

| Database of Good Practice Policies and Initiatives |   |
|--|---|
| <b>Country</b>                                     | SLOVENIA  |
| <b>Level of Outreach</b>                           | Local, Regional, National   |
| <b>Supported by</b>                                | EU Agency ESF   |
| <b>Field of Interest(s)</b>                        | Energy Efficiency, Digitalization, Circular Economy   |
| <b>Organisation</b>                                |   |
| <b>Name of organisation</b>                        | Chamber of Commerce and Industry of Slovenia - CCIS   |
| <b>Address</b>                                     | Dimičeva street 13,   |
| <b>City /ZIP</b>                                   | SI-1504 Ljubljana   |
| <b>Country</b>                                     | SLOVENIA  |
| <b>E-Mail</b>                                      | zgigm@gzs.si  |
| <b>Website</b>                                     | <a href="http://www.gzs.si/zgigm">www.gzs.si/zgigm</a>  |
| <b>Contact Person</b>                              |   |
| <b>Contact Name</b>                                | Valentina Kuzma   |
| <b>Telephone</b>                                   | 00386 1 5898 242  |
| <b>E-Mail</b>                                      | <a href="mailto:valentina.kuzma@gzs.si">valentina.kuzma@gzs.si</a>  |
| <b>Policy/Initiative Data</b>                      |   |
| <b>Title of Initiative</b>                         | <b>Competence Centers for Human Resource Development (KOC)</b>  |
| <b>Partnership details</b>                         | Promoter: The Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia<br>Observer: Chamber of Commerce and Industry of Slovenia CCIS,  |
| <b>Project Duration</b>                            | 01.11.2019 to 30.10.2022  |
| <b>Total Budget</b>                                |   |
| <b>Description</b>                                 | <p>The project is meant for companies from the specific sector to establish a partnership managed by a project team, develop a competency model, identify the skills, gaps, and implement training programs. Competence centers for HR development represent an important investment and an incentive for employers to use training as a strategic tool.</p> <p>Every few years there are funds available for new Competence Centers for Human Resource Development (KOC) which has limited duration (2-3 years). It is funded from EU Cohesion funds (Projects 2014 – 2020). Funds are being distributed for new emerged Competence Centers for Human Resource Development (ca. 10 projects) via Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia. 17 partnerships with more than 300 successful Slovenian companies, which have more than 40.000 employees in total. In the past year and a half, there have been more than 20.000 inclusions in training programs.</p> <p>The project shares knowledge with in-house training, conducts group and individual training. Companies will receive from co-financing from 50% - 70% of the funds for training, and the activities of the project office will be fully supported. The total amount of funding per partnership will be between €250,000.00 and € 400,000.00.</p> <p><a href="http://www.sklad-kadri.si/en/human-resources-development/competence-centers-for-human-resources-development/">http://www.sklad-kadri.si/en/human-resources-development/competence-centers-for-human-resources-development/</a></p> |
| <b>Phases</b>                                      | n/a   |

| Project Details                       |   |
|---------------------------------------|---|
| <b>Aim</b>                            | Competence Centers are partnerships between companies and other organizations within an industry. The main purpose of the networking is to increase the skills of the already employed employees in the industry, to acquire new competences for improving the competitiveness of employees, companies and industries in the market, and the cooperation of Slovenian companies within the industry in this field.  |
| <b>Target groups</b>                  | Employees – companies and industries in the market  |
| <b>Exchange of Experiences</b>        | Collaboration between other EU funded projects within the confines of BIM and energy efficiency and networking with other partners, SMES and construction industry.   |
| <b>Outcomes 1</b>                     | The project shares knowledge with in-house training, conducts group and individual training and common cooperation on up-skill and acquiring competences. Training that enhances career-specific competences, which represent a comparative advantage for the business, the economy and the wider society, will be primarily supported. Emphasis will also be placed on training sessions i.e. cross-cutting content such as leadership, sales and soft competencies, as they have a significant impact on employee engagement, organizational performance and results. It is also cross-supported in acquiring new knowledge in marketing, design, change, ecology, digitization...” |
| <b>Outcomes 2</b>                     | 46 competence centers already established more than 1000 partner companies affiliated   |
| <b>Outcomes 3</b>                     | More than 84,000 trainings carried out  |
| Policy/Initiative                     |   |
| <b>Skill gaps</b>                     | Emphasis will be placed on training sessions i.e. cross-cutting content such as leadership, sales and soft competencies, as they have a significant impact on employee engagement, organizational performance and results.  |
| <b>Mis-matching of skills</b>         | Training that enhances career-specific competences, which represent a comparative advantage for the business, the economy and the wider society, will be primarily supported.   |
| <b>Skills-Shortages</b>               | It is also cross-supported in acquiring new knowledge in marketing, design, change, ecology, digitization...”currently lacking within the construction sector.  |
| <b>Training/skills</b>                | Attain higher level of knowledge and skills of employees and managers, to adapt the employees skills in order to meet the challenges arising from the increased competition due to globalization, changes in technology and economic trends,  |
| <b>Career moves</b>                   | Within competence centers, competency models are created that include multiple competence profiles for selected jobs, which are crucial for each competence center in order to improve individual's employability and skills-set  |
| <b>Mobility</b>                       | n/a   |
| <b>Other EQF-Level</b>                | n/a   |
| <b>Transfer in Europe</b>             | Transfer of Knowledge   |
| <b>Entrepreneurship Opportunities</b> | To support companies networking on upskilling the workforce.  |
| <b>Other</b>                          | n/a   |