

## **Best Practice cases in VET - Slovenia (Partners: WIC)**

### **Trainings for groups of companies in the Slovenian FWC sector**

The main idea was to establish system of VET for groups of companies to achieve flexibility of VET programs and cost effective realisation of training.

We have developed system based on the real companies' needs. The companies want their employees to get skills and knowledge, which can contribute to achieving the companies' goals. The employees should be capable to resolve complex problems with teamwork. They should be also proactive and innovative at their work (using cell or flexible production methods ).

At the beginning we identified several skill gaps on:

- Project management
- Marketing
- Selling and purchasing
- Management
- Development of new products, innovativeness
- Teamwork
- Languages
- Logistic
- Environment friendly technologies
- Production process organisation

The manager of the system was a Wood Industry Cluster and the coordinator/organizer was Slovenian Wood Association. We involved teachers in training for workers from all main secondary schools and experts from companies. Trainings for management and experts have been performed by commercial VET providers, chosen by companies themselves.

The main methodologies used were workshops and group work.

Financing of the trainings:

- 50% Companies
- 50% Wood Industry Cluster (from acquired public funds)

Each participant received certificates issued by the training providers. For the levels of workers, companies recognized this certificate as an additional qualification. Also workers have recognized benefits from this training. Companies also gave trainees opportunities for further promotion and education.

## Trainings for groups of companies system

Wood Industry Cluster - Slovenia

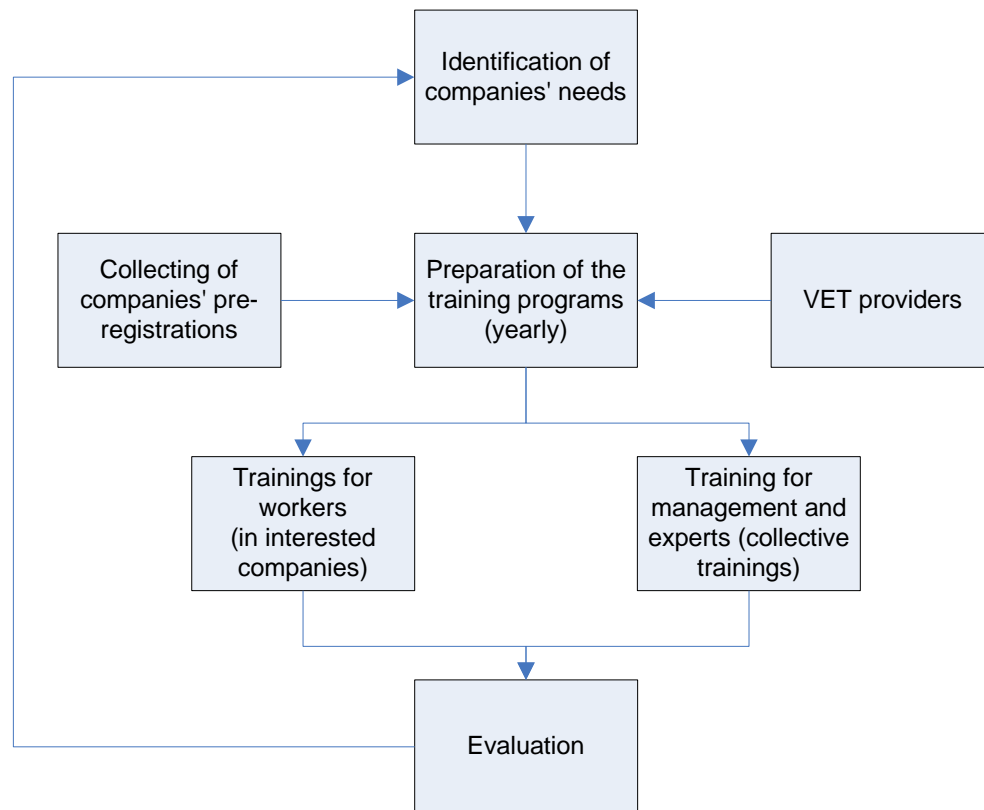


Fig. Schema: Training for groups of companies

### Conclusions

We completed about 9 training programs (with the duration of each one being 55 hours or 12 weeks) for workers with about 200 participants and 7 training programs (with the duration of each one being: mostly 5 hours or 1 day) for management and experts with around 130 participants in 2003-2004. The main advantages were:

- Better match between the needs of the labour market (for knowledge, skills and competences) and education
- Flexible training program – to satisfy the companies' needs
- Cost effective realisation
- Additional motivation for workers
- Learning from each other – sharing knowledge

Interest from companies for the system was very high. But the disadvantage of this system is that its operation can only be realised if additional external funds are acquired. Because we had no possibility to acquire additional funds in the years 2005 and 2006, the system stopped till further provisions by the general council were made. We also have planned to get national qualification recognition of these VET programmes, when it starts again.