



LIFELONG GUIDANCE IN SLOVENIA

Employment Service of Slovenia,
Euroguidance Slovenia

2023

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1 Introduction to lifelong guidance

Our rapidly changing modern society requires a great deal of adaptability from individuals in the labour market. The labour market is very different and much more unpredictable than it was years ago, when an individual chose an occupation and pursued it throughout his or her working life. New occupations are constantly being created, while some traditional ones are dying out. More individuals have a higher education and competition for jobs is growing. This creates a need to develop our knowledge and skills throughout our lives.

Technological changes and globalisation have exposed modern society to constant

changes. Career management skills help us successfully transition between educational levels, from education to employment, from unemployment to employment, and in career transitions in general. In order to successfully manage their life path, individuals need career management skills that enable them to better know themselves, to know the opportunities in the environment, to make good decisions and to transition between education, training and employment. Lifelong guidance providers help and support individuals in choosing educational and career paths, transitioning to employment, and achieving success and satisfaction in work and personal life.



1.1 Definition

Lifelong guidance includes activities that allow the identification of abilities, skills and interests for decision-making in employment, education, training and career choice, and allows the management of life paths so that individuals learn and/or use these skills.

The **Council Resolution on better integrating lifelong guidance into lifelong learning strategies** defines lifelong guidance as a range of activities that enable citizens of any age and at any point in their lives to identify their capacities, skills and interests, to make educational, training and occupational decisions and to manage their individual life paths in learning, work and other settings in which these capacities and skills are learned and/or used.

The **ELGPN glossary** defines this as an approach to guidance that does not see it as a one-off or a single point in time activity. It argues for guidance to be delivered proactively and not just at transition points, and refers to guidance activity undertaken throughout life (i.e. at any lifestage) and that takes a lifelong perspective (i.e. from early in school and throughout both working

and non-working life). Life-wide guidance is a dimension of lifelong guidance just as life-wide learning is a dimension of lifelong learning. Life-wide guidance can be formal, non-formal or informal and can take place across the full range of life activities (personal, social or professional), across all sectors (education, initial training, employment and continuing training) and at any stage.

Lifelong guidance activities benefit pupils, students, the unemployed, jobseekers and employees getting to know themselves, developing interests, learning about educational paths, occupations and the labor market and making professional decisions independently. The main theories relevant for lifelong guidance are theories of moves and types, developmental career theories, theories of social learning and cognitive theories, constructivist approaches to careers, sociological approaches to careers, economic approaches to careers, relational approaches to careers and spiritual approaches to careers.



1.2 History

The first provincial vocational counselling centre (Banovinska poklicna svetovalnica) was established in 1938 in Ljubljana by the banking administration of the Kingdom of Yugoslavia at the initiative of craftsmen and professional schools for Yugoslavia's Drava province. That was the beginning of professional **vocational counselling** (*poklicno svetovanje*) aiming at choosing a profession. The concept of guidance was different than today, mainly focused on health and psychological tests and checks. The practitioners started working with apprentices and later also with secondary schools and students.

After the Second World War, the development of **vocational counselling** (*poklicno usmerjanje*) continued and, by the end of the 1950s, there were already 15 vocational counselling centres operating at Slovenian district employment agencies. Vocational guidance months were held between 1959 and 1963 with various events and lectures to inform young people more systematically about education and career opportunities; these later continued with similar initiatives about careers and career choices.

In the 1960s, school counselling services began to operate in schools and participate in implementing the career guidance program. Vocational guidance became an integral part of the tasks of the new employment service with vocational guidance practitioners. The crucial year for the work of employment services was 1969 because an annual work plan and uniform methodology for all fields of work at the employment service was established and gradually introduced in service provision.

The Employment Service of Slovenia introduced **Zois scholarships for gifted students** in 1986. Until Slovenian independence in 1991, the Vocational Guidance Department of the Employment Service of Slovenia mainly worked with students. However, due to high unemployment after the independence of Slovenia, career guidance was no longer available only for young people before the start of their working life, but also for those that had lost their jobs and were deciding how and where to continue their career path. Services that were provided were individual counselling, group counselling, career fairs and online guidance services for providing information and independent career management skills.



In the 1990s, the term **vocational guidance** (*poklicno usmerjanje*) was replaced due to its directive nature with the term career guidance. Vocational guidance later developed into an elaborate system, which was initially carried out by vocational counsellors (mainly psychologists) at the Employment Service of Slovenia.

A national vocational guidance programme for an entire generation of students included lectures and testing seventh-grade students with intellectual abilities tests and eighth-grade students with a survey about choosing a profession, team assessments of the suitability of the educational/professional intention for each

student individually, collecting applications for enrollment in secondary schools, individual counselling, and so on.

In 1998, with the help of the PHARE project, the Employment Service of Slovenia established the **Pilot Vocational Information and Counselling Centre** for the unemployed and youth offering information on descriptions of occupations, education, training, scholarships and the labour market as well as individual and group career counselling. There were many reasons to look for new ways of working with the unemployed and individuals choosing a profession, as well as adapting to the European Union, learning about different

career choice theories on career guidance methods. Good experience encouraged the formation of vocational information and counselling centres (renamed career centres in 2013) all around Slovenia under the aegis of the Employment Service of Slovenia, libraries and adult education organisations.

Currently 12 career centres at all regional offices of the Employment Service of Slovenia provide lifelong career guidance for youth, job seekers and the unemployed, information on career descriptions, education and training opportunities, financial support for education and training, employment opportunities and the labour market as well as ICT guidance tools for independent career planning. Students and school counsellors at primary and secondary schools regularly visit career centres as well.

After 2000, the term **lifelong guidance** (*vseživljenjska karierna orientacija*) was introduced. Career counselling is available to all, no longer only to youth and the unemployed. The network of career counselling providers has expanded considerably: the Employment Service of Slovenia, primary and secondary schools, HR departments in companies, career centres at universities, counselling centers in adult education, concessionaires of the Employment Service of Slovenia, partners in employment (employers and chambers of commerce), some employers for their employees, private providers, local communities, non-governmental organisations, youth centres and projects.

Career counselling is not only counselling in decision-making or career path changes, but includes educational and personal counselling from the very beginning. Career guidance is especially useful in career planning, education and employment, as help at the workplace (getting along with colleagues, job demands, stress at the workplace and career transitions within the company), during personal and career changes (losing a job or looking for a new job), in HR and upon retirement.

Traditionally, the term **guidance** has a broad meaning and includes vocational, educational and personal guidance:

- **Vocational guidance** focuses on preparing the individual to choose a profession and on decision-making about the profession and the educational path that will lead to a profession.
- **Educational guidance** focuses on education choice, motivation, planning the educational path (often with the help of educational plans), assistance with solving learning problems, and so on. The choice of profession or career is usually in the background.
- **Personal guidance** focuses on a wide range of personal problems, such as social problems, problems with parents, emotional and behavioral problems, addiction problems, and so on.

Although this division and terminology has not been established in Slovenia, it can be recognised in the work of individual services.



2 Policy, service and practice

Lifelong guidance is carried out across sectors with social factors such as the labour market, employers, economic or employers' associations, unions, politics and family/parents. The Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Ministry of Education and the Ministry of Higher Education, Science and Innovation, Ministry of the Economy, Tourism and Sport are responsible for legislation in guidance service provision and development.

A **National coordination point for lifelong career guidance** was set up at Employment Service of Slovenia in 2011 and has since then developed and/or translated several **guidance tools**, provided training for guidance counsellors and aimed to establish **an integrated system for quality standards in lifelong guidance** in Slovenia.

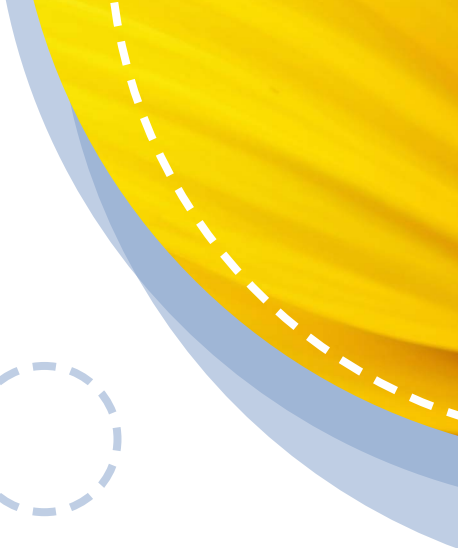
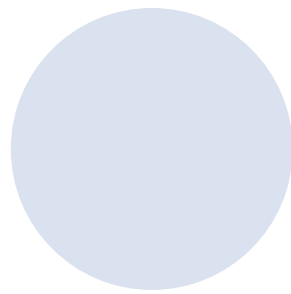
One of the main tasks of the National coordination point for lifelong career guidance has been supporting the **National expert group on lifelong guidance**, which coordinates the lifelong guidance policy among different ministries and other institutions to ensure the integration of career guidance in legislation. The expert group on lifelong guidance operates in the policy field of lifelong guidance in Slovenia, development of professionalism and personnel, quality assurance, networking and cooperation with partners at the national and international levels, dissemination of project results, materials, recommendations and other activities in lifelong guidance.

The National expert group on lifelong guidance monitors coordination and proposes policy developments at the national level. The results of the activities of the members



are inclusion of lifelong guidance in the Labour Market Regulation Act, as career planning and career management among the goals of the White Book on Education, Gimnazija Act, Vocational Education Act and Adult Education Act.

The current challenge is to develop basis for the national strategy on lifelong guidance. As support for practice, the National expert group on lifelong guidance supported changes to the Program Guidelines for the work of counselling services (primary and secondary) and gave a recommendation for their implementation (in personal and social development and guidance).



2.1 Organisations responsible for providers of lifelong guidance

In Slovenia, there are several organisations that are responsible for providers of lifelong guidance in education and employment.

The **Employment Service of Slovenia central office** ensures a uniform methodology for the professional and operational execution of procedures related to activities. It provides all organisational areas within the Employment Service of Slovenia with informational, analytical, legal, personnel, financial, accounting and developmental support.

The **National Education Institute** is the main national research, development and consultancy institution in preschool, primary and general secondary education, implementing and monitoring innovative programmes and practices in schools and developing guidelines for school counselling services for primary and secondary schools.

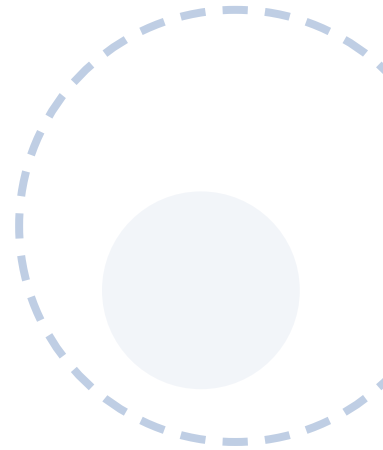
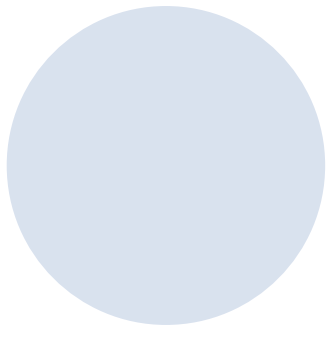
The **Educational Research Institute** (the central research institution in Slovenia for research in education, undertaking basic research, development and applied projects on issues of current interest in all sectors of education and related areas) in the education sector.

The **Institute of the Republic of Slovenia for Vocational Education and Training** develops vocational standards for vocational education and training programmes.

The **Slovenian Institute for Adult Education** is the main national institute for research and development, quality and education, guidance and validation, and promotional and informative activities in adult education.

The **Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia** provides career guidance for employees with strengthening HR departments at companies and consequently providing their employees with accessible and qualitative career development.

The **National School of Leadership in Education** is responsible for training and professional development of head teachers and candidates. Its activities include professional development, training and other educational programmes, publishing books, journals and proceedings as well as promoting research and experimental development in education.



2.2 Provision of lifelong guidance

Guidance and counselling in Slovenia is provided by education and training institutions, The Employment Service of Slovenia and other institutions in career guidance.

The organisations providing lifelong guidance to individuals (school children, university students, the unemployed, job seekers, the employed, dropouts and others) are primary schools, secondary schools, higher professional schools, higher education

institutions, NGOs, the social security centres, youth centres, employment offices and career centres of the Employment Service of Slovenia, concessionaires, adult education centres and companies.

Individuals can also use lifelong guidance services in other institutions, not necessarily only in those that are primarily in charge of a specific target group.





2.2.1 Guidance in education

Young people have access to guidance by school counsellors and career counsellors at universities' career centres as well as by guidance counsellors in any of 12 career centres of the Employment Service of Slovenia.

The white book on education defines that all individuals must have access to lifelong career guidance during their whole life. It is crucial that students be adequately acquainted with these topics, especially during the transition from primary to secondary school.

All Slovenian schools have a **school counselling service** at the school as an integral element with school guidance counsellors as part of the school team.

The Organization and Financing of Education Act (Article 67) defines that a counselling service shall operate at a public preschool or school to counsel children, apprentices, university students, teachers and parents; and to plan, monitor and evaluate the development of a preschool or school and provide education in cooperation with preschool teachers, teachers and the school leadership; and provide career guidance. The counselling service shall participate in the development and implementation of individualised programmes for children with special educational needs. A counselling service shall be

provided by counselling specialists, namely psychologists, pedagogues, social workers, social pedagogues, and special pedagogues. In providing career orientation, the counselling service shall cooperate with the Employment Service of Slovenia.

Career guidance in Slovenian schools is organised as a school counselling service. This work is defined by the guidelines for guidance service, according to which guidance includes information on careers, diagnostics, career counselling and career education as well as guidance activities for parents. A part from career counselling, school counselling services also cover learning problems, special needs, identifying talented students, self-development, and personal and social development, as well as coordination of dropout prevention.

The **school counselling service in primary schools** has several tasks as a standard in the following fields: learning and teaching; school culture, education, organisational environment and discipline; physical, personal (cognitive and emotional) and social development; education; and career orientation and socioeconomic problems.

Career guidance includes vocational information, diagnostics, vocational guidance, career education, placement, advocacy, providing feedback and monitoring.

The **school counselling service in secondary schools** has several tasks as a standard including guidance with students; guidance with teachers and parents (lectures, group work, individual consultations); planning, monitoring and evaluation of schools and guidance in schools (participation in preparation and implementation of open information days, the annual work plan, monitoring and reporting of guidance and counselling service); development and analytical tasks on needs for guidance; and advancements as well as psychological and social problems of students.

The school counselling service coordinates guidance and counselling, which are not included in the school curriculum as subject-based career education, but integrated with other subjects as a cross-subject activity integrated in all subjects, including extracurricular activities.

All school staff (school guidance counsellors and class teachers according to goals in the learning plans for the specific subjects and other teachers) implement **career education**. It includes planned activities for career and educational development of students, such as connecting careers with learning content, term papers on choosing a career, employment opportunities and the labour market, physical education and nature days, workshops on career choices, self-knowledge, discovering interests and careers, visits to employers, individual counselling with students about further education and their future, forwarding information to students and their parents about enrollment, scholarship applications, and so on.

According to the **analysis of curriculums of obligatory school subjects in primary**

schools there are references in general goals in the curriculum of several subjects that the lessons should be set up to allow students to develop their abilities and skills. There are also learning plans in the curriculum of a specific subject that teachers make possible and encourage learning from experiences, connecting their school subject with other school subjects to empower students to engage in research and solve problems. As part of integration across school subjects, one of the main aspects and goals of sustainable development is vocational orientation. However, there are rarely explicit guidelines that directly promote students' self-exploration, planning and management of their career path. Examples of curriculum inclusion of career orientation are especially found in science and industrial arts (fourth and fifth grades), where general goals guide teachers to integrate career



education in school subjects. In school curriculum for industrial arts and technology (sixth, seventh, and eighth grades), there is material that helps students to learn about careers and the skills they need (paper and metal industry careers). Some other school subjects also include references to career education in their curriculum. Slovenian language (all grades) with a description of careers and a presentation of career plans and chemistry (eighth and ninth grades) also includes the importance of chemistry and careers in the field.

According to the **analysis of curriculums of obligatory school subjects in general secondary schools**, school subjects also include references to career guidance in their curriculum. Slovenian language and literature (all grades) requires that students develop their personal, national and civic identity and key skills for lifelong learning (including entrepreneurship and creativity) and that learning should be active learning. English language and literature (all grades) develops students' skills and increases students' opportunities for more successful mobility at the personal, professional and geographical levels as well as personal growth empowerment. Some other school subjects also include references to career education in their curriculums; for example, sociology and geography. There could be more opportunities in the school curriculum for students' continuous self-realization, which would enable them to identify their interests, talents and skills as well as reflect on suitable career possibilities for them so they can develop their personal skills and competences.

Outside the school system, guidance counsellors at **career centres of the**

Employment Service of Slovenia provide free guidance for young people as well. There are opportunities for career information and career counselling and the use of career guidance tools.

Career guidance is implemented by **career centres at universities** to assist students and prospective students with activities such as individual counselling, career skills development workshops, competencies development workshops, events designed to learn about diverse career paths, career days, speed dates with employers, job opportunities and job searches, and career fairs.

The portal **Study in Slovenia** portal is a one-stop shop offering visitors information about study, research and exchange in Slovenia, and also offering relevant information regarding higher education, culture, life and administrative procedures.

Career centres for young people from 6 to 19 years old provided free information, individual career counselling and workshops for developing vocational interests and effective career planning. In addition, they provided services for parents and school counsellors that help young people make decisions about their careers.

Adult guidance or educational guidance for adults includes information, advice and counselling for adults helping individuals successfully choose, organise and implement their education and training in line with personal development and personal life path development, ensuring the implementation of their career goals and career path.



2.2.2 Guidance in employment

The **Employment Service of Slovenia** is one of the key Slovenian labour market institutions and an independent legal entity with public institute status operating uniformly across the entire country. The services are intended for unemployed persons and jobseekers, schoolchildren and university students who need professional help in employment and career guidance, employers, providers of active employment policy programmes and social partners, professional institutions and the general public. Activities are performed in accordance with labour market legislation in force, professional standards, codes, rules and guidelines, and approved strategic documents.

The main activities are employment advice and jobbroking, lifelong career guidance, unemployment benefits and unemployment insurance, implementation of active labour market employment policy measures and programmes, issuing work and employment permits for foreign workers, preparation of analytical, development and labour market information.

General information for the unemployed, jobseekers and employers, and assistance and guidance regarding use of the e-services and web portals of the Employment Service of Slovenia, are provided by free telephone and email at the **Contact centre**. As part of the Employment Service of Slovenia, there

is also network of **Career centres** (*Karierna središča*) providing access to job searches, labour market information and guidance tools independently or with the help of career counsellors, and there are also several workshops to strengthen job search skills or presentations of job vacancies.

EURES is a network of employment services supporting the free movement of workers in EU member states, Switzerland, Iceland, Liechtenstein and Norway since 1994. EURES advisers help find jobs or workers in Europe. EURES advisers and career advisers of the Employment Service of Slovenia offer you support in finding a job in Slovenia and presenting your skills and knowledge to Slovenian employers, they suggest appropriate programmes for career and skills development. The EURES European Job Mobility portal offers opportunities to find a job or publish your vacancy. The European Job Days platform offers dynamic (online) recruitment events that bring jobseekers and employers together.

The **Labour Market Regulation Act** (*Zakon o urejanju trga dela*) defines two types of labour market services: lifelong career guidance and employment brokerage. Lifelong career guidance includes activities making it possible to identify abilities, skills and interests for making decisions in employment, education, training and profession selection,

and making possible guidance through various paths of life in such a manner that individuals become aware of their abilities and skills and use them accordingly.

The **lifelong career guidance activities** include providing labour market information, independent career guidance, career information (*osnovno karierno svetovanje*), career counselling (*poglobljeno karierno svetovanje*) and learning career management skills. Activities intended for primary and secondary-school students, university students and their parents may also be performed as lifelong career guidance services.

Providing labour market information

(Article 19) includes various types of information on opportunities regarding employment, education, training, financial aid and other labour market topics in Slovenia and other countries of the EU, the EEA and Switzerland (public employment services network – EURES services). Provision of labour market information is performed as general provision of information and as provision of information regarding employment opportunities. General provision of information is carried out to familiarise individuals

with the labour market and entry into the labour market. It includes the state of the labour market and changes that occur; elements, deadlines and terms for obtaining services and inclusion in labour market measures; and deadlines and conditions for obtaining financial benefits. Information is provided to all free of charge in writing, in person, by telephone or through the website. Provision of information on employment opportunities provides up-to-date information in employment opportunities, on training and on forms of assistance that allow individuals to be included in the labour market or find employment. Information on employment opportunities is provided to unemployed persons and other job-seekers.

Independent career guidance

(Article 20) includes guidance tools with which individuals plan and manage their careers in such a manner that these instruments provide them with guidance through key points that cannot be overlooked in this regard. Independent career guidance is available to all individuals.

Career information

(Article 21) includes individual counselling and assistance in creating an employment plan and assistance in job-seeking, which includes activities for obtaining job-seeking skills. It is intended to determine the employment objectives in the employment plan and is provided to unemployed persons and job-seekers whose employment is at risk.

Career counselling

(Article 22) includes career information activities, assessment of an individual's skills and the formation of an individual career plan. It includes assistance in setting career objectives; assessment of interests, features, abilities and skills; labour



market research; familiarisation with the possibilities and opportunities in the surrounding environment; making decisions on one's own career; and preparing and implementing a career plan that includes employment, education and training. It is provided to the unemployed and job-seekers whose employment is at risk, for which it is assumed that they might have difficulties in making decisions on their professional career or employment. The service is ensured on the basis of registration with the Employment Service of Slovenia and a prepared employment plan. Within career counselling, counselling regarding health-restricted employment (*zdravstveno zaposlitveno svetovanje*) is provided by practitioners of occupational medicine as assistance to the unemployed disabled and other unemployed persons with health restrictions in seeking employment or as assistance and counselling regarding inclusion in an appropriate ALMP measure.

Learning career management skills

(Article 23) includes various forms to obtain skills to recognise a person's own interests and skills, opportunities in the surroundings, the study of decision-making and implementing employment and career goals. It is provided to the unemployed and job-seekers whose employment is at risk. The service is ensured on the basis of registration with the Employment Service of Slovenia and a prepared employment plan.

Lifelong career guidance services are provided for preventive purposes to primary-school students, secondary-school students, university students and their parents supporting the career orientation programme of schools and faculties. It includes activities allowing labour market insight:

- Information material as written and computer information on professions, employment prospects and other labour market characteristics;
- Services that offer youth insight into professions and the labour market, such as employer visits, presentation of professions, seminars, and career and employment fairs;
- Career guidance instruments, such as print and electronic instruments for independent career planning and guidance;
- Preventive team assessment of primary-school and secondary-school students for which there is a high probability of employment difficulties;
- Individual career counselling for primary-school students, secondary-school students and university students, including the identification of interests, abilities and other personality features;
- Group forms of studying career guidance skills, such as workshops for job-seeking skills, setting career goals and planning ways to achieve career goals.

Project learning for young adults (PUM-O Plus)

is an active labour market policy measure of the Employment Service of Slovenia, available to young people from 15 to 29 years old that dropped out of school and are registered as unemployed or are in school and registered as other job seekers and thinking about dropping out of school. The counsellors make career plans with activities with the participants regarding further education or employment.

The Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia provides various projects to support the lifelong career orientation of the employees.





2.2.3 Pilot implementation of one-stop guidance service

Pilot implementation of one-stop guidance service about further education and careers has been established within the National expert group for lifelong guidances and was provided in February 2023 by career counsellors of the Employment Service of Slovenia, counsellors in adult education, school counsellors (primary and secondary schools, career centres for young people), career counsellors at career centres for students, representatives of non-governmental organisations providing career guidance and advisers for scholarships, national vocational

qualifications, Erasmus+ exchanges and Europass.

The main idea was to provide individuals career counselling to shape and achieve their career goals (choice of further education, profession, change of occupation, change of employment, etc.), comprehensive and high-quality information for decision-making about continuing education (transitions and changes), and obtaining information about employment opportunities (labour market data, professions, etc.).

Goals were to increase the availability of information about education, employment and career development for efficient decision-making; connect counsellors from different networks in one place so that the service will be more integrated and of higher quality; make lifelong guidance more available as support for younger schoolchildren (the transition from primary school to secondary school), older schoolchildren (the transition from secondary school to higher education), high school students and students transitioning from education to employment, and adults for decision-making during transitions and when thinking about career development.





3 Professional development and training

The qualification of career counsellors is key to the professional implementation of lifelong guidance. The work of guidance counsellors includes encouraging users to acquire skills for independent planning and management of their own career as well a wide range of users (young people in school, students, unemployed people, employed people, adults in counselling centres for information and counselling in education, etc).

Because there is no specific career guidance study programme in Slovenia, guidance counsellors have university degrees in relevant fields, additional training and a professional exam in lifelong career orientation (employment sector) or a professional exam in education (education sector).

The professional development of guidance counsellors is provided by training within

institutions: the Employment Service of Slovenia, the National Education Institute Slovenia, the Slovenian Institute for Adult Education, Institute of the Republic of Slovenia for Vocational Education and Training, the National Agency for European Community Programmes and International Mobility Programmes, career centers at universities and other organisations.

The Labour Market Regulation Act (Article 81) stipulates that lifelong career services and employment broker age are performed by public servants of the Employment Service of Slovenia with a university education that have passed a professional exam.

The **competence model for career counsellors** at the Employment Service of Slovenia includes the following categories: professionalism and expertise, adaptability

to changes and flexibility, commitment and reliability, client orientation, cooperation, communication, problem identification and solving, multidisciplinary and acceptance of diversity.

COM-IN project cooperation among Slovenia, Italy and France with the Employment Service of Slovenia as a project partner that has developed **a competence model for a guidance counsellors working with difficult-to-employ persons**. These include professional skills (labour market, supply and demand for jobs, support for employers, support for people that are more difficult to employ), knowledge and experience (communication, digital orientation, expertise, identifying and solving challenges) and social skills (affiliation, reliability, persistence, customer orientation, personal development and flexibility, accepting and respecting diversity, cooperation and multidisciplinary).

The Employment Service of Slovenia provided multidisciplinary 160-hour **modular training in lifelong career guidance for guidance counsellors** from all sectors to provide them with knowledge about useful working methods and their theoretical background. It was divided into four modules (career guidance, guidance, lifelong guidance tools and working with a group in career guidance) for four different fields of practice (employment, education, HR and NGO).

The Organization and Financing of Education Act (Article 67) defines school guidance counsellors' educational professional profile. Counselling service shall be provided by counselling specialists, namely psychologists, pedagogues, social workers, social pedagogues, and special pedagogues.

As part of their additional continuous professional training, they can choose among several forms of training, mostly 8-16 hours (e.g. counselling techniques) as well training provided as part of their study groups, which is offered by the National Education Institute.

Career education as part of the school curriculum in various school subjects is implemented by teachers according to specific curriculum goals. School guidance counsellors coordinate career education activities at school and outside of school that are not part of the curriculum.

Guidance counsellors at adult education guidance centres have undergone specific training to provide guidance in adult education.

Supervision with an independent supervisor is an optional activity available to career counsellors at the Employment Service of Slovenia. Supervision in Slovenia is a method of professional reflection offering education and support to practitioners in helping professions, including guidance counsellors. It is a process-oriented form of counselling, mostly dealing with professional issues in organisational contexts.

Supervision improves personal and professional performance and organisational roles of professionals (Gogala, 2010). In addition to its supportive role, supervision also plays an important role in improving the professional and personal skills of professionals. Supervision helps professionals progress from dependent beginners to autonomous practitioners, individuals that can make autonomous decisions as well as accept responsibility, adapt to new situations and be genuine and express empathy.



Supervision mostly used in Slovenia, has two main functions (Gogala, 2010): the supportive function focuses on the emotional side of interacting with clients, and the educational function involves developing skills and competence.

Individual coaching is optional activity available to career counsellors at the Employment Service of Slovenia. Career counsellors can attend 5 one-hour sessions every year with an HR expert that coordinate and guides the individual coaching process. The career counsellors or their superiors can express the need for individual coaching when there is a gap between skills and needs to strengthen skills or highlight new

skills needed. This is important especially with newly employed career counsellors, or when changing job. The model is based on the competence model, most often on recognising and problem solving, accepting differences, a multidisciplinary approach with the aim of supporting career counsellors in their guidance process.

Professional training and workshops for guidance practitioners are offered by various providers in various sectors, including the Employment Service of Slovenia, with opportunities for Academia international mobility exchanges, Cross border seminars or other Euroguidance study visits.



4 Ethical guidelines and quality assurance

Career guidance services must be of high quality because this is the only way they can help fulfill the needs of individuals to fulfill their potential and live a full life. Because career guidance is a process between a guidance counsellor and a client, it is placed in a wider organisational and social context, and therefore the quality requirements apply to all responsible for the development and provision of career guidance services (practitioners, organisations, society and primarily policy makers and legislators). Providing quality services is part of the ethical obligation and professional responsibility of guidance counsellors, which requires compliance with the ethics code.

Slovenia is a member of **IAEVG (International Association for Educational and Vocational Guidance)**, which has been striving for high ethical standards in the

provision of career guidance services in all organisations. IAEVG updated its ethical standards to provide more modern guidelines focused on the social responsibility of practitioners and organisations providing lifelong guidance. IAEVG ethical standards are the basis for work in guidance because they define basic elements and desired goals of ethical behavior to support professional and ethical development of guidance providers.

The project Service development of Lifelong career guidance and further strengthening of the National coordination point for Lifelong career guidance and the Slovenian association for lifelong career guidance prepared the **Slovenian translation of the IAEVG ethical standards**. These were adopted by the assembly of Slovenian association for lifelong career guidance in 2019

and at the **National expert group on lifelong guidance** meeting in 2020. The guidelines define the essential elements and desired goals of ethical behavior and consequently promote the professional and ethical development of guidance service providers. It is therefore a document that contributes to the development of lifelong guidance as a profession at the national level.

The **Employment Service of Slovenia ethics code** supports strengthening professional and personal ethics and protection and includes the basic principles of legality, data protection, professionalism, cooperation and mutual help, loyalty, integrity, responsibility and respect.

The Employment Service of Slovenia prepared the **cross-sector guidelines for quality in lifelong guidance** (2015) with defined quality standards that have been professional guidelines in lifelong guidance in any organisation. The quality guidelines are a key strategic document and were approved by the National expert group on lifelong guidance to encourage cooperation and coordination among various organisations providing career guidance.

These were expanded by the Employment Service of Slovenia with specific **quality standards in employment** (2022) that defined quality standards for career information, learning career management skills, career advice, career counselling and rehabilitation counselling. The Employment Service of Slovenia's activities are performed in accordance with labour market legislation in force, professional standards, codes, rules and guidelines, and strategic documents.

Career guidance is one of the tasks of a school counselling service defined in the guidelines for school guidance service in primary and secondary schools by the National Education Institute and Ministry of Education. These define activities and quality standards: counselling students, teachers, parents, and participation in career education and cooperation with headmasters. A school counselling service and school guidance counsellors are part of the school team. A school counselling service helps all stakeholders in a school (students, teachers, parents, and headmaster) and cooperates with all of them in the following six areas according to the guidelines: learning and teaching; school culture, education and discipline; physical, personal (cognitive and emotional) and social development; education; career orientation; and social and economic problems.

Despite the standards set in the guidelines for school counselling services, the hours are not included in the curriculum, and so school guidance counsellors offer career orientation classes with as part of replacement hours. Their most common activities include individual counselling with students and their parents, career education classes, lectures on choosing a career, and team counselling.

Cooperation of school counsellors with guidance counsellors at the Employment Service of Slovenia and its career centres focuses on presentations of careers, individual counselling for students, interest tests, attendance of career fairs, lectures for parents, the online guidance program *Kam in Kako* as help with career decisions.

The **Guidelines for school counselling service in primary and secondary schools**

define a school counselling service as an interdisciplinary professional provider that cooperates with school guidance counsellors in their team and other internal and external stakeholders. The basic principles that define a school counselling service are professionalism and professional training, professional autonomy, interdisciplinary professional cooperation and integration, focusing on current needs and optimal development of students or apprentices, a flexible balance among activities and cooperation in guidance.

The National Education Institute Slovenia is preparing the revisions of the guidelines for school guidance services in primary and secondary schools that will focus on:

- Modernisation of definitions of basic content areas of career guidance: from vocational guidance to lifelong career guidance and career guidance, promoting more holistic personal and social development of students as a fundamental basis for empowerment for autonomous career planning and career management, the importance of citizen emancipation of young persons and gradual widening of career guidance goals through out education. Career guidance in primary and secondary schools is based on encouragement and support for holistic personal and social development of students according to their characteristics, abilities, interests and goals that make possible autonomous

choices in their educational and career paths.

- Definition of basic activities of career guidance according to the cross-sector guidelines for quality in lifelong guidance: information, assessment, learning about career management skills, independent career management and planning, career information and career counselling.

The Slovenian Institute for Adult Education monitors and updates quality development in lifelong guidance in adult education. The Adult Education Act defines guidance in adult education as one of the areas of public service in adult education. The **guidelines** cover three areas of guidance activity in adult education, namely: inclusion in education and continuing education, identifying and documenting knowledge and skills, and independent learning.


The project **Quality Assurance in Education** operates under the aegis of the Ministry of Education. A National lifelong guidance expert group participated in the workshop of the initial conference focusing on guidance in schools. The conclusions of the workshops were that quality assurance is necessary for intercurricular material on planning and career management. The National lifelong guidance expert group proposed 4 standards with indicators that need to be included in a quality system for the professional development of teachers, students achievements and leadership in education.



5 Good examples of guidance tools and services

The **Where and How online guidance tool** is one of the main online guidance tools for guidance counsellors in education and employment as well as individuals, and it is provided free of charge because the Employment Service of Slovenia, within which Euroguidance Slovenia operates, covers the national fee for all Slovenian schools, youth career centres, our career centres and other guidance providers. The guidance programme is available in 2 specialised versions for students in primary and secondary schools and their guidance counsellors and adults (the unemployed, job-seekers, university students and everybody interested in career change). There is no similar guidance tool for independent career

management available in Slovenia, and this guidance tool is also a great example of how digitalisation can be used to increase access to guidance, mostly in career transitions from lower to higher education or from education to the labour market. After answering the questions regarding characteristics of occupations, one can independently or together with a school counsellor or career counsellor browse suggested occupations or make a career action plan. Once an individual has answered questions about the characteristics of a profession, he or she can review the list of proposed occupations and make an action plan on his or her own or together with a guidance counsellor.



The **Descriptions of Occupations** tool is an open-learning resource for guidance practitioners and individuals (young people that are choosing an occupation and education, adults that have lost their jobs and are looking for new career or those that simply want to change their career path) to provide quality information for career choices in career transitions (over 500 occupations descriptions are currently provided to learn about and explore the career choices). These are a resource for important guidance portals (Where and How, e-counselling and the *Moja izbira/My Choice* portal for youth with **short descriptions of occupations**, occupations in demand, and promising and popular occupations).

The Institute of the Republic of Slovenia for Vocational Education and Training in cooperation with the Employment Service of Slovenia is developing and maintaining the **Moja izbira / My Choice portal**. It is Slovenia's national data source on learning opportunities in two-year secondary education, in general, technical, and vocational secondary education, and in descriptions of occupations adapted for youth from the database of job descriptions of the Employment Service of Slovenia.

JUMP Cards: Jump to Discussion about Employment, Education and Citizenship is a guidance tool adapted and translated by the Employment Service of Slovenia's projects Euroguidance Slovenia and Service Development of Lifelong Career Guidance and Further Strengthening of National Coordination Point for Lifelong Career Guidance. The cards are tool to discuss employment, education and active citizenship.

The **Career Path Planning Tool** has been developed by the Employment Service of Slovenia and is an online survey to annually map the motivations and career paths of over 12,000 students (14 years old) in their last year of primary school. The survey demonstrates the planned career choices of Slovenian students. As such, the results of the questionnaire are both an important source of information for individual counselling as well as for possible group counselling. This questionnaire is a great source of information enabling counsellors to provide guidance to students in the transition from primary to secondary education. Answering the questionnaire allows students to start thinking more seriously about their future career decisions. At the same time, their answers illustrate their maturity and decision-making skills regarding their future educational path. Guidance counsellors get an overview about students' answers and can identify the students that will need additional help. The answers give guidance counsellors an insight into students' career choices, interests and motivation, how well they know different careers, possible health limitations and educational qualifications necessary for selected careers. It enables guidance counsellors to see which students are ready for career decision-making and which of them will need additional career guidance.

eCounselling is a comprehensive online guidance tool of the Employment Service of Slovenia that facilitates access to lifelong guidance, empowers citizens and improves their career management skills in unpredictable modern times. Individuals can identify the interests by reviewing the descriptions and choosing the appropriate interest types,

searching for occupations within the labour market information section. The results can be discussed with a guidance counsellor. The tool guides users through the complete guidance process, including personality, interest, value and time perspective inventories to support the career decision process; identification of general skills to help users define and present their advantages to employers; descriptions of and database containing occupations descriptions and labour market data to support setting goals; job searching skills and advice; and an action plan to keep job seekers active.

The **PoiščiDelo.si portal** allows electronic submission of applications to the Employment Service of Slovenia (registration, deregistration, and monetary compensation), signing the an employment plan, reviewing data and reporting changes, communication with a career counsellor, reviewing job vacancies, presentations and-communication with employers, designing an eCV or ordering certificates.

The **Portal eMFBT** is a digital version of the MFBT (multifactor battery of ability tests) psychological test to measure specific abilities of students in eighth and ninth grades in primary school. The MFBT measures different abilities of students. It is guidance tool that facilitates the decision-making process for students in the final grades of primary school about further education or choosing a profession. With the results, students learn about their own abilities and a realistic self-image.

The **Portal e-VKO** is an online portal providing several digital career tools in career decision-making for students in primary and

secondary education and an entrepreneurship readiness questionnaire.

There are also several other good practice examples, such as **promotion of occupations** and innovative promotion of education in science, technology, engineering and math. The STEM escape room is for primary school students that are in transition to secondary education.

The **POPR personal and professional development portal** of the career centres of the University of Ljubljana provides an overview of student job opportunities, as well as easy way to book and an appointment with a career counsellor or submit a CV for review.

The collection of several guidance tools is also available on the **National coordination point for lifelong guidance**.





6 Education system

The description of the Slovenian education system is based on **Eurydice Slovenia**, the national unit of the network for the exchange of information on education systems, and the **Ministry of Education**.

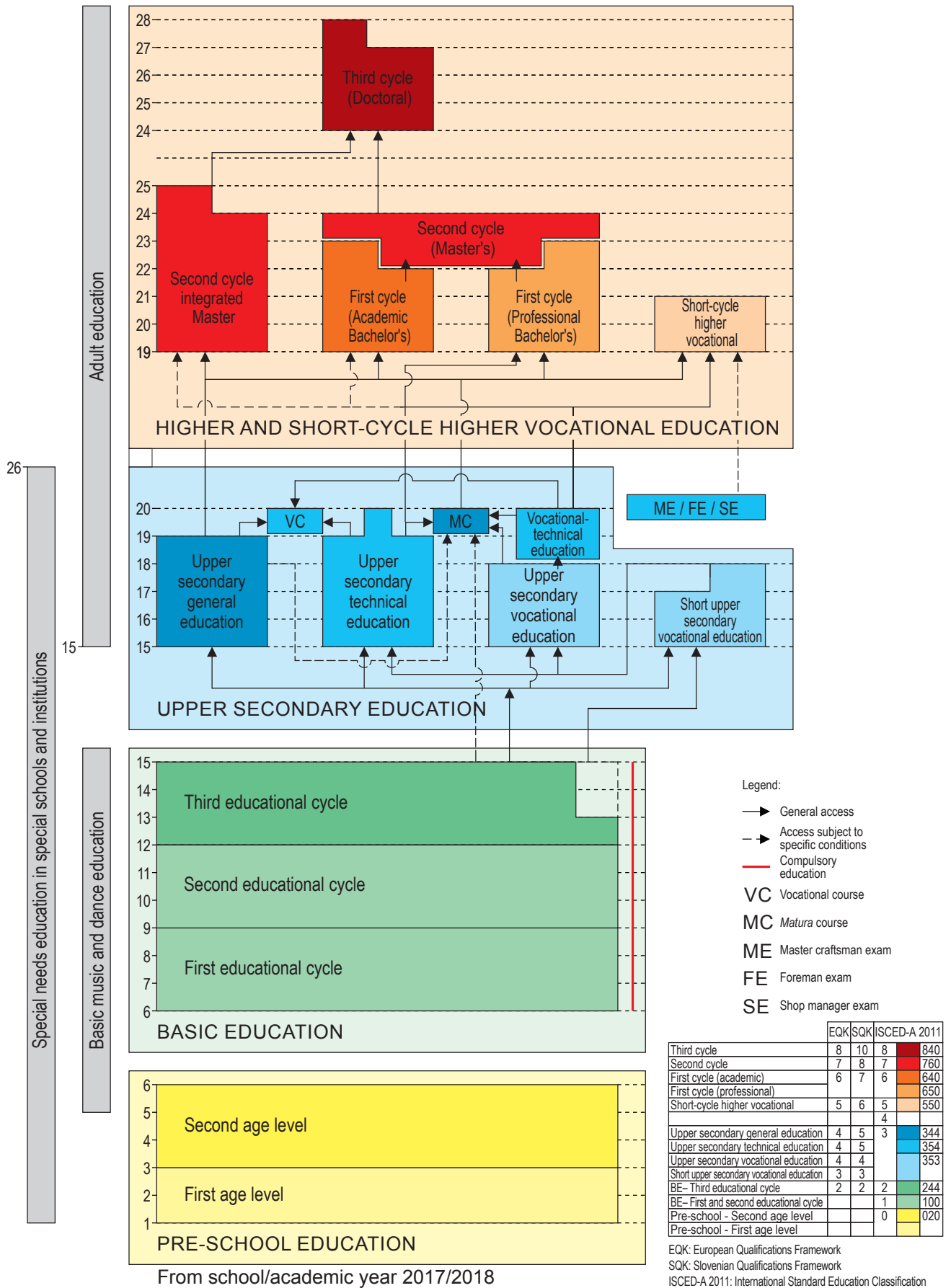
Preschool education is aimed at children aged eleven months to six years or until children start compulsory primary education. It is provided by public and private preschools.

Compulsory education is divided into three educational cycles; each cycle covers three grades. Primary education (including three years of lower secondary education) is organised in a single-structure nine-year primary school attended by students aged 6 to 15 years. It is provided by public and private schools, educational institutions for special education needs children, and adult education organisations. At the end of sixth and ninth grades, students take a mandatory national assessment.

Upper secondary education includes:

- **Upper secondary general education** prepares students for continuing education, with different types of four-year gimnazija programmes (high school, classical high school, technical high school, business high school, arts high school) and a one-year matura course.
- **Upper secondary vocational-technical and technical education** to obtain qualifications for a specific occupation to enter the labour market or to continue education at the tertiary level: four-year uppersecondary technical education, two-year vocational-technical education programmes (to continue the three-year upper secondary vocational education), one-year vocational course.

STRUCTURE OF THE EDUCATION SYSTEM IN THE REPUBLIC OF SLOVENIA



- **Upper secondary vocational education** to obtain qualifications for a specific occupation to enter the labour market: three-year upper secondary vocational education; at the end of the programmes students take the school-leaving exam.
- **Short upper secondary vocational education** to obtain qualifications for a specific occupation to enter the labour market: two-year short upper secondary vocational education.

An **apprenticeship** is one of the forms of secondary vocational education in which the student/apprentice acquires knowledge and skills that are necessary for performing the profession and for further education. Apprenticeships are provided by schools and companies with the support of the Chamber of Commerce and Industry of Slovenia and the Chamber of Craft and Small Business of Slovenia. The apprentice is educated at least 40% of the time in school and at least 50% of the time in practical training with work for an employer. The apprenticeship provides easier transition from education to the labour market.

The one-year matura course is aimed, in particular, at students that completed four-year upper secondary technical education and would like to take matura and pursue academic education. The one-year vocational course is available to students that completed the fourth year of high school or the education programme to attain an upper secondary technical education.

The **general matura** (general school leaving exam) is an external examination at the national level that student stake at the end of the high school programme. The general

matura also grants access to higher education to adults that have either dropped out of education or their prior education does not allow them to enrol in higher education programmes.

Students that have completed a technical upper-secondary education programme take a **vocational matura** (vocational school leaving exam). Passing the vocational matura examination gives students the right to enrol in professional higher education programmes or short-cycle higher vocational programmes.

Tertiary education in Slovenia consists of short-cycle higher vocational education and higher education.

Short-cycle higher vocational education consists of practice-oriented programmes, which were developed to meet the needs of the economy. They last two years and provide students with vocational skills in accordance with vocational standards.

Higher education is carried out at public and private universities and independent higher education institutions. Higher education is offered in three study cycles. The first cycle features professional and academic undergraduate programmes; the second cycle features master's programmes (master's or integrated master's), and the third cycle postgraduate doctoral programmes. Programmes are carried out as full-time or part-time study or in the form of distance learning. Tertiary education programmes take 2 to 6 years.

The **education of children with special educational needs** is based on the principle of equal opportunity while taking into



account the diversity of children's needs, inclusion, parental involvement, an individualised method of work, and all other conditions to ensure the best development of the individual child. Programmes of all types and stages of education with adapted implementation and additional professional assistance are provided at preschools and schools in mainstream classes.

Children with special educational needs are children with mental disabilities, deaf children and children with hearing impairments, blind children and children with visual impairments, children with speech and language impairment, children with physical disabilities, children with problems in specific fields of education, children with long-term illness, children with emotional and behavioural problems and children with autistic disorders.

Adult education comprises the education, training and learning of individuals that have fulfilled the legal compulsory education obligation and wish to acquire, update, strengthen their knowledge, and do not have the status of a regular primary school or upper secondary school student. A wide variety of programmes and training providers are available within the adult education system in Slovenia.

The language of instruction is Slovenian; the Italian and Hungarian ethnic communities in ethnically mixed areas have the right to education in their respective language.

School leaving qualifications are classified by the **Slovenian Qualifications Framework (SQF)**. It is a uniform system of qualifications in Slovenia aimed at outlining the educational and other qualifications available

in Slovenia and the mutual comparability of different qualifications. The basic function is to clarify the horizontal and vertical relationships between different types of qualifications, certificates and degrees. They consist of level descriptors, where each level descriptor is defined by learning outcomes.

Learning outcomes are thus the central foundation, term, concept and criterion of the national qualifications framework. The purpose of the SQF is to achieve transparency and recognisability of qualifications in Slovenia and the EU, and its basic objectives are to support lifelong learning, to integrate and harmonise Slovenia's qualifications subsystems and to improve the transparency, accessibility and quality of qualifications with regard to the labour market and civil society. The SQF thus allows the verification of the level of an individual's education or qualification in the European Qualifications Framework or Framework for Qualifications of the European Higher Education Area.



The **Education and Training monitor 2022** country report for Slovenia focuses on the following topics:

- **Digital education:** Young people fare well in digital skills, but Slovenia faces a shortage of highly qualified information and communications technology specialists. Slovenia is investing in digital skills and digital infrastructure for schools.
- **Early childhood education and care:** Participation in early childhood education and care keeps increasing, and it is now approaching the EU average.
- **School education:** The percentage of schoolchildren that leave education and training early (3.1%) is significantly below the EU average. Counselling services for pupils at risk contribute to the low national rate of early leaving from education and training.
- **Vocational education and training and adult learning:** In recent years, Slovenia has witnessed steady enrolment of young people in vocational education and training (VET) programmes. In 2021, approximately two-thirds of Slovenian schoolchildren (65.9%) opted for VET education programmes after completing basic education.
- **Higher education:** The tertiary education attainment rate among 25-34-year olds is well above the EU-level target and continues to increase. The number of graduates in Slovenia has increased in all fields of higher education. Many Slovenian students choose vocational tracks and STEM degrees.



7 International cooperation

The Euroguidance Network is a network of **national resource and information centres** for guidance. It is a co-operation of centres throughout European countries that link together the Careers Guidance systems in Europe. The main target group of Euroguidance is guidance practitioners and policy makers from both the educational and employment sectors in EU and EEA member states and in candidate countries.

All Euroguidance centres share three common goals:

- To support the development of the European dimension of lifelong guidance;
- To support competence development of guidance practitioners and raise their awareness of the value of international mobility;

- To provide information and communication on the European dimension of guidance.

The emphasis of the activity and the concrete tasks of the Euroguidance centres vary in different countries. Common activities are:

PROMOTING EUROPEAN DIMENSION IN GUIDANCE:

Euroguidance supports the national and international networking of guidance practitioners by organising seminars, training, and study visits on various themes. Euroguidance promotes cooperation among various stakeholders in guidance and education. Euroguidance supports developing the European dimension in national guidance systems in cooperation

with other European stakeholders to strengthen the role of guidance in education and training.

PROVIDING QUALITY INFORMATION ON LIFELONG GUIDANCE AND MOBILITY FOR LEARNING PURPOSES:

Euroguidance collects, disseminates and exchanges information on international mobility opportunities; education, training and guidance systems in EU and EEA member states and candidate countries; European initiatives and programmes within education, training, and mobility; and project results, innovative working methods, and good practice in lifelong guidance.



The Employment Service of Slovenia is the host of **Euroguidance Slovenia**, which contributes to the central objective of Euroguidance: to support development of the competencies of guidance counsellors in education and employment and to raise awareness of the European dimension in lifelong career guidance.

Euroguidance Slovenia activities are:

- Supporting the development of guidance counsellors' competencies through various trainings that enhances their knowledge in lifelong career guidance, such as Academia, Euroguidance study visits, Euroguidance cross border seminars and Euroguidance webinars.
- Updating and promoting the guidance tools and preparing handbooks as an important source of information for guidance counsellors and individuals to help them plan and develop their careers, especially at transitions between different levels of education or from education to the labour market.
- Informing career centres, school counsellors and other guidance counsellors about the European dimension of lifelong career guidance.
- Supporting cooperation and mutual learning at the European and national levels in the international working groups of the Euroguidance network and Europass Advisory Group.
- Training for career counsellors on the new Europass portal in cooperation with Europass Slovenia and cooperating with Europass and EOF NCP Slovenia at the Institute of the Republic of Slovenia

for Vocational Education and Training through joint activities.

Europass Slovenia coordinates all activities related to Europass documents. The main activities of the National Europass Centre Slovenia: ensuring the accessibility of Europass documents, coordinating national partners in enforcing Europass documents, and promoting Europass, Europass documents and the national partner in the European network of National Europass Centres.

Eures Slovenia is member of EURES, a network of employment services supporting the free movement of workers in EU member states, Switzerland, Iceland, Liechtenstein and Norway. EURES advisers offer support for job searches in Slovenia, the opportunity to forward your CV to Slovenian employers, information on working and living conditions in Slovenia, and information regarding formal procedures related to working in Slovenia.

The **PES Network (European Network of Public Employment Services)** was established to enhance cooperation between PES in Europe. The core purpose of the PES Network is to promote modernisation of PES, encouraging optimum use of evolving technology and enhanced data sources, assisting them in adapting their role and function contributing to implementation of EU employment policies and strategies.

CareersNet is Cedefop's network of independent experts in lifelong career guidance and career development, managed within the lifelong guidance project, Department for VET and skills, within the area of VET support policies. The members of

CareersNet are individuals with recognised expertise in lifelong guidance and career development. The network was created to collect comparable and reliable evidence on a European scale in lifelong guidance and career development, for monitoring policy and systems development, and for following research in the field. The information gathered and analysis aim at identification of evidence gaps and solutions, beyond a snapshot of national guidance systems, providing access to harmonised, comparable evidence, based on transparent criteria: providing access to detailed information on relevant practices and promoting their transfer and adaptation; informing design and implementation of Cedefop guidance resources and tools; facilitating cross-national comparative analysis of national guidance systems and initiatives; and supporting countries in national policy development. Slovenia has been participating in CareersNet since 2018 and participated in ELGPN since its beginning.

Eurydice Slovenia is part of Eurydice, the Information Network on Education in Europe. The Eurydice network supports and facilitates European cooperation in lifelong learning by providing information on education system and policies in 37 countries and by producing studies on issues common to European education systems.

The International Association for Educational and Vocational Guidance (IAEVG) provides global leadership and advocates for guidance by promoting ethical, socially just, and best practices throughout the world so that career, educational and vocational guidance and counselling are available to all citizens from skilled and qualified practitioners.



8 Labour market

The Employment Service of Slovenia provides labour market information and also conducts the Employment Forecast survey twice a year, which provides insight into recruitment plans and potential recruitment problems. The **occupational barometer** is a survey that predicts the relationship between supply and demand in the labour market for the next year.

According to the **Labour force survey results, 2nd quarter 2023** of the Statistical Office of the Republic of Slovenia, the unemployment rate is 3.6% and it represents the unemployed as a percentage of the labour force (the unemployed and employed combined). Compared to the same period last

year, in the second quarter of this year there were fewer unemployed and slightly more employed persons. Almost half of employed women and over a quarter of employed men have tertiary education.

According to the **latest labour market data from the Employment Service of Slovenia** for September 2023, the registered unemployment rate in Slovenia is 4.8%, 6.1% for young people 15-29 years and 2.2% for the long-term unemployed. There were 45,999 registered unemployed; among them, 18.4% were young people 15-29 years old, 14.3% were first job seekers and 46.6% were long-term unemployed.



9 Additional information about Slovenia

EURES advisers at the Employment Service of Slovenia provide information on the labour market and **living and working conditions** in Slovenia.

One of the world's most renowned media publications, National Geographic, named Slovenia among the top 25 inspiring destinations in 2023, recognized primarily for promoting a sustainable attitude toward the environment.

A few of the **statistical data** about Slovenia presented by Slovenian Tourist Board are:

- **Population:**
2,110,547 (January 2022)
- **Area:**
20,273 km²
- **Capital city:**
Ljubljana, 293,218 population (January 2022)
- **Official language:**
Slovenian, also Hungarian and Italian in their respective ethnically mixed areas
- **Currency:**
€ (euro)
- **GDP per capita (in EUR):**
€24,678 (2021)
- **Climate:**
Alpine, Pannonian, Mediterranean
- **Time:**
Central European Time GMT + 1, in summer GMT + 2
- **Highest peak:**
Triglav, 2,864 m
- **Length of coastline:**
46.6 km



Resources and further reading

Euroguidance Slovenia:

<https://www.ess.gov.si/en/partners/euroguidance-network>

Guidance system in Slovenia:

<https://www.euroguidance.eu/guidance-systems-and-practice/national-guidance-systems/guidance-system-in-slovenia>

Lifelong career guidance. National Coordination Point for Lifelong Guidance:

<https://www.vkotocka.si/vko/>

Lifelong guidance tools and services:

<https://www.vkotocka.si/gradiva/priporocila-in-orodja/>

National expert group on lifelong career guidance. National Coordination Point for Lifelong Guidance:

<https://www.vkotocka.si/strokovna-skupina/>

Glossary: Lifelong career orientation:

<https://www.vkotocka.si/wp-content/uploads/2018/05/Terminolo%C5%A1ki-slovar.pdf>

Quality standards (lifelong guidance in employment):

<https://www.vkotocka.si/wp-content/uploads/2022/10/Standardi-kakovosti-VKO-e-verzija-koncna.pdf>

Cross-sector guidelines for quality in lifelong guidance:

<https://www.vkotocka.si/wp-content/uploads/2018/09/ZRSZ-Medresorske-smernice-PRINT-1.pdf>

Slovenian translation of IAEVG Ethical Guidelines:

<https://www.vkotocka.si/wp-content/uploads/2020/02/Slovenska-priredba-eti%C4%8Dnih-smernic-IAEVG.pdf>

Cedefop inventory of lifelong guidance systems and practices - Slovenia (SI).

CareersNet national records:

<https://www.cedefop.europa.eu/en/country-reports/inventory-lifelong-guidance-systems-and-practices-slovenia>

Mag. Peter Gabor. Zgodovinski pregled karierne orientacije na Slovenskem:

<https://www.vkotocka.si/wp-content/uploads/2018/03/Zgodovinski-pregled-karierne-orientacije-na-Slovenskem.pdf>

Slovenian education system:

<https://www.youtube.com/watch?v=sIZhc8FS7wM&t=908s>

Eurydice Slovenia. The education system in the Republic of Slovenia 2021/2022:

<https://www.eurydice.si/publikacije/The-Education-System-in-the-Republic-of-Slovenia-2021-22.pdf>

Education and training monitor 2022. Country report: Slovenia:

<https://op.europa.eu/webpub/eac/education-and-training-monitor-2022/en/country-reports/slovenia.html>

Employment Service of Slovenia Organisation:

<https://www.ess.gov.si/en/about-ess/ess-organisation>

Employment forecasts:

<https://www.ess.gov.si/partnerji/trg-dela/napovednik-zaposlovanja/>

Occupational barometer:

<https://www.ess.gov.si/partnerji/trg-dela/poklicni-barometer/>

ReferNet Slovenia; Cedefop (2022a), Slovenia: final evaluation of the new apprenticeship system. National newson VET:

<https://www.cedefop.europa.eu/en/news/slovenia-final-evaluation-new-apprenticeship-system>

ELGPN Glossary Lifelong guidance:

<http://www.elgpn.eu/elgpndb/search/metadata/view/229>

Labour market:

<https://www.ess.gov.si/partnerji/trg-dela/>

Eures living and working in Slovenia:

<https://www.ess.gov.si/en/jobseekers/work-in-europe-eures/living-and-working-in-slovenia>

Guidelines for school guidance service in primary schools:

https://www.gov.si/assets/ministrstva/MVI/Dokumenti/Osnovna-sola/Ucni-nacrti/Drugi-konceptualni-dokumenti/Programske_smernice_za_svetovalno_sluzbo_v_osnovni_soli.pdf

Guidelines for school guidance service in secondary schools:

http://eportal.mss.edus.si/msswww/programi2018/programi/media/pdf/smernice/Programske_smernice_SS.pdf

White book about education in Slovenia:

http://pefprints.pef.uni-lj.si/1195/1/bela_knjiga_2011.pdf

Labour Market Regulation Act:

<https://www.uradni-list.si/glasilo-uradni-list-rs/vsebina/100223>

Analysis of curricula of obligatory school subjects in primary schools from the perspective of lifelong careerorientation. National Coordination Point ESF project of the Employment Service of Slovenia:

https://www.vkotocka.si/wp-content/uploads/2023/05/Ucni-nacrti-in-VKO--analiza_osnovna_sola.pdf

Analysis of curricula of obligatory school subjects in secondary general schools from the perspective of lifelongcareer orientation. National Coordination Point ESF project of the Employment Service of Slovenia:

https://www.vkotocka.si/wp-content/uploads/2023/05/Ucni-nacrti-in-VKO--analiza_gimnazije.pdf

Smernice za izvajanje svetovalne dejavnosti v izobraževanju odraslih, ki se izvaja kot javna služba:

<https://www.acs.si/digitalna-bralnica/smernice-za-izvajanje-svetovalne-dejavnosti-v-izobrazevanju-odraslih-ki-se-izvaja-kot-javna-sluzba/>

Predstavitev vajeniške oblike izobraževanja za mladostnike in starše, Center RS za poklicno izobraževanje:

https://cpi.si/wp-content/uploads/2021/11/Predstavitev_vajenistva_za_mladostnike_in_starse.pdf

Pilot implementation of one-stop guidance service:

<https://www.vkotocka.si/wp-content/uploads/2023/01/Svetovanje-na-enem-mestu-vec-informacij.pdf>

Competence model of guidance counselors, working with persons who are difficult to employ:

https://bitplanota.si/images/PRIRO%C4%8CNIK_-_Kompeten%C4%8Dni_model_SLO_compressed_1.pdf

Gogala, Barbara. Supervision supporting guidance counsellors. Conference contributions. Professional Care for Counsellors – Who Cares For Those Who Care. Cross Border Seminar 2010:

<https://euroguidance.eu/resources/publications/cross-border-seminar-compendia>

Code of Ethics of the Employment Service of Slovenia:

https://www.ess.gov.si/fileadmin/user_upload/O_ZRSZ/Dokumenti_ZRSZ/Kodeks_etike_ZRSZ.pdf

Structure of the education system in the Republic of Slovenia:

<https://www.gov.si/assets/ministrstva/MVI/Dokumenti/ENIC-NARIC-center/Education-structure/Structure-of-education-system-in-the-Republic-of-Slovenija-2017-2018-in-english-language.pdf>

Slovenian education system and Slovenian Qualifications Framework:

<https://www.gov.si/en/topics/slovenski-solski-sistem-in-slovensko-ogrodje-kvalifikacij/>

Council Resolution on better integrating lifelong guidance into lifelong learning strategies:

http://www.consilium.europa.eu/ueDocs/cms_Data/docs/pressData/en/educ/104236.pdf

Project learning for young adults:

<https://www.ess.gov.si/iskalci-zaposlitve/programi-za-zaposlovanje/predstavitev-programov/pum-o-plus-projektno-ucenje-mlajsih-odraslih/>

Facts about Slovenia:

<https://www.slovenia.info/en/plan-your-trip/facts-about-slovenia>

Labour market:

https://www.ess.gov.si/fileadmin/user_upload/Trg_dela/Dokumenti_TD/Mesecne_informacije_MI_2023_09.pdf

Labour force survey results, 2nd quarter 2023:

<https://www.stat.si/StatWeb/en/News/Index/11228>



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