## Career guidance in tertiary education

**Nadaljnji razvoj in izvajanje dejavnosti kariernih centrov IJ visokem šolstvu 2015-2020**

### Slovenia

#### DESCRIPTION

<table>
<thead>
<tr>
<th><strong>Timespan</strong></th>
<th>2007-2011, recently renewed</th>
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<tbody>
<tr>
<td><strong>Stage</strong></td>
<td>FULLY OPERATIONAL</td>
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<tr>
<td><strong>Focus area</strong></td>
<td>MATCHING SKILLS FOR TODAY’S JOB MARKET</td>
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#### FOUNDATIONS

<table>
<thead>
<tr>
<th><strong>Policy Area</strong></th>
<th>HIGHER EDUCATION</th>
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<tbody>
<tr>
<td><strong>Policy Goal</strong></td>
<td>The policy instrument was designed to help graduates’ transition from education to work. Counselling in career planning and career guidance provide better match of students’ knowledge and skills to labour needs, thus contributing to better quality of study and easier labour market integration. The instrument promotes further activity and development of career guidance, especially career counselling for students in higher education, with the aim of achieving timely career planning and development. This will ensure: - better employability of graduates and their more efficient labour market entry. - better alignment of acquired knowledge with labour market needs. - elimination of discrepancies between the study programs and labour market demand. - reduction of dropout and shortening the length of studies.</td>
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<table>
<thead>
<tr>
<th><strong>Mismatch</strong></th>
<th>PART OF BROAD POLICY MEASURE OF WHICH SKILL MISMATCH IS ONLY A MINOR PART</th>
</tr>
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<tbody>
<tr>
<td><strong>Description</strong></td>
<td>This instrument was designed to help graduates in their transition from education to work. Tackling the skills mismatch is important element of this instrument, however, skill mismatch is not addressed directly. Through comprehensive career guidance and other career centres’ activities, students are being guided in their career planning activities. However, there is no mechanism in place that can directly influence their decisions related to labour market transition.</td>
</tr>
</tbody>
</table>
**Aim of policy instrument**

MATCH SKILLS OF YOUNG GRADUATES

**Legal basis**

LAW

**Administrative level**

NATIONAL

**Main responsible body**

Ministry of Education, Science and Sport, Higher Education Directorate

**Stakeholders**

- **GOVERNMENT (CENTRAL & REGIONAL)**
- **CHAMBERS OF COMMERCE AND INDUSTRY**
- **GUIDANCE COUNSELLORS**
- **RESEARCH CENTRES AND UNIVERSITIES**

Ministry of Education, Science and Sport: contracting authority, monitoring and evaluation
Universities and HE institutions: responsible for the implementation of LMSI activities
Students: end users
Employers: end users and participants
Stakeholders also include chambers, offices, and agencies etc taking part in career centres' activities

**Funding**

In the period 2015-2020, €5,750,000 was issued and €4,740,851 was allocated to nine applicants. The project is co-financed by the Ministry of Education, Science and Sport (20%) and the European Social Fund (80%) under the Operational Program for the Implementation of the European Cohesion Policy for the period 2014-2020.

**Intended beneficiaries**

The intended beneficiaries are primarily students receiving the career guidance and counselling. Employers benefit as well from being able to tap into the pool of perspective future workforce. Universities benefit by developing tighter cooperation with industries, by learning about employers’ needs and exploring future ways of cooperation.

**PROCESSES**

**Use of labour market intelligence**

- INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS
- INFORM CAREER-MAKING DECISIONS OF STUDENTS
LMSI is primarily used to inform guidance counsellors, so as to provide sound advice regarding relevant career paths. Through this measure the following activities aimed at developing career guidance and its implementation within career centres are being co-financed: - the continued operation of career counsellors and/or the work of career centre coordinator; - education and training for career counsellors and/or coordinators at home or in EU Member States; - presentations of companies at faculties, company visits, presentations of programs and graduate profiles to potential employers, and organisation of other events; - promotion and dissemination of project results; - organisation of events (workshops, round tables, seminars, lectures) that inform students about the importance of career planning and lifelong learning; - upgrading of career centre's portal.

### Financial schemes

Cost reimbursement: - Costs of labour and other reimbursement related to the work of the coordinators and/or career advisers - Other external charges - Public communication costs - Indirect costs (flat rate of 15% of the direct eligible costs) - VAT

### Frequency of updates

The instrument not been updated yet.

### Development

No.

### Barriers

No known. Activities are carried out in accordance with the plan.

### Monitoring

Performance is measured by using indicators defined in a public tender. The following indicators are being used to regularly monitor the policy instrument: - the number of all career centre users (students) - the number of employers involved in the project - the number of events intended to exchange experiences or good practices - the number of foreign employers in the database - the number of Slovenian employers in the database - the number of students trained for proper self-representation at employers etc. There is no analytical document available yet.

### Innovativeness

**SLIGHTLY INNOVATIVE**

In addition to students (at undergraduate and graduate level of study), the project also targets future students. The employers’ database also encompasses the possibility of including Slovenian and foreign employers, who will have future interest to cooperate with students. Students are also provided with training on how to integrate the competencies acquired when studying abroad into self-presentation and CV.

### SUSTAINABILITY

**Evidence of effectiveness**

Not known, since no evaluation of the instrument has been conducted thus far. The project ends in 2020.
<table>
<thead>
<tr>
<th>Engagement of stakeholders</th>
<th>The LMSi is being developed on the basis of the Operational Programme for the Implementation of the European Cohesion Policy 2014 - 2020.</th>
</tr>
</thead>
</table>
| Transferability            | **EASILY TRANSFERABLE**  
This instrument is easy to transfer to a higher education environment. |
| Sustainability            | The ongoing program (policy) is being financed predominately out of ESF and is thus bound up to successful implementation. |