

# Sector-driven innovations for an efficient labour market

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE



SLOVAKIA

## Timeline



ID number 35321

## Background

The National system of occupations (NSO) and a related web platform containing a labour-market-information system was created within earlier ESF projects. Occupational standards were developed by respective sectoral councils (SC) and approved by the Alliance of sectoral councils. Further progress is needed to adjust NSO and the NSO web platform to the challenges induced by new technologies.

## Objectives

The aim of the national ESF project Sector-driven innovations for an efficient labour market in the Slovak Republic is to create measures for continuous improvement of employees' adaptability to new labour market requirements and more accurate identification of the skills needs of the workforce through the NSO web platform (based on employer demand).

## Description

The budget for this 2019-23 ESF project managed by the labour ministry in cooperation with Trexima Ltd. is approximately EUR 20 million. The main activities include:

- (a) managing activities of the Alliance of sectoral councils, SC activities and working groups, in accordance with the strategic tasks of the current National employment strategy;
- (b) ensuring sector-driven adaptation of workers to changes in labour market demand and sectoral inputs for a lifelong learning system with a special focus on VET;
- (c) developing comprehensive information sources for sectoral partnerships, expansion and updating of NSO information system, ensuring compatibility of classifications and codes and a relevant source of information for decision-making processes leading to an efficient labour market;
- (d) holding eight workshops (twice a year) and three conferences in line with good practice in EU countries.

24 SCs are operational to fulfil respective tasks within their scope of activity, for example in the fields of agriculture, veterinary and fisheries, food industry, and electrical engineering.

### **2019 Implementation**

The 24 SCs were activated to adjust some job profiles to the challenges of new technologies.

### **2020 Implementation**

Within this project, respective SCs elaborated sectoral human resource development strategies, based on common guidelines. These strategies were reviewed by external experts from academia and the business world and are in the process of updating.

### **2021 Implementation**

Revision of the 1 509 occupational standards developed earlier, and elaboration of around 300 new standards were in progress. 1 100 updated standards were approved. New and revised occupational standards are accessible on respective councils' websites. The councils' websites also contain status quo analyses, information on innovations and trends in the sector until 2030. All councils have completed their human resource development strategies. Executive summaries of all sectoral strategies have been already published, while full documents are available on request. Ranking of education providers in respective sectors is under development with expected publishing by mid-2022.

### **2022 Implementation**

By 31 December 2022, there were 1 372 occupational standards revised, 460 newly developed and 66 still to be completed to reach the final number of 1 898 occupations.

The websites of respective sectoral councils reported on activities of the final year of the project, of which the following two are the most interesting:

Although all sectoral councils were asked to create a ranking of education providers, a vast majority of them focused on the identification of relevant assessment criteria without making the ranking public even in case it were created. It can be concluded that sectoral specialists understand any ranking as a composite indicator reflecting a set of input indicators that can be selected for a specific purpose rather than as a 'quality index' per se;

Evaluation of the functionality and efficiency of the sectoral councils was carried out based on a 53-item questionnaire sent to all members of sectoral councils. The performance of the tasks stipulated by the Act on employment services (5/2004) was examined. The opinions related to the development of occupational standards and human resource development strategies and future challenges.

### **2023 Completed**

The project has been completed. Sector councils will exploit the experience gained in this project in their further work within the Sector Councils Alliance (SCA), which was newly constituted by the 2022 amendment to the Act on employment services (5/2004). At the same time, the SCA is implementing several projects financed by the Programme Slovakia 2021-27, which should bring systemic changes to all segments of VET, including the revision of occupational and qualification standards in the future.

## **Bodies responsible**

- Ministry of Labour, Social Affairs and Family

## **Target group**

## Entities providing VET

Companies  
Small and medium-sized enterprises (SMEs)  
VET providers (all kinds)

## Other stakeholders

Social partners (employer organisations and trade unions)

## Thematic categories

### Governance of VET and lifelong learning

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

### Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

## Subsystem

IVET CVET

## Further reading

[Sector-driven innovations for an efficient labour market in the Slovak Republic project information \(in Slovak\)](#)

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[Labour market information system \(Worki\)](#)

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[Guidelines for elaboration of sectoral human resource development strategies \(in Slovak\)](#)

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[National system of occupations website](#)

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[Sectoral councils website](#)

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[Executive summary of resource development strategy of the automotive industry \(in Slovak\)](#)

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[Human resource development strategies of respective sectors \(in Slovak\)](#)

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[Act No 5/2004 on employment services \[Zákon č. 5/2004 Z. z. o službách zamestnanosti\]](#)

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[Programme Slovakia 2021-27](#)

## Related policy developments

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**2024 Implementation**

### Sector Councils Alliance

The amendment to the Act on employment services established the Sector Councils Alliance (SCA) as the interest association of legal entities.

**Type of development**

Strategy/Action  
plan

**Subsystem**

IVET CVET

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2024 Implementation

**Forecasting model for labour market needs**

A forecasting model was developed in 2015 under the supervision of the Central Office of Labour, Social Affairs and Family (COLSAF, public employment services authority). The labour ministry presents the forecast of labour market needs, structured by fields of study and regions, every year.



SLOVAKIA

**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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2024 Implementation

**Slovak national qualifications framework**

The development of the SKKR has been a lengthy process. It progressed in parallel to the wider reform of VET and involved various stakeholders.



SLOVAKIA

**Type of development**

Practical  
measure/Initiative

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IVET CVET

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