

# Foundation for Employees Trainings

## Zavod za izobraževanje delavcev

**POLICY INSTRUMENT**

## Description

**Country****Slovenia****Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*Based on a dismantled compulsory system, companies join in on a voluntary basis and contribute to sectoral as well as regional training funds. Members of the fund benefit from subsidies and services for training activities for employees. The goal of the initiative is to provide co-financing of formal and informal education and training of employees, further training for more demanding works, specialisation within profession, safety and health at work, knowledge of language, IT trainings etc. in order to obtain new and/or necessary skills of the employees.*

**Link**[http://zavod-zid.si/English\\_1/](http://zavod-zid.si/English_1/)**Implementation level****REGIONAL****Legal base**

Establishment Act of the Foundation for Employees Trainings (document available in Slovene language only): [https://zavod-zid.si/AKT\\_O\\_USTANOVITVI/](https://zavod-zid.si/AKT_O_USTANOVITVI/)

**Starting period**

The initiative began in 2020 and is ongoing.

**Perspective**

Yes, it is based on the skills that employees of certain professions/in certain industries need to obtain/upgrade. Skills that employees obtain/upgrade under the initiative are either required by the law or are initiated by the employer.

**Policy area****EDUCATION**

**Funding****OTHER**

*Employers pay a special contribution to the Foundation in order to ensure the organized education of workers at work and from work. The Council of the Foundation determines the amount of the contribution to education. 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 EUR per employee. The funds raised through the contributions of employers are intended exclusively for education, training, advanced training, professional excursions, information, general cultural education of employees of employers who pay the contribution, and for the operation of the Foundation.*

**Skill mismatch****Skill mismatch target**

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

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 EMPLOYED ADULTS**

*Employers who are members of the Foundation may obtain co-financing of their employees trainings and education.*

**Skills delivered**

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

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

GREEN SKILLS

# Methods

## Methods

### SKILLS FORECASTING

*The instrument uses skills forecasting - the new/necessary skills that employees in certain professions need to acquire in order to be more successful at the workplace.*

### SKILLS FORESIGHT

*The instrument uses skills forecasting - the new/necessary skills that employees in certain professions already obtained and might need to be upgraded.*

## Use of skills intelligence

### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*The initiative uses LMI in order to provide necessary courses for employees to obtain/upgrade their skills needed in their profession.*

# Stakeholders

## Main responsible body

### OTHER

*Foundation for Employees Trainings*

## Other involved organisations

### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Employers pay the contribution to the Foundation. Their employees' trainings and education are co-financed by the Foundation.*

### TRAINING PROVIDERS

*Training providers train and educate employees of employers who are members of the Foundation.*

### OTHER

*Regional Chambers of Craft and Small Businesses (Ljubljana Vič, Ljubljana Center, Ljubljana Moste-Polje, Ljubljana Šiška). These are founders of the Foundation for Employees Trainings.*

## Beneficiaries

### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*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.*

## ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*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.*

# Sustainability

## Success factors

The available data shows that the Foundation has been steadily co-financing trainings and education of employees since its establishment. Trainings and education in the amount of 984.514,00 EUR have been co-financed since its establishment in 2010 and 12.812 employees included in the education and/or trainings.

## Barriers

The Foundation reported lack of (potentially productive) collaboration with the Chamber of Craft and Small Businesses of Slovenia.

## Monitoring and evaluation

No (publicly available) evaluations of the initiative has been conducted. However, the available data yearly shows the number of employees educated and trained via the initiative. The total number of trained/educated employees is 12.225 (data obtained in April 2021).

## Updates

There have been no major updates of the initiative since its implementation.

NO

*The only minor change appeared in the Rules of the Foundation in 2020. Prior the amendment the Article 1 stated: "In order to ensure organized education of workers /.../, employers voluntarily pay a special contribution to the Foundation /.../". In the amended Rules the word "voluntarily" was removed.*

## Effectiveness

The available data shows that the Foundation has been steadily co-financing trainings and education of employees since its establishment. Trainings and education in the amount of 984.514,00 EUR have been co-financed since its establishment in 2010. In 2020 the Foundation co-financed trainings and education in the amount of 36.342,57 EUR; in 2019 in the amount of 58.508,49 EUR and in 2018 in the amount of 92.667,35 EUR. Trainings and education of 12.812 employees since its establishment.

## Sustainability

The Foundation's instrument has been in operation for more than 10 years and has been gained trust among its members. It has been in operation continually without interruption and has co-financed trainings and education of employees in the amount of almost 1 million EUR since its establishment. The sustainability of the initiative is thus promising.

## Other instruments in Slovenia

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- [Competence centres for HR development 2019-2022](#)  
Kompetenčni centri za razvoj kadrov 2019-2022
- [Increasing effective coordination of supply and demand in the labour market](#)  
Učinkovitejše usklajevanje ponudbe in povpraševanja na trgu dela