

# Register of employers who meet the requirements for establishing dual VET partnerships

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 BULGARIA

## Timeline



ID number 35910

## Objectives

The main goals are as follows:

- to regulate the terms and conditions for the creation and maintenance of an information database of employers who meet the requirements of the Vocational Education and Training Act (VETA) for participation in partnerships for the implementation of work-based learning (dual training system) for students and trainees over 16 years of age;
- to set the requirements for employers to be registered in the information database;
- to specify the circumstances required for being registered in the information database;
- to describe the order for registering in the employers' database;
- to exert control over the process of registration of employers in the information database.

## Description

Ordinance RD No 04-4 of 8 October 2019 of the economy minister sets the conditions for creating and maintaining a register of employers who meet the requirements for dual vocational education and training (DVET) partnerships. The registration of an employer in the information database is voluntary and does not require the payment of a State fee.

The employer must have the required facilities for the provision of training in the profession for which work-based learning will be conducted, in accordance with the State education standard for qualification in a profession.

Also, the employer must have workers or employees practising the profession for which DVET will be provided (that meets the requirements for mentors as these are formulated in Art. 17a 1, par. 2 of the Vocational Education and Training (VET) Act (VETA)).

According to Art. 17a, para. 6 of the VETA, the conditions and the procedure for conducting

work-based training (DVET) are determined by an ordinance issued by the education minister in coordination with the labour minister. Ordinance No 1 adopted on this basis (on 1 September 2015) on the terms and conditions for conducting training through work (dual system, in force since 15 May 2018) introduces requirements for mentors. According to Art. 21 of the ordinance, the practical training in a real work environment is conducted in the enterprise under the guidance of a mentor appointed by the employer.

The requirements include:

- (a) the mentor must be an employee in the same enterprise/company and have a vocational qualification in the profession in which the training is provided, at least 3 years of work experience in the same profession and have successfully passed training for mentors provided by the employer;
- (b) one mentor is responsible for no more than five trainees.

The training programme for mentors for the acquisition of basic pedagogical and psychological knowledge and skills in working with trainees for on-the-job training has been approved by an order of the education minister. The programme is designed to train people who wish to acquire basic psychological and pedagogical knowledge and skills necessary for their appointment as mentors in an enterprise for the DVET purposes. The training is conducted as a course for the formation of the necessary knowledge, skills and competences/attitudes for mentors of learners and adults, taking into account the specifics of the economic sector and the representatives of the group: education, qualifications, experience, personal qualities and more.

The programme duration is 32 hours. Depending on the characteristics of the group and their abilities, the programme can be adapted to the respective number of school hours: 24 or 40. The training ends with the issue of a document.

### **2019 Approved/Agreed**

Ordinance RD No. 04-4/ 8 October 2019 was approved by the economy minister.

### **2020 Implementation**

In 2020, the Ordinance began to be effectively applied and to be recognisable among employers. At the end of 2020, the database included a total of 70 companies (in terms of registered) employers who had submitted a total of 646 applications for learners/trainees to include in training activities to include in dual VET. 422 out of these 646 applicants were already dual VET learners.

### **2021 Implementation**

In 2021, given the deteriorating economic situation caused by the COVID-19 pandemic, some companies involved in dual VET were unable to fully meet their commitments. This necessitated further research into the possibilities for adding employers in the register.

Despite the problems, the information database of employers eligible for employment partnerships (dual training system) continued to be supplemented by new companies, amounting to 81 at the end of 2021.

### **2022 Implementation**

In 2022, the information database of employers who meet the requirements for participation in partnerships for the implementation work-based learning (dual system of learning) continued to be maintained by the economy ministry, and by the end of the year the number of approved enterprises reached 90.

### **2023 Implementation**

In 2023, the information database of employers who meet the requirements for

participation in partnerships for the implementation work-based learning (dual VET) continued to be maintained by the economy ministry, and by the end of the year, the number of approved enterprises decreased to 85.

### **2024 Implementation**

The measure was operational and ran as regular practice. By the end of 2024, the number of approved enterprises increased to 99.

### **2025 Implementation**

The measure was operational and ran as a regular practice. By the end of 2025, the number of registered enterprises increased to 108.

## **Bodies responsible**

- Ministry of Economy (until 2021)
- Ministry of Economy and Industry

## **Target group**

### **Learners**

Learners in upper secondary, including apprentices  
Young people (15-29 years old)

### **Education professionals**

Teachers  
Trainers  
Guidance practitioners

### **Entities providing VET**

Companies  
Small and medium-sized enterprises (SMEs)

### **Other stakeholders**

Social partners (employer organisations and trade unions)

## **Thematic categories**

### **Modernising VET offer and delivery**

Reinforcing work-based learning, including apprenticeships

### **Teachers, trainers and school leaders competences**

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

## **European priorities in VET**

### **VET Recommendation**

VET agile in adapting to labour market challenges

# Subsystem

IVET CVET

## Further reading

[State Gazette No 91 of 19 November 2019](#)

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[Employers' database at the Ministry of Economy and Industry](#)

## Related policy developments

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**2025 Implementation**

### Strategic vision for the development of dual VET (DVET)-2030

The *Strategic vision for the development of dual VET (DVET) in Bulgaria-2030* (hereinafter *Strategic vision for the development of DVET*) was drafted by an expert team, with the financial support of the Fund for the preparation of support measures under the Swiss

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#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET

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**2025 Implementation**

### Training programme for mentors in the dual training system

The education minister approved a training programme for acquiring basic pedagogical and psychological knowledge and skills aimed at mentors involved in on-the-job training (dual training system). The changes in Art.

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#### Type of development

Regulation/Legislation

#### Subsystem

IVET CVET

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**2025 Implementation**

### Amendments to the VET Act

The VET Act of 1999 was amended in August 2016 (entered into force in August 2017), confirming that apprenticeships should offer the possibility to acquire professional qualifications through practical training, organised in cooperation with enterprises.

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**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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**2025 Implementation**

**Developing dual VET**

Piloting started in the 2015/16 school year for seven professions in five secondary VET schools in different regions of the country. In 2016/17, 12 professions and 17 schools in total were involved in the experiment. Dual VET(DVET) is supported by the municipalities and the social partners.

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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**2025 Implementation**

**Legal framework for the implementation of dual VET**

An Ordinance that regulates dual vocational education and training (DVET) came into force at the beginning of September 2015.

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**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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“ ... ” **Cite as**

Cedefop, & ReferNet. (2026). Register of employers who meet the requirements for establishing dual VET partnerships: Bulgaria. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/35910>

