

# Amendments to the Crafts Act

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 CROATIA

## Timeline



ID number 29347

## Background

Along with the VET Act and the Act on education in primary and secondary schools, the Crafts Act constitutes the principal legislative framework for apprenticeships (nationally referred to as the Unified model of education (*Jedinstveni model obrazovanja* - JMO)). The Crafts Act defines the governance structure in JMO and stakeholder roles in curriculum development, certification, licencing of companies, apprenticeship contracts, requirements for workplace mentors and supervision of JMO delivery.

## Objectives

To improve the regulatory framework in relation to planning and implementation of apprenticeship in VET.

## Description

The amendments to the Crafts Act from December 2019, which entered into force as of January 2020, introduced a shift in governance that transferred more responsibility to the Croatian Chamber of Trades and Crafts (HOK), in particular, and the ministry responsible for economy (MINGO). Accordingly, MINGO and HOK now have a more prominent role in drafting curricula, while the ministry responsible for education keeps its role in adopting curricula, which are proposed by the Agency for Vocational Education and Training (ASOO). The roles in licencing remain unchanged. Although apprenticeship contracts are still the main responsibility of MINGO, HOK is now in charge of their verification and keeping their records. The validity of licences is now limited to seven years and the licences may also be revoked.

Key novelties also refer to the organisation of the journeyman exam. First, it is now called the apprenticeship exam and is incorporated in the final exam students are required to pass to complete the programme and attain a secondary education qualification. The apprenticeship exam is organised by VET schools based on the catalogue of exam tasks proposed by HOK and adopted by MINGO. HOK also issues the final certificate supplement on apprenticeship, while MINGO defines the overall framework for apprenticeship exams.

The Agency for VET and Adult Education keeps its role in external evaluation of apprenticeship exams.

HOK and the Croatian Chamber of Economy (HGK) would from now on propose and deliver a training programme in basic teaching skills for workplace mentors, adopted by MINGO with the prior consent of the ministry responsible for education (which was earlier an exclusive role of the ministry responsible for education). In the 2019 amendments, the roles and the procedure for conducting exams in basic teaching skills for workplace mentors in JMO is defined in detail for the first time, with its implementation mainly confided to HOK, and the general framework definition and supervision under the remit of MINGO.

The amendments also expanded on provisions for supervision, which now include professional monitoring of JMO delivery in companies. The procedure is defined by MINGO and the monitoring committee includes representatives of MINGO, VET providers, ASOO, as well as HOK and HGK. The amendments also introduced important advancements in planning enrolment in JMO. Based on input on the available JMO placements in companies from HOK, MINGO now suggests the enrolment structure to the ministry in charge of education.

The 2019 Amendments to the Crafts Act addressed key challenges in JMO expressed by stakeholders. They offer a clear governance structure and a detailed distribution of responsibilities among stakeholders, which should improve stakeholder coordination in JMO delivery. The amendments are expected to contribute to the quality of JMO by improving professional monitoring, streamlining the final examination and linking the enrolment structure to labour market demands. In particular, the quality and the relevance of workplace learning would benefit from the increased authority of HOK in licencing companies, mentor training and curricula development.

### **2019 Approved/Agreed**

The amendments to the Crafts Act were passed in December 2019 and entered into force as of January 2020.

### **2020 Approved/Agreed**

Based on the Amendments to the Crafts Act, in effect as of 2020, the corresponding regulations were adopted in October 2020. A programme for the attainment of basic pedagogical competences for workplace mentors was introduced, accompanied by regulations on the programme and administration of the examination for basic pedagogical competences for apprenticeship mentors. The aim of the new regulations is to allow workplace mentors to acquire competences for effective planning of teaching and learning, quality assurance and learner assessment, guidance, teaching strategies and methods. New regulations on licencing workplace apprenticeship providers and minimal conditions for apprenticeship contracts were also adopted in line with the Amendments to the Crafts Act. The ministry in charge of economy coordinated key stakeholders in the development of new regulations, including the ministry in charge of education, Agency for VET and Adult Education, Croatian Chamber of Trades and Crafts and Croatian Chamber of Economy.

### **2021 Implementation**

The ministry in charge of economy continued to coordinate key stakeholders in the development of new regulations, including the ministry responsible for education, Agency for VET and Adult Education, Croatian Chamber of Trades and Crafts and Croatian Chamber of Economy. Regulation on the procedure for taking apprenticeship exams was adopted.

Following the introduction of the programme for the attainment of basic pedagogical competences for workplace mentors in 2020, as well as the regulations on the programme and administration of the examination process for basic pedagogical competence for apprenticeship mentors, the Croatian Chamber of Trades and Crafts formed examination boards and started conducting the exam in February 2021. The exam is targeted at workplace mentors to acquire competences for effective planning of teaching and learning, quality assurance and learner assessment, guidance, teaching strategies and methods. All mentors without the master craftsman exam

must pass this exam in order to obtain a licence to admit apprentices. In 2021, the exam was successfully passed by 263 candidates.

### **2022 Implementation**

The Regulation/Legislation was operational and ran as regular practice.

### **2023 Implementation**

There were no amendments to the Crafts Act and related regulations.

### **2024 Approved/Agreed**

In accordance with the Crafts Act, the ministry responsible for economy adopted the Catalogue of exam tasks for apprenticeship exams, in effect as of 2024 (implemented for the first time for the apprentices graduating in 2023/2024). The Crafts Act mandates that the organisation of the apprenticeship exam is based on the Catalogue of exam tasks proposed by HOK and adopted by MINGO. The exam tasks are designed to assess the practical skills, independence, and responsibility of apprenticeship candidates in line with the educational programme/qualification standards. The Catalogue of exam tasks contains descriptions of exam tasks and assessment grids for qualifications in regulated crafts and trades. The Catalogue was developed by HOK with input from tradespeople and representatives of VET schools.

### **2025 Implementation**

The Crafts Act was in effect and ran as regular practice.

## **Bodies responsible**

- Ministry of Economy (MINGO)

## **Target group**

### **Education professionals**

Trainers

### **Entities providing VET**

VET providers (all kinds)

### **Other stakeholders**

Social partners (employer organisations and trade unions)

## **Thematic categories**

### **Governance of VET and lifelong learning**

Engaging VET stakeholders and strengthening partnerships in VET

Further developing national quality assurance systems

### **Modernising VET offer and delivery**

Reinforcing work-based learning, including apprenticeships

### **Teachers, trainers and school leaders competences**

Systematic approaches to and opportunities for initial and continuous professional

development of school leaders, teachers and trainers

## Subsystem

IVET CVET

## Further reading

[Crafts Act \[Zakon o obrtu\], Official Gazette, No 143/2013](#)

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[Act on Amendments to the Crafts Act \[Zakon o izmjenama i dopunama Zakona o obrtu\], Official Gazette, No 127/2019](#)

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[Ministry of Economy \(2024\). Catalogue of exam tasks for apprenticeship exams](#)

## Related policy developments

### 2025 Implementation

### Incentives for SMEs and learners to participate in apprenticeship

In the period from 2016 to 2018, the ministry responsible for economy awarded grants to Croatian small and medium-sized enterprises (SMEs) that offered apprenticeships to VET students in craft and trade occupations. In 2016, 34 grants were awarded (total budget of EUR 283 966).

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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#### “ ... ” Cite as

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