

Competence centres for human resource development (2019-22)

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 SLOVENIA

Timeline

2019 Implementation

2020 Implementation

2021 Implementation

2022 Completed

ID number 35541

Background

Competence centres for human resource development (KOC) are projects that aim to revitalise Slovenian industries, businesses and individuals by offering financial support to different business branches for developing human resources.

Objectives

The aim of the competence centres is the improvement of human resource development and management in various economic sectors with special emphasis on areas identified in the Slovenian Smart specialisation strategy. The Strategy is implemented through two complementary activities: trainings to strengthen employee competences and supporting competence centres for human resources development through public tenders.

The aim of the tender is to strengthen human resources development in Slovenia, to support the integration of human resource development with company strategies and the introduction of business improvements. It enables the development of new training programmes, the creation of models for systematic internal knowledge transfer and the development of mentoring systems.

The objectives of the invitation to tender are:

- (a) improving key competences of employees and thus increasing their adaptability, employability and efficiency;
- (b) raising the awareness of employees and employers of the necessity of a lifelong approach to training;
- (c) enhancing networking, business networking and the transfer of good HR practices;
- (d) strengthening the competitiveness and innovation of the Slovenian economy through non-formal training;
- (e) promotion of the Smart specialisation strategy scope and horizontal ICT priority area.

Description

In 2019, the Public Scholarship, Development Disability and Maintenance Fund of Slovenia

published a tender for competence centres for human resource development for 2019-22.

The companies in a particular industry or in a Smart specialisation strategy field connect to a competence centre (10 KOC were selected). The Smart specialisation is a strategy for strengthening the competitiveness of economy, innovation capacity and the diversification of the existing industry as well as the growth of new and booming industries and companies.

The Smart specialisation is a platform for establishing consensus on the focus of development investments in the areas where Slovenia has the critical mass of knowledge, capacities and competences and where there is innovation potential for development recovery.

Employees are trained according to the needs of the company. With the help of experts, a competence model is prepared, deficit areas are detected and a training plan for employees is prepared.

Competence centres for HR development are an important investment and an incentive for employers to use training as a strategic tool. Through the project, knowledge is shared in group and individual training. Companies receive shared financing from 50 to 70% of the funds for training, and the activities of the project office are fully supported.

The Fund also organises trainings for all employees, especially on the field of soft skills (the activity, Competent Slovenia).

The Ministry of Labour, Family, Social affairs and Equal Opportunities supports the project through the ESF.

2019 Implementation

Through the tender, 10 new competence centres are supported, covering all 10 Smart specialisation strategy areas. A total of 327 companies are included in the approved competence centres, of which 187 are micro, small or medium-sized enterprises.

2020 Implementation

The competence centre in ICT organised a hackathon – without humans, only computers are left. The main themes were: how to improve searching for new personnel, how to motivate teams, how to reward teams and individuals as well as other HR-related challenges of today.

Many workshops were organised:

- (a) e-training, Empowering employees for working remotely;
- (b) digitalisation and web marketing;
- (c) generational diversity in the workplace;
- (d) strengthening digital competences;
- (e) digital safety while working remotely;
- (f) LinkedIn marketing.

In 2020, 11 238 participants took part in the workshops.

2021 Implementation

In 2021, the Public scholarship, development, disability and maintenance fund of Slovenia organised several events; among them was online conference Jump start creativity, with ideas and examples of good practices of how one can improve creativity through intergeneration cooperation. The participants also had an opportunity to test tools for fostering creativity with intergenerational cooperation. The fund also organised many workshops, among them:

- (a) How to manage stress and increase productivity;
- (b) Intergenerational crash or synergy;

- (c) How to live with constant changes;
- (d) Online training pre-, during and post-epidemic;
- (e) Instagram.

Additional workshops and training that addressed the needs of employees, working in the specific field, were organised and implemented by KOC.

11 465 participants took part in the workshops and training organised by KOC and the Public scholarship, development, disability and maintenance fund of Slovenia, 25 579 in total since 2019.

The Smart specialisation strategy 2015-20 expired; a new one was in preparation.

2022 Completed

As a result of the completion of the programme 'Competence centres for human resource development (KOC)', following actions can be mentioned:

A draft with the title 'Slovenia Sustainable smart specialisation strategy S5' was published in January 2022 and sent to the European Commission in March 2022 to reflect on the overall programme, to review the challenges, successes, to discuss the measures and interventions, to address the challenges etc.

In May 2022 the Public scholarship, development, disability and maintenance fund of Slovenia organised a conference entitled '*Knowledge. Opportunities. Development. With Lifelong learning we change future*'. At the conference the achievements of the European human resources developments programmes and other activities of the Fund were presented.

Furthermore, due to the completion of ESF programme, five of the Competence Centres organised individual final conferences (KOC Circular Economy, KOC Active Ageing, KOC Inovatis, KOC ICT, KOC Factories of the Future). The objectives of the conferences were to reflect on the overall project and its activities within the KOCs - to reflect on the challenges, achievements and successes, to share lessons learned and to plan future steps and activities. Also a promotional video presenting the KOCs was published.

In the scope of the KOC project 'the Competent Slovenia' free of charge trainings were organised. In 2022, 57 workshops (e.g Facebook marketing, leadership in pandemic times, financing of sustainable business models) were organised with 860 enrolments.

At the end of 2022 the KOC programme was concluded, marking the end of the 2016 - 2022 financial framework, that included two programmes: KOC 2.0 2016 - 2019 and KOC 3.0 2019 - 2022. Through the two programmes 27 KOC were financed (17 and 10 respectively), which were allocated to 626 companies (300 and 326 respectively) with 70 000 employee participations in the trainings. Additional 6 500 participants enrolled into the 330 workshops organised in the scope of the programme 'Competent Slovenia'.

Another publication was also issued, describing the KOC 3.0 2019 - 2022 programme and individual Competence Centres.

The KOC programme exceeded expectations and raised competitiveness of the companies and economy as a whole.

The KOC programme targeted the following groups: employees in need of additional training, qualifications or retraining due to labour market needs and to employers.

Bodies responsible

- Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZ)
- Public Scholarship, Development, Disability and Maintenance Fund

Target group

Learners

Adult learners
Older workers and employees (55 - 64 years old)
Persons in employment, including those at risk of unemployment
Low-skilled/qualified persons

Entities providing VET

Companies

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies
Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning
Financial and non-financial incentives to learners, providers and companies

Subsystem

CVET

Further reading

[Tender](#)

[Results](#)

[Smart specialisation strategy](#)

[Jump start creativity conference](#)

[Draft Slovenian Sustainable smart specialisation strategy S5 \[Slovenska strategija trajnostne pametne specializacije S5\] \(in Slovenian\)](#)

[Preparing a new strategy](#)

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Competence centres for human resource development (2019-22): Slovenia. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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

