

Modernising the VET teacher CPD system

POLICY DEVELOPMENT**PRACTICAL MEASURE/INITIATIVE** CROATIA

Timeline

**ID number 28272**

Background

The VET system development programme 2016-20 identified the need to increase VET teacher competences, motivation and participation in CPD, as well as its availability, relevance and quality assurance mechanisms. Accordingly, this policy development involves a comprehensive redesign of the CPD framework for VET teachers in line with the expressed needs and national priorities in VET, including mechanisms for teacher training in the business sector. CPD of VET teachers remains a priority under the National Education System Development Plan for the period up to 2027.

Objectives

The initiative for the Modernisation of continuous professional development (CPD) system for VET teachers aims to propose an innovative, improved, open and flexible model of CPD based on identified needs, relevant content, state-of-the-art training delivery methods, advanced IT tools and a broad network of experts. It is expected to advance the professional standards, competences and the reputation of VET school teachers in Croatia by raising the quality, availability and relevance of teacher training content and materials, improving the awareness of training needs of teachers, defining the concept for VET school teacher CPD and setting up mechanisms for advancing teaching competences and motivation for increasing the number of teachers participating in CPD.

Description

The project Modernisation of the continuing professional development (CPD) system for VET teachers started in June 2017 and lasted until 2021. In 2018, an analysis of international best practices and the current teacher training and professional development system in Croatia was carried out, based on market research of general, professional and sector-specific training needs of VET teachers. Guidelines for professional development of VET teachers were drafted, along with recommendations for the appropriate monitoring and quality assurance mechanisms. A concept for a new model of CPD for VET teachers was then developed. It features 13 general and 12 elective modules delivered through guided

training, individual assignments and assessment activities. The concept foresees the delivery of training events. Modules are directed at developing teaching competences, teaching talented students and students with disabilities, quality assurance, class management, innovative teaching methods, adult education, service learning, student assessment, strengthening peer- and lifelong-learning, sector-specific and digital skills, as well as project management competences. It introduces additional opportunities for teacher training in companies and an induction course for novice teachers. In 2018, 10 training workshops and two VET teacher days (attended by over 1 100 participants) were held, in addition to the annual conference for VET school principals and the annual professional advancement ceremonies for teachers awarded advanced professional titles. A website and an awareness-raising campaign are planned. The project is driven by the Agency for VET and Adult Education (ASOO). Funding is secured from the European Social Fund and the State budget. Project progress and results are regularly monitored and evaluated by the relevant national authorities in the management and control system of the European Structural and Investment Funds in Croatia.

2017 Approved/Agreed

2018 Implementation

2019 Implementation

In 2019, the web portal was launched to support VET teacher CPD through distance learning. Development of digital training content for the portal is under way. In 2019, 23 training workshops were held based on the new CPD concept, including training in companies. Induction courses for novice teachers also started. Two VET teacher days were organised, one in October 2019 and one in March 2020. Over 1 600 VET teachers have participated in all four VET teacher days organised since 2018. The VET teacher days offer a unique opportunity for professional development, networking and visibility of VET teachers in Croatia.

2020 Implementation

New teacher training content was produced and published on the teacher training portal in line with the concept for a new model of CPD for VET teachers. Training modules were delivered in restricted capacity and online owing to the COVID-19 pandemic. Before the COVID-19 outbreak in Croatia, the Fourth vocational teacher days were held for over 420 teachers in March 2020.

2021 Implementation

During the last year of the implementation of the project 'Modernisation of the continuing professional development (CPD) system for VET teachers', the following key activities took place:

- (a) new teacher training content was produced and published on the VET teacher training portal in line with the new model of CPD for VET teachers;
- (b) 23 teacher training sessions were held according to the Concept of the new model of professional development of teachers of vocational subjects, which involved 250 teachers. Of 23 sessions, 14 meetings were held by expert lecturers and 9 training events were held in companies. Training session topics included: peer review of teaching and learning, sector-specific training, teaching learners with special needs, developing teaching content and materials, project management and fundraising, management skills, ICT in teaching and learning, etc. Training sessions in companies involved practical training in industry skills. The fifth staging of the vocational teacher days were held for over 298 teachers in June 2021.

In September 2021, the final activities of the project were successfully completed. After the project funding ended, teacher training is funded through the state budget, with VET provider co-financing or self-financing by VET teachers. ASOO continues to invest significant funds in teacher training from the ESF project Modernisation of

vocational education and training, which updates curricula in VET.

2022 Implementation

The continuing professional development (CPD) of VET teachers remained a priority under the National Education System Development Plan for the period up to 2027, and ASOO continued to deliver training in line with the reformed CPD model for VET teachers. Training sessions were organised for 312 novice teachers and 148 VET teachers in areas such as digital competence development, peer observation of teaching and learning, and innovative teaching methods.

2023 Implementation

In 2023, ASOO continued to deliver training in line with the reformed CPD model for VET teachers. Training sessions were organised for 297 novice teachers and 684 VET teachers in areas such as teaching gifted learners, learning assessment, digital competence development, EU project management, new curricula in VET, teaching learners of the Roma minority, and gender equality in VET.

2024 Implementation

ASOO continued to deliver training in line with the reformed CPD model for VET teachers. In 2024, training sessions were organised for 129 novice teachers and 459 VET teachers in areas such as digital competence development, service learning, learning assessment, teaching learners of the Roma minority, and gender equality in VET.

2025 Implementation

ASOO continued to deliver training in line with the reformed CPD model for VET teachers. By October 2025, training sessions had been organised for 189 novice teachers and 420 VET teachers. The sessions covered areas such as service learning, learning assessment, classroom management, modular teaching and learning, VET pedagogy, creating digital teaching and learning resources, and managing CPD and lifelong learning for teachers.

Bodies responsible

- Agency for VET and Adult Education (ASOO)

Target group

Education professionals

Teachers
Trainers
Guidance practitioners

Entities providing VET

VET providers (all kinds)

Thematic categories

Modernising VET offer and delivery

Acquiring key competences

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Supporting teachers and trainers for and through digital

Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

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

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

CVET

Further reading

[Andelic, V. et al. \(2019\). Concept for a new model of professional development of VET teachers. \[Koncept novog modela strucnog usavrsavanja nastavnika strukovnih predmeta\]. Zagreb: Agencija za strukovno obrazovanje i obrazovanje odraslih.](#)

[Teacher training portal developed within Modernisation of the continuing professional development \(CPD\) system for VET teachers](#)

Related policy developments

2025 Implementation

National Education System Development Plan for the period up to 2027

In response to the challenges affecting VET, the National Education System Development Plan for the period up to 2027 proposes a number of measures, building on key reform initiatives from the previous strategic period. The specific measures related to VET (Area 3 of the Plan) include:



Type of development

Strategy/Action
plan

Subsystem

IVET CVET

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

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Modernising the VET teacher CPD system: Croatia. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28272>