employers concerning the improvement of the system (content-wise, graduate motivate, legislative amendments, new ways of cooperation).*

#### EXPERT PANELS

*National expert group and 8 regional expert groups (statistical, analytical, labour market experts) providing advices to the Ministry on the implementation and evaluation of dual education system.*

### Use of skills intelligence

#### DESIGNING STANDARDS AND ACCREDITATION

*State education programmes were renewed, new sample curricula were prepared in order to include skills and knowledge required for the successful uptake of dual education.*

#### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*The initiative focuses on strengthening the career guidance to create greater awareness and support for students' career development choices. Conceptual, methodological and coordination guidance of the career counsellors is part of the initiative.*

#### INFORMING CAREER-MAKING DECISIONS OF STUDENTS

*By providing conceptual, methodological and coordination guidance to career counsellors, graduates will be able to get a more tailor-made advice and information on employment choices, resulting in more informed decisions of graduates on career paths.*

#### OTHER

*Information from employer surveys and expert panels are used to verify*

*labour market needs and transform them to training offers aligned with actual requirements of occupations. Data collection and analysis ultimately serves to create a unified information environment for the dual education system and electronic implementation processes, contributing to an updated map of material and territorial scope of employers.*

## Stakeholders

### Main responsible body

#### NATIONAL AGENCY

*State Vocational Education Institute (ŠIOV)*

### Other involved organisations

#### NATIONAL MINISTRY

*Ministry of Education, Science, Research and Sport together with Ministry of Labour, Social Affairs and Family are involved in evaluation and monitoring tasks. They are also important partners by promotion of the concrete activities.*

#### REGIONAL AGENCY

*Dual points - i.e. information and support regional offices for implementation of dual education. Talent centres - currently there is one pilot talent center operating in Nitra region, its aim is to provide information on secondary schools, occupations, the current situation on the labour market and the dual education system.*

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*The largest employer organisations and confederations in Slovakia are involved in the management of the initiative.*

#### SOCIAL PARTNER: TRADE UNION

*Trade unions are involved in the management of the initiative.*

#### TRAINING PROVIDERS

*Training providers are approached in order to formulate contracts for official establishment of certified training centres.*

### Beneficiaries

#### YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

*The initiative offers practical education in training centres which enables a shorter and more efficient transition of graduates to the labour market by decreasing the adaptation phase needed to enter the labour market (through preparation for a profession in real conditions at an actual employer).*

#### PEOPLE WITH DISABILITIES

*The initiative addresses pupils with special needs. Pupils with special*

*educational needs undergo preparatory training and rehabilitation trainings and their teaching takes place with the application of an individual approach.*

## Sustainability

### Success factors

The elaboration of vocational concept which takes into account the interests of and benefits for all involved stakeholders; the engagement of social partners, especially companies, including local small businesses to participate in VET, the development of appropriate mechanisms of quality assurance; lean administration and transparent processes to minimise bureaucratic procedures.

### Barriers

The present pandemic situation and the related complications, as well as the increasing costs had an effect on meeting the project objectives in terms of sustainability. The implementation problems also lie in the decentralised education system since primary schools are run by municipalities, secondary schools are administered by the self-governing regions and universities have their own management - the initiative has to take into account this system and find sustainable solutions for each education level.

### Monitoring and evaluation

The project is regularly monitored and evaluated by ŠIOV. The list of outputs is presented at the project webpage, as well as promoted publicly. The concrete indicators include among others the number of dual educated students, number of certified schools and cooperating institutions, employment rate of the dual educated graduates, salaries of dual educated graduates.

### Updates

NO

*Based on the preliminary project results there is however a need for amending the Act on Dual Education in order to increase the motivation of employers and schools to join, and to introduce other benefits for employers, as well as to remove the current obstacles perceived by employers and schools.*

### Effectiveness

The estimated level of impact of the instrument is so far moderate. The dual education does not provide the desired results - there is a continuous lack of qualified workforce. On the other hand almost 8,500 students are dual-educated in about 200 schools. There is 2,430 certified centres cooperating with schools on dual education. Thus the transition of dual graduates from school to the labour market is significantly smoother - the employment rate of dual educated graduates was 91% in comparison with 68% employment rate of freshly graduates without dual experience. Greater readiness for the labour market is also reflected in the comparison of average gross monthly wages -after almost two years on the labour market, dual education graduates earn an average of € 1,062, which is up to 17% more than non-dual graduates, whose average salary is € 906.

**Sustainability**

The original initiative was extended in duration and it is still ongoing. The support of the quality system of dual education remains a government priority embedded in the strategic objectives of two ministries (Ministry of Education and Ministry of Labour) and therefore the initiative will continue with high probability in the current programming period.

## 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
- [Education of job seekers - 2 and Education of young job seekers - 2](#)  
Vzdelávanie uchádzačov o zamestnanie - 2 and Vzdelávanie mladých uchádzačov o zamestnanie - 2
- [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