

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

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 SLOVENIA

## Timeline

2015 Implementation 2016 Implementation 2017 Implementation  
2018 Implementation 2019 Implementation 2020 Implementation  
2021 Implementation 2022 Implementation 2023 Implementation  
2024 Implementation

ID number 28801

## Description

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. They sought to improve employability through training for competences in demand in the labour market.

A 2016-22 project, Comprehensive support to companies for active ageing of employees targeting the employed over 45 (with emphasis on those older than 50) (ASI), has also been carried out under the responsibility of the Ministry of Labour. The aim of the programme is to encourage delayed retirement and increase the employability of older workers. The programme aims to provide support to employers for more efficient management of the ageing workforce, improve motivation and skills upgrading of older employees, and to raise awareness of the challenges that an ageing workforce is facing. The Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia manages these incentives.

Learning workshops (2019-20) is a programme of the Employment Service of Slovenia for the registered unemployed; it covers those unemployed for at least 2 years or who have completed primary school at the most or are more than 55 years old. The programme offers new skills, competences and experiences at an employer from the field of social entrepreneurship. The workshop is organised as a 6-month practical training under the professional guidance of mentors.

2015 Implementation
2016 Implementation
2017 Implementation
2018 Implementation
2019 Implementation Non-formal education and training

In 2019, a new target group was added, unemployed people aged 30 and over who are receiving financial social assistance. The Employment Service of Slovenia identified it as the single largest group in the unemployment registry with the lowest chance of employment. 198 persons were included in the programmes, up on 2018 (2 002 persons). 416 people enrolled in the Slovenian language programme for foreigners, followed by the programme, Security guard with 180 participants and the Entrepreneurship workshop programme (entrepreneurship basics, marketing, business plan) with 99.

#### On-the-job training

In 2019, a new target group was added on the suggestion of the Employment Service of Slovenia: unemployed people aged 30 and over who are receiving financial social assistance. On-the-job training lasts two months for training in simple and less demanding jobs and three months for training in demanding and more demanding jobs. The amount for the three-month training was increased from EUR 493 to EUR 732 and for the two-month period from EUR 370 to EUR 526. The condition that a person must be registered as an unemployed (except long-term unemployed) for at least three months before enrolling in the programme has been changed.

In 2019, 948 unemployed persons enrolled in the programme, which is slightly more than in 2018 (864). By 31 December 2019, 720 had completed two- or three-month training programmes.

#### Comprehensive support to companies for active ageing of employees (ASI)

In 2019, the following activities were implemented:

- (a) *Stari, imamo problem!* [Dude, we have a problem!] campaign in the scope of which two videos were produced. It gives a voice to elderly employees in the stories of two protagonists who skilfully solve challenges in their professions and, through an emotional, meaningful address, point to the misconception of older employees, as the facts speak in favour of their involvement and reliability in the workplace;
- (b) webinar Elderly employees: opportunities and challenges;
- (c) ASI free of charge workshops: in 2019, the workshops included the topics of legislation, health at work, demographic changes, elderly employees, emotional intelligence;
- (d) catalogue of measures for managing the needs of elderly employees, which offers practical solutions to HR departments;
- (e) A number of conferences were organised, e.g. international conference *Voditelj prihodnosti, dirigent s posluhom za vsakogar* [Leader of the future, conductor with an ear for everyone]; *Talenti v fokusu in upravljanje sprememb* [Talent in focus and management of change]; *Digitalna transformacija - nikoli prestari za nove izzive* [Digital transformation - never too old for new challenges]; *Spodbuda za upravljanje s starejšimi zaposlenimi in razvoj njihovih kompetenc* [An incentive to manage older employees and develop their competences] organised by the Chamber of Commerce and Small Business of Slovenia;
- (f) Learning workshops.

In 2019, there were 452 new inclusions for ASI, fewer than in 2018. The reason is the majority of those enrolled within the first ASI public tender in 2018; in 2019 the activities from the previous year continued, so the new inclusions (which is considered as an indicator) decreased.

### 2020 Implementation

In 2020, the number of participants decreased due to the Covid-19 pandemic, as the training programmes were not implemented in the first half of the year. They were resumed as distance programmes in the second half of the year, apart from those that require the physical presence of participants due to the nature of the training (e.g. on-the-job training).

### Non-formal education and training

In 2020, 1 097 persons were included in the programmes, which is 1101 fewer than in 2019.

### On-the-job training

In 2020, 457 unemployed persons enrolled in the programme, which is fewer than in 2019 (948).

### Comprehensive support to companies for active ageing of employees (ASI)

#### Financial incentives

In 2020, the results of a public tender were known, with 12 projects accepted. This is the second of the two tenders planned in the scope of the ASI project. The pilot projects also contribute to the development and introduction of work environments and jobs in companies for older employees, as well as to the reduction in sick leave. The projects implemented should also serve as examples of good practice for other organisations.

In 2020, participation increased again: 5 132 participants, as activities from the second public tender ASI, which was published in July 2019, began.

An updated catalogue of practical solutions on management of elderly employees for HR departments was published. This is the third edition offering new good practice examples and measures.

- (a) Some conferences took place: an international conference, Dude, are you in balance? and Generation crash;
- (b) Learning workshops.

In 2020, 191 unemployed persons from vulnerable target groups enrolled in the programme, which is fewer than in 2019 (244) but more than in 2018 (178).

## **2021 Implementation**

### Non-formal education and training

In 2021, 1 932 individuals took part in the programme.

### On-the-job training

In 2021, 646 individuals took part in the programme.

### Comprehensive support to companies for active ageing of employees (ASI)

#### Financial incentives

A second tender was published to encourage efficient company management of the elderly workforce, improving their competences to prolong their working activities through:

- (a) part-financing company counselling services in how to prepare a strategy for efficient management of the elderly workforce (exempt are companies with up to 9 employees and companies that are able to prepare such a strategy themselves);
- (b) training for strengthening career management skills by improving competences of elderly employees.

#### Other activities

An international conference, 50 + shades of organisational climate, took place to discuss the importance of the organisational culture and how management can affect commitment and belonging. The conference, What, how and how much are we going

to work in the future, focusing on the elderly employees, gave participants a glimpse of the future of work and received suggestions and recommendations how to prepare for it, based on the examples of good practice. Two videos were prepared as part of the Dude we have a problem campaign, promoting the importance of elderly employees. A catalogue of practical solutions for HR departments on management of elderly employees was updated with new examples of good practice and additional measures.

3 808 individuals participated in the ASI activities in 2021.

## **2022 Implementation**

Non-formal education and training

In 2022, 1 377 individuals took part in the programme. This year, the programme's implementation was completed.

On-the-job training

In 2022, 376 individuals took part in the programme.

Comprehensive support to companies for active ageing of employees (ASI)

The ASI programme concluded at the end of 2022. In the scope of preparation of strategies and strengthening the competences of older employees, two public invitations were announced and one public tender was carried out with a total value of EUR 23.5 million. The absorption of funding was 73%. In the period 2017-2022, the ASI project supported 1 087 Slovenian companies, which completed 13 000 training sessions for 18 070 older employees and prepared 842 management strategies for older employees.

'Striving ASI' workshops summarised key topics in the field of development and management of older employees and were an excellent opportunity for everyone who wanted to learn about examples of good practices, work on concrete cases and become a multiplier of this initiative concerning older employees. 130 participants gained knowledge on subjects like:

- (a) legislation - legal and systemic aspects and older employees,
- (b) promotion, attitude, perceptions and older employees,
- (c) health, working environment and older employees,
- (d) professional and personal development of older employees,
- (e) a day of inspiring good practices,
- (f) changes and transfer of what has been learnt into practice.

A relevant catalogue of practical solutions for HR departments on management of elderly employees has been updated six times; last time was in 2022, with new examples of good practices and measures.

## **2023 Implementation**

Training and education programmes for the elderly, long-term unemployed, and low-skilled continued in 2023.

The local programmes for non-formal education and training, funded from the national budget, had 3 793 participants, including 1 245 aged 50 or over, 1 041 long-term unemployed, and 2 004 with low educational attainment. Special attention was given to the acquisition of digital competences among unemployed persons, with 1 255 enrolments, of which 1 073 were in digital literacy programmes. Since March 2023, unemployed individuals have also been able to participate in some of these programmes online for the first time.

The ,training locally, programmes, also nationally funded, had 287 participants, including 28 aged 50 or over, 73 long-term unemployed, and 49 with low educational attainment.

The initiative 'Facilitating transition of young people to the labour market', is an NOO project managed by the Employment Service of Slovenia. It supports the transition of unemployed young people under 30 to permanent employment by providing subsidies to employers, ranging from EUR 5 400 to EUR 8 820, depending on the duration of unemployment, education level, and inclusion in additional pension insurance. The subsidised period lasts 18 months, during which employers must provide an experienced mentor and at least 30 hours of training or education for both the young person and the mentor. Acquiring digital competences is strongly encouraged. In 2023, 1 649 young people were included in the programme.

### 2024 Implementation

A new EU-funded programme for the financial period 2021-2027, Non-formal education and training+, was approved in January 2024. By June 2024, 565 individuals had enrolled in the programme since its launch in April. The most popular courses were digital literacy (basics), with 12.03% of participants, followed by the entrepreneurship workshop at 6.37% and advanced digital literacy at 5.13%. Following the successful implementation of online programmes in 2023, the Employment Service of Slovenia has expanded their availability in 2024.

Another EU-funded programme, On-the-job training+, was also approved for the 2021-2027 financial period. By June 2024, 269 unemployed people had participated in the programme, including 42 elderly, 88 long-term unemployed, and 229 with low educational attainment.

Two nationally funded programmes continue in 2024. The local programmes for non-formal education and training included 2 595 unemployed people from January to June, of whom 690 were elderly, 737 long-term unemployed, and 2 045 had low educational attainment. In the training locally programmes, 33 unemployed individuals were included, of whom 7 had low educational attainment and 1 was long-term unemployed.

In the first half of 2024, 384 individuals enrolled in the Facilitating transition of young people to the labour market initiative.

A new EU-funded programme, Comprehensive support to companies for active ageing of employees 2024-2029, is currently in the preparation phase.

## Bodies responsible

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

## Target group

### Learners

Adult learners  
Older workers and employees (55 - 64 years old)  
Unemployed and jobseekers  
Low-skilled/qualified persons

### Entities providing VET

Companies

## Thematic categories

### Governance of VET and lifelong learning

Coordinating VET and other policies

## Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

## 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

[Dude, we have a problem! campaign](#)

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[Webinar](#)

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[ASI workshops](#)

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[Catalogue](#)

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[International conference](#)

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[Conference](#)

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[New catalogue](#)

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[Tender](#)

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[Conference 1](#)

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[Conference 2](#)

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[Video 1](#)

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[Video 2](#)

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[Catalogue](#)

## Related policy developments

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**2024 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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**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

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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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**2024 Implementation**

## Training for the young (NEETs)

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

 SLOVENIA

**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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**“ … ” Cite as**

Cedefop, & ReferNet. (2025). Training for the elderly, long-term unemployed and low-skilled: Slovenia. 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/28801>