

Lifelong Guidance in Slovenia



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'Life is a journey, not a destination.'

Ralph Waldo Emerson

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Introduction

Our rapidly changing modern society requires a great deal of adaptability from individuals in the labour market. The labour market is very different and more unpredictable than it was years ago, when we could choose our occupation and pursued it throughout our working life. This creates a need to develop our knowledge and skills throughout our lives.

Technological changes, globalisation and artificial intelligence have exposed modern society to constant changes. To successfully manage our life path, career management skills enable us to better know ourselves, the opportunities in the environment and to make important career decisions. Career management skills help successfully transition between educational levels, from education to employment, from unemployment to employment, and in career transitions in general.

Last year, according to the Statistical Office of the Republic of Slovenia, 46.6% of young people aged 15–29 had completed upper secondary education, 35.1% had completed basic education, and 18.2% had completed tertiary education. Nearly half of young population aged 20–24 was enrolled in tertiary education. Among those aged 15–29, 7.6% were neither in employment nor in education or training and the employment rate was 47.1%.

Lifelong guidance providers help and support individuals in choosing educational and career paths, transitioning to employment. Lifelong guidance benefits pupils, students, the unemployed, jobseekers and employees getting to know themselves and their interests, learning about educational paths, occupations and the labor market and making professional decisions independently. Lifelong guidance includes 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.

Lifelong guidance foresees that 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, during personal and career changes. The term guidance has a broad meaning and includes vocational, educational and personal guidance. Although this division and terminology has not been established in Slovenia, it can be recognised in the work of individual services.

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.

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 further training) and at any stage.

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.

Guidance Provision

Lifelong guidance is carried out across sectors with social factors such as the labour market, employers, economic or employers' associations, unions, family and parents. The Ministry of Economy, Labour and Sport and the Ministry of Education, Science and Youth are responsible for legislation in guidance service provision and development.

The **organisations providing guidance** to individuals (kindergarden children, school children, university students, the unemployed, job seekers, the employed, early school leavers and others) are primary schools, secondary schools, higher professional schools, higher education institutions, NGOs, youth centres, employment offices and career centres of the Employment Service of Slovenia, concessionaires, adult education centres and companies.

There are several organisations that are responsible for providers of lifelong guidance in education and employment.

The **Employment Service of Slovenia** ensures a uniform methodology for the professional and operational execution of procedures related to activities. Employment Service of Slovenia is the key Slovenian labour market institution. Among other activities, it provides services for the unemployed and jobseekers and students who need professional help in the fields of employment and career guidance.

The **National Education Institute** is implementing and monitoring innovative programmes and practices in schools as well as developing guidelines for school counselling service for primary and secondary schools.

The **Educational Research Institute** is the central research institution for research in education, undertaking basic research, development and applied projects on issues of current interest 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 and training as well as promoting research and experimental development in education.

The **National expert group on lifelong guidance** supports the lifelong guidance policy among different ministries and other relevant 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.

One-stop guidance service about further education and careers has been established within the National expert group for lifelong guidance 3 times during career events, including career counsellors of the Employment Service of Slovenia, counsellors in adult education, school counsellors (primary and secondary schools, career centres for youth), 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 aim is 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 career development.

Guidance in Education

Young people have access to guidance by school counsellors, career counsellors at universities' career centres and colleges, career centres for youth and in career centres of the Employment Service of Slovenia.

Slovenian schools and kindergardens have **a counselling service** as an integral element with guidance counsellors as part of the school team. The Organization and Financing of Education Act defines that a counselling service shall be provided by counselling specialists (psychologists, pedagogues, social workers, social pedagogues, and special pedagogues). In providing career guidance, the counselling service shall cooperate with the Employment Service of Slovenia.

The **Guidelines for Guidance and Counselling Services in Educational Programmes** are a general conceptual document for the work of guidance counsellors and serve as an important foundation for the planning, implementation, and evaluation of counselling work. In their work, guidance counsellors take into account the developmental and educational needs of children and adolescents, as well as the specific needs of individual children and adolescents in all five areas of counselling. Within an educational institution, the counselling service operates as a development-oriented internal professional service.

Five areas of counselling practice are:

- a safe, supportive, and inclusive environment;
- the holistic development and well-being of children (in preschool) or the holistic development and well-being of elementary and high school students (in elementary and secondary schools and student dormitories);
- children's play and learning (in preschool) or learning and teaching (in elementary and secondary schools and student dormitories);
- orientation of newcomers and transitions for children in kindergarten or educational transitions (in elementary and secondary schools and boarding schools);
- development of the educational institution and professional development.

The guidance counsellors help young people to develop skills for independent educational and career planning by creating a supportive educational environment and providing individual and group support. This involves monitoring their developmental characteristics, interests, strengths, and potential barriers, offering guidance in setting educational and career goals, supporting transitions between different educational levels, and strengthening decision-making, self-awareness, and career management skills.

The guidance counsellors contribute to the optimal development of children and adolescents by fostering a safe, supportive, and inclusive educational environment and by addressing their developmental, learning, and social needs. Special attention is given to children and adolescents with special educational needs, as well as to those facing social, cultural, or psychosocial challenges, through tailored support that promotes their successful personal, educational, and career development.

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 centres for young people (KCM+) provide free information, individual career counselling and workshops for developing vocational interests and effective career planning. Their target groups are students in education aged 6–19, early school leavers (young people aged 15–29 who are not employed, in education, or in training - NEETs) as well as parents and school counsellors. Currently there are Consortium in Western Slovenia Cohesion Region Karierni Plac – Karierni center za mlade+ and Consortium in Eastern Slovenia Cohesion Region Karierni center za mlade VšečkAM in GREM+.

Career guidance is provided by **career centres at universities and colleges** 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 main goal of **guidance in adult education** is to provide information and guidance for all adults in regional/local environment, and in particular should be accessible to vulnerable adults, with special attention on adults without completed primary, vocational or professional education or adults with low basic skills.

Since 2021 guidance in adult education is a part of public service, being provided by 35 public adult education centres. It encompasses the following three areas of guidance:

- enrolment in education and continuation of education,
- identification and documentation of knowledge and skills,
- organised self-directed learning.

Its implementation is defined by the **Guidelines for implementing adult education as a public service**. The Guidelines specifies the starting points for the definition of guidance in adult education, content, organisation, staff and other conditions for implementation, records and documentation and the evaluation and development of quality. In defining the content of guidance in adult education, current professional approaches and experience in the development and implementation of guidance for adults in Slovenia are taken into account, in particular the experience of previous implementation of information and guidance in adult education (IGAE centres), the experience of providers of self-directed learning as well as experience in regard to developing and implementing the identification and documentation of knowledge and skills that were gained through formal and non-formal education and in informal learning.

Guidance in Employment

The **Employment Service of Slovenia** is the key Slovenian labour market institution and an independent legal entity with public institute status operating uniformly across the entire country. The services are intended for the unemployed and jobseekers, schoolchildren and university students who need professional help in employment and career guidance, employers, providers of active labour market policies, social partners, professional institutions and the general public. The main activities are:

- employment advice and jobbroking,
- life-long career guidance,
- unemployment benefit and unemployment insurance,
- implementation of active labour market policies,
- issuing of work and employment permits for foreign workers,
- preparation of analytical, development and other professional materials related to our activities,
- labour market and ESS information of a public nature.

As part of the Employment Service of Slovenia, there is also a network of **Career centres** providing access to job searching, 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. 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 is provided by the Contact centre.

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.

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. The European Job Days platform offers dynamic (online) recruitment events that bring jobseekers and employers together.

The **Labour Market Regulation Act** defines 2 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** include providing labour market information, independent career guidance, career information, career counselling 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 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 information and information on employment opportunities. **General information** include the labour market and changes therein; current labour market needs, as well as short-term, medium-term, and long-term forecasts of labour market needs; the content, deadlines, and conditions for accessing services and participating in labour market measures; deadlines and conditions for receiving unemployment benefits. The information referred to is provided to all individuals free of charge. It may be provided as informational materials, in person, by telephone, or via websites. **Information on employment opportunities** include up-to-date information on possibilities and opportunities for obtaining employment, training, and other forms of assistance that enable individuals to enter the labour market or secure employment. Information on employment opportunities is provided to the unemployed and job seekers.

Independent career management includes tools that enable an individual to plan and manage their career, with these tools guiding them through the key points that must be considered in the process. **Independent learning** includes tools that enable individuals to access digital content to enhance their knowledge and skills. These are provided to all individuals.

Career information 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 is provided to supplement career information to the unemployed and job seekers whose employment is at risk and it includes:

- in-depth exploration and assessment of interests, traits, abilities, and competencies for setting career goals;
- exploring the labour market and identifying possibilities and opportunities in the local environment;
- making career decisions;
- developing and implementing a career plan that includes employment, education, and training.

As part of career counselling, **rehabilitation counselling** is also provided to assist the unemployed with disabilities and other unemployed with health-related limitations in finding employment, or to provide assistance and guidance regarding their participation in a relevant active labor market policy measure.

Learning career management skills includes various forms to obtain skills to recognise individual'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 an employment plan.

Lifelong career guidance services are provided **as a preventive** to elementary school students, high school students, and college students to support the career guidance program of the schools. Lifelong career guidance services for elementary school students, high school students, and college students include activities that enable them to learn about the labour market:

- informational materials, such as written and digital information about occupations, employment prospects, and other characteristics of the labour market;
- services that enable young people to learn about occupations and the labour market, such as visits to employers, career presentations, lectures, and career and job fairs;
- career management tools, such as printed and digital resources for independent career planning and management;
- individual career counselling for students, which includes identifying interests (currently on 4 regional offices only);

- group training in career management skills, such as workshops on job search skills, setting career goals, and planning a path to achieve career goals.

Career guidance services must be of high quality because this is the only way they can help 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 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.

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.

Professional Development

The qualification of career counsellors is key to a professional implementation of lifelong guidance.

In Slovenia there is no formal educational degree or dedicated professional qualifications for career counselling.

Guidance counsellors have university degrees in relevant fields, additional trainings and a professional exam in lifelong career orientation (employment sector) or a professional exam in education (education sector).

The Labour Market Regulation Act states that career guidance and job placement services are carried out by public employees of the Employment Service of Slovenia who have attained **level 8 qualification under the Slovenian Qualifications Framework** and have passed a professional exam. Further training is provided by the Employment Service of Slovenia.

Supervision with an independent supervisor is an optional activity available to career counsellors at the Employment Service of Slovenia. It 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. In addition to its supportive role, supervision also plays an important role in improving the professional and personal skills of professionals.

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 learning mobility exchanges, Cross border seminars and other Euroguidance study visits.

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 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.

Guidance counsellors at adult education guidance centres have undergone **training to provide guidance in adult education** provided by Institute for Adult Education.

Professional development is structured across several levels of content:

- core professional training programme, intended for counsellors who are new to the field of counselling. The programme covers the fundamental topics required to carry out counselling activities;
- continuing professional development programmes for counsellors, covering a range of topics they need to further their professional development and
- shorter professional development sessions focusing on new developments and specific topics.

Guidance Tools and Services

The collection of several guidance tools is available on the National coordination point for lifelong guidance portal **VKO točka**, providing several digital career tools in career decision-making for students in primary and secondary education and an entrepreneurship readiness questionnaire.

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 by the Employment Service of Slovenia. 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). The guidance tool is 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.

The **Descriptions of Occupations** 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 also 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 popular occupations).

eCounselling is a comprehensive online guidance tool of the Employment Service of Slovenia that facilitates access to lifelong guidance and improves their career management skills. 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 tool guides 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; 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 **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 14 years old students in their last year of primary school. The survey demonstrates the planned career choices of Slovenian students. As such, the results are important source of information for 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.

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 portal**. It is a 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 the Employment Service of Slovenia.

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 challenges. The **Occupational barometer** is a survey that predicts the relationship between supply and demand in the labour market for the next year.

The **Labour Market Platform** is an online information portal that provides a comprehensive overview of the Slovenian labour market by combining data from the Employment Service of Slovenia. It enables jobseekers, employers, policymakers, researchers, and the general public to explore current and future labour market trends through interactive data on job vacancies, available workforce, regional supply and demand, labour shortages and surpluses, and employment forecasts. Users can monitor daily and monthly developments, analyse data through charts and tables, and export customised datasets. The platform also offers short-term and long-term labour market forecasts, including indicators of future workforce needs and occupations expected to face shortages, surpluses, or balanced demand, helping users make informed career, recruitment, education, and policy decisions.

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 an appointment with a career counsellor or submit a CV for review.

The **Virtual Self-directed Learning Portal** advances the area of self-directed learning within adult education guidance. In addition to the 35 Self-Directed Learning Centres (SSU Centres) operating as part of the public adult education guidance service, it provides adults with access to a modern online learning environment for distance and self-directed learning.

The portal brings together educational resources and a variety of learning tools that support self-directed learning anytime, anywhere. It also provides access to information about the Self-Directed Learning Centres, available guidance services, and the contact details of individual centres.

Various support channels are available for communication with users, including a chatbot and a collection of frequently asked questions and answers. The repository of learning resources and tools is regularly updated, ensuring users have access to a wide range of content for self-directed learning.

Resources and Further Reading

Euroguidance Slovenia

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

Employment Service of Slovenia

<https://www.ess.gov.si/en/>

Guidance System in Slovenia

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

Lifelong Guidance

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

Lifelong Guidance Tools and Services

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

National Expert Group on Lifelong Guidance

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

Glossary: Lifelong Guidance

<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-everzija-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>

Cedefop. (2025). Inventory of lifelong guidance systems and practices - Slovenia. CareersNet national records.

<https://www.cedefop.europa.eu/en/country-reports/inventory-lifelong-guidance-systems-and-practices-slovenia-0>

Guidelines for Guidance and Counselling Services in Educational Programmes. 2024. National Education Institute.

<https://www.gov.si/assets/ministrstva/MVI/Dokumenti/Srednja-sola/Programske-smernice-svetovalnega-dela-v-programih-s-podrocja-vzgoje-in-izobrazevanja.pdf>

Labour Market Regulation Act

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

ELGPN Lifelong Guidance Policy Development Glossary

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

Pilot implementation of one-stop guidance service

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

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>

Guidelines for implementing adult education guidance as a public service. Slovenian Institute for Adult Education

<https://www.acs.si/en/digital-library/guidelines-for-implementing-adult-education-guidance-as-a-public-service/>

Statistical Office of the Republic of Slovenia

<https://www.stat.si/StatWeb/en/News/Index/14501>



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