Micro-credential and voucher scheme

Ministry of Labour, Pension System, Family and Social Policy
Directorate for Labour Market and Employment

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CHALLENGES AND CHANGES

Transformation of the LM primarily under the influence of digitalization, automatization and AI

Inevitability of upskilling/reskilling of the workforce in order to adapt to rapid changes

Awareness of labour market stakeholders (employers!) regarding the need for lifelong learning

Rapid changes on the contemporary labour market—changes or disappearance of certain jobs

Structural unemployment among certain workforce—new inequalities

Population ageing and demographic changes

ONE OF THE KEY CHALLENGES IS THE LOW RATE OF ADULT PARTICIPATION IN LIFELONG LEARNING
REGULATORY & STRATEGIC FRAMEWORK

National Development Strategy of the Republic of Croatia until 2030
National Plan for Labour, Safety at Work and Employment 2021–2027
The Labour Act, The CROQF Act, The Adult Education Act
Ordinance on the CROQF Register
Ordinance on criteria for selecting competencies required for work, for selecting service providers and for awarding vouchers to participants of formal or informal adult education

NATIONAL RECOVERY AND RESILIENCE PLAN
ESF+ PROGRAMME 2021–2027
National Recovery and Resilience Plan 2021 – 2026
ESF+ programme 2021-2027

"Labor market and social protection" component
(over 265 million euros available until the end of 2026)
1Q 2022 – 2Q 2024
60 million €

RRF

RRF:
40,000 users
12,000 from vulnerable groups
(LTU, NEET, inactive)

TARGETS

100 million euros and
75,000 users

ESF+
Occupational standards

- central tool for development of sought after educational programmes in line with the labour market demands;
- mechanism for bridging the gap between labour supply and demand

Qualifications standards

- proficiently designed occupational standards/units of competence lead to proficiently made units of qualifications/units of learning outcomes which eventually leads to quality educational programmes that educate the labour force of tomorrow.
PORTAL FOR ADVANCED TRACKING OF THE LABOUR MARKET

- tool for developing policies based on real labour market needs
- overall image of demand and supply on labour market
- quality information – informed decisions on the choice of educational programmes

- data exchange between relevant institutions; Croatian Employment Service, The Croatian Pension Insurance Institute, Financial Agency, Ministry of Science and Education
Skills mapping – Skills catalogue

- Skills catalogue with an emphasis on digital and green skills was created in cooperation with employers.
- It was developed by doing an analysis of registered occupational standards and their corresponding sets of competences entered in the CROQF Register and ESCO, as well as an analysis of the labour market needs.
- The catalogue contains 948 green and 3427 digital skills.
- [https://vjestine.hzz.hr/](https://vjestine.hzz.hr/)
Voucher system

Voucher system has been introduced as a mechanism to boost participation of both unemployed and employed persons in lifelong learning with an emphasis placed on acquiring skills related to the green and digital transition and to provide employers with a quality workforce.

Application process:
• Request career guidance services
• Contact chosen training provider and request the offer
• Submit the application
Voucher system

Entirely digitalized process of applying for a voucher
search the available programmes through imbeded
Catalogue of skills and programmes

For employed and unemployed
https://vaucer.hzz.hr/

More than 21,000 requests have been approved
172 educational institutions
243 different educational programmes
regional coverage
FUTURE STEPS

- **ESF+**
  - Design of tracking, analysis and **forecast** of labour market needs

- **Improvement of the Portal for advanced tracking of the labour market**

- **Developing career guidance system**

- **Updated Methodology for the development of occupational standards/units of competence and creation of 920 occupational standards**

- **The catalogue of skills will be expanded with skills, which are not necessarily related to the green and digital transition but are in line with needs of labour market**

- **Further development of recommendations for enrolment policies**

- **Development of ILA model**
HVALA!