

Requirements for trainers in companies

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 SLOVAKIA

Timeline

2015 Implementation	2016 Implementation	2017 Implementation
2018 Implementation	2019 Implementation	2020 Implementation
2021 Implementation	2022 Implementation	2023 Implementation
2024 Implementation	2025 Implementation	

ID number 28586

Background

Putting dual VET in place on a larger scale requires sufficient numbers of adequately qualified and trained in-company staff. This has led policy-makers to set qualification requirements for the introduction of certified training for in-company trainers (instructors).

Objectives

Legislators intended to speed up the implementation of dual VET by facilitating the recruitment of in-company trainers. Therefore, qualification requirements and initial training of in-company instructors were set as less stringent compared to qualification requirements and initial training of trainers employed by VET schools, as stipulated by the Act on Pedagogical Staff and Professional Staff (138/2019) and related decree (1/2020).

Description

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. In-company trainers must also have at least three-year experience as fully qualified workers in the respective occupation, and they need to complete a specific initial training programme. 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. The regulation for a new position of head trainer came into force in September 2018. It stipulates the qualification requirements and responsibilities of head trainers. However, the cooperation between the head trainer and school-based trainers needs to be clarified in more detail, as schools are ultimately responsible for assessing learners and issuing qualification certificates.

2015 Implementation

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

The implementation of head trainer roles is gradual. Companies requiring these positions have shaped them to suit their coordination needs for overseeing the work of their in-company trainers. Some smaller companies share head trainers. As the school is also responsible for the final evaluation of student's performance during training in the company, schools and companies regulate the rules of this cooperation autonomously.

The training of head trainers consists of eight hours of face-to-face training on the legislation and organisation of dual VET and 16 hours of pedagogy, complemented by 16 hours of self-learning (a total of 40 hours).

2020 Implementation

Qualification requirements for trainers and head trainers in companies as set by legislation in 2015 and last amended in 2018 were put into effect and supported by training provision. However, further changes were requested by employer representatives and were incorporated in a draft amendment of the Act on VET (61/2015) submitted for public discussion.

2021 Implementation

Changes requested by employer representatives were reflected by the amendment to the Act on VET adopted on 20 October 2021. Head instructors with eight years of experience and instructors with 5 years of experience qualify for these positions without the required qualification if they have obtained a certificate of 'verifying their professional competence' under the Lifelong Learning Act (568/2009).

2022 Implementation

Requirements for instructors are deemed appropriate by employer representatives. Training of instructors continues independently by training companies with support from sectoral and professional organisations without any intervention by public authorities. There is, however, no progress in clarification of cooperation between the in-company trainers and school-based trainers as implementing a quality assurance model focusing on the provision of training by companies is still not in place.

2023 Implementation

Both VET schools and companies struggle with a lack of experienced trainers/instructors. Although requirements for in-company trainers are lower than the qualifications required for school trainers under the Act on pedagogical and professional staff (317/2009), further measures to ease access to instructor positions were discussed.

2024 Implementation

The Act on adult education (292/2024), adopted on 30 October 2024, has introduced the possibility of acquiring the so-called professional qualification of 'Master'. This qualification can also be acquired via validation of non-formal and informal learning by an assessment of a relevant competence portfolio. While this qualification facilitates access to the position of in-company trainer (instructor) within dual VET, it does not apply to trainer positions in VET schools.

2025 Implementation

The development of the qualification card for the professional qualification 'Master (in-company trainer - instructor)' in addition to the already existing qualification card for the qualification 'Master (trainer in VET school)' is expected from the Sector Councils Alliance (SCA). The new responsibilities of the SCA (developing qualification cards containing learning outcomes and supporting validation of learning outcomes based on assessment portfolios) are the result of the Act on adult education (292/2024), currently being translated into practice.

Bodies responsible

- Ministry of Education, Research, Development and Youth
- State Institute of Vocational Education (ŠIOV)
- Ministry of Education, Science, Research and Sport (until 2024)

Target group

Education professionals

Trainers

Entities providing VET

Companies

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

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 CVET

Further reading

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

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

[Act No 568/2009 on lifelong learning](#)

[Act No 61/2015 on VET in force from 1 January 2022](#)

[Act No 292/2024 on adult education](#)

Related policy developments

2025 Implementation

Act on adult education (292/2024)

The education ministry initiated new legislation instead of the originally proposed law on lifelong learning, which was previously recommended by the Lifelong learning and counselling strategy for 2021-30 and approved by the government.

 SLOVAKIA

Type of development

Regulation/Legislation

Subsystem

CVET

2021 Completed

Initial training for in-company trainers

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).

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Type of development

Regulation/Legislation

Subsystem

IVET

2025 Implementation

Easing access to the teaching profession

The 2015 legislation amending the 2009 Pedagogical Staff Act made qualification requirements more flexible to attract (more) business and industry professionals to teaching and to facilitate changes of position or subject areas.

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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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Type of development

Regulation/Legislation

Subsystem

IVET

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