

A black and white photograph of two women in a professional setting. One woman is seated at a desk, looking at a laptop screen. The other woman is standing behind her, leaning over and pointing at the screen. The image is partially obscured by a large red and teal geometric shape on the right side.

High-level forum on individual learning accounts Online Conference

Practical Experiences from Individual Learning

Schemes in Slovakia

BORIS SLOBODA

Individual learning schemes offered by PES

REPAS+, KOMPAS+

- Upskilling, reskilling (**REPAS, REPAS+**) and key competence training courses (**KOMPAS+**) offered to registered job seekers;
- Effective since **2014** (REPAS) and 2017 (KOMPAS+);
- Approx. **80 000** supported individuals (2014 - until today);
- The price of the course itself and daily lump sum for travel and subsistence cost is covered;
- More than **50 mil. €** invested (80% ESF);
- Approx. **600 €** per participant;
- Median duration of the training course is **120h** (KOMPAS+) and **240h** (REPAS+)
- Successful integration into the labour market within 6 months after finishing the course: **49,40 %**

What makes these schemes individual?

REPAS+, KOMPAS+

- Allow people to **take responsibility** for their own learning and careers;
- Support **freedom of choice**: learner himself/herself can choose both the subject of the training course, as well as provider of the course;
- **Guidance** plays an essential role: helps learner to make informed decision;
- **Raise effectiveness**: educational engagement is higher, if learner acknowledges the benefits of learning;

Implementation details

Types of education and training provision

REPAS(+)

- To acquire knowledge, skills and competences in a specific profession;
- **accredited (by state authority)** or carried out on the basis of **authorization** of respective sector council, trade union or professional organization.

KOMPAS+

- To acquire key competencies (communicational, digital, managerial, social, entrepreneurial and language)
- Transversal skills – **does not** require accreditation under Slovak law

1. Choice of learning course

Before taking the training course

PARTICIPANT

Choice of the subject
(based on PES guidance)
Choice of the provider
=> *Request for approval*

LOCAL PES OFFICE

Assessment of the request
=> *Approval of the request*

2. Financial transfers

After successfully* finishing the training course

LOCAL PES OFFICE

Transfers funds to:

< **PROVIDER** – the price of the course itself
PARTICIPANT – daily lump sum for travel and subsistence

*an aliquot is covered, if participant cannot finish the course (illness, family reasons, employment contract).

Our vision

Steps towards ILAs in Slovakia

- **Wider target group:** not just unemployed, also people in employment but actively searching for a better job opportunity;
- **Differentiate the support:** varying the degree of support depending on the participant's circumstances (eg. low skilled vs high skilled);
- **Tackling other barriers** for participation: improving guidance and counselling procedures, improving access to information - especially for under-represented groups;
- Assure **stronger participation** of employers on defining labour market needs.

Challenges:

- Raise awareness among low skilled people about expected dramatic changes on the labour market;
- flexible education and training offers for employed people;
- integrated services to tackle situational barriers (family care, health limitations, timetable, etc.);
- regional availability of suitable educational opportunities.

Risks:

- Quality of training providers;
- sustainability of the scheme;
- not including those most in need.



Thank you!

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learning accounts**

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