

# Forecasting model for labour market needs

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 SLOVAKIA

## Timeline



**ID number 28838**

## Background

VET school graduate supply does not correspond to current labour market needs, created by the restructuring of the national economy and gradual decline in population. Three instruments were envisaged to reduce the supply-demand mismatch:

- (a) graduate tracking;
- (b) 'black' and 'white' lists of initial VET programmes;
- (c) short-term forecasting of workforce demand.

## Objectives

A short-term forecasting model initiated by the labour ministry is aimed at offering an estimation of the workforce needed in the main sectors of the economy and also in respective fields of study.

## Description

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.

Sponsored by ESF and the labour ministry, two new tools 'odborogram' and 'profesiometer', focusing on human resource planning and career guidance and counselling, were developed and launched in 2019. Odborogram presents current job prospects for secondary and tertiary graduates by education programme, while profesiometer presents current prospects of occupations.

The forecasting data are used to determine a ceiling setting the maximum number of learners eligible to enrol in each VET programme. Stricter ceilings prescribed for the

2019/20 school year caused strong dissatisfaction among schools and parents so the education ministry, in many cases, changed the ceilings to accommodate their requests.

### 2015 Implementation

### 2016 Implementation

### 2017 Implementation

### 2018 Implementation

### 2019 Implementation

Data based on the Trexima forecasting model of Trexima Ltd. developed under the surveillance of the labour ministry, are delivered annually to self-governing regions to estimate labour market needs for respective secondary schools and programmes.

Strict regulation of entry to secondary education introduced by the 2018 amendment of the Act on VET and further specified by the education ministry decree (252/2018) led to dissatisfaction on both sides: parents and schools criticised strict formulae-based ceilings and employers criticised later weakening of these ceilings by the ministry in many cases. The decree has been replaced by a new one (292/2019) valid since 1 October 2019, influencing the regulation of the entry into schools in the 2020/21 school year. In November 2019, a new instrument allowing improving entry regulation was announced, offering graduate tracking-based data. These data will contribute to the professionalisation of intraregional negotiations on ceilings within regional platforms, within which stakeholders discuss regulations of entry into respective schools and programmes.

### 2020 Implementation

A portal offers an analysis of national and regional trends based on macroeconomic forecasting as well as prospects of professions and graduates based on 2019 data. The analysis is presented in profesimeter and odborogram.

### 2021 Implementation

The ESF project to develop the forecasting model was completed. The new government, the labour ministry and the Central Office of Labour, Social Affairs and Family (COLSAF) will have to decide how to utilise the developed forecasting methodology and the *Trendy práce* portal. Currently, there is no agreement about portal update, with the latest data collected by Trexima.

Based on the 2021 forecasting data, regulated professions lacking in the labour market were identified. These data submitted by Trexima contributed to the identification of tertiary study programmes by the education ministry, for which the so-called 'stabilisation loans' for students can be offered.

### 2022 Implementation

Forecasting data on labour market needs were used by sectoral councils in the development of human resource development strategies published in 2022 within the national ESF project Sector-driven innovations for an efficient labour market in the Slovak Republic.

The new decree of the education ministry (202/2022), which sets out the criteria for determining the maximum number of learners in the first year of secondary schools also affects lower secondary VET for the first time.

### 2023 Implementation

No progress was made in implementation but cooperation between stakeholders was agreed at the end of 2023, documented by two national projects funded by

Programme Slovakia 2021-27, which should shape future labour market intelligence systems. These projects are the Development of professional capacities of social partners and the Sector Councils Alliance - forecasting of labour market trends.

### **2024 Implementation**

A contract with a total budget of about EUR 23.7 million has been in effect since January 2024 for the project, Development of professional capacities of social partners. It focuses on improving the quality of social dialogue and making it evidence-based. Therefore, one of the three activities focuses on capacity building to improve expertise and analytical capacity.

The main goal of the project, Sector Councils Alliance - forecasting labour market trends and needs, is to create a systemic environment for forecasting labour market needs through the expert activities of 24 sectoral councils. The project has a budget of about EUR 29.9 million and the activities explicitly include 'creating a methodological basis for the work of sectoral councils in the context of forecasting the needs of the labour market' and 'regular elaboration and submission of forecasts (analytical reports) on labour market developments in Slovakia and abroad'.

The amendment to the Act on employment services (5/2004) shifted the responsibility for detecting, monitoring and predicting development trends in the labour market, and skills necessary for performing work activities in jobs in the labour market to the Sector Councils Alliance. In addition, the education ministry has delegated the responsibility for creating and updating qualification standards and the National Qualifications System to the Sector Councils Alliance.

## **Bodies responsible**

- Ministry of Labour, Social Affairs and Family
- Ministry of Education, Research, Development and Youth
- Central Office of Labour, Social Affairs and Family (COLSAF)
- Trexima Ltd.
- Ministry of Education, Science, Research and Sport (until 2024)

## **Target group**

### **Education professionals**

School leaders  
Guidance practitioners

### **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  
Optimising VET funding  
Engaging VET stakeholders and strengthening partnerships in VET

## Supporting lifelong learning culture and increasing participation

Lifelong guidance

### Subsystem

IVET CVET

### Further reading

Vantuch, J., Jelinkova, D. (2019). Vocational education and training in Europe: Slovakia. Cedefop ReferNet VET in Europe reports 2018

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Cedefop ReferNet Slovakia (2019). Developments in human resource planning, career guidance and counselling

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Act No 61/2015 on VET [Zákon c. 61/2015 Z. z. o odbornom vzdelávaní a príprave]

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Decree of the education ministry No 252/2018 influencing the regulation of the entry into schools in the 2019/20 school year [Vyhláška Ministerstva školstva, vedy, výskumu a športu SR c. 252/2018]

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Decree of the education ministry No 292/2019 influencing the regulation of the entry into schools in the 2020/21 school year [Vyhláška Ministerstva školstva, vedy, výskumu a športu SR c. 292/2019]

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Labour trends (Trendy práce) portal

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Decree of the education ministry No 202/2022 setting the criteria for determining the maximum number of learners in the first year of secondary schools [Vyhláška Ministerstva školstva, vedy, výskumu a športu SR c. 202/2022]

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Act No 5/2004 on employment services [Zákon c. 5/2004 Z. z. o službách zamestnanosti]

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Programme Slovakia 2021-27

### Related policy developments

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.

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#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

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**2023 Completed**

## Sector-driven innovations for an efficient labour market

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:

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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**2020 Completed**

## Cedefop country review on skills anticipation and matching

Slovakia participates in Cedefop's country reviews on Governance of EU skills anticipation and matching systems.

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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**2024 Implementation**

## VET graduate tracking

The Central Office of Labour, Social Affairs and Family (public employment service) coordinates the national project Prognosis of labour market development, which is carried out under the supervision of the Ministry of Labour, Social Affairs and Family.

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET

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“ ... ” Cite as

Cedefop, & ReferNet. (2025). Forecasting model for labour market needs: Slovakia. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28838>