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**PREŠOVSKÝ**  
SAMOSPRÁVNÝ  
**KRAJ**



European  
Commission

# CATCHING-UP REGIONS

## VET REFORM: MATCHING THE EXISTING SUPPLY OF VOCATIONAL SECONDARY STUDY PROGRAMMES AND NEEDS OF THE LABOUR MARKET IN THE PSK

Steering Committee  
Prešov, June 28-29, 2018



**WORLD BANK GROUP**

# VET: Recent developments

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- 1. Recent Activities & Mission (June 25-29)**
- 2. Indicative short-term action plan**
- 3. Next steps and issues to discuss**

# VET: Recent Activities and Mission I.

## Pre-Mission Late May/Early June

- Identification and technical review of potential evaluation and sample designs & data collection instruments, and development of Slovakia/Presov-specific employer survey
- WB team in place: Shahram, Jud, Chudoba, Vircikova, and Hagovska

## Mission Overview (June 25-29)

- PSK meetings – receive and discuss updates from regional authorities on plans of implementing new VET legislation and proposed secondary VET school rationalization plans; identification and assessment of PSK regional education data, reports (June 26)
- Employer Study (Activity 1.1) Preparations
  - Review and finalization of English and Slovak versions of questionnaire (June 25)
  - Finalize programming of data collection tablets
  - Training of interviewers and PSK Education Department team (June 26-27, 2018)
  - Piloting of Employer Survey in 2 Presov city companies (June 28-29)
- WB team – seeking final local “school-side” VET specialist for WB team

# VET: Recent Activities and Mission II.





## Survey methodology & Plan

- Mixed methods approach
  - Overall and specific research questions (see handout)
  - STEP Employer Survey (with special PSK emphasis), Focus Groups
  - Random, but purposive sampling (4 sub-regions, 4 categories of industries/trades, 3 categories for company size, 3 categories for Dual Education experience)
  - Survey focus on three categories of employees: managers, most difficult occupation to fill, and occupation with most employees at the company

## Survey Modules and Examples

- Module 1: Basic Information and Workforce Data
- Module 2: Information on New Hires
- Module 3: Skills Used by the Current Workforce
- Module 4: Training and Opinions (including Dual Education, internships, etc.)
- Module 5: Firm/Company Background and Characteristics

# STEP EMPLOYER SURVEY

   				
FIRM GOV'T IDNUMBER	Is this firm a replacement? 1. Yes 2. No	Interview Date	Interviewer name:	ID Interview:
<p>The term "workplace" in this questionnaire refers to the establishment. This refers to a distinct physical location at which an employer undertakes economic activity. It is not an office, department, building or assembly line, for example, within a larger, geographically contiguous ensemble.</p>				
S2	Exact name of workplace being surveyed:			
S3	Address of workplace being surveyed:			
S4	If this workplace is part of a larger firm, address of its headquarters:			
S4a	Is your workplace part of a larger company/firm?	1. Yes 2. No 9. Don't know		
<p>For a workplace with fewer than 20 employees, the respondent should be the owner/CEO/manager. For larger establishments, ideally the Human Resource Manager and a Production Manager should respond together; otherwise ask the Human Resource Manager first, then the Production Manager. If neither is available, ask the CEO/Owner/General Manager.</p>				
<p>Names of person(s) interviewed, with phone number, email address, gender and age group for each. If multiple persons from the same firm have been interviewed, indicate which modules have been completed by each person.</p>				

MODULE 1: BASIC INFORMATION & WORK FORCE	
<p>Hello, my name is <i>[insert your name]</i>. I am collecting data for a study that is trying to understand the skills that are being used by employers in the Presov Region, what they look for when hiring, and how well secondary VET schools are preparing graduates for the labor market.</p> <p>Your workplace has been chosen randomly, along with approximately 40 others, to provide a representative sample of all employers in the Presov Region. The information you provide is strictly confidential. Your firm/workplace's name and data will never be identifiable in any report or dataset. The information gathered here will help develop new policies and programs to improve firms' access to skills.</p> <p><b>Please be assured that all answers will be treated as strictly confidential.</b></p>	
I WOULD LIKE TO BEGIN BY ASKING A FEW BACKGROUND QUESTIONS.	
1.01	<p><b>What is your job title (main responsibility)?</b> <i>INT ONE ANSWER</i></p> <ol style="list-style-type: none"> <li>1. Human Resource (HR) Manager</li> <li>2. Owner/Proprietor</li> <li>3. President/ Vice President/Chief Executive Officer (CEO)</li> <li>4. Partner</li> <li>5. Director</li> <li>6. General Manager</li> <li>7. Finance Officer/Manager</li> <li>8. Manager, Other (Section, Division, Production, etc.)</li> <li>9. Other (Please specify _____)</li> </ol>
1.02	<p><b>Is your workplace part of a larger firm?</b></p> <ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>9. Don't know</li> </ol>
1.02a	<p><b>Is your workplace part of a foreign firm?</b></p> <ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>9. Don't know</li> </ol>
1.04	<p><b>What year did your workplace begin operating (date of registration) in Presov Region?</b> <i>INT IF DON'T KNOW, WRITE '9999'</i></p> <p style="text-align: center;">_ _ _ _ _</p>
1.05	<p><b>What is the legal status of this workplace?</b> <i>INT ONE ANSWER</i></p> <ol style="list-style-type: none"> <li>1. Physical Person</li> <li>2. Juridical Person</li> <li>3. Limited liability corporation</li> <li>4. Joint Stock Company</li> <li>5. Public Enterprise</li> <li>9. Other (specify _____)</li> </ol>
1.06	<p><b>Which of the following describes the largest shareholders in your firm?</b> <i>INT (USE SHOWCARD #1)</i></p> <ol style="list-style-type: none"> <li>1. Private domestic individuals, companies or organizations</li> <li>2. Private foreign individuals, companies or organizations</li> <li>3. Government or state</li> <li>4. Other (specify _____)</li> </ol>
1.07	<p><b>Use the following list to identify the broad sector of your economic activity:</b></p> <ol style="list-style-type: none"> <li>1. Agriculture, forestry and fishing</li> <li>2. Mining and quarrying</li> <li>3. Manufacturing</li> <li>4. Electricity, gas, steam and air conditioning supply</li> <li>5. Water supply; sewerage, waste management and remediation activities</li> </ol>

## VET: Indicative short-term action plan

Mission to Slovakia, SCM participation	June 24-30, 2018
Interviews and focus groups with 40 companies	July-August 2018
Analysis of data from companies' interviews and focus groups	August 2018
First draft outputs from Activity 1.1	End of August/early September 2018
Initiation of Activity 2 "Secondary VET School Study"—development of study design, survey instrument, etc.	July 2018

# VET: Next steps and issues to discuss

## Next Steps

- Finalization of team formation – recruitment of Slovak “school side” VET specialist
- Final modifications of Employer Study data collection instruments per outcomes of Presov city pilot
- Finalize preparations for data collection management (tablets, etc.)
- Finalize sample frame and draw final sample

## Implementation Issues

- Inform sampled companies of their selection and schedule interview dates
- Seeking PSK authorities and employers associations assistance in encouraging company participation

## Information and Data Needed for Further Analysis

- Need data regarding companies’ dual education status
- (TBD) Additional school-specific data for Activity 2 pending further review of recently obtained reports/data