

# Competence centres for HR development 2019-2022

## Kompetenčni centri za razvoj kadrov 2019-2022

**POLICY INSTRUMENT** Slovenia

### Description

**Country****Slovenia****Focus area****KEY TRAINING POLICY MEASURE**

*Competence Centres connect companies in partnerships for human resources development and represent an incentive for employers to use employee development as a strategic tool for achieving greater competitiveness and better business results. The policy instrument aims to reduce disparities between qualifications and labour market needs by increasing the qualifications of the personnel employed in the industry, in order to contribute to the competitiveness of employees, enterprises and the Slovenian economy in general.*

**Link**<https://www.srips-rs.si/en/human-resource-development/competence-centers-human-...>**Implementation level****NATIONAL****Legal base**

Implemented under the Operational Program for the Implementation of European Cohesion Policy 2014-2020

**Starting period**

The initiative commence in 2010. New operation and funding cycle began in 2019 (and will end in 2022).

**Policy area****TRAINING****INNOVATION****DIGITAL ECONOMY**

## Funding

FUNDED BY NATIONAL GOVERNMENT

*Ministry of Labour, Family, Social Affairs and Equal Opportunities (20%)*

FUNDED AS PROJECT (AT LEAST 3 YEARS)

FUNDED BY THE EU

*EU - European Social Fund (80%)*

## Skill mismatch

### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

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 EMPLOYED ADULTS

*training of employees with the aim of improving their competencies, productivity, creativity and innovation*

### Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

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

GREEN SKILLS

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

# Methods

## Methods

### SKILLS FORECASTING

*The instrument provides assessment of the skills that are/will be needed in the labour market/the industry.*

### SKILLS FORESIGHT

*The instrument provides assessment of the skills that the personnel in the labour market/the industry have already obtained.*

## Use of skills intelligence

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*The initiative is strengthening and developing HR functioning and supports the establishment and operation of the competence centres as well as supports networking in the field of HR between partners.*

### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

*The initiative supports development of employees' qualifications through the implementation of trainings in order to contribute to the competitiveness of employees.*

# Stakeholders

## Main responsible body

### OTHER

*The Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia*

## Other involved organisations

### NATIONAL MINISTRY

*The Ministry of Labour, Family, Social Affairs and Equal Opportunities provides co-funding.*

### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Employers take care of strategic HR development (definition and implementation of training), collaboration between companies involved in partnership/project and dissemination of knowledge and synergies.*

### CHAMBERS OF COMMERCE

*Acting either as the "administrative financial partner" carrying out the tasks of the project office or "personnel partner", which performs personnel support and advisory tasks.*

## Beneficiaries

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

## Sustainability

### Success factors

The exchange of experience, skills and knowledge; trained participants (employees) with new/upgraded skills.

### Barriers

Administrative challenges. In addition to that, during times of economic growth, there is an evident lack of time to carry out trainings and other activities that represent companies' core business. The year 2020 has been especially challenging in terms of implementation of the trainings due to the pandemic of Covid-19.

### Monitoring and evaluation

The measure is monitored regularly through the following indicators: the number of participants in training programs, specialisations, additional qualifications and retraining; the number of competence models developed or upgraded at the sectoral level/field of competence centre operation; the number of training programs and/or initiatives developed for the preparation or modification of the vocational standard, and consequently the educational program or national vocational qualifications. Alongside this, indicators on the personal data of individuals participating in projects is also being collected and analysed.

### Updates

NO

*No major changes. In 2019 the new cycle of the initiative began (which will end in 2022). 10 competence centers are supported that include 327 companies.*

### Effectiveness

In the first period of implementation of the programme, beginning in 2010 and ending in 2015, 19 industries were supported, 300 companies were included, more than 14.000 employees were trained and more than 7 million EUR was invested. In the period 2017-2018, 11 competence centres for human resources development were supported, which included 250 companies with more than 35.800 employees. In the period 2019-2022, 10 competence centres for human resources development are supported, which include 327 companies. The estimated participants of the trainings is 22.352.

### Sustainability

The policy instrument is funded mainly by the EU and has been implemented successfully for more than 10 years. Its sustainability is promising. It is not focused only on particular industries or companies of particular size. The trainings aim at improvement and strengthening of competencies individuals need at the workplace.

## Other instruments in Slovenia

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- Foundation for Employees Trainings  
Zavod za izobraževanje delavcev
- Increasing effective coordination of supply and demand in the labour market  
Učinkovitejše usklajevanje ponudbe in povpraševanja na trgu dela