

Lifelong career guidance strategy 2016-2020

POLICY DEVELOPMENT**STRATEGY/ACTION PLAN** CROATIA

Timeline

**ID number 28786**

Background

The Lifelong career guidance strategy 2016-20 is in line with the European and national policy framework for education and career guidance. Croatian participation in the European lifelong guidance policy network particularly spurred the development of the strategy.

Objectives

The strategy aims to establish a coherent and structured system of lifelong career guidance based on a multidisciplinary partner approach and clear definition of institutional responsibilities. The strategic priorities include:

- (a) establishment of lifelong career guidance system;
- (b) alignment of career guidance services to the labour market needs;
- (c) quality assurance of career guidance services;
- (d) raising awareness of career guidance and development of career management skills.

Description

The strategy was adopted in 2015. It was developed by the Lifelong Career Guidance Forum (LLCG forum), a national body for stakeholder cooperation, with the aim to establish a systemic approach to lifelong career guidance and career development and its integration in education and training. The approach is that of a coherent institutional system based on a multidisciplinary partnership that supports employability and inclusion. It is seen as a framework gathering all key stakeholders for the provision of quality information and career skills development. The strategy is also expected to help raising adult (especially the unemployed) participation in lifelong learning through adapted guidance and counselling on upskilling opportunities. The action plan for the implementation of the strategy was adopted in April 2018. It addresses lifelong guidance services in education, employment and social inclusion systems. It includes measures for developing a new qualification for career guidance counsellors and foresees the establishment of career development centres. In 2018, the analysis of the existing legislative base was carried out, as well as the analysis of NEETs in Croatia and the recommendations for the development of further activities for NEETs. Networks of lifelong

guidance units were formed at universities. An ESF-funded project, aimed at strengthening the capacity of the Lifelong Career Guidance Forum for monitoring the implementation of the strategy, started in August 2017. Besides capacity-building activities on career guidance policies for forum members, an e-learning platform was developed and offers updates and learning opportunities on career guidance policies. In 2018, a study was carried out on lifelong guidance provision in Croatia.

2015 Approved/Agreed

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

The LLCG forum adopted the action plan for the implementation of the strategy for the period 2019-20 in September 2019. The main activities for the implementation of the strategy in 2019 included:

- (a) analysis of legislation on lifelong career guidance;
- (b) provision of services by lifelong career guidance centres (CISOK);
- (c) training for career advisors, teachers, administrative staff and students at higher education institutions;
- (d) dissemination to employees of labour market institutions and other stakeholders on lifelong career guidance services;
- (e) training for employers on career development for workers;
- (f) guidelines developed and training delivered to professional associates at primary and secondary schools on lifelong career guidance for learners;
- (g) strengthening the role of LLCG forum;
- (h) analysis of the lifelong career guidance system;
- (i) mutual reporting established between the LLCG forum and the National Council for Human Resources Development;
- (j) cooperation established between the LLCG forum and the national Euroguidance Centre;
- (k) published needs analysis in secondary education on guidance about higher education choices and enrolment;
- (l) data exchange model developed between the social welfare system and the Croatian Employment Service (CES);
- (m) statistical profiling tool of unemployed persons developed and CES counsellors trained for its use.

2020 Completed

Lifelong Career Guidance Forum (LLCG) activities continued, involving a broad network of stakeholders. Regional workshops were held on LLCG services at different levels of education. Further development of lifelong career guidance continues under the National Plan for Labour, Occupational Safety and Employment 2021-2027.

Bodies responsible

- Ministry of Labour, Pension System, Family and Social Policy (MROSP)
- Public employment service (HZZ)
- Lifelong Career Guidance Forum (LLCG forum)

Target group

Learners

Learners in upper secondary, including apprentices

Adult learners

Education professionals

Teachers
Guidance practitioners

Entities providing VET

VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies
Engaging VET stakeholders and strengthening partnerships in VET

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning
Lifelong guidance

Subsystem

IVET CVET

Further reading

[Lifelong career guidance strategy 2016-20 \(in Croatian\)](#)

Related policy developments

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:

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Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

Lifelong career guidance centres

Since 2016, Lifelong career guidance centres have been continuously signing cooperation agreements with local-level partners so as to identify the needs of specific groups and offer tailored career guidance services.

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Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2024 Completed

E-guidance portal

The e-Guidance portal, established in 2015, takes account of labour market analysis and skill needs anticipation and addresses a wide range of users, from pupils to the unemployed.

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Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Lifelong career guidance strategy 2016-2020: Croatia. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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