

## Leading career development services into an uncertain future: Ensuring access, integration and innovation

Country paper: Slovenia [Insert country name]

In advance of the symposium all attending countries are asked to produce a country paper setting out the key issues for their countries in relation to the key themes of the conference.

Please use this template to enter your information. You should aim to be concise. Use bullet points and links rather than providing a lot of local detail. **The paper should be no more than 10 pages in length.**

How to submit:

- Download the Country Paper Template, save this on your computer.
- Prepare the country paper based on consultation within the country team and preferably with relevant national authorities and information sources.
- Submit the Country Paper by sending it to [jmc@iccdpp.org](mailto:jmc@iccdpp.org) (John Mc Carthy, director ICCDPP)
- Deadline: **31<sup>st</sup> of January**

If you have questions concerning the country paper, please contact John Mc Carthy ([jmc@iccdpp.org](mailto:jmc@iccdpp.org))

### Background information

1. List all of the members of your country team with their organisation.

Miha Lovšin, Institute of the Republic of Slovenia for VET

Peter Gabor, Employment Service of Slovenia

2. What are the key aims your country has for participating in this symposium?

Being in the loop with the trends in guidance



**Theme #1 - Context and challenges for career development policy.**

In your country...

3. Is the level of policy interest in career development:

- Growing?
- Shrinking?
- Staying about the same?

Comment

nothing is changing

4. What are the key political, social, economic and technological issues that are likely to have an impact on people's lives and careers in your country?

Give up to five of the most important issues as you see them.

1	decreasing rate of unemployment
2	population getting older
3	emegrnece of new occupations
4	the difference between social financial assistance and minimal wage has been reduced
5	the grwoing power of foreign capital

5. What roles do career development programmes and services play in addressing these political, social, economic and technological challenges?

Career development programmes do not have any specific role.



## Theme #2 - Aims for, and access to, career development

In your country...

6. What are the key policy aims for career development programmes and services?

There is no structured policy aim toward career development programmes and services. In practice the services mainly focus on helping the users to reach good career decisions and to cope with the administrative procedures when making transitions.

7. What groups of people can access career development programmes and services and what groups are excluded?

In theory everybody has access to it, pensioners are excluded. Practices differ significantly. Slovenia has challenges in promoting the career development programmes and in promoting access to these practices.

8. How are the opinions of citizens and service users heard and incorporated into policy and practice?

Not applicable. No data have been collected.

9. Is there a framework for ethical practice in career development? How does this framework balance the interests of the individual with the demands of policy and signals from the labour market?

No formalized ethical framework on the level of state has been developed. We use the IAEVG ethical standards.



### Theme #3 – Integrating career development into wider society.

In your country...

10. Which ministries or jurisdictions are responsible for career development programmes and services? Clarify what programmes and services each ministry or jurisdiction has responsibility for.

Ministry of labour, family and social affairs

Ministry of Education, science and sport

Employment service of Slovenia: provision of career development programmes to unemployed (career orientation, various programmes of active employment policy), provision of some career development tools for elementary school counsellors, education of career counsellors from various backgrounds (seminars, workshops, courses)

Educational Institute of Slovenia

Slovene Institute for Adult Education

National School for Leadership in Education

Institute of the Republic of Slovenia for VET

11. What leadership, co-ordination and collaboration approaches exist within the career development system to ensure collaboration across different sectors and different types of clients. For example, how are career development systems within the education system connected to those within employment, health and youth work?

The Ministry of Education, Science and Sport founded the National Expert Group for Career Guidance that represents the platform for coordination and cooperation between public institutes and ministries.

12. What are the main challenges to leadership in the field and the main obstacles to effective collaboration?

Although there are experts well presented, the main challenge is to ensure the powerful representatives of policy makers. Therefore the solutions developed by the experts could not be implemented in policies.

13. What kind of cooperation (if any) is there between the career development services and stakeholders like employers, trade unions, the media, NGOs, professional organisations etc?

There is a non formal cooperation.

14. How is the professionalism of career development workers developed and maintained whilst working with other professionals?

There is no structural approach toward professionalism of career development workers. Randomly some courses have been developed and implemented such as: educational course. Modular training of career counsellors in organization by Public employment service (project). It's also career guidance providers themselves who organize internal trainings for their staff.

15. Do other types of professionals (e.g. teachers and social workers) deliver career development? How is a professional service ensured?

In Slovenia there is no formal education or study of career guidance. So we don't have formally educated career counsellors. Career counsellors become mainly persons with degrees in humanities. We have some training courses, workshops, presentations etc. organized by Public employment service, Slovene Institute for Adult Education, National School for Leadership.



#### Theme #4 - Leading innovative change for the future.

In your country...

16. What are the key innovations or ways that career development programmes and services have changed over the last 10 years? This could include changes relating to technology, practice, management and governance and the use of new theories and evidence.

development of some internet tools for career counseling  
development of new tools (questionnaires, workshops, approaches)  
some projects, like Life long career guidance and National coordination point for LLCG  
The establishment of career centres in higher education financed by ESF has brought a significant step forward. The cooperation and communication between students, educational system and employers has been improved.

17. How do national policies and initiatives, where they exist, ensure and support the development of innovation in career development services provision?

as part of projects

18. What new, innovative and promising interventions in career development programmes and services is your country planning for the future? How are such innovations making the most of open data initiatives, online technologies, artificial intelligence and other forms of innovation?

Some services have been digitalized. Universtity Career Centres for example have improved the role of menthors, established alumni, some of the lectures have been digitalized, e-classrooms have been used, etc.

19. How is the training and continuing professional development (CPD) of careers professionals encouraging innovation and taking account of new evidence as well as changes in technology and the labour market?

This depends on the initiatives of individuals and the level of authonomy that they have by their work.

### Final reflections

20. Is there anything else that you could like to address through participating in this symposium?