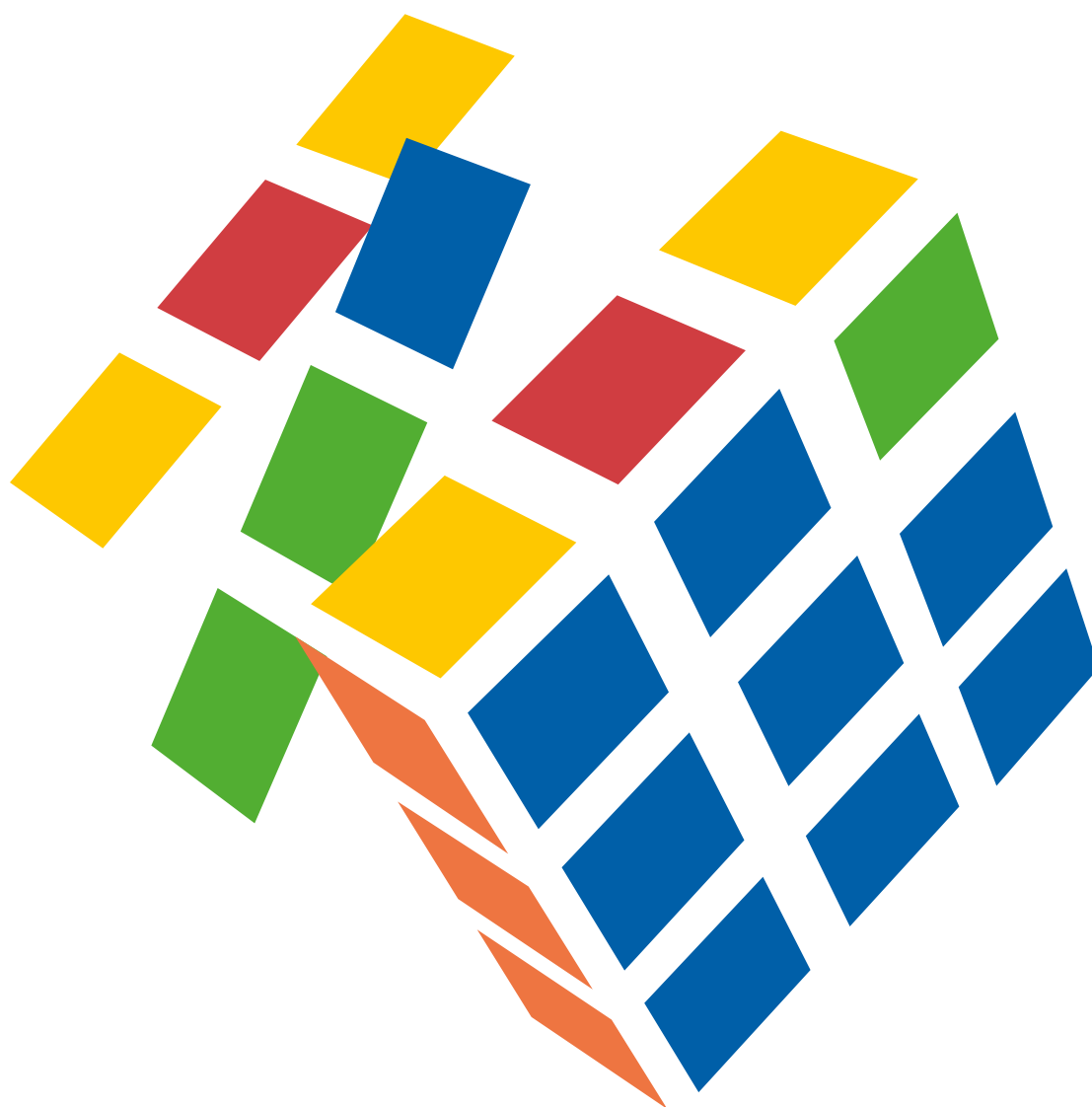




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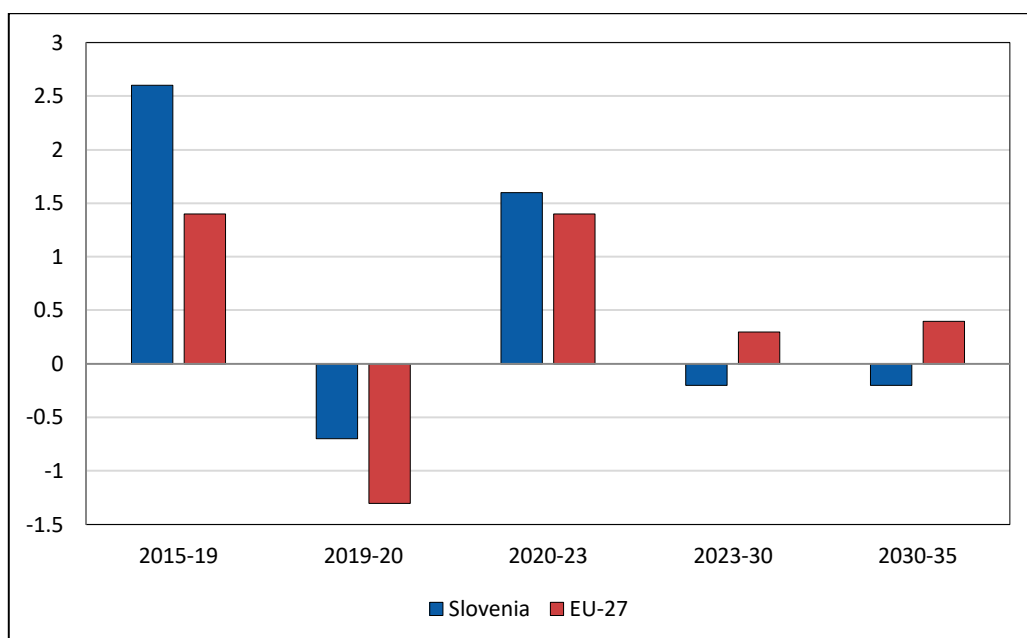
2025 skills forecast Slovenia



1. Employment outlook

Employment in Slovenia is forecast to decline over the forecast period. Figure 1 shows that employment in Slovenia grew faster than the EU-27 average over 2015-19 and fell slightly less sharply than the EU-27 in 2020 as the Covid-19 pandemic hit. Employment in Slovenia is estimated to have bounced back slightly more than the EU-27 over 2020-23. However, employment in Slovenia is forecast to fall slightly over the whole forecast period, compared with growth of around 0.3-0.4% pa for the EU-27.

Figure 1. **Annual percentage employment growth in Slovenia and the EU-27, 2015-35**



Source: Cedefop (2025 Skills Forecast).

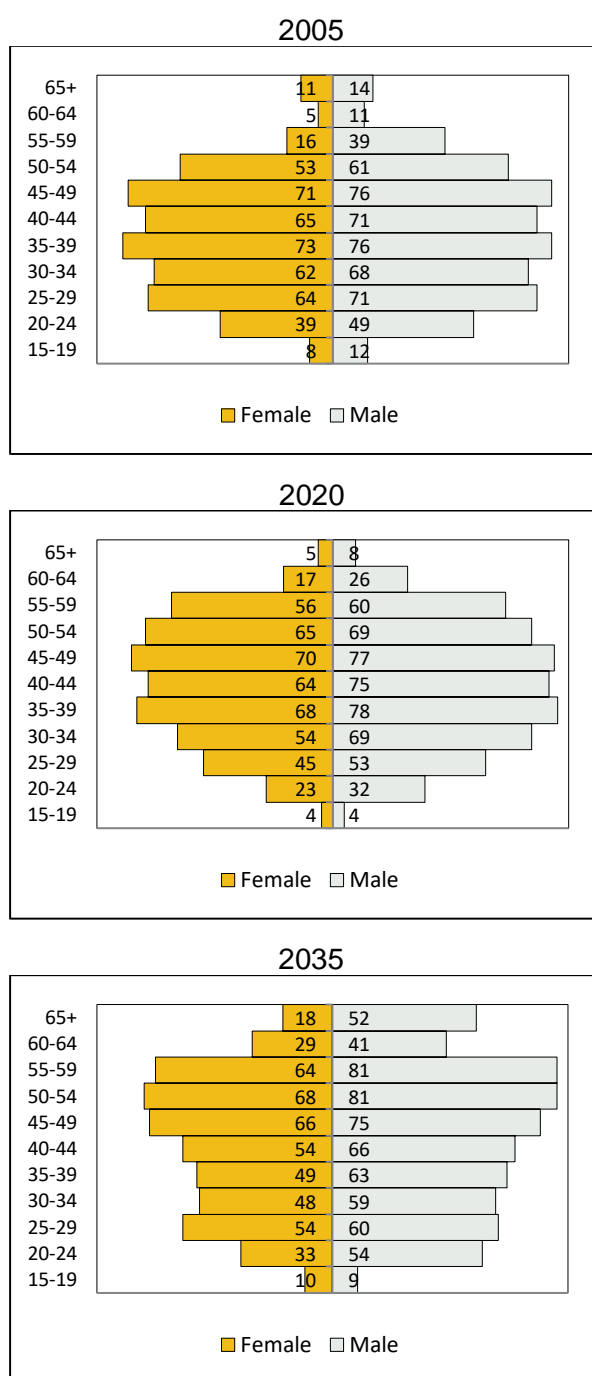
2. Labour force overview

Figure 2 Figure 2 shows Slovenia's labour force by age group in 2005, 2020 and 2035. Changes in the labour force in Slovenia over the forecast period will continue to be driven by the ageing population and increasing participation rates in most age groups. The total labour force in Slovenia is projected to increase by 11% over 2020-35, compared to growth of 1% over the previous 15 years. This compares with an expected increase in the labour force of just under 10% over 2020-35 for the EU-27. The total participation rate in Slovenia is forecast to grow by 4 pp over 2020-35, similar to the increase projected for the EU-27. The total population is forecast to grow by 4% over 2020-35, similar to the growth seen over 2005-20.

The population aged 30-44 in Slovenia is forecast to decline sharply during 2020-35, while the population aged 65 and over is forecast to grow strongly, reflecting trends in the relevant younger cohorts in preceding periods. The population aged 15-24 is also projected to grow quite strongly, so Slovenia's population is not expected to age quite as strongly as elsewhere in the EU-27.

The participation rates of most age groups in Slovenia are forecast to grow strongly over 2020-35, with the strongest increases projected for the 20-24 (18 pp) and 40-44 (11 pp) age groups. The pattern of increases in participation rates by age group and gender is mixed, with female rates projected to increase more than male rates in some cases and vice versa. Overall, the total participation rate for females is projected to increase by 1 pp and for males to increase by 6 pp over 2020-35.

Figure 2. Distribution of the labour force (thousands), 2005-35

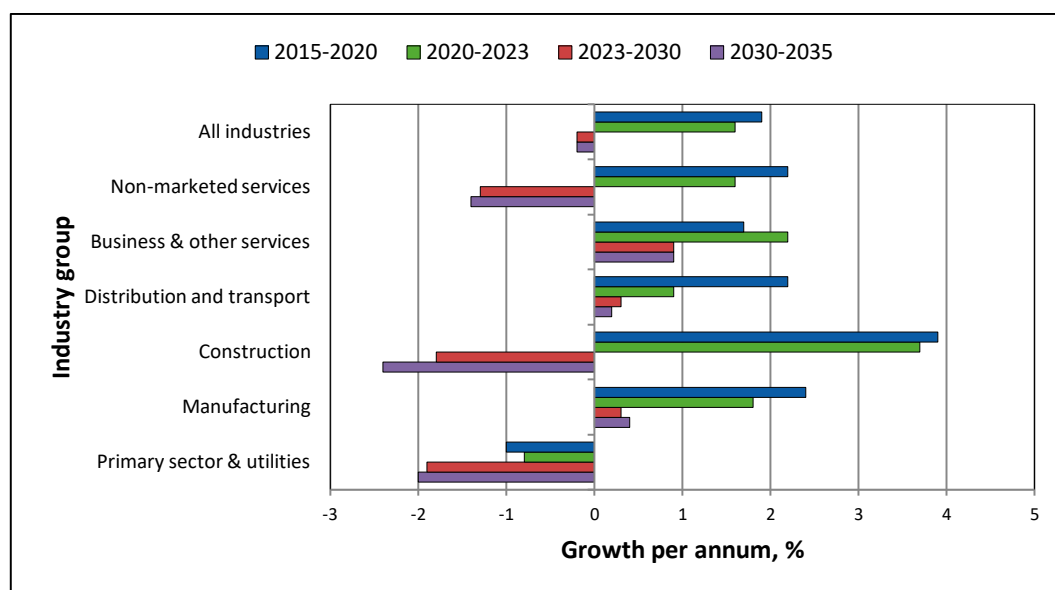


Source: Cedefop (2025 Skills Forecast).

3. Sectoral employment trends

Figure 3 shows the annual average employment growth by broad sector in Slovenia between 2015 and 2035. Although total employment in Slovenia is forecast to decline over the whole forecast period, the picture among the broad sectors is mixed. *Business and other services* are forecast to see the fastest employment growth, at 0.9% pa over 2023-30, and *manufacturing and distribution and transport* are also forecast to see some employment growth, at 0.3% pa over the same period. The manufacturing sector in Slovenia, particularly motor vehicles, is heavily dependent on the success of the sector in Germany, for which it is a significant supplier. Both *construction* and *primary sector and utilities* are forecast to see a strong decline in employment, of around 1.8% pa, while employment in *Non-marketed services* is forecast to fall by 1.3% pa, over 2023-30.

Figure 3. **Employment growth by broad sector of economic activity, 2015-35**



Source: Cedefop (2025 Skills Forecast).

In terms of sub-sectors (i.e. below the level of the six broad sectors discussed above), the pattern of growth is more mixed. Among the larger (accounting for 2% or more of employment in Slovenia in 2020) sub-sectors in *business and other services*, employment in *computer programming and information services*, *financial and insurance activities*, *market research and other professional services* and *legal, accounting and consulting services* are forecast to grow quite strongly over 2023-30. On the other hand, employment in *administration and support*

services, arts and entertainment and other service activities is forecast to remain static or decline over this period. Within *distribution and transport*, employment in *accommodation and catering* (4% of employment) and *land transport* (4% of employment in Slovenia) is forecast to grow fairly strongly, but in *wholesale and retail trade* (12% of employment) is forecast to grow only weakly. Among *non-marketed services*, only employment in *health* (7% of employment) is forecast to grow over the forecast period, reflecting increased demand due to the ageing population, while employment in *public administration and defence* (5% of employment) and *education* (8% of employment) is forecast to fall quite strongly. The sub-sectors in *manufacturing* tend to be smaller, but among the larger ones (2% of employment or more), employment in *electrical equipment* is forecast to grow quite strongly. In *primary sector and utilities*, employment in the *agriculture* subsector (7% of employment) is forecast to fall strongly over 2023-30.

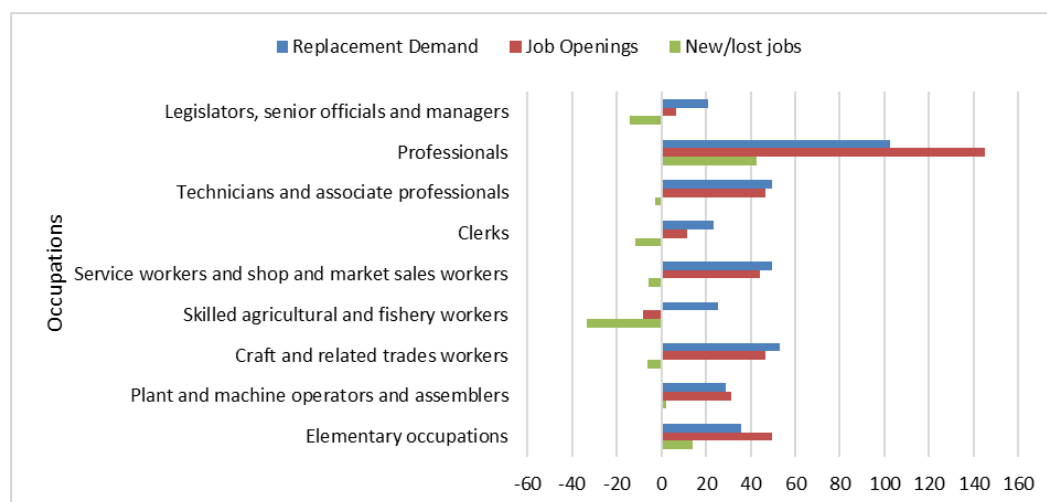
Cedefop skills forecasts estimate the total job openings by occupational group as the sum of net employment change and replacement needs. Net employment change refers to new jobs created or lost due to the expansion or contraction of employment in that sector or occupation. Replacement needs arise as the workforce leaves the occupation due to retirement or career changes. Replacement needs, generally, provide more job opportunities than new jobs, meaning that significant job opportunities arise even in occupations declining in size (i.e. agricultural workers are a typical example, as ageing workers employed in the sector will need to be replaced).

4. Job openings by occupational group

Figure 4 shows the total job openings by broad occupational group over 2022-35. The number of job openings indicates the number of jobs that are required to be filled due to lost/newly created jobs and those that need replacement workers. Aside from *Skilled agricultural and fishery workers*, most occupations in Slovenia are expected to experience at least some increase in the number of job openings. There will still be many job openings due to replacement demand. *Professionals* and *elementary occupations* are the two broad occupations expected to generate the largest number of job openings over the forecast period, accounting for 38% and 13% of total job openings respectively. Overall, the total number of jobs is forecast to decrease by 14 000. Still, replacement demand is forecast to be around 395 000, so there are still expected to be nearly 381 000 job openings over the forecast period.

At the more detailed level, most job openings (taking both new/lost jobs and replacement needs together) as a share of all job openings are expected to be in *science and engineering professionals* (12%), *Labourers in mining, construction, manufacturing and transport* (7%), and *business and administration professionals* (7%). Of the 2-digit occupations, only *agricultural workers* and *agricultural, forestry and fishery labourers* are expected to see a decline in the number of jobs. *Business and administration associate professionals* are also expected to provide a large number of job openings (5% of all job openings), driven entirely by replacement demand as the total number of jobs is expected to contract for these occupations. Although most skilled manual and elementary occupations are expected to provide at least some job openings, mainly through replacement demand, the number is expected to be much lower than in the more skilled occupations.

Figure 4. **Total job openings, 2022-35**



Source: Cedefop (2025 Skills Forecast).

5. Drivers of occupational change

Within the Cedefop skills forecast, future employment growth (or decline) of occupations is further broken down by separating national economic components from regional industrial and economic effects, helping to interpret what is driving the change. From this perspective, employment growth can be explained by three possible drivers: (a) overall economic trends (i.e., growth or decline), (b) shifts of employment between sectors, and (c) changes in the occupational structure within sectors (i.e., factors making some occupations more important than others).

An increasing specialisation in many sectors influences the occupational composition of employment in Slovenia. This is reflected in stronger occupation-specific effects, leading to increasing shares of *professionals* and *technicians and associate professionals* in the economy. These changes reflect changes in job organisation in many sectors and, in many cases, an increasing specialisation. Along with these specialisations there is also a move towards managing these new work forms. High-skilled occupations that can benefit from this trend are, for example, *science and engineering professionals*, *health professionals* and *Business and other professionals*.

Science and engineering professionals, as well as *science and engineering associate professionals*, both benefit from the increase in the underlying *business and other services* sector, yet not all of the increases in employment translate into higher employment in these important technical occupations. An increasing specialisation will also lead to a larger share of other occupations in that sector, including in the *elementary occupations*.

The overall effect of occupational change, therefore, depends on several factors that need to be considered together. Increasing digitalisation and moving towards a more service-oriented economy, including within manufacturing, will lead to a greater use of higher-level occupations. At the other end of the spectrum, lower-level occupations supporting production and the service sector seem to be increasing at the cost of intermediate occupations.

The strength of intermediate occupations, with a strong intermediate qualification level in Slovenia, limits the overall effect on medium-qualified occupations. Whereas *assemblers* remain somewhat stronger, many other industry-based occupations, such as *building and related trades workers* and *metal, machinery, and related trade workers* are decreasing in number, most likely

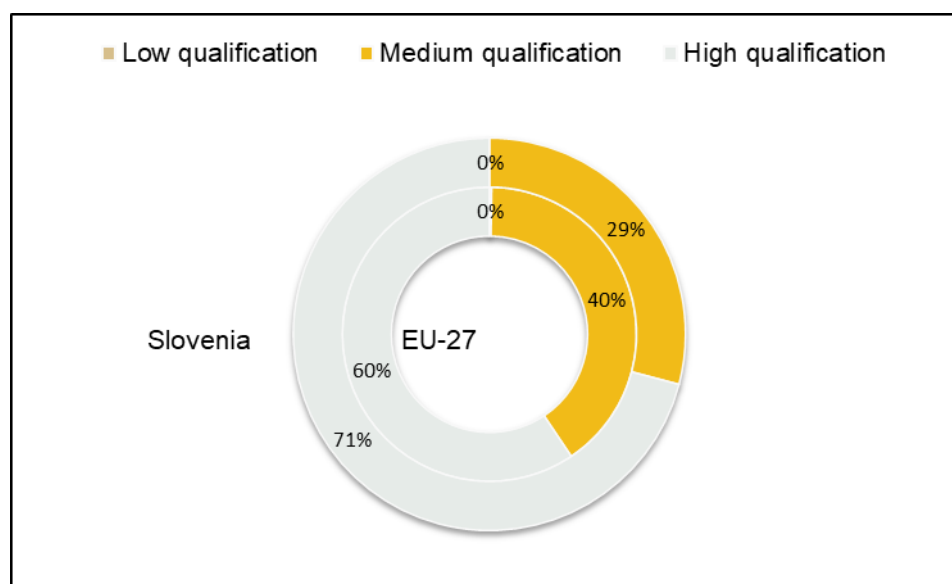
due to increases in automation within the sectors. Clerical work is expected to see a decrease in its employment share across all clerical occupations.

6. Demand for and supply of skills

Within the Cedefop skills forecast, skills are proxied by the highest level of qualification held by individuals in the labour force and employment. Three levels are distinguished: high, medium, and low, corresponding to the official ISCED classification. The occupational group also indicates the skill level required, as some occupations (e.g. professionals) typically require high-level skills, while others (e.g. elementary) typically require only basic ones. Therefore, occupational groups are also linked to a skill level.

Well over half (71%) of the total job openings that are forecast by the model to be created in Slovenia over the period up to 2035 will require high-level qualifications, about 12 pp more than the EU-27 average (see Figure 5). More than one-quarter (29%) of total job openings are forecast by the model to require middle-level qualifications and none will require low level qualifications.

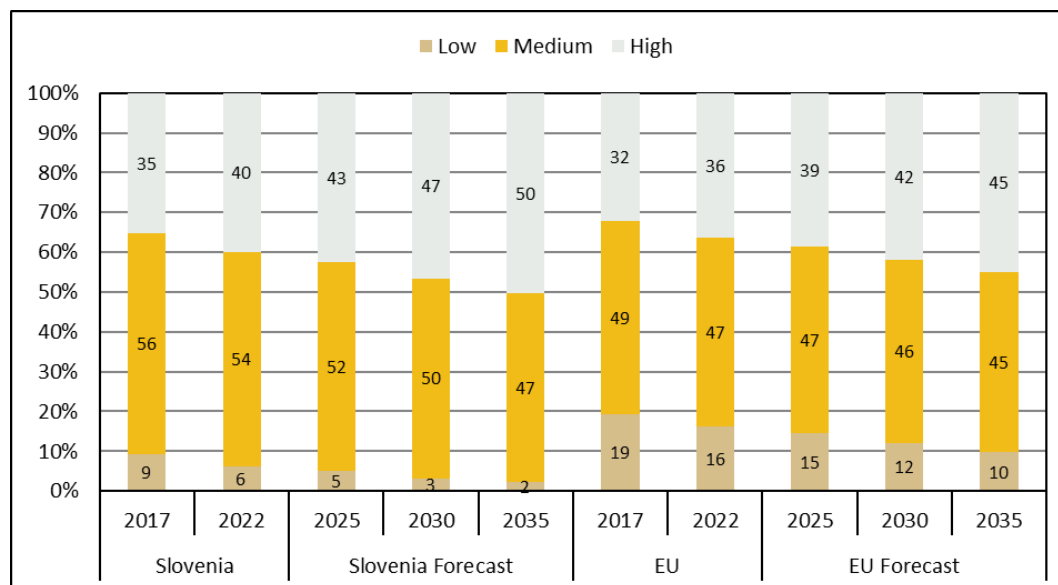
Figure 5. **Shares of total job openings by level of qualification, 2022-35**



Source: Cedefop (2025 Skills Forecast).

Future labour supply trends depend on the size of the working-age population (defined as those aged 15 or older), labour market participation rates, and the extent to which people acquire formal qualifications.

Figure 6. **Labour force by qualification level**



Source: Cedefop (2025 Skills Forecast).

Slovenia is expected to experience substantial changes over 2022-35 in shares of qualifications in the labour force, as seen in Figure 6. The share of people with high-level qualifications in Slovenia is expected to increase to 50% of the labour force in 2035 (from 40% in 2022). The share of medium qualified labour force is expected to reduce to the second largest qualification group in Slovenia (47%, in 2035). Those with low levels of qualification are expected to reduce from 6% in 2022 to 2% in 2035. In Slovenia, the proportion of the labour force in 2035 with at least medium-level qualifications (97%) is expected to be higher than the EU-27 average (90%).

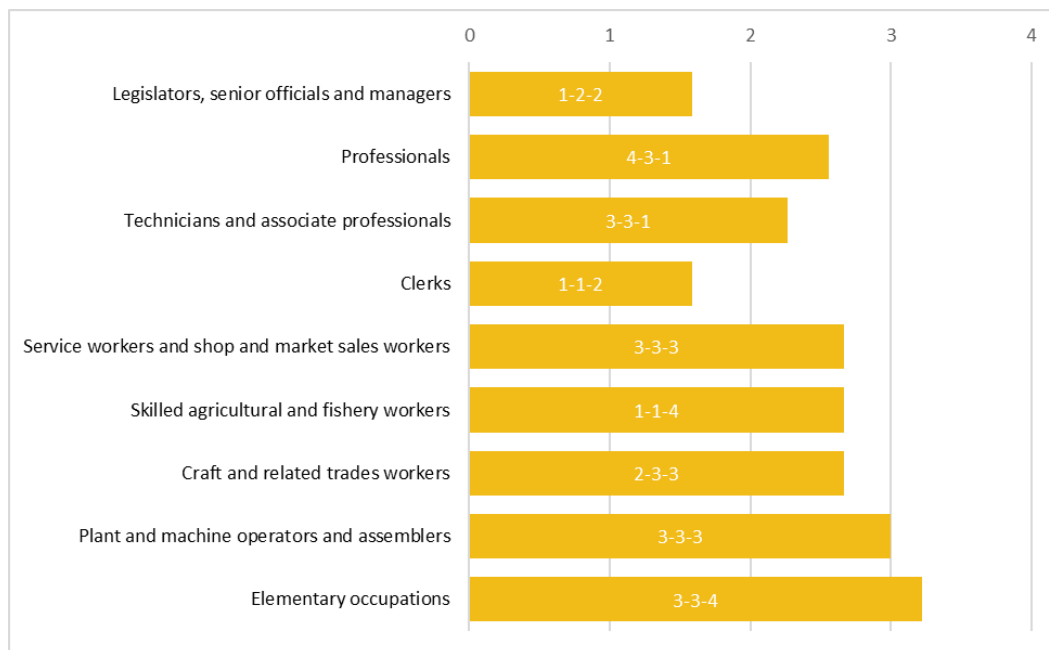
In Slovenia, the supply of low- and medium-skill workers is expected to be above what is required by demand by 2035, while the supply of high-skill workers is expected to be below the demand for those qualifications broadly.

The **labour shortage index** is a method to summarise three elements of potential labour shortage: (1) employment growth, (2) replacement demand, and (3) Supply/Demand imbalance (IFIOD). The outcomes at the occupation level are grouped into four quartiles: those with a low indication of shortage get the value 1, and those with the highest indication of shortage will get the value 4. The total outcome of the individual elements is a simple average of the elements. In Figure 6, the length of the bar gives the overall outcome, where higher levels indicate more shortage. The outcomes of the three elements are also given to quickly evaluate the influence of employment growth - replacement demand, and - supply-demand imbalances.

The labour shortage index is calculated at the ISCO 2-digit level and then aggregated to the ISCO 1-digit level (see Figure 6). The highest value of the labour shortage index can be found among *professionals (4-3-1)*, this is driven by the growth of the underlying occupations along with their high replacement needs. Another occupational group with a high labour shortage index value is *elementary occupations (3-3-4)*, due to employment and replacement demand growth as well as a high supply/demand imbalance. The occupational group with the highest expected supply/demand imbalance is *skilled agricultural and fishery workers*.

The occupational groups with the lowest labour shortage index values are *clerks (1-1-2)* and *legislators, senior officials and managers (1-1-2)*, both with relatively low levels of supply/demand imbalance expected.

Figure 7. Labour Shortage Index, 2022-35



Source: Cedefop (2025 Skills Forecast).

Cedefop methodology

The Cedefop Skills Forecast offers quantitative projections of future trends in employment, by sector of economic activity and occupational group. Future trends in the level of education of the population and the labour force are also estimated. Cedefop's forecast uses harmonised international data and a common methodological approach allowing cross-country comparisons between employment trends in sectors, occupations and qualifications. The forecast and methodology is validated by a group of national experts. The forecast does not substitute national forecasts, which often use more detailed methodologies and data, while they also incorporate in-depth knowledge of a country's labour market.

The latest round of the forecast covers the period up to 2035. The forecast takes account of global economic developments up to November 2023. The European Economy is expected to grow despite monetary tightening on phasing out of fiscal support.

The key assumptions of the baseline scenario incorporate the Eurostat population forecast available in June 2023 (Europop 2023) ⁽¹⁾, and the short-term macroeconomic forecast produced by DG ECFIN in November 2023 ⁽²⁾. The source of historical labour force data is the European Labour Force Survey, which in 2022 underwent important methodological changes, causing a break in the time series for several variables, including the labour force. Consequently, in many Member States, the participation rates in 2021 are noticeably above/below historical trends. Moreover, some Member States experienced significant revisions in the historical data series for sectoral employment from the National Accounts.

The Cedefop Skills forecast 2025 is consistent with the objectives set by the European Green Deal by incorporating suitable assumptions about additional investment, power sector technologies, energy balances, and carbon pricing.

Energy and commodity price forecasts from the World Bank and the IEA are used as inputs to the Cedefop Skills Forecast.

(1) <https://ec.europa.eu/eurostat/web/population-demography/population-projections/database>

(2) https://economy-finance.ec.europa.eu/economic-forecast-and-surveys/economic-forecasts/autumn-2023-economic-forecast-modest-recovery-ahead-after-challenging-year_en

For the latest update and access to more detailed Cedefop skills forecast data please visit:

www.cedefop.europa.eu/el/events-and-projects/projects/forecasting-skill-demand-and-supply

For more details, please contact Cedefop's Skills Forecast team at:

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