

## **Increasing effective coordination of supply and demand in the labour market**

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Učinkovitejše usklajevanje ponudbe in povpraševanja na trgu dela

# Description

## Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

The initiative is aimed at developing appropriate instruments for quality coordination of staffing and competence needs, which contributes to the reduction of structural disparities in the labor market and faster access of the unemployed to employment. The policy instrument addresses the lack of relevant instruments and advanced tools that enable quality labour market forecasts. The instrument addresses this challenge by: developing a taxonomy of competencies, the establishment of an employment competency model and the implementation of its use; developing a model for identification of employers' short-term needs for knowledge, skills and competences in the labour market; developing a multi-channel services.

## Link

<https://www.ess.gov.si/obvestila/obvestilo/ucinkovitejse-usklajevanje-ponudbe-i...>

## Implementation level

NATIONAL

## Legal base

Implemented under the Operational Program for the Implementation of European Cohesion Policy 2014-2020. Legal base: ministerial order.

## Starting period

The initiative commence in 2016 (and will end in 2022).

## Policy area

EDUCATION

TRAINING

EMPLOYMENT

## Funding

FUNDED BY NATIONAL GOVERNMENT

FUNDED AS PROJECT (AT LEAST 3 YEARS)

FUNDED BY THE EU

European Social Fund

## Skill mismatch

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### Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

### Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

The instrument will upgrade the existing methodology used to identify employers' short-term employment needs, and develop a methodology to establish employer needs regarding knowledge and competencies in the labour market.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The developed competency model of employment aids efficient identification of the employability of the unemployed and job seekers.

ADDRESS MISMATCH BROADLY

New methods will advanced communication tools (web, mobile platforms, telephone, personal contact) with activities available to the unemployed, jobseekers, and employers.

### Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

# Methods

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## Methods

### SKILLS FORECASTING

The instrument is developing a model for identification of employers' short-term needs for knowledge, skills and competences in the labour market.

### VACANCY SURVEYS

The instrument recognizes market needs through the assesment of vacancy jobs registered at the employment service.

### REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS ADVERTISEMENTS, CVS)

The instrument (that has been developing under the Employment Service of Slovenia - ESS) uses labour market information that the ESS regularly collects.

## Use of skills intelligence

### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

Training programmes to equip the unemployed with the skills and competencies that are needed in the labour market have been designed/influenced within the initiative.

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

Career guidance and counsellors have been using LMI to provide information to job-seekers at the employment service.

### INFORMING CAREER-MAKING DECISIONS OF STUDENTS

Students have been provided with information about the labour market needs via career guidance and counsellors at the employment service.

### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

Career guidance and counsellors have been using LMI to provide information to job-seekers at the employment service.

# Stakeholders

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## Main responsible body

**NATIONAL PES**

Employment Service of Slovenia.

## Other involved organisations

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

Employers will benefit in terms of more effective pre-selection of employment candidates, as well as clearer projections of labour market supply.

**CHAMBERS OF COMMERCE**

Labour market institutions and other institutions operating in the labour market field will use the platform to identify current and project future employers' short-term employment needs and labour market supply.

**RESEARCH CENTRES, UNIVERSITIES**

Labour market institutions and other institutions operating in the labour market field will use the platform to identify current and project future employers' short-term employment needs and labour market supply.

**IO IER**

Jobseekers and the unemployed will benefit in terms of more effective counselling and better skill matching within job placement process.

# Sustainability

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## Success factors

This LMSI platform is still in its developmental stage.

## Barriers

This LMSI platform is still in its developmental stage.

## Monitoring and evaluation

The Employment Service of Slovenia is in charge of monitoring. The evaluation has not been yet conducted.

## Updates

It is still in the process of implementation.

NO

It is still in the process of implementation.

## Effectiveness

This LMSI platform is still in its developmental stage.

## Sustainability

The sustainability of the instrument can not be yet predicted.

# Foundation for Employees Trainings

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Zavod za izobraževanje delavcev

# Description

## Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

Based on a dismantled compulsory system, companies join in on a voluntary basis and contribute to sectoral as well as regional training funds. Members of the fund benefit from subsidies and services for training activities for employees. The goal of the initiative is to provide co-financing of formal and informal education and training of employees, further training for more demanding works, specialisation within profession, safety and health at work, knowledge of language, IT trainings etc. in order to obtain new and/or necessary skills of the employees.

## Link

[http://zavod-zid.si/English\\_1/](http://zavod-zid.si/English_1/)

## Implementation level

REGIONAL

## Legal base

Establishment Act of the Foundation for Employees Trainings (document available in Slovene language only): [https://zavod-zid.si/AKT\\_O\\_USTANOVITVI/](https://zavod-zid.si/AKT_O_USTANOVITVI/)

## Starting period

The initiative began in 2020 and is ongoing.

## Perspective

Yes, it is based on the skills that employees of certain professions/in certain industries need to obtain/upgrade. Skills that employees obtain/upgrade under the initiative are either required by the law or are initiated by the employer.

## Policy area

EDUCATION

TRAINING

## Funding

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Employers pay a special contribution to the Foundation in order to ensure the organized education of workers at work and from work. The Council of the Foundation determines the amount of the contribution to education. The contribution is determined in the gross amount of 1 percent of a minimum gross salary in the Republic of Slovenia per employee. In 2020, the requested contribution is 6,5 EUR per employee. The funds raised through the contributions of employers are intended exclusively for education, training, advanced training, professional excursions, information, general cultural education of employees of employers who pay the contribution, and for the operation of the Foundation.



## Skill mismatch

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### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

### Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

Employers who are members of the Foundation may obtain co-financing of their employees trainings and education.

### Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION,

GREEN SKILLS

# Methods

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## Methods

### SKILLS FORECASTING

The instrument uses skills forecasting - the new/necessary skills that employees in certain professions need to acquire in order to be more successful at the workplace.

### SKILLS FORESIGHT

The instrument uses skills forecasting - the new/necessary skills that employees in certain professions already obtained and might need to be upgraded.

## Use of skills intelligence

### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The initiative uses LMI in order to provide necessary courses for employees to obtain/upgrade their skills needed in their profession.

# Stakeholders

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## Main responsible body



Foundation for Employees Trainings

## Other involved organisations

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

Employers pay the contribution to the Foundation. Their employees' trainings and education are co-financed by the Foundation.

**TRAINING PROVIDERS**

Training providers train and educate employees of employers who are members of the Foundation.



Regional Chambers of Craft and Small Businesses (Ljubljana Vič, Ljubljana Center, Ljubljana Moste-Polje, Ljubljana Šiška). These are founders of the Foundation for Employees Trainings.

# Sustainability

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## Success factors

The available data shows that the Foundation has been steadily co-financing trainings and education of employees since its establishment. Trainings and education in the amount of 984.514,00 EUR have been co-financed since its establishment in 2010 and 12.812 employees included in the education and/or trainings.

## Barriers

The Foundation reported lack of (potentially productive) collaboration with the Chamber of Craft and Small Businesses of Slovenia.

## Monitoring and evaluation

No (publicly available) evaluations of the initiative has been conducted. However, the available data yearly shows the number of employees educated and trained via the initiative. The total number of trained/educated employees is 12.225 (data obtained in April 2021).

## Updates

There have been no major updates of the initiative since its implementation.

NO

The only minor change appeared in the Rules of the Foundation in 2020. Prior the amendment the Article 1 stated: "In order to ensure organized education of workers /.../, employers voluntarily pay a special contribution to the Foundation /.../". In the amended Rules the word "voluntarily" was removed.

## Effectiveness

The available data shows that the Foundation has been steadily co-financing trainings and education of employees since its establishment. Trainings and education in the amount of 984.514,00 EUR have been co-financed since its establishment in 2010. In 2020 the Foundation co-financed trainings and education in the amount of 36.342,57 EUR; in 2019 in the amount of 58.508,49 EUR and in 2018 in the amount of 92.667,35 EUR. Trainings and education of 12.812 employees since its establishment.

## Sustainability

The Foundation's instrument has been in operation for more than 10 years and has been gained trust among its members. It has been in operation continually without interruption and has co-financed trainings and education of employees in the amount of almost 1 million EUR since its establishment. The sustainability of the initiative is thus promising.

# **Competence centres for HR development 2019-2022**

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Kompetenčni centri za razvoj kadrov 2019-2022

# Description

## Focus area

KEY TRAINING POLICY MEASURE

Competence Centres connect companies in partnerships for human resources development and represent an incentive for employers to use employee development as a strategic tool for achieving greater competitiveness and better business results. The policy instrument aims to reduce disparities between qualifications and labour market needs by increasing the qualifications of the personnel employed in the industry, in order to contribute to the competitiveness of employees, enterprises and the Slovenian economy in general.

## Link

<https://www.srips-rs.si/en/human-resource-development/competence-centers-human-...>

## Implementation level

NATIONAL

## Legal base

Implemented under the Operational Program for the Implementation of European Cohesion Policy 2014-2020

## Starting period

The initiative commence in 2010. New operation and funding cycle began in 2019 (and will end in 2022).

## Policy area

TRAINING

INNOVATION

DIGITAL ECONOMY

## Funding

FUNDED BY NATIONAL GOVERNMENT

Ministry of Labour, Family, Social Affairs and Equal Opportunities (20%)

FUNDED AS PROJECT (AT LEAST 3 YEARS)

FUNDED BY THE EU

EU - European Social Fund (80%)

## Skill mismatch

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### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS BELOW THEIR JOB'S NEEDS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

### Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

training of employees with the aim of improving their competencies, productivity, creativity and innovation

### Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION,

GREEN SKILLS

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

# Methods

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## Methods

### SKILLS FORECASTING

The instrument provides assessment of the skills that are/will be needed in the labour market/the industry.

### SKILLS FORESIGHT

The instrument provides assesment of the skills that the personnel in the labour market/the industry have already obtained.

## Use of skills intelligence

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

The initiative is strenghtening and developing HR functioning and supports the establishment and operation of the competence centres as well as supports networking in the field of HR between partners.

### ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE L

The initiative supports development of employees´ qualifications through the implementation of trainings in order to contribute to the competitiveness of employees.



# Stakeholders

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## Main responsible body



The Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia

## Other involved organisations

**NATIONAL MINISTRY**

The Ministry of Labour, Family, Social Affairs and Equal Opportunities provides co-funding.

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

Employers take care of strategic HR development (definition and implementation of training), collaboration between companies involved in partnership/project and dissemination of knowledge and synergies.

**CHAMBERS OF COMMERCE**

Acting either as the "administrative financial partner" carrying out the tasks of the project office or "personnel partner", which performs personnel support and advisory tasks.

# Sustainability

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## Success factors

The exchange of experience, skills and knowledge; trained participants (employees) with new/upgraded skills.

## Barriers

Administrative challenges. In addition to that, during times of economic growth, there is an evident lack of time to carry out trainings and other activities that represent companies' core business. The year 2020 has been especially challenging in terms of implementation of the trainings due to the pandemic of Covid-19.

## Monitoring and evaluation

The measure is monitored regularly through the following indicators: the number of participants in training programs, specialisations, additional qualifications and retraining; the number of competence models developed or upgraded at the sectoral level/field of competence centre operation; the number of training programs and/or initiatives developed for the preparation or modification of the vocational standard, and consequently the educational program or national vocational qualifications. Alongside this, indicators on the personal data of individuals participating in projects is also being collected and analysed.

## Updates

NO

No major changes. In 2019 the new cycle of the initiative began (which will end in 2022). 10 competence centers are supported that include 327 companies.

## Effectiveness

In the first period of implementation of the programme, beginning in 2010 and ending in 2015, 19 industries were supported, 300 companies were included, more than 14.000 employees were trained and more than 7 million EUR was invested. In the period 2017-2018, 11 competence centres for human resources development were supported, which included 250 companies with more than 35.800 employees. In the period 2019-2022, 10 competence centres for human resources development are supported, which include 327 companies. The estimated participants of the trainings is 22.352.

## Sustainability

The policy instrument is funded mainly by the EU and has been implemented successfully for more than 10 years. Its sustainability is promising. It is not focused only on particular industries or companies of particular size. The trainings aim at improvement and strengthening of competencies individuals need at the workplace.

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Source URL: <https://www.cedefop.europa.eu/en/tools/matching-skills/country-fiches/slovenia>