

## Upskilling adults

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 SLOVENIA

### Timeline



ID number 28803

### Background

The skills requirements in labour market are changing fast and more employees than ever need upskilling; this project was designed and implemented to support employees during this process.

### Objectives

The preparation and implementation of formal VET programmes targeting employees in small companies.

### Description

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. It targets mainly employees in small companies which are less likely to participate in CVET. The Institute of the Republic of Slovenia for VET (CPI) is coordinating the project, preparing 20 pilot programmes in cooperation with employers and training providers.

In 2018, the Ministry of Education financed the following projects for upskilling adults:

- (a) the 2018-22 Munera 3 project targets employed individuals who require additional training in line with the labour market needs. These programmes are prepared by the schools in close cooperation with the interested companies and are approved by the school council;
- (b) the 2018-22 projects Panup and Atena (one for each cohesion region, East and West) is addressed to adults without completed VET or general upper secondary education, master craftsman, foreman or shop manager exam. Adults with completed primary education at the most and/or aged 45 or more are in advantage. The purpose of the project is to provide them with competences necessary for the labour market and increase their employability.

The Ministry of Labour also runs the 2017-21 ESF-supported project 'Practical employment promotion programme for the unemployed older than 50 years old' to increase their employability through qualification and re-qualification. Training is provided by inter-

company training centres and designed in line with labour market needs.

### **2017 Implementation**

### **2018 Implementation**

### **2019 Implementation**

In 2019, CPI continued intensive promotion of the new type of formal CVET programmes, after the first programme adopted in 2018. Also, a web page was designed, where interested schools, companies and individuals can find methodology for preparing new programmes and a first programme. Until the end of 2019, CPI got more than 30 ideas or proposals for the preparation of new programmes and preparation of 10 new programmes began.

Munera 3 organised 31 various training courses ranging from Digitalisation in the work process to Beekeeping. Both projects, Panup and Atena, organised various promotion and activation activities. A network of participating institutions offering learning aid to adults have been set up in both cohesion regions.

The practical employment promotion programme added an additional target group: unemployed people aged 30 and over who are receiving social benefits. There were 60 new contracts in 2019, which is fewer than 2018 (88). This measure did not achieve the expected results in 2019, partly because of low motivation among the unemployed, as this is a very demanding training programme.

### **2020 Implementation**

In 2020, the PINPIU project achieved the following:

- (a) four Upskilling programmes for higher VET (e.g. expert for smart buildings installations, aromatherapist in wellness centre) adopted by the Expert Council for VET;
- (b) several other programmes prepared and waiting to be approved by the appropriate authorities (e.g. expert for digital marketing);
- (c) promotion activities: the project website was improved and updated with new methodology and relevant information for a new type of formal programme.

In 2020, due to the epidemic, all activities on the Munera 3 project took place mostly in electronic form or remotely. About 280 training exercises were prepared by the school for companies or together with companies; 11 retraining programmes and 37 higher VET education programmes for obtaining higher VET education. There were 3 011 participants in the training, 23 participants in retraining and 216 participants in higher VET programmes; a total of 3250 participants were included in 2020.

In December 2020, webinars were organised for individuals, companies, employers, partner schools and interested public. The webinar in technology was on the topic, Sustainable development and solutions in support of the environment and society. The webinar in the professional field of services was held on three different topics: cryptocurrencies, early learning of English, and e-Symbiosis. During the webinar, participants learned about cryptocurrencies and blockchain, followed by the importance and ways of learning English early. In the third part, the e-Symbiosis platform was presented.

The Atena project implemented various promotion and activation activities.

The Practical employment promotion programme concluded 52 new contracts in 2020.

### **2021 Implementation**

In the PINPIU project, the following results were achieved:

- (a) 7 programmes approved and adopted by the Expert council for VET, including

social economy expert, nail stylist, digital marketing expert, and 3D print designer;

(b) promotion activities: updated website, public events presentations, tailor made presentations for specific interested parties, such as schools and employers.

In 2021, the Munera 3 activities were implemented both online and face to face. About 289 training exercises were prepared by the schools for companies or together with companies; eight retraining programmes and 36 programmes for obtaining higher VET education. Two upskilling study programmes began with the implementation. A total of 6 504 participants took part in activities in 2021: 6 381 participants in the training, two participants in retraining, 91 participants in higher VET programmes and 30 participants in the upskilling programmes;

Previously, the Munera 3 project had partnered with the PINPIU project to prepare higher VET programmes, some of which began to be implemented in 2021. Employed individuals who meet the enrolment conditions can have the scholarship part-financed by the Munera 3 project.

National and regional activities were conducted for the employers and interested individuals through webinars and round tables.

The Atena project organised some promotional activities, seminars and workshops in 2021.

In 2021, two new participants were included into the Practical employment promotion programme. The Practical employment promotion programme concluded at the end of 2021.

## **2022 Completed**

Regarding PINPIU project:

8 programmes were adopted, of which 5 were Higher VET upskilling programmes and 3 were upper secondary VET upskilling programmes. This amounts to a total of 20 programmes adopted in duration of the project. The programmes begun to be implemented - a higher vocational school implemented 3 programmes within the Munera 3 project (Wellness masseuse, Performer of manual lymphatic drainage in cosmetics and wellness and Aromatherapist in cosmetics and wellness). An evaluation of the implementation of the programmes was carried out. The PINPIU project concluded in October 2022 with a final conference, which was attended by 50 people. The purpose was to share experience in the preparation and implementation of the upskilling programmes and also to promote this new type of programme.

Regarding MUNERA 3 project:

7 394 people were included in the training and upskilling programmes prepared by the schools for the companies. 21 individuals participated in the higher VET upskilling programmes. There were 79 trainings prepared by the school for companies or with companies and 3 upskilling study programmes. In the duration of the project from 2018 to 2022, there were 102 participants included in the re-qualifications programmes and 32 449 participants were included in the training and upskilling programmes. 1556 participants were included in the programmes to acquire Higher VET education and 51 participants were included in the upskilling Higher VET programmes. All together there were 34 158 participants included. The project concluded with a final conference in September 2022 entitled '*Creating the future of new generations*'. National experts discussed the talents of new generations in a panel discussion. The MUNERA 3 project was selected as an example of good teaching practice and innovation at the UNESCO-UNEVOC International Centre for Technical and Vocational Education and Training.

Regarding the Atena project:

The Atena project concluded in 2022. In the duration of the project 13 promotional events and 30 animation events were organised. Promotion and animation activities

were a good approach to inform society about the importance of the lifelong learning education and promoting all types of education and training of adults. 487 individuals were included into the coaching activities, which lasted 8 133 hours.

The Panup project concluded in 2022.

## Bodies responsible

- Ministry of Education, Science and Sport (MIZŠ) (until 2023)
- Institute of the Republic of Slovenia for Vocational Education and Training (CPI)
- Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZ)
- Ministry of Education

## Target group

### Learners

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

### Entities providing VET

Companies

VET providers (all kinds)

### Other stakeholders

Social partners (employer organisations and trade unions)

## Thematic categories

### Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

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

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

## Subsystem

IVET CVET

## Further reading

[Slovenia: Development of new continuing VET programmes](#)

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[Pinpiu website](#)

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[Atena website](#)

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## Related policy developments

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**2025 Implementation**

### Training for refugees

The Employment Service of Slovenia (ZRSZ) implemented a pilot project, Integration into the labour market, targeting the beneficiaries of international protection.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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**2020 Completed**

### Elderly and the labour market

The Elderly and the labour market in Slovenia (*Starejši in trg dela*) document was adopted by the government in December 2016 and set directions for 2016-19. It provided for measures in support to lifelong learning and validation of non-formally acquired skills for people aged 50+.

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#### Type of development

Strategy/Action  
plan

#### Subsystem

CVET

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**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.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

**2025 Implementation**

## **Training for the young (NEETs)**

The Youth guarantee implementation plan for 2016-20 (following the 2014-15 round) was adopted in May 2016.

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### **Type of development**

Practical  
measure/Initiative

### **Subsystem**

IVET CVET

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### **“ ... ” Cite as**

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