

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Potpore za usavršavanje
<b>Name of the instrument - English translation</b>	Training grant
<b>Scheme ID</b>	96
<b>Country</b>	 Croatia
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Grant for companies
<b>Sub-type of instrument</b>	Support for direct costs
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Companies providing training for specific target groups (the newly employed, employees at risk of losing their jobs due to lack of professional knowledge and skills, as well as employees in training for work at multiple workplaces or work operations and employees affected by business reorganisation and organisational changes) can apply for this grant. It is implemented by the Croatian Employment Service (CES). Eligible training includes training to obtain a qualification at ISCED level 2-5, general courses (e.g. language courses) and occupational courses connected to the present economic activity of the participants. Depending on the size of the enterprise co-funding rate may differ (e.g. small businesses can receive up to 70% of co-funding and companies employing disadvantaged workers can receive up to 60% of co-funding). The maximum amount of support for training per individual is up to HRK 18 000 (approx. EUR 2 418). The funding covers a broad range of costs, including tuition fees, costs for internal training personnel, costs for training materials, depreciation costs, travel costs and related costs for counselling.
<b>Short description of the related instruments</b>	Not applicable

<b>Level of operation</b>	National
<b>Name of a part of the country</b>	Not applicable

<b>Name of the region (for regional instruments)</b>	Not applicable
<b>Name of the sector (for sectoral instruments)</b>	Not applicable
<b>Relevance</b>	Key instrument
<b>Legal basis</b>	Labour Act (Official Gazette 93/14, 127/17, 98/19); Labour Market Act (Official Gazette 118/18, 32/20); the Guidelines for State Aid Policy for the period 2016-2020.
<b>Objective(s) and target(s)</b>	High employee retention rates by increasing their skills and competences
<b>Year of implementation</b>	2006
<b>Year of latest amendment</b>	2019
<b>Operation/management</b>	The Croatian Ministry of Labour and Pension System is responsible for management Croatian Employment Service (CES) is responsible for implementation and monitoring. This organisation is also responsible for payments.
<b>Eligible group(s)</b>	Profitable entrepreneurs. Employers cannot claim support if they have outstanding tax and contribution obligations.
<b>Group(s) with preferential treatment</b>	SMEs and disadvantage workers receive preferential treatment. Depending on the size of the enterprise co-funding rate may differ: - 50% of eligible costs can be covered for all training; - 60% of eligible costs can be covered for workers with disabilities or disadvantaged workers; - 60% of eligible costs can be covered for medium-sized enterprises implementing training; - 70% of eligible costs can be covered for small enterprises implementing training.
<b>Education and training eligible</b>	- Programmes leading to a formal qualification (formal education) allowing to obtain a qualification at ISCED 2-5 level; - General courses (e.g. language courses); - Occupational courses connected to the present economic activity of the participation.
<b>Source of financing and collection mechanism</b>	State budget; matching: employer
<b>Financing formula and allocation mechanisms</b>	Companies, meeting pre-determined criteria, may apply for the grant. The financing formula is indicated as a percentage of eligible costs. The maximum intensity of financial support is up to 70% of the eligible costs. Depending on the size of the enterprise co-funding rate may differ (e.g. small businesses can receive up to 70% of co-funding and companies employing disadvantaged workers can receive up to 60% of co-funding). The maximum amount of support for training per individual is up to HRK 18 000 (approx. EUR 2 418). The amount of funding is transferred directly to the employer as costs reimbursement after actual costs were occurred. Croatian Employment Service transfers the payment. According to

	the agreements on granting training aid, payments are made in two installments: 50% of funds within 30 days from the date of confirmation of the authenticity of the signed contract and payment order, 50% of funds within 30 days from the date of delivery of the employer's report on the implementation of training programmes, office control and entry of payment orders.
<b>Eligible costs</b>	- Tuition fees/fees for participation (external providers); - Cost for internal training personnel; - Costs for training materials (e.g. books); - Depreciation costs for long-living investment goods (e.g. ICT); - Travel costs; - Related costs for counselling (e.g. formulation of a training plan). Other costs: cost for external training personnel per hour; additional staff costs and general indirect costs (administrative costs, rent, overheads) for the hours the trainees spend in training. Costs for the Croatian language course for the target group (for Croatian returnees/immigrants from Croatian emigration) are covered by the Ministry of Science and Education.
<b>Volumes of funding</b>	Overall volumes of funding available: 2017: HRK 1 599 000 (approx. EUR 226 257) 2018: HRK 5 091 110 (approx. EUR 68 654)2019: HRK 8 000 000 (approx. EUR 1 075 703)Overall volumes of funding actually disbursed:2017: HRK 1 707 561 (approx. EUR 226 257)2018: HRK 5 005 091,04 (approx. EUR 67 490 440)2019: HRK 7 941 605,76 (approx. EUR 106 785 071)
<b>Beneficiaries/take up</b>	Total number of companies as beneficiaries:2017: 182018: 362019: 53
<b>Organisation responsible for monitoring/evaluation</b>	Croatian Employment Service (CES).
<b>Monitoring/evaluation reports available</b>	Not available
<b>Most relevant webpage - in English</b>	Not available
<b>Most relevant webpage - local language</b>	<a href="http://mjere.hr/admin/wp-content/uploads/2020/02/POTPORE-ZA-USAVR%C5%A0...">http://mjere.hr/admin/wp-content/uploads/2020/02/POTPORE-ZA-USAVR%C5%A0...</a>
<b>Recent changes</b>	<p>New Labour Market Act (Official Gazette 118/18, 32/20); Date: December 2019. Content of change: revised conditions and ways of using funds for the implementation of active labour market measures in 2020. Yearly planning of active labour market measures.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
<b>Sources</b>	<p>Croatian Employment Service - <a href="http://mjere.hr/admin/wp-content/uploads/2020/02/POTPORE-ZA-USAVR%C5%A0...">http://mjere.hr/admin/wp-content/uploads/2020/02/POTPORE-ZA-USAVR%C5%A0...</a></p> <p>Labour Market Act (Official Gazette 118/18, 32/20), (Zakon o tržistu rada), <a href="https://www.zakon.hr/z/1751/Zakon-o-tr%C5%BEi%C5%A1tu-rada">https://www.zakon.hr/z/1751/Zakon-o-tr%C5%BEi%C5%A1tu-rada</a></p> <p>Labour Act (Official Gazette 93/14, 127/17, 98/19), (Zakon</p>

