

Database of reskilling and upskilling courses

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CZECHIA

Timeline

2024 Pilot

ID number 47486

Background

The database of reskilling and upskilling courses was created and funded in the framework of the National Recovery Plan - 3.3 Modernisation of employment services and labour market development (Objective: Developing skills in a lifelong perspective, in particular in the development of basic digital skills and skills needed to meet the needs of the Fourth Industrial Revolution) with a total budget of EUR 40 thousand (CZK 10 million).

Czechia has a low long-term unemployment rate, which implies that the majority of persons who need to improve their digital skills are employed.. Czechia's national target is to double the adult learning participation in lifelong learning from 23% to 45% by 2030. The database was created to address this need by expanding target groups and providing a unified platform for accessing retraining and upskilling opportunities and to stimulate the demand among adult population (both employed and unemployed adult).

Before the database launch in 2023, there was no unified overview of the retraining courses offered. The offerings of retraining courses were region-specific.

The online Database of Retraining and Further Education (hereinafter Database) consolidates information about courses for improving qualifications and courses for retraining certified under the Act No. 435/2004 Coll. on Employment, as amended (hereinafter Employment Act), provided by the Labour Office of the Czech Republic (hereinafter ÚP CR) and courses offered by VET schools, higher education institutions and adult education providers. The Database also contains all the required functionalities necessary to process the applications of the clients of the ÚP CR, and other user-friendly features such as information retrievability and connectivity to other information systems.

The Database is being piloted under two calls:

- (a) Contribution to the payment of digital training courses through the Database of Retraining and Further Education;
- (b) Retraining implemented by the ÚP CR in the area of digital skills (IT) and skills needed for the Industry 4.0.

It is a pilot verification of active employment policy (hereinafter AEP) measures under Section 106 of the Employment Act, aimed at supporting the accessibility of retraining and further education courses. The piloted Database measure aims to simplify the process of implementing further education tools and the availability of information on the courses offered.

Objectives

The aim of the Database is to link supply and demand for further education in one platform and to simplify processing of financial support for further education of training participants through the Labour Office of the Czech Republic.

The Database also supports development of career management skills of individuals. It helps people to choose the right course according to their interests, needs and abilities.

The aim of the Database pilot which will be conducted during 2023-2025 is to:

- (a) expand the portfolio of training providers in the field of digital skills development beyond the Section 108, Paragraph 2 of the Employment Act.
- (b) increase participation in digital training beyond the existing retraining system:
 - (i) by making the range of digital training courses more transparent and broader (in terms of content and length of the courses);
 - (ii) by simplifying and speeding up the required paperwork (everything should be able to be done online, including submitting the applications and the administration of courses)
 - (iii) by contributing to the costs of digital training courses.
- (c) remove procedural barriers that slow down the mediation of retraining and further education provided by the ÚP CR.
- (d) create a platform where the main actors, i.e. education providers, learners/clients and the ÚP CR as the administrator, and sources of funding will meet.
- (e) verify the probable future functioning of the system of retraining and support for the development of skills of Czech citizens - the basis for the individual learning accounts.

Description

The target groups of the Database include all the adults with links to the labour market (including students aged 18+ who are preparing to enter the labour market). The Labour Office has expanded its activities beyond unemployed persons to include those who are in employment and want to acquire the competencies needed to retain their current jobs. Additional target groups include persons on parental leave, self-employed persons and senior citizens with links to the labour market (working pensioners).

The Database was launched in January 2023. The ÚP CR provides a contribution of 82% towards the cost of digital training courses that do not qualify as retraining under the Employment Act. Before the start of the course, the candidate/applicant is obliged to pay an advance of 18% of the price of the digital training course to the training institution, and the total funding per person is capped at CZK 50 000 over a period of three consecutive calendar years. Any costs exceeding this limit must be paid by the candidate/applicant. This amount does not include reimbursement of candidate/applicant's retraining expenses. Only job seekers and job candidates may apply for a funding to cover digital training course costs.

Registration in the system of the Labour Office is required. After a successful completion of the course the learner has to request removal from the database of jobseekers. A certificate on attendance (at least 80% of teaching hours) and a final examination (if requested by the provider) are necessary. If the method of verification of the knowledge and skills acquired in the course is specified as a requirement to pass a final examination, successful completion of this examination is also a condition for the grant of the allowance. If the examination is not passed, the participant must pay the full price to the educator (provider).

For the purposes of this pilot, jobseekers also include persons interested in improving their position on the labour market, or changing their job or making sure they keep their current one by means of participating in digital training.

A digital skills training course must last a minimum of 16 learning hours (60-minute hours).

The number of hours and the form of delivery of retraining courses are defined by the accreditation. Courses are primarily conducted in Czech, with some digital training courses available in English (based on existing practice). Delivery methods for courses may include in-person (usually at the educators' premises), online or blended formats.

Digital training courses are targeted at developing digital skills:

- (a) in the area of IT - training that includes exclusively the acquisition of transferable digital skills and IT competences (e.g. software development and management);
- (b) related to Industry 4.0 - training related to the concept of Industry 4.0, encompassing the robotisation and digitalisation of work and the use of autonomous systems and AI (e.g. operation of CNC machines).

Educators must have been continuously active in training for at least 18 calendar months before being included in the e-shop (Database of retraining courses and further education). They must comply with the minimum standards in terms of space, material and technical conditions for training activities.

The Database was developed by the Ministry of Labour and Social Affairs (MLSA). There is continuous monitoring in place. The indicator is set at 60 000 people participating in training courses by the end of 2025.

2024 Pilot

The Database was developed by the Ministry of Labour and Social Affairs (MLSA). In 2024, the administration and further development of the Database were handed over to the Directorate General of the Labour Office of the Czech Republic (DG ÚP CR).

As of October 2024, the listed educators offer about 1 970 courses, i.e. 720 retraining courses and 1 250 digital training courses for adults.

- (a) 26 472 persons had completed the course, and
- (b) 7 172 applications are in the approval process.

This indicates that the indicator set by the end of 2025 has been fulfilled by 44%.

Bodies responsible

- Ministry of Labour and Social Affairs
- General Directorate of the Czech Labour Office

Target group

Learners

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Learners with migrant background, including refugees

Learners at risk of early leaving or/and early leavers

Learners with disabilities

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

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Education professionals

Teachers

Trainers
School leaders
Adult educators
Guidance practitioners

Entities providing VET

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

Other stakeholders

Social partners (employer organisations and trade unions)
National, regional and local authorities

Thematic categories

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning
Providing for individuals' re- and upskilling needs
Lifelong guidance

Subsystem

CVET

Further reading

[\[Database of Retraining and Further Education Courses - access for the clients\]](#)

[Website of the Ministry of Labour and Social Affairs \(MPSV\)](#)

[National Recovery Plan - MPSV components](#)

[Database of Retraining and Further Education Courses - access for the educators](#)

Related policy developments

2024 Implementation

VET-related measures in the Czech National recovery and resilience plan

Section 3 of the plan, Education and labour market, proposes the following reforms and measures in education and training:

Transforming HE institutions to adapt to new forms of learning and changing the labour market needs by 2026:

 CZECHIA

Type of development

Strategy/Action
plan

“ … ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/47486>