

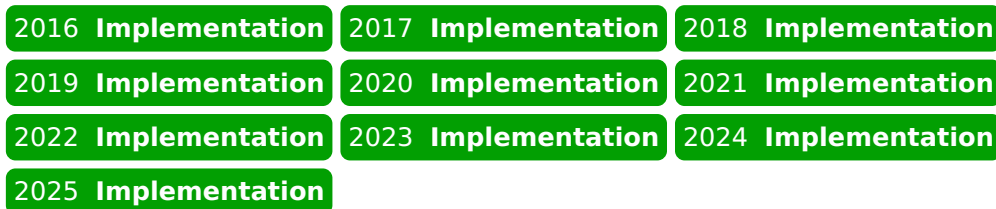
Training for refugees

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 SLOVENIA

Timeline



ID number 28804

Objectives

The training aims at facilitating participants and especially refugees to integrate into the Slovenian labour market.

Description

The Employment Service of Slovenia (ZRSZ) implemented a pilot project, Integration into the labour market, targeting the beneficiaries of international protection. It facilitated the integration of refugees into the labour market and into Slovenian society through workshops in which participants gained job-searching skills and information on the Slovenian labour market and employment legislation. Interpreters were involved in the project and participants were linked with employers. The programme is aimed at work and social integration and increasing the employment opportunities of persons with international protection who are registered as unemployed with the ESS.

Before entering the programme, the participants had to go through a counselling process to be suitably prepared and motivated. The programme is a combination of group and individual counselling in 4 modules: labour market in Slovenia; job-searching skills; self-assessment; and an individual action plan. The duration of the programme was 90 hours.

Beneficiaries of international protection had been able to participate in on-the-job training for up to 6 months since 2017. Each participant is allocated a mentor appointed by the employer and an ESS counsellor. To train a participant, the mentor must complete at least 40 hours of individual mentoring per month. The participating employers are selected through a tender published by the ESS. A bilingual dictionary with the most common words encountered in the workplace was introduced in Slovenian and in the native language of the participant. Training was offered in construction, marketing and metallurgy, and in the non-governmental sector. The participants are entitled to a transport and activity allowance, insurance against accidents at work, and a health check. A decree was passed in 2017 that Active employment policy funds are no longer counted as income for international protection beneficiaries, generating more interest for this measure.

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

In 2019, 10 workshops on Integration into the labour market took place in six regional employment offices, with 12 persons each.

The programme proved very effective, so the target group was expanded to foreign nationals from third countries with poor knowledge of Slovenian and no work experience in Slovenia. In previous years, the programme was implemented only in Ljubljana and Maribor, where most of the international protection beneficiaries are located; in 2019, it was extended to other regional employment offices.

In 2019, 31 participants took part in the on-the-job training programme. One had level VI education, the others primary school. Of the 31, eight participants found employment after the training concluded.

2020 Implementation

In 2020, the Integration into the labour market workshops were not organised due to the COVID-19 pandemic.

A new public call was issued for the on-the-job training programme, which included reimbursement of all training costs, lasting from January to December 2020. The call invited employers to join the programme and accept a person with international protection for training; 11 persons with international protection participated in the programme in 2020.

2021 Implementation

In 2021, the Integration into the labour market workshops were not organised, due to the COVID-19 pandemic. Arrangements were made for the 2022 implementation. In 2021, 25 persons with international protection were enrolled in basic education programme for adults.

In January 2021, a new public call was published for the on-the-job training programme. The call invited employers to apply to the programme and accept a person with international protection for training and have the training costs reimbursed. In 2021, 3 persons with international protection participated in the programme.

2022 Implementation

In 2022 12 persons with international protection and foreign nationals with migrant background without the knowledge of Slovene language or work experience in Slovenia, participated in the on-the-job training programme and 21 persons with international protection were included in basic education programme for adults.

In 2022 the 'Integration into the labour market' *workshops* were not implemented due to lack of service providers.

2023 Implementation

In 2023, 16 persons with international protection and foreign nationals participated in the ,on-the-job training programme, an increase of four participants compared to the previous year.

The ,integration into the labour, market' workshops were not implemented in 2023, however the Employment service of Slovenia organised modular workshops to prepare

unemployed people to enter the labour market. These covered for example labour market information, CV preparation, and job interview training.

2024 Implementation

In 2024, 13 people participated in the 'on the job-training-programme', including 11 women and two men. 10 were first-time job seekers, five were long-term unemployed and two were recipients of social assistance benefits.

The Integration into the labour market was implemented through targeted workshops for foreigners with no knowledge of the Slovenian language, and persons with international protection and asylum seekers who are mainly registered as unemployed with the Employment Service of the Republic of Slovenia. The workshops aim to facilitate the integration of migrants into the labour market and Slovenian society by providing useful information about employment, rights, and the working and social environment in Slovenia. The workshops started in 2025 and are being implemented in 2025 and 2026, each lasting five hours.

2025 Implementation

Between January and September 2025, four participants took part in the on-the-job training programme.

In addition, five 'Integration into the labour market' workshops were organised between January and October 2025, involving 169 participants.

Bodies responsible

- Employment Service of Slovenia (ZRSZ)

Target group

Learners

Learners with migrant background, including refugees

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

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

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

IVET CVET

Further reading

[Employment Service of Slovenia](#)

Related policy developments

2022 Completed

Upskilling adults

The project 'Development of programmes for upskilling in continuing vocational education and training 2017-22' (the PINPIU project) aims to develop formal VET programmes for upskilling employees, helping them to respond to changing needs in the labour market.

 SLOVENIA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Training for the elderly, long-term unemployed and low-skilled

The 2014-20 ESF-supported programmes, such as Non-formal education and training and the On-the-job training, that targeted the long-term unemployed and low-skilled aged 50+, were also adopted under the responsibility of the Ministry of Labour.

 SLOVENIA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2017 Approved/Agreed

Decree on the methods and conditions for ensuring the rights of persons with international protection

In December 2017, the Slovenian Government passed the Decree on the methods and conditions for ensuring the rights of persons with international protection.

 SLOVENIA

Type of development

Regulation/Legislation

“ … ” **Cite as**

Cedefop, & ReferNet. (2026). Training for refugees: 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-europe/search/28804>