



National project: National Register of Occupations (NRO) III

Národný projekt: Národná sústava povolání III



Slovakia

1 DESCRIPTION

Timespan

December 2014 - December 2015

Stage

OTHER

The project implementation period has ended, however, the NRO information portal is still in use.

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

2 FOUNDATIONS

Policy Area



OTHER

The definition of occupational standards within this instrument is an aspect of employment policy, but this instrument was designed to influence education and training on all levels, but especially in CVET.

Policy Goal

The instrument addresses the skills mismatch in the economy and aims at linking employers' demands for skills with labour supply (via education and training). This instrument is the third (final) phase and continuation of previous projects National Register of Occupations I and II. After defining occupational standards that reflect employers needs for skills, and linking them to education and training (first and second phase), this instrument was finalised by the creation of the information portal with job classifications.

Mismatch

EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH

This instrument is designed to define occupational standards in a tripartite setting (with social partners and the state), with a view to connect it better with education and training activities.

Aim of policy instrument



MATCH SKILLS OF YOUNG GRADUATES



UPSKILL AND MATCH SKILLS OF UNEMPLOYED



UPSKILL EMPLOYED ADULTS



FACILITATE JOB/CAREER TRANSITIONS



ADDRESS SKILL SHORTAGES



BROADLY ADDRESS SKILL MISMATCH

Legal basis

LAW

Administrative level

NATIONAL

Main responsible body

Ministry of Labour, Social Affairs and Family

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)



EMPLOYER FEDERATIONS



TRADE UNIONS



CHAMBERS OF COMMERCE AND INDUSTRY



SOCIAL PARTNERS



OTHER

The Ministry of Labour, Social Affairs and Family is in charge of the coordination of the project. The project itself is implemented by a private data agency called Trexima, with an active participation of social partners (employers associations, trade unions). Representatives of the Ministry of Labour, Trexima, social partners, other Ministries, Government Office, regional governments, Statistical office and Central Office of Labour, Social Affairs and Family are all members of the NRO Steering Committee, which manages and coordinates the activities of all stakeholders involved. Twenty-four sectoral councils were also created in the framework of NRO, overseen by the Alliance of Sectoral Councils. Sectoral councils are voluntary, independent professional associations of experts (various stakeholders, including the Ministry of Labour, Social Affairs and Family, social partners, individual businesses, municipal and regional representatives, and schools), who monitor the labour market and define needs in the respective sectors of the national economy and their transfer to the system of lifelong learning.

Funding

European Social Fund, Operation Programme Employment and Social Inclusion are the funding sources. The cost of the instrument is â, -4,972,371.

Intended beneficiaries

Beneficiaries include the unemployed, disadvantaged unemployed, job seekers, groups of people endangered by job losses, students and graduates of secondary and higher education institutions. The definition of occupational standards and employers' demand for skills and competences allows all of the mentioned beneficiaries to check whether they fulfil the criteria and tailor their education and career in accordance with labour market needs.

3 PROCESSES

Use of labour market intelligence



INFORM THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



DESIGN STANDARDS AND ACCREDITATION



INFORM DECISIONS ON COURSE FUNDING/PROVISION



INFORM CAREER-MAKING DECISIONS OF STUDENTS



INFORM JOB-SEARCH DECISIONS OF UNEMPLOYED

Sectoral councils define occupational standards based on input from employers, who define their expectations in terms of skills and qualifications. The register of occupations (job classifications) and the register of competences is then created and published on the information portal/webpage. Beneficiaries can use this information to check if their competencies match the requirements specified by the relevant sectoral councils.

Financial schemes

Project is funded by ESF. No special incentives were given in the framework of the project.

Frequency of updates

Since the end of the project in 2015, occupational profiles have not been updated.

Development

National Register of Occupations was elaborated in three stages (three ESF funded projects), which gradually enhanced the tool. Sectoral Councils, which were designed to discuss and agree on occupational standards, were re-defined in the process, responding to the needs of the economy, as well as to broaden usefulness of sectoral councils in the process of skill governance.

Barriers

Barriers include a relatively long process of preparation of NRO, partly related to how the project was divided into stages, and different political views of governments on how/whether to implement it.

Success factors

The tripartite basis/partnership principle of the instrument and relatively high commitment of engaged social partners.

Monitoring

Progress was measured by outputs in terms of sectoral councils and profiles of occupations presented in the portal. Since the establishment of the portal, it is not measured whether/how the register is being used.

Innovativeness

SLIGHTLY INNOVATIVE

The instrument is innovative in the Slovak context, as it is a formalised forum for sectoral discussion on labour market needs and developments. In an international context, registers of occupations are relatively common.

4 SUSTAINABILITY

Evidence of effectiveness

According to the final evaluation conference, the instrument was successful in terms of initiating the framework for regular evaluation of labour market trends, in order to transfer these to education and training system. However, continuation of the project has not been ensured. The instrument needs to be brought more deeply into practice in order to reap its full benefits.

Engagement of stakeholders

The law clearly specifies the role of different stakeholders.

Transferability

NOT EASILY TRANSFERABLE

This instrument is country-specific, but some aspects are transferable to other countries. The most easily transferable element is an online portal with occupational standards.

Sustainability

The National Classification of Occupations continues to exist in the form of a webpage. Since the end of the project in 2015, the sectoral councils, who are responsible for the updates of occupational standards, have no formal platform to do so.
