

Increasing effective coordination of supply and demand in the labour market

Učinkovitejše usklajevanje ponudbe in povpraševanja na trgu dela

POLICY INSTRUMENT

 Slovenia

Description

Country



Slovenia

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The initiative is aimed at developing appropriate instruments for quality coordination of staffing and competence needs, which contributes to the reduction of structural disparities in the labor market and faster access of the unemployed to employment. The policy instrument addresses the lack of relevant instruments and advanced tools that enable quality labour market forecasts. The instrument addresses this challenge by: developing a taxonomy of competencies, the establishment of an employment competency model and the implementation of its use; developing a model for identification of employers' short-term needs for knowledge, skills and competences in the labour market; developing a multi-channel services.

Link

<https://www.ess.gov.si/obvestila/obvestilo/ucinkovitejse-usklajevanje-ponudbe-i...>

Implementation level

NATIONAL

Legal base

Implemented under the Operational Program for the Implementation of European Cohesion Policy 2014-2020. Legal base: ministerial order.

Starting period

The initiative commence in 2016 (and will end in 2022).

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED AS PROJECT (AT LEAST 3 YEARS)

FUNDED BY THE EU
European Social Fund

Skill mismatch

Skill mismatch target

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 matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The instrument will upgrade the existing methodology used to identify employers' short-term employment needs, and develop a methodology to establish employer needs regarding knowledge and competencies in the labour market.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The developed competency model of employment aids efficient identification of the employability of the unemployed and job seekers.

ADDRESS MISMATCH BROADLY

New methods will advanced communication tools (web, mobile platforms, telephone, personal contact) with activities available to the unemployed, jobseekers, and employers.

Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

Methods

Methods

SKILLS FORECASTING

The instrument is developing a model for identification of employers' short-term needs for knowledge, skills and competences in the labour market.

VACANCY SURVEYS

The instrument recognizes market needs through the assesment of vacancy jobs registered at the employment service.

REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

The instrument (that has been developing under the Employment Service of Slovenia - ESS) uses labour market information that the ESS regularly collects.

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Training programmes to equip the unemployed with the skills and competencies that are needed in the labour market have been designed/influenced within the initiative.

INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Career guidance and counsellors have been using LMI to provide information to job-seekers at the employment service.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

Students have been provided with information about the labour market needs via career guidance and counsellors at the employment service.

INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Career guidance and counsellors have been using LMI to provide information to job-seekers at the employment service.

Stakeholders

Main responsible body

NATIONAL PES

Employment Service of Slovenia.

Other involved organisations

SOCIAL PARTNER: EMPLOYER ORGANISATION

Employers will benefit in terms of more effective pre-selection of employment candidates, as well as clearer projections of labour market supply.

CHAMBERS OF COMMERCE

Labour market institutions and other institutions operating in the labour market field will use the platform to identify current and project future employers' short-term employment needs and labour market supply.

RESEARCH CENTRES, UNIVERSITIES

Labour market institutions and other institutions operating in the labour market field will use the platform to identify current and project future employers' short-term employment needs and labour market supply.

OTHER

Jobseekers and the unemployed will benefit in terms of more effective counselling and better skill matching within job placement process.

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

GROUPS UNDER-REPRESENTED IN CERTAIN SECTIONS OF THE LABOUR MARKET

OTHER

The unemployed, jobseekers, employers and other relevant labour market stakeholders will benefit from the developed employment competency model and the implementation of its use, which is aimed at the effective coordination of supply and demand in the labour market.

Sustainability

Success factors

This LMSI platform is still in its developmental stage.

Barriers

This LMSI platform is still in its developmental stage.

Monitoring and evaluation

The Employment Service of Slovenia is in charge of monitoring. The evaluation has not been yet conducted.

Updates

It is still in the process of implementation.

NO

It is still in the process of implementation.

Effectiveness This LMSI platform is still in its developmental stage.

Sustainability The sustainability of the instrument can not be yet predicted.

Other instruments in Slovenia

- [Competence centres for HR development 2019-2022](#)
Kompetenčni centri za razvoj kadrov 2019-2022
- [Foundation for Employees Trainings](#)
Zavod za izobraževanje delavcev