


Initial training for in-company trainers

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 SLOVAKIA

Timeline



ID number 28587

Background

In-company trainers (instructors) need to complete a specific training programme regulated by the Act on VET (61/2015) in force since the school year 2015/16. This training addresses: learners' rights and obligations, organisation of training, work-related safety and health issues, and education standards, curricula and assessment. It should be completed within one year from their appointment as instructors. Since the 2018/19 school year, amendment of this act is in force introducing in-company head trainers as coordinators of the work of instructors (if needed).

Objectives

A framework regulation of in-company trainer training, set by the legislation, required further elaboration. The objective of this policy is to develop and offer training programmes for instructors and head instructors.

Description

In-company trainer training may be offered by various parties, provided that it is recognised by the professional or employer organisations in charge (nationally referred to as sectoral assignees). In 2015, the Slovak Chamber of Commerce and Industry (the key player in this field) adopted its own regulation. In 2016, the Employer Council for Dual VET approved guidelines on training for trainers working with young people within the dual VET scheme. Guidelines for the training of those working outside dual VET were also approved. Several (usually local and small-scale) courses have been offered within or inspired by different pilots and bilateral cooperation projects. They include:

- (a) a 28-hour modular course combining face-to-face and distance learning for future trainers in the mechanical and electrical engineering sectors, designed by the Slovak Chamber of Commerce and Industry; this is based on experience gathered in a retraining programme for multipliers within the 2013-15 ESF-supported project Development of secondary VET;
- (b) a 20-hour accredited course as part of the 2012-16 Swiss-Slovak cooperation project

- VET for the labour market;
- (c) training provided by the German-Slovak Chamber of Industry and Commerce;
- (d) a local 32-hour course within a cooperation project with Austria.

The State Institute of Vocational Education runs the ESF project Dual education and increasing attractiveness and quality of VET; this includes the design of a new programme to cater for 700 trainers in companies.

2015 Implementation
2016 Implementation
2017 Implementation
2018 Implementation
<p>2019 Implementation</p> <p>Within the national ESF project Dual education and increasing attractiveness and quality of VET, 930 participants have been retrained. In total, 1 543 participants have been retrained in head trainer courses and about 3 500 in in-company trainer courses. From 1 April 2019, head trainer training for all companies is provided by the National Union of Employers, the largest employer organisation in Slovakia. In companies with a greater number of dual learners and with the established position of a head trainer, the training of in-company trainers is ensured by the head trainer. This is based on the agreement with the respective professional or employer organisations ('sectoral assignees') responsible for respective (sectoral) fields of study, including training of in-company trainers. Sectoral assignees remain responsible for issuing certificates for completing the training.</p>
<p>2020 Implementation</p> <p>The National Union of Employers retrained and certified 370 head instructors and certified 413 instructors from 1 April 2019 to 31 December 2020. The National Union of Employers also provides training for other employer associations as requested. Training of instructors and head instructors was continued during the COVID-19 pandemic restrictions.</p>
<p>2021 Completed</p> <p>The ESF project Dual education and increasing attractiveness and quality of VET was completed in September 2021. The final conference was held on 21 November 2021. Within this project, initial training programmes for instructors and head instructors were developed in response to the demand emerging after the introduction of dual VET. The certificate received 926 out of 930 retrained participants, which is over the project target of 700. They are fully qualified for provision of training in company premises. After completion of this project, initial training continues in a decentralised way as head instructors are entitled to offer initial training to staff within their company. The National Union of Employers can offer initial training to staff from companies that are newcomers to dual VET.</p>

Bodies responsible

- Ministry of Education, Science, Research and Sport (until 2024)
- State Institute of Vocational Education (ŠIOV)
- Slovak Chamber Commerce and Industry
- German-Slovak Chamber of Industry and Commerce

Target group

Learners

Learners in upper secondary, including apprentices

Education professionals

Trainers

Entities providing VET

VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

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

Subsystem

IVET

Further reading

[Training provided by the German-Slovak Chamber of Industry and Commerce](#)

[ESF project Dual education and increasing attractiveness and quality of VET website](#)

[Act No 61/2015 on VET](#)

[ESF project Dual education and increasing attractiveness and quality of VET project, final conference video](#)

Related policy developments

2025 Implementation

Requirements for trainers in companies

According to the 2015 Act on VET, in-company trainers should have certificates that are equivalent to, or of a higher level than, certificates offered to learners by programmes they are involved in. These certificates must be in the same or similar field of study.

 SLOVAKIA

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Introducing dual VET

The Act on VET was amended in March 2015 (61/2015). Its main objectives were to introduce a dual VET scheme and tax incentives for enterprises to provide training. The reform entered into force in September 2015 and made available upper secondary VET delivery in three forms:

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