

Financing adult learning database

Name of the instrument - Local language	Potpora za usavršavanje/znanje se isplati I za zaposlene
Name of the instrument - English translation	Training aid/knowledge is paying off for employed persons
Scheme ID	96
Country	 Croatia
Reporting year	2015
Type of instrument	Grant for companies
Type of entry	Single instrument

Short description	Companies which are at risk of having to reduce their workforce due to changes in the production process can apply for the grant to finance their training costs. The co-funding share in general is 50%. Companies with employees aged over 50, disabled or disadvantaged workers as well as SMEs receive higher funding.
Short description of the related instruments	nap

Level of operation	National
Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	nap
Relevance	Key scheme
Legal basis	The provision of training aid is defined in the National Employment Promotion Plan (NEPP). The implementation of the instrument is in line with the Commission Regulation (EU) No 651/2014 of 17 June 2014 declaring certain categories of aid compatible with the internal market in application of Articles 107 and 108 of the Treaty.
Objective(s) and	Training subsidy is provided to the employer for employed

target(s)	persons who need to acquire specific skills required in a particular workplace and also to the employers who are introducing new technologies and higher standards of production in order to avoid lay-offs.
Year of implementation	2006
Year of latest amendment	2015
Operation/management	Croatian Employment Service is responsible for implementation and management
Eligible group(s)	Employers who are at risk of reducing their workforce due to changes in the production process (e.g. introduction of new technologies, higher working standards, activities enhancing competitiveness of the existing workforce); employees should be employed on a permanent basis for at least 12 months.
Group(s) with preferential treatment	Companies with employees aged over 50, disabled or disadvantaged workers as well as SMEs
Education and training eligible	Training targeted at upskilling. The maximum length of training is 6 months.
Source of financing and collection mechanism	State matching; employer
Financing formula and allocation mechanisms	<p>According to the Law on the State subsidies and Commission Regulation number 651/2014 (applicable for 2015 subsidy programme) the aid intensity shall not exceed 50% of the eligible costs. It may be increased, up to a maximum aid intensity of 70 % of the eligible costs, as follows: a) by 10 percentage points if the training is given to workers with disabilities or disadvantaged workers; b) by 10 percentage points if the aid is granted to medium-sized enterprises; c) by 20 percentage points if the aid is granted to small enterprises.</p> <p>The subsidy is transferred directly to the company as reimbursement of the costs; companies meeting predefined criteria best are funded</p> <p>Eligible costs: (a) trainers' personnel costs for the training hours; (b) trainers' and trainees' operating costs directly related to the training project (travel expenses, materials and supplies, depreciation of tools and equipment. Accommodation costs are excluded except for the minimum necessary accommodation costs for trainees' who are with disabilities; c) costs of advisory services linked to the training project; (d) trainees' personnel costs and general indirect costs (administrative costs, rent, overheads) for the hours during which they participate in the training.</p>
Eligible costs	Fees and other costs related to education and training
Frequency of the use	Each year

Volumes of funding	The amount of funding granted was HRK 1 315 466. This amount includes the described scheme as well as other schemes.
Beneficiaries/take up	In 2014, there were 66 new entrants in Training for the employed measure. In total 148 persons were included in training subsidies active labour market measure (including persons from previous years). According to the same list, in 2011 and 2012, the number of employers that benefited from training aid was 9. However, these figures concern the described scheme as well as other schemes.
Organisation responsible for monitoring/evaluation	Croatian Employment Service (CES).
Monitoring/evaluation reports available	The Croatian Employment Service has published statistics related to the described instrument, however they are not precise as data sums up several instruments
Most relevant webpage - in English	na
Most relevant webpage - local language	http://www.hzz.hr/print.aspx?id=11774
Sources	Croatian Employment Service - http://www.hzz.hr/default.aspx?id=11774
	Online statistics, CES - http://www.hzz.hr/default.aspx?id=10023
	CES, list of employers who benefited from funding - http://www.hzz.hr/UserDocImages/Popis_poslodavaca_koji_su_koristili_MA...