

# Croatian Qualifications Framework (CROQF)

## Web portal

### Web portal Hrvatskog kvalifikacijskog okvira

**POLICY INSTRUMENT**

 Croatia

### Description

**Country**

**Croatia**

**Focus area**

#### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*The portal integrates data on employment, unemployment, enrolment in secondary and higher education programmes, key economic activities and corresponding employment rates. The aim is to support the establishment and work of the bodies and stakeholders involved in the process of implementation of the CROQF, which includes the development of occupational standards, qualifications standards and educational programmes compliant with them. One of the main activity is related to National Human Resources Council. The portal is constantly updated with relevant information on the CROQF so that citizens have complete information on everything that happens in connection with the implementation of the CROQF. CROQF is a tool that will enable Croatian citizens to easily enter the labor market in Croatia.*

**Link**

<http://www.kvalifikacije.hr/>

**Implementation level**

NATIONAL

**Legal base**

Law on the Croatian Qualifications Framework, Official Gazette, 22/13; 41/16; 64/18; 47/20; 20/21.

**Starting period**

2013

**Perspective**

Yes, based on monitoring the development of the economy and analysis of relevant institutions in the field of monitoring the needs of the labor market (Croatian Employers' Association, Croatian Employment Service) focused on the harmonization of qualifications in terms of content and not on the form of education.

<b>Policy area</b>	EDUCATION
	TRAINING
	EMPLOYMENT
	MIGRATION
	INNOVATION
	DIGITAL ECONOMY
	SOCIAL INCLUSION
	EQUALITY/EQUAL OPPORTUNITIES

<b>Funding</b>	FUNDED BY NATIONAL GOVERNMENT
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## Skill mismatch

<b>Skill mismatch target</b>	OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)
	UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)
	SKILL UNDERUTILISATION (INDIVIDUALS' SKILLS ARE NOT WELL USED IN THEIR JOBS)
	SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)
	SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)
	SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

## Skills matching focus

### MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

*Implementation of reformed educational programs whose content is based on proven indicators of the needs of society and the economy, and which have been developed in 63 projects implemented so far in the field of adult education and higher education.*

### UPSKILL OR RESKILL EMPLOYED ADULTS

*By defining the formal outcome of the assessment and evaluation process, which shows that a person has achieved learning outcomes in accordance with the standards prescribed by a competent body (institution), and / or that he / she possesses the competencies necessary for a certain activities.*

### UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*By defining the formal outcome of the assessment and evaluation process, which shows that a person has achieved learning outcomes in accordance with the standards prescribed by a competent body (institution), and / or that he / she possesses the competencies necessary for a certain activities.*

### FACILITATE JOB / CAREER TRANSITIONS

*In the development of occupational standards, which means recognizing the knowledge and skills needed by a large number of employers*

### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Occupational market projections are used in the development of occupational standards*

### ADDRESS MISMATCH BROADLY

*By linking sets of competencies in occupations with sets of learning outcomes in educational programs in order to achieve the relevance of education to labor market needs.*

## Skills delivered

### MORE ADVANCED DIGITAL SKILLS

### GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

### GREEN SKILLS

### JOB SEARCH SKILLS

### CAREER MANAGEMENT SKILLS

## Methods

### Methods

### SKILLS FORECASTING

*When developing occupational standards, projections of labor market trends prepared by the Croatian Employment Service are used*

#### **EMPLOYER SURVEYS**

*Developing methodology for a systematic approach in the participation of employers in predicting the required skills of employees through sectors (Croatian Employers' Association)*

#### **SKILLS FORESIGHT**

*See above.*

#### **EXPERT PANELS**

*Organized by Croatian Employment Service, Croatian Employers' Association, various research institutes....*

#### **GRADUATE TRACING**

*Particularly for those with acquired knowledge and skills from informal and informal education.*

#### **REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)**

*Using analysis provided by Croatian Employment Service, Croatian Employers' association.*

### **Use of skills intelligence**

#### **INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)**

*For designing methodology for sectoral profiles development and occupational standards using statistic information /data provided by Croatian Employment Service/, studies on the short-term projection of labor market trends (Ministry of Labour..., Croatian Employer's Association), as well as with providing data about assessment of supply and demand matching.*

## **Stakeholders**

### **Main responsible body**

#### **NATIONAL MINISTRY**

*Ministry of Science and Education*

### **Other involved organisations**

#### **NATIONAL MINISTRY**

*Ministry of Labour, Pension System, Family and Social Policy; Ministry of Economy and Sustainable Development*

#### **NATIONAL AGENCY**

*Agency for Vocational Education and Training- developing new curricula for personal and professional development and continuing education.*

**SOCIAL PARTNER: EMPLOYER ORGANISATION**

*Croatian Employers' Association - activities of association in education, aiming on supporting occupational standards creation*

**SOCIAL PARTNER: TRADE UNION**

*Trade union representatives participate within sectoral councils*

**NATIONAL PES**

*Croatian Employment Service, with statistic data about of long-term trends in a particular group of occupations*

**REGIONAL PES**

*Regional Croatian Employment Services on county level - with statistic data about of long-term trends in a particular group of occupations*

**CHAMBERS OF COMMERCE**

*Croatian Chamber of Commerce-proposals for occupational standards*

**TRAINING PROVIDERS**

*Centres for Lifelong Learning - acquisition and improvement of competence for personal, social and professional needs in accordance with the Law on the Croatian Qualifications Framework*

**RESEARCH CENTRES, UNIVERSITIES**

*Universities and higher education institutions*

**Beneficiaries**

**YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK**

*recognizing opportunity for educational continuation*

**YOUNG PEOPLE WITH LOW LEVELS OF BASIC SKILLS /EARLY LEAVERS FROM EDUCATION OR TRAINING**

*recognizing opportunity for educational continuation*

**ADULTS WITH LOW BASIC SKILLS**

*recognizing opportunity for educational continuation*

**ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL**

*recognizing opportunity for upskilling*

**ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL**

*recognizing opportunity for reskilling*

**EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT**

MINORITY GROUPS IN THE POPULATION

GROUPS UNDER-REPRESENTED IN CERTAIN SECTIONS OF THE LABOUR MARKET

*recognizing the attraction of these certain sections of the labour markets*

PEOPLE WITH DISABILITIES

*recognizing opportunity for adequate education*

## Sustainability

<b>Success factors</b>	The importance of wide public promotion for CROQF that has been recognized from the very beginning and supported by various public institutions and the broad public interest expressed for this portal.
<b>Barriers</b>	No barriers
<b>Monitoring and evaluation</b>	It is related to the progress of CROQF development, not to the portal as such.
<b>Updates</b>	<p>YES</p> <p><i>It is, for example, related to the CROQF Register established for the needs of the data management system on learning outcome sets, occupational standards, qualification standards, programs for acquiring and evaluating learning outcome sets, programs for evaluating learning outcome sets, qualification programs and other data of interest, due to their connections and harmonizations.</i></p>
<b>Effectiveness</b>	It improves efficiency in recognizing occupational standards and qualifications standards for the general population and strengthens and provides more opportunities for the inclusion of resources in the education system.
<b>Sustainability</b>	Yes, it is expected the continuation of this instrument for the next years. The portal is constantly updated with relevant information on the CROQF so that citizens have completed information on everything that happens related to the implementation of the CROQF

## Other instruments in Croatia