

The Employer council for dual VET

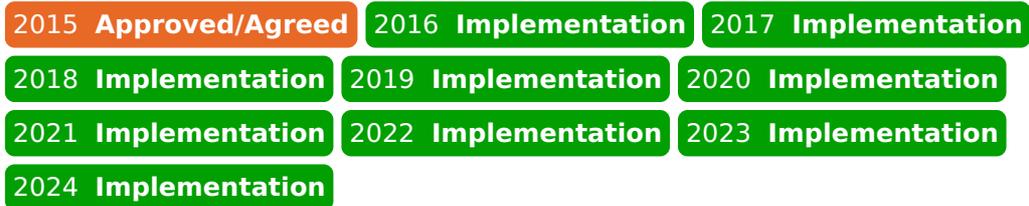
POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE



SLOVAKIA

Timeline



ID number 28567

Background

Since the adoption of the Act on VET (184/2009), employers' organisations had been collaborating more closely with the government on VET policy-making. Slovakia adopted a new Act on VET in March 2015 (61/2015) introducing a dual VET scheme and tax incentives for enterprises to provide training. Raising the number of companies and VET students in dual schemes were part of policy priorities for the period 2016-20.

Dual VET has been created with the participation of employer representatives. The role of institutions representing employers' interests has been strengthened to help implement the law that also stipulates their responsibilities. These representatives were agreed by stakeholders and listed in an education ministry decree. They include the Chamber of Commerce and Industry; the National Union of Employers; the Federation of Employers' Associations; the Chamber of Agriculture and Food; the Chamber of Trades; the Chamber of Mines; and the Chamber of Foresters, and the Association of Industrial Unions. The role of the sectoral assignees, selected from among chambers and employers' associations to cover the relevant study fields,, includes facilitating the adaptation of VET to labour market needs, assuring its quality, certifying in-company training facilities, and training in-company trainers.

Objectives

The objective of the policy was to create legal basis for an umbrella organisation to coordinate activities of professional and employer organisations with responsibility for respective fields of study ('sectoral assignees').

Description

An umbrella body, the Employer Council for dual VET, was set up in 2016 aiming to strengthen cooperation between respective sectoral assignees involved in dual VET. The Council is partially financed from the State budget. The most important responsibility of the

Council is to coordinate processes related to the accreditation of training companies based on their compliance with the requirements set by the State concerning space, training equipment and materials. Involving employers allows adjusting the volume and learning outcomes of practical training to their needs.

2015 Approved/Agreed

The legislation approved.

2016 Implementation

Employer Council for Dual VET set up.

2017 Implementation

The Employer Council for Dual VET was activated.

2018 Implementation

The Employer Council for Dual VET was operational.

2019 Implementation

The Employer Council for Dual VET has a direct influence on the ESF project Dual education and increasing attractiveness and quality of VET, since 2018. The secretary of the Council has replaced a former project manager of this ESF project.

2020 Implementation

The Employer Council for Dual VET continued its cooperation with experts responsible for the ESF project Dual education and increasing attractiveness and quality of VET.

The Council also participated in the preparation of the amendment of the Act on VET (61/2015) that was submitted to public discussion in February 2021. According to this amendment, the Council should expand its scope of influence from dual VET to the whole of secondary initial VET. The Council cooperated with the State Institute of Vocational Education on elaborating the updated guidelines for employers and schools defining the conditions for the provision of education in schools and training in company facilities during the COVID-19 pandemic (in effect since March 2021).

2021 Implementation

Under the amendment to the Act on VET (61/2015) adopted by the parliament on 20 October 2021 and entering into force on 1 January 2022, the Employer Council for Dual VET is renamed Employer Council for VET. This is accompanied by a substantial expansion of its powers. Instead of coordinating activities of employer and professional organisations concerning dual VET, it now coordinates activities of these organisations for VET as a whole. The statute of the council remains, however, the subject of discussion in the National VET Council, an advisory body of the government towards VET, inter alia assessing strategic documents and regulating activities of diverse employer and professional organisations concerning VET. Unlike the employers' and professional organisations, which are entitled to receive funding from the education ministry under this amendment, the Employer Council for VET is not entitled to such funding.

2022 Implementation

As a consequence of the new status of employer and professional organisations, the education ministry entered into contracts with them to co-finance the execution of their responsibilities as 'sectoral assignees' for the respective fields of study. Of the

total amount of EUR 2 622 243, 40.5% was earmarked for capacity building. Thus, the education ministry supports hiring practitioners leaving it to individual contractors to define the qualification prerequisites.

In 2022, a new education ministry decree on the system of education branches and on institutional responsibility towards branches (287/2022) was issued with the strong involvement of the Employer Council for VET. The council also published the assessment criteria for a 'supra-company training centre' (explicitly seen as a quality mark). The first two institutions were already certified.

An amendment of 6 December 2022 to the Act on employment services (5/2004) redefined the Alliance of Sectoral Councils (ASC) as an association of interested legal entities, education and labour ministries, and bodies representing employers and employees to introduce a whole new structure for VET and lifelong learning governance. ASC is newly responsible for ensuring and coordinating the creation and updating of the National System of Occupations and the National Qualifications System. ASC establishes sectoral councils active in respective sectors as voluntary independent professional associations of representatives of employers, trade unions, educational institutions, state administration bodies and local self-government bodies in particular. Achieving coherence in VET governance of two players - the Employer Council for VET and the Alliance of Sectoral Councils, as well as the education and labour ministries, is under discussion in order to clarify the rules on the division of competences.

2023 Implementation

The emergence of the Sector Councils Alliance (SCA) as a brick-and-mortar institution in 2023 necessitated a clarification of power-sharing arrangements between the Employer Council for VET, the strongest body representing employers in the education sector and the SCA, which has a dominant employer voice despite its multi-partisan composition of founders.

2024 Implementation

Through its Act on adult education (292/2024), the education ministry decided to further empower the Sector Councils Alliance (SCA) in initial VET, where the employer council was previously dominant. A crucial change involves a shift of responsibility for maintaining the National Qualifications System from the education ministry to the SCA. The employer council is still expected to continue contributing to functional initial VET that prepares graduates for occupations aligned with labour market needs. However, the SCA has been given the authority to establish the National Qualifications System and to accredit adult education programmes. Thus, it controls two strong tools for systemic change taken over from the education ministry.

Bodies responsible

- Ministry of Education, Research, Development and Youth
- Ministry of Labour, Social Affairs and Family
- Ministry of Education, Science, Research and Sport (until 2024)

Target group

Learners

Learners in upper secondary, including apprentices

Education professionals

School leaders

Entities providing VET

Companies
Small and medium-sized enterprises (SMEs)
VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)

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

Subsystem

IVET

Further reading

[Cedefop ReferNet Slovakia \(2011\). New architecture of VET governance](#)

[Vantuch, J., Jelinkova, D. \(2019\). Vocational education and training in Europe: Slovakia. Cedefop ReferNet VET in Europe reports 2018.](#)

[Act No 61/2015 on VET \[Zákon c. 61/2015 Z. z. o odbornom vzdelávaní a príprave\]](#)

[Information for employers and school setting conditions for provision of education in schools and in facilities of enterprises from 3 March 2021](#)

[Web portal of Employer Council for VET](#)

[Decree of the education ministry No 287/2022 on the system of education branches and on institutional responsibility towards branches \[Vyhláška Ministerstva školstva, vedy, výskumu a športu Slovenskej republiky c. 287/2022\]](#)

[Act No 5/2004 on employment services \[Zákon c. 5/2004 Z. z. o službách zamestnanosti\]](#)

[Sector Councils Alliance website](#)

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

[National VET Council website](#)

Related policy developments

2024 Approved/Agreed

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

2024 Implementation

Sector Councils Alliance

The amendment to the Act on employment services established the Sector Councils Alliance (SCA) as the interest association of legal entities.

 SLOVAKIA

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2024 Implementation

Measures to alleviate the crisis caused by the coronavirus

After the closure of schools, teachers began spontaneously to move to distance learning using communication platforms (such as Zoom); at the same time, the burden of work was transferred onto learners and households.

 SLOVAKIA

Type of development

Regulation/Legislation

Subsystem

IVET

2024 Implementation

Information and support structures for dual VET

The 2016-20 ESF project Dual education and increasing attractiveness and quality of VET provides support through its web portals. Eight contact points (officially called Dual points) have also been set up within this project.

 SLOVAKIA

Type of development

Practical
measure/Initiative

Subsystem

IVET

2024 Implementation

Incentives for companies to offer dual VET

To encourage enterprise involvement in dual VET, the VET Act (61/2015) had introduced corporate tax reliefs for training companies:

 SLOVAKIA

Type of development

Regulation/Legislation

Subsystem

IVET

2024 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:

 SLOVAKIA

Type of development

Regulation/Legislation

Subsystem

IVET

“ ... ” Cite as

Cedefop, & ReferNet. (2025). The Employer council for dual VET: Slovakia. 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/28567>