

# Development of occupational standards



## Timeline



**ID number 28824**

## Background

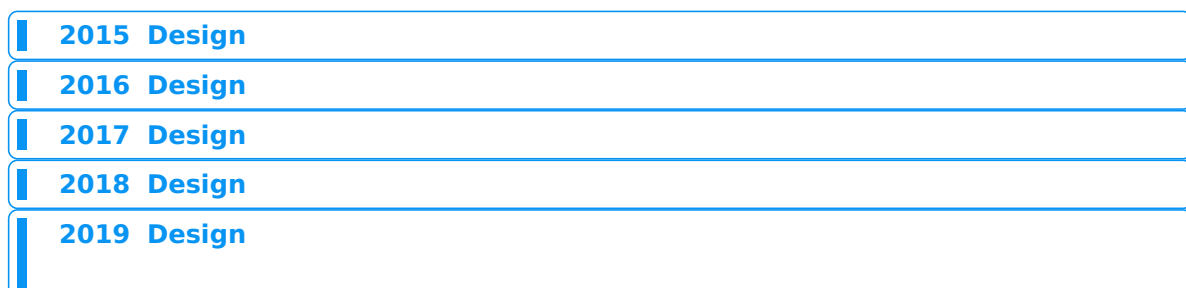
According to the Croatian Qualification Framework Act, the ministry responsible for labour (MROSP) prepares analytical background material and methodology for the elaboration of occupational standards and manages the sub-register of occupational standards. The employment service (HZZ) was involved in the process in 2015-18. The Agency for VET and Adult Education (ASOO) has been involved in standards development within the VET curricula reform (see related policy development).

## Objectives

The main objective was to develop methodology and occupational standards which serve as the basis for aligning learning outcomes and qualifications to the labour market needs.

## Description

From March 2015 until June 2016, HZZ developed and conducted occupational standards survey for 50 occupations. The results were used as an analytical basis for the development of occupational standards and disseminated through 60 workshops throughout Croatia. From August 2016 until October 2018, the survey questionnaire was adapted and the implementation of the occupational standards survey was conducted for further 40 occupations.



In 2019, MROSP adopted a new methodology for developing occupational standards. Accordingly, MROSP and ASOO are developing around 200 occupational standards for priority occupations in VET. ASOO will use the occupational standards to develop VET qualification standards and VET curricula up to 2022/23. HZZ is not actively involved in further occupational standards development.

### **2020 Implementation**

Occupational standards were under development and their enrolment in the CROQF register began.

### **2021 Implementation**

In March 2021, there were 20 occupational standards altogether at NQF level 4.1 (EQF level 4; 3-year programmes in IVET) and 53 occupational standards at NQF level 4.2 (EQF level 4; 4-year programmes in IVET) enrolled in the CROQF register of occupational standards. Standards are published on the CROQF register website. The remaining standards are at different stages of enrolment in the CROQF register.

In February 2021, amendments to the Croatian Qualifications Framework Act were adopted. In September 2021, the Regulation on the CROQF Register was adopted. These amendments lead to changes in the procedure for evaluating occupational standards: they are no longer evaluated by sectoral councils but by the Commission for Professional Evaluation of Requirements for Registration of Occupational Standards and Competence Sets (Commission), appointed by the Minister of Labour. After the adoption of the regulation, the Minister for labour appointed the Commission and a public call for sector experts was published to work in the Commission.

### **2022 Implementation**

At the end of 2022, there was a total of 408 registered occupational standards with 3369 corresponding sets of competencies. Based on occupational standards, 147 qualification standards were registered with 5421 units of learning outcomes.

### **2023 Implementation**

By the end of 2023, there were 549 registered occupational standards with 4 565 corresponding sets of competences. Based on occupational standards, 327 qualification standards were registered with 9 733 units of learning outcomes.

The Methodology for developing occupational standards and competence units was revised in 2023. The revised methodology introduces a new initial step in the standards development process, which is prior consent from the ministry in charge of labour before initiating any new development or revision of occupational standards. The ministry verifies whether there are any existing occupational standards with the same name or content and assesses whether the proposed standard aligns with labour market needs. For regulated professions, the ministry also consults with the regulatory bodies responsible for the profession. The data used to establish the strategic, sector, and analytical foundation (the rationale for developing a new standard, which forms part of the occupational standard proposal) has been updated with new digital sector profiles and other relevant data from the portal for advanced labour market monitoring (see related policy development). The new methodology also recommends standardising the description of competences in accordance with the existing classifications and registers, such as the CROQF register, ESCO, and the catalogue of digital and green skills (developed for the purposes of awarding vouchers in Croatia). Instructions for conducting occupational standards surveys were fine-tuned, without altering the basic design or requirements. The methodology introduced a new section on revising existing occupational standards, as the validity period for the first standards developed during the VET curricula reform will soon expire. The revision of occupational standards can be undertaken before expiry, to reflect technological or industry changes. The process for revising standards largely mirrors that of developing new standards, except that there is no need to establish a rationale (foundation) in

proposals for revised standards.

### 2024 Implementation

By October 2024, 587 occupational standards and 4 817 sets of competences have been entered in the CROQF register. Based on occupational standards, 405 qualification standards were registered with 12 082 units of learning outcomes.

### 2025 Implementation

By September 2025, 600 occupational standards and 4 917 sets of competences have been entered in the CROQF register. Based on occupational standards, 564 qualification standards were registered with 15 511 units of learning outcomes.

## Bodies responsible

- Public employment service (HZZ)
- Ministry of Labour, Pension System, Family and Social Policy (MROSP)
- Agency for VET and Adult Education (ASOO)

## Target group

### Entities providing VET

VET providers (all kinds)

### Other stakeholders

Social partners (employer organisations and trade unions)

## Thematic categories

### Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

### Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Using learning-outcome-based approaches and modularisation

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

Flexibility and progression opportunities at the core of VET

VET as an attractive choice based on modern and digitalised provision of training and skills

### Osnabrück Declaration

## Subsystem

IVET

## Further reading

[Ministry of Labour and Pension System \(2019\). Methodology for the development of occupational standards](#)

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[CROQF register of occupational standards](#)

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[Ministry of Labour, Pension System, Family and Social Policy \(2023\). Methodology for the development of occupational standards and units of competences](#)

## Related policy developments

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### 2025 Implementation

#### Strategic framework and investment priorities for labour and employment up to 2027

The National Plan for Labour, Occupational Safety and Employment 2021-2027, under the objective Strengthening workforce competences, defines the following measures relevant for VET:

 CROATIA

##### Type of development

Strategy/Action  
plan

##### Subsystem

IVET CVET

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### 2025 Implementation

#### VET curricula reform

The most comprehensive update of VET curricula in over two decades in Croatia began in 2018 with the adoption of the National Curriculum for VET and continued within the framework of the project Modernisation of the VET System, supported by EUR 17.7 million from the European Social Fund (ESF) and

 CROATIA

##### Type of development

Practical  
measure/Initiative

##### Subsystem

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**2023 Completed**

## VET system development programme 2016-20

The VET system development programme 2016-20 provides the strategic framework for VET development and reform. The programme was adopted by the Croatian Government in September 2016 and a related action plan was adopted two months later by the ministry responsible for education.

 CROATIA

### Type of development

Strategy/Action  
plan

### Subsystem

IVET CVET

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**2025 Implementation**

## Labour market data monitoring

In 2018, the ministry in charge of labour (MROSP) produced the CROQF web portal (currently: portal for advanced labour market monitoring), the central portal of labour market and education indicators.

 CROATIA

### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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### “ ... ” Cite as

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