



MINISTERSTVO ŠKOLSTVA,  
VEDY, VÝSKUMU A ŠPORTU  
SLOVENSKEJ REPUBLIKY

## ***Dual Education in Slovakia***



## Reasons for Change

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- ✓ strong tradition of industry in Slovakia
- ✓ demographic development
- ✓ increasing demand for high qualified workforce
- ✓ need for economic and competitive sustainable society
- ✓ globalisation of the labour market
- ✓ enhancement of youth employment



## Key milestones of VET development in Slovakia

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- ✓ Tradition of VET in Slovakia
- ✓ 70's till 1989 – active participation of state owned companies in VET in planned economy
- ✓ 90 's – transformation of Slovak economy caused collapse of employer's participation in VET
- ✓ Initiation of changes and re-involvement of employers in VET
- ✓ 2009 – new law for VET was introduced 184/2009 Coll.
- ✓ 2015 – new Act on VET 61/2015 Coll. Including dual education system



## **Road to Success – Austrian Experience**

- ✓ January 2014 – establishment of Austrian – Slovak cooperation in VET
- ✓ 12 February 2014 – Memorandum of Understanding between Ministry of Education, Research, Science and Sport of the Slovak republic and Austrian Chamber of Commerce about the Cooperation by Implementation of Elements of Dual Education between secondary VET schools and businesses
- ✓ February 2014 – release of feasibility study (IBW) – Elements of Success by Dual Education (Possibilities of Export)
- ✓ Preparatory Phase of the Project – visits of schools; comparison of curriculum; advertisement of pupils and parents
- ✓ September 2014 – launch of the Project



## **Road to Success – German Experience**

- ✓ December 2012 – signed Memorandum of Cooperation in VET in Europe,
- ✓ Legislation process of new Act on VET – Slovak-German Chamber of Industry and Commerce as a key stakeholder by creation of new act,
- ✓ International help from BIBB, participation of BIBB by International Conference on Transformation on VET in Slovakia (June 2015),
- ✓ Slovakia as an member of multilateral cooperation group of Memorandum countries (from 2013 – exchange of experiences),
- ✓ Way forward – flagship project in Nové Mesto nad Váhom – launching the Slovak dual system with German companies and Slovak-German Chamber of Industry and Commerce,
- ✓ Push forward – Common Understanding between Ministry of Education, Science, Research and Sport of the Slovak republic and Federal Ministry of Education and Research Germany (25 September 2015).



## **Act on VET regulates the following issues:**

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- ✓ vocational education and training offered to pupils attending secondary vocational school,
- ✓ the types of secondary vocational schools,
- ✓ practical training,
- ✓ dual education system,
- ✓ confirmation of employer qualification for the provision of practical training in dual education system ,
- ✓ mutual relations governing the rights and duties of secondary vocational school pupils and the employer in the course of practical training,
- ✓ the material and financial support provided for the pupils,
- ✓ coordination of vocational education and training for the labour market,
- ✓ the Vocational Education and Training Development Fund



# Work-based learning - forms

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## Vocational Training

- ✓ At least 1400 hours during the entire program
- ✓ Under supervision of VET school trainer or In-company trainer
- ✓ The WBL can be provided in schools` workshop or by employer at the workplace
- ✓ The program is concluded by final exam or graduation exam

## Vocational Praxis

- ✓ It is organised in programs with more theory oriented subjects
- ✓ Under supervision of teacher of vocational praxis
- ✓ It is performed at the end of third and fourth school year
- ✓ The program is concluded by graduation exam



## The main features of dual education system

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- ✓ pupils are trained for the profession in accordance with the particular requirements of the employer,
- ✓ practical training is carried out directly at the employer's workplace,
- ✓ dual education contract between the secondary vocational school and the employer on providing practical training at the employer's costs,
- ✓ Apprenticeship contract between the pupil and the employer,
- ✓ the responsibility (also financial) of the employer for the organization, content and quality of practical training,
- ✓ motivated incentives for enter of the employers to the VET,
- ✓ material and financial support for pupils,
- ✓ Increased quality of education and participation of employers by final examination.



# Organisation of practical training

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Practical training can be performed at:

- ✓ **Workbench (full organised school based system)**
- ✓ **Workplace of employer**
  - ✓ Cooperation between VET school and company based on contract of providing the practical training by employer
- ✓ **Workplace of practical training**
  - ✓ VET school and employer sign dual education contract



# Certification of Employers in Dual Education

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- **Purpose:** Quality assurance of practical training organised by employer
- **Competence of the chambers:** SOPK, SŽK, SPPK, SLK, SBK, RUZ and AZZZ SR
- **Committees for evaluation of eligibility of employer to exercise the dual education depending on area of economy**
  - ✓ Regulatory framework for Committees was approved by Council of Government for VET
  - ✓ Certification is issued for period of 7 years



## Dual Education Contract

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The employer holding the licence consults with the secondary vocation school the modes and conditions of the provision of practical training for the pupils in the dual education system. Provided the employer and the secondary vocational school agree, they will conclude the dual education contract.



## Apprenticeship contract

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The employer and the pupil's legitimate representative or the adult student/pupil will consult the details of the contract of vocational training and the conditions of practical training organized in the dual education system.

The apprenticeship contract may be made no later than 31 August of the relevant calendar year before the pupil enters the first year of training.





## Provision of VET in dual Education

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- ✓ Provision of VET in dual education is set by framework training plans and framework syllabi

Provision of VET on entire program:

✓ 2 years programs .....	80 %
✓ 3 years programs .....	60 %
✓ 4 years programs .....	50 %
✓ Higher VET .....	50 %



# School Curriculum

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In school-based system

- ✓ VET schools will negotiate School Curriculum with relevant Employers` Association

VET school and employer have signed agreement on practical training performance

- ✓ VET schools will negotiate School Curriculum with employer

VET school and employer have signed contract of dual education

- ✓ School Curriculum is created by employer and VET school



## Material support for pupils

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- ✓ When pupil carries out his or her practical training on the workplace of the employer, the employer must provide him or her with the personal protective equipment and must conduct the assessment of health, sensory and psychological capabilities of pupil if it is required by the nature of the practical training.
- ✓ An employer who provides practical training for pupil in system of the dual education has to finance the nutrition of pupil during the practical training.
- ✓ In system of dual education the employer has the possibility, not the obligation to finance the accommodation of pupil in school dormitory and travel expenses from place of residence of pupils to the secondary VET school, workplace of employer or dormitory and back.



## Financial support for pupils

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- ✓ The pupil who creates on the workplace of employer a productive work receives a reward for his or her productive work which can be from 50% to 100% of wage of real employees of employer. Amount of reward of productive work depends on quality of work performed and behaviour of pupil.
- ✓ In fields of study, which have been selected by the Ministry of Education, Science, Research and Sport of the Slovak republic as insufficient on the labour market (the demand of the labour market is greater than the actual number of pupils in these fields of study), the state provides to pupils the motivation scholarship in order to motivate the young people to study technical fields of study.
- ✓ The employer can also provide pupil with the business scholarship. It is paid on monthly basis up to the quadruple of subsistence minimum.



## Support for Employers

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- ✓ Employers are motivated to take part in VET by fiscal incentives in form tax exemptions, which are per pupil based and fixed according to the extent of provided work based training. Employers' associations will certify employers in the dual system and they will be also subjected to external control from the State School Inspection as they will be responsible for the practical training of students.
- ✓ Most of the expenses account for tax incentives (reduced tax base by €3 200 per pupil for 200 - 400 hours of work based learning per year, or €1 600 for less than 200 - 400 hours. They will be partly covered from the budget cuts incurred by VET schools in the dual system that will no longer receive money for practical training in school since these will be borne by employers.



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# Thank you for your attention!

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