

Thematic country review on apprenticeship in Croatia

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 CROATIA

Timeline

2016 Implementation

2017 Implementation

2018 Completed

ID number 28268

Background

Croatia experienced a sharp decline in learner interest in VET apprenticeship programmes (so called JMO) in the last decade and requested Cedefop support in conducting an in-depth analysis of the system.

Objectives

Cedefop has conducted thematic country reviews (TCR) on apprenticeship since 2014 to support countries that wish to set up or improve the quality of work-based learning (WBL), including apprenticeships (Cedefop, 2019).

Description

At the beginning of 2017, the Croatian government started a joint project with Cedefop for a comprehensive analysis of the national apprenticeship system. The project includes interviews with apprentices and companies involved, as well as several exchange forums. The aim is to help national stakeholders to plan further development of the national apprenticeship scheme. In 2017, two rounds of interviews were held with 90 respondents from 11 education institutions and 24 companies in six counties, as well as with 22 representatives of key stakeholders in VET, including ministries, ASOO, chambers and employment services. The aim of the interviews was to examine the current state of affairs, the challenges and the perspectives of the apprenticeship scheme in regard to its position in the VET system, governance structures, training content and learning outcomes, cooperation among learning venues, participation of and support to companies, requirements for and support to teachers and in-company trainers, financing and cost-sharing mechanisms, quality assurance, apprentice access to employment, and responsiveness to the labour market. Progress and findings from both interview rounds were presented in the 2nd validation meeting on Thematic country review (TCR) on apprenticeship in Croatia in February 2018. Members of the project steering committee also participated in the first international Peer learning forum in 2017, which discussed the progress made in the thematic country review on apprenticeship in Croatia and other countries involved, as well as the challenges and the perspectives of apprenticeship schemes at the national level. In October 2018, members of the project steering committee participated in the second Peer learning forum, which discussed the main outcomes of the TCR in Croatia and other TCR countries, as well as the place of apprenticeship in the

education and training system and its governance in other countries in Europe. The forum also invited participants to brainstorm on the opportunities to widen the policy learning on apprenticeships to extended communities of practice, which would involve a broader network of stakeholders in apprenticeships. A TCR report has been drafted and includes recommendations for further development of apprenticeships in Croatia.

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Bodies responsible

- Ministry of Science, Education and Youth (MZOM)

Target group

Entities providing VET

Small and medium-sized enterprises (SMEs)
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

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Subsystem

IVET

Further reading

Cedefop (2019). [Apprenticeship review: Croatia. Improving apprenticeships through stronger support and care.](#)

“ … ” Cite as

Cedefop, & ReferNet. (2025). Thematic country review on apprenticeship in Croatia: Croatia. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28268>

