

EDUCATION VOUCHERS – NEW CHALLENGES AND OPPORTUNITIES

8th PLA Meeting Promoting Adult Learning Networks (PRALINE)
October 2nd and 3rd 2023



REPUBLIKA HRVATSKA
Ministarstvo rada, mirovinskoga
sustava, obitelji i socijalne politike



EU level green transition challenges

- The EU's commitment to reach climate neutrality by 2050 is enshrined in the European Climate Law adopted in July 2021 as a legally binding target.
- Its implementation requires a fast and effective decarbonisation of the industry and economy: these transformations naturally affect labour market and employment structures, and increasing attention is paid to the need of policy measures to support job quality in parallel
- The Council Recommendation on ensuring a fair transition towards climate neutrality encourages Member States to devise and implement comprehensive and coherent policy packages that address the employment



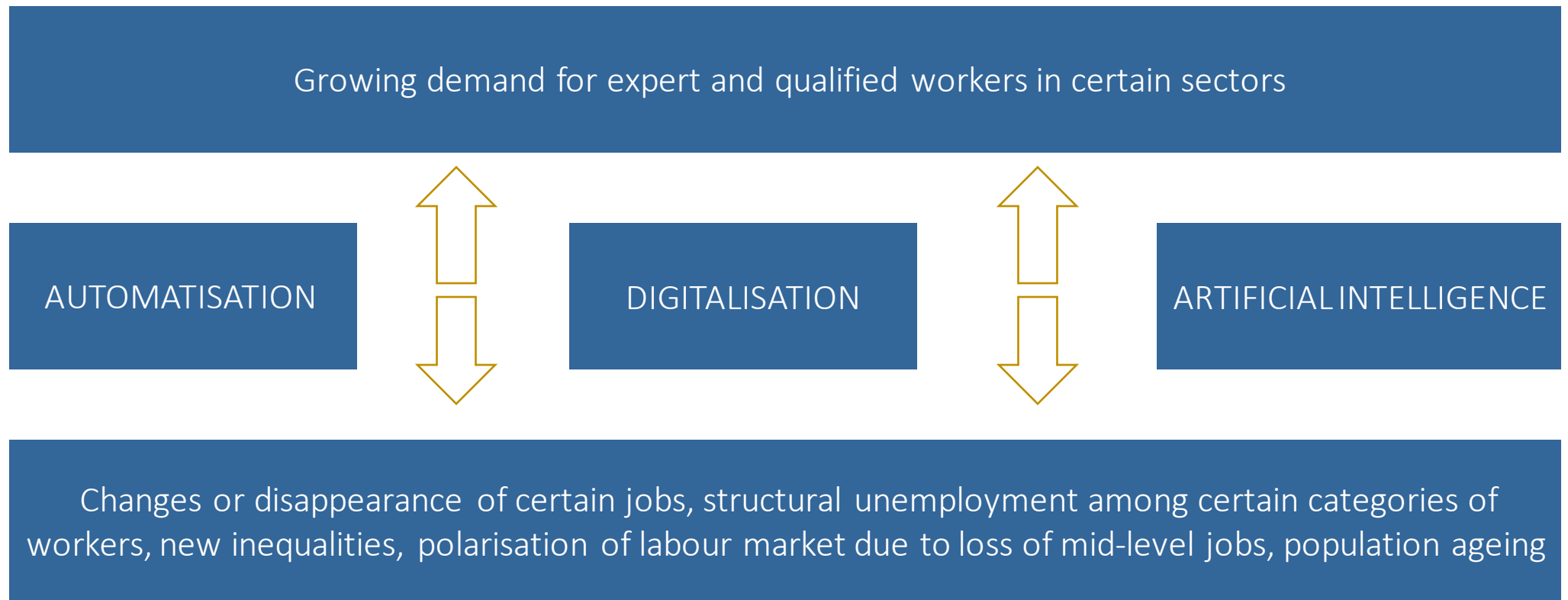


Labour market challenges in terms of green and digital transformation

- Condition on the labour market indicates insufficient harmony between the labour force and its skills with the needs of the economy
- Digital and green transition of the economy will result in the creation of new job openings but could in turn cause numerous shifts, seeing how a number of employees will be forced to change careers
- Adoption of new skills will enable increase in employability and better harmonisation between demand and supply on the labour market
- One of key challenges in acquiring skills is the low level of participation of adult learners in lifelong learning



Labour market - changes





Formal education +
additional skills (basic
digital literacy,
communication skills,
unique expertise)

**Sinergy between
educational system and
labour market** -
developing quality
framework for continuous
acquirement of new skills
and lifelong learning

Dialogue with employers'
to harmonise education
with labour market needs
through the Croatian
Qualifications Framework



„Labour market and social protection“ component
(available over 265 million euro by the end of 2026)

VOUCHERS (April 2022 - June 2026)

- **30,000 vouchers** for employed and unemployed persons
(40% for long-term unemployed persons, inactive persons
and young people)
- Acquiring knowledge and skills needed on the labour
market
- amount: **40 million euro**



4 key objectives of voucher system implementation

increase participation of
adults in lifelong
learning

raise competence levels
of the employed
persons

secure quality labour
force

enable easier transition
into
employment/activation
of unemployed persons

Steps for establishing the voucher system

1 CATALOGUE OF GREEN AND DIGITAL SKILLS CREATED

2 QUALIFICATION STANDARDS/ UNITS OF LEARNING OUTCOMES

3 EVALUATION AND ADOPTION OF EDUCATIONAL PROGRAMMES

- Adoption of the [Adult Education Act](#)
- Article 17 defines formal and informal educational programmes for acquiring competences needed for work
- The term micro-credentials is introduced which serves as basis for shorter educational programmes
- Adoption of the [Ordinance on the Croatian Qualifications Framework Register](#)
- Adoption of the [Methodology for the development of occupational standards/units of competence](#) and Methodology for the development of educational programmes

- Adopted alterations and additions to the [The Croatian Qualifications Framework Act](#). Cancellation of sectoral councils, Ministry of Labour, Pension System, Family and Social Policy responsible for formal and expert evaluation of occupational standards
- The role and function of the Committee for evaluating occupational standards/units of competence has been established. It is comprised of experts from areas of labour, labour market, education and economy – an open call is published on the web page of the Ministry
- Croatian Qualifications Framework Register is a system where occupational standards are registered and linked with qualification standards via units of learning outcomes and units of competence. All standards from Croatian Qualifications Framework Register are publicly available and form a basis for development of new educational programmes based on learning outcomes, that is, units of competence needed on the labour market.



Educational programmes via voucher system

Educational programme is a programme created using the Croatian Qualifications Framework that includes learning outcomes regulated by qualifications standard or units of learning outcomes and harmonised with competences from appropriate occupational standard or units of competence and it encompasses:

- formal adult education programmes for acquiring:
 - **units of learning outcomes;**
 - **partial qualification or**
 - **full qualification** according to regulations on education
- formal adult education programmes that are implemented according to regulations under jurisdiction of other government body directorates that regulate mandatory education for accessing the labour market for a specific profession and
- informal education programmes for acquiring competence needed for work.



Prerequisite for using vouchers is an educational programme created according to Croatian Qualifications Framework

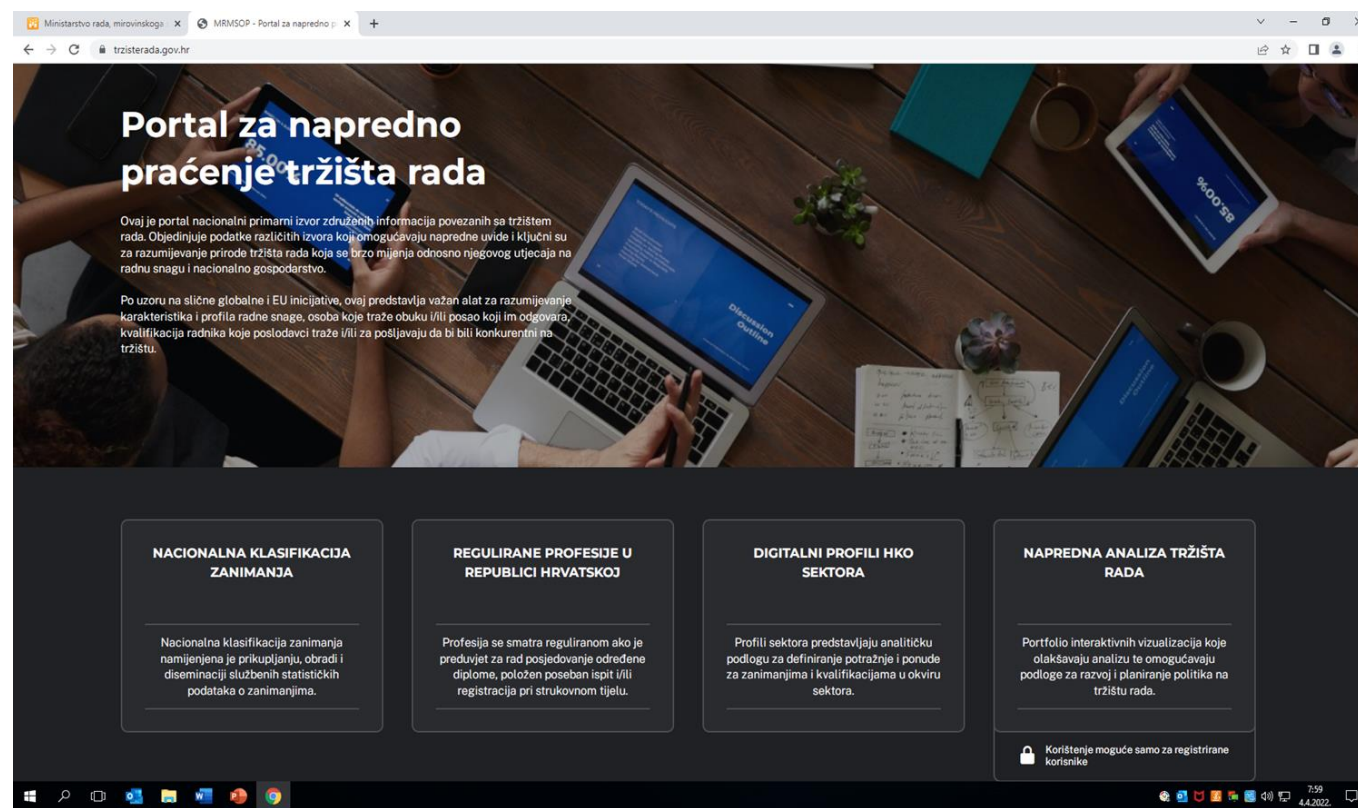
The process of modernisation and reform of the qualification system in Croatia is implemented via Croatian Qualifications Framework, CROQF, that establishes the mechanism for recognising disharmony between offer and demand for work on competency level.

- quality designed occupational standard/units of competence will help in the design of better qualifications standards/ units of learning outcomes because it will coincide appropriately with the educational programme
- if the base for occupational standards/units of competence are proficiently created (occupational standard survey, profiles, etc.), in turn qualifications standards/ units of learning outcomes will be labour market oriented
- criteria for choosing competence needed for work registered in the Registry of Croatian Qualifications Framework are determined based on labour market analytics on national and regional level.
- **Result: harmonisation of demand and supply for knowledge and skills on the labour market**

Croatian Qualifications Framework

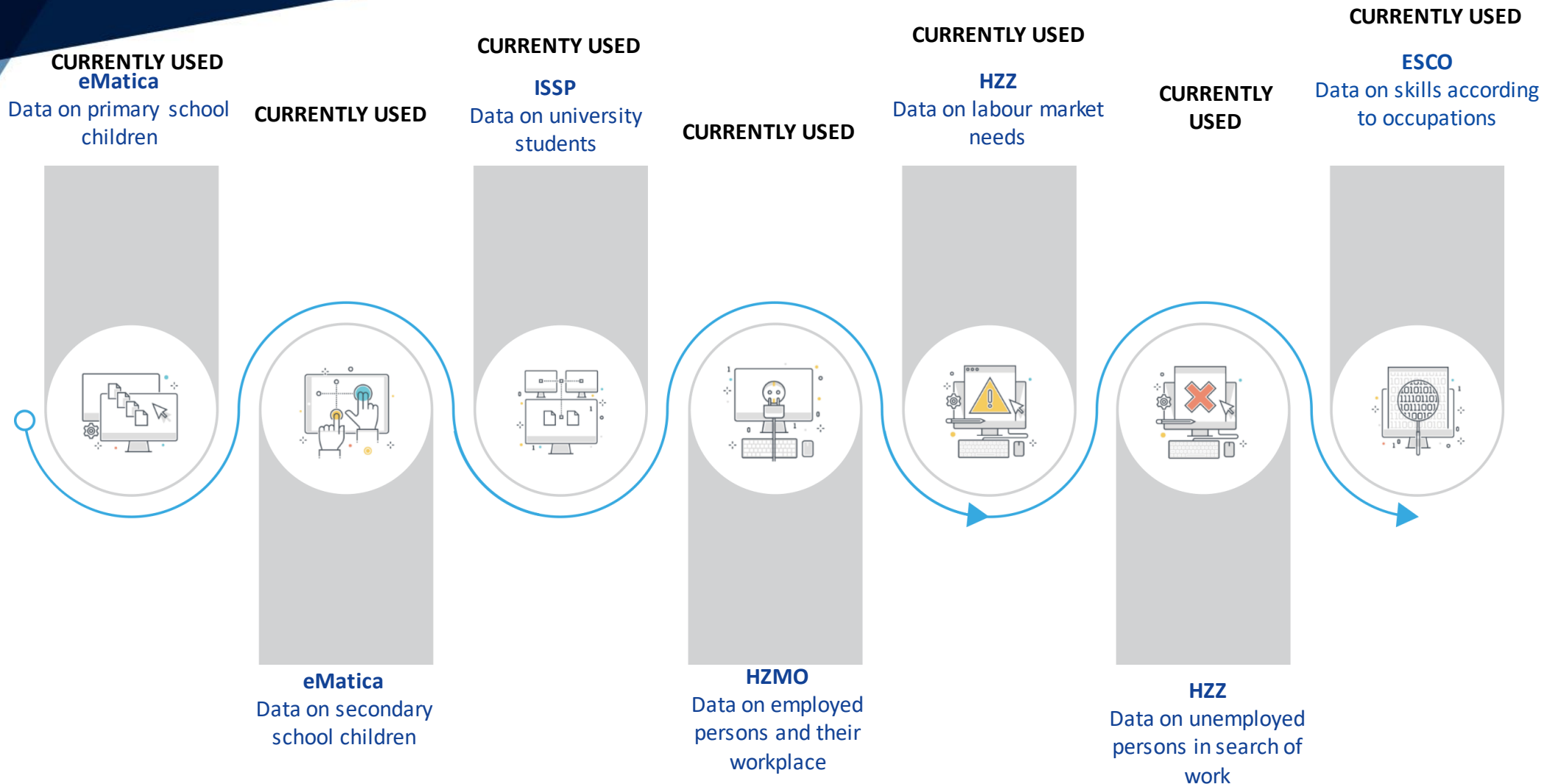
Portal for advanced tracking of the labour market – tool for developing policies based on real labour market needs

- Ministry responsible for labour together with the Croatian Employment Service determines acceptability of educational programmes for voucher assignment based on labour market analysis and based on monitoring of the implementation of voucher system.
- Data exchange between relevant institutions
- Overall image of demand and supply on labour market
- Quality information – informed decisions on the choice of educational programmes





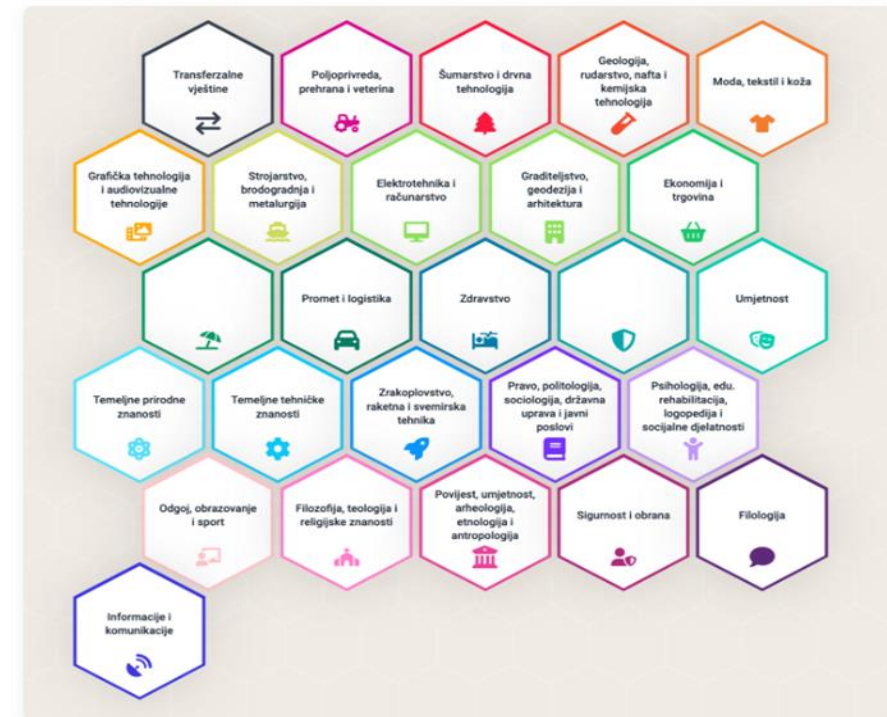
Portal for advanced tracking of the labour market





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.





Why vouchers?

Acquiring needed skills in a fast and efficient way via micro-credential programmes

For employed and unemployed

Secures employability and competitiveness on the labour market

Usage via application with minimal administration

Skills according to individual user needs

User chooses programmes and education providers

Expert support in choice of educational programmes

Consultation and services of professional guidance for vulnerable groups

Significant financial funding



The screenshot shows the homepage of the 'Vaučer za obrazovanje' (Voucher for Education) website. The header includes a logo on the left and navigation links: 'O VAUČERU', 'OBRAZOVANJE ZA SVE', 'KATALOG VJEŠTINA', 'KORISNIČKI CENTAR', and 'MOJ VAUČER'. The main heading is 'Vaučer za obrazovanje' with a subtitle 'Sufinanciranje programa obrazovanja za stjecanje zelenih, digitalnih i općih znanja i vještina.' and a link 'Saznaj kako >'. Below this is a yellow button 'Pregledaj ponudu'. The footer features three orange boxes: 'Digitalni programi' (Modern knowledge for digital transformation), 'Zeleni programi' (Equip yourself for the green economy), and 'Opći programi' (Highly valued traditional knowledge). Each box has a 'Saznaj više' (Learn more) button.

O VAUČERU OBRAZOVANJE ZA SVE KATALOG VJEŠTINA KORISNIČKI CENTAR MOJ VAUČER

Vaučer za obrazovanje

Sufinanciranje programa obrazovanja za stjecanje zelenih, digitalnih i općih znanja i vještina.
[Saznaj kako >](#)

Pregledaj ponudu

Digitalni programi

Moderna znanja za digitalnu transformaciju u javnom i privatnom sektoru.

[Saznaj više](#)

Zeleni programi

Osposobite se za ekonomiju održivosti i iskoristite kao prednost na tržištu rada.

[Saznaj više](#)

Opći programi

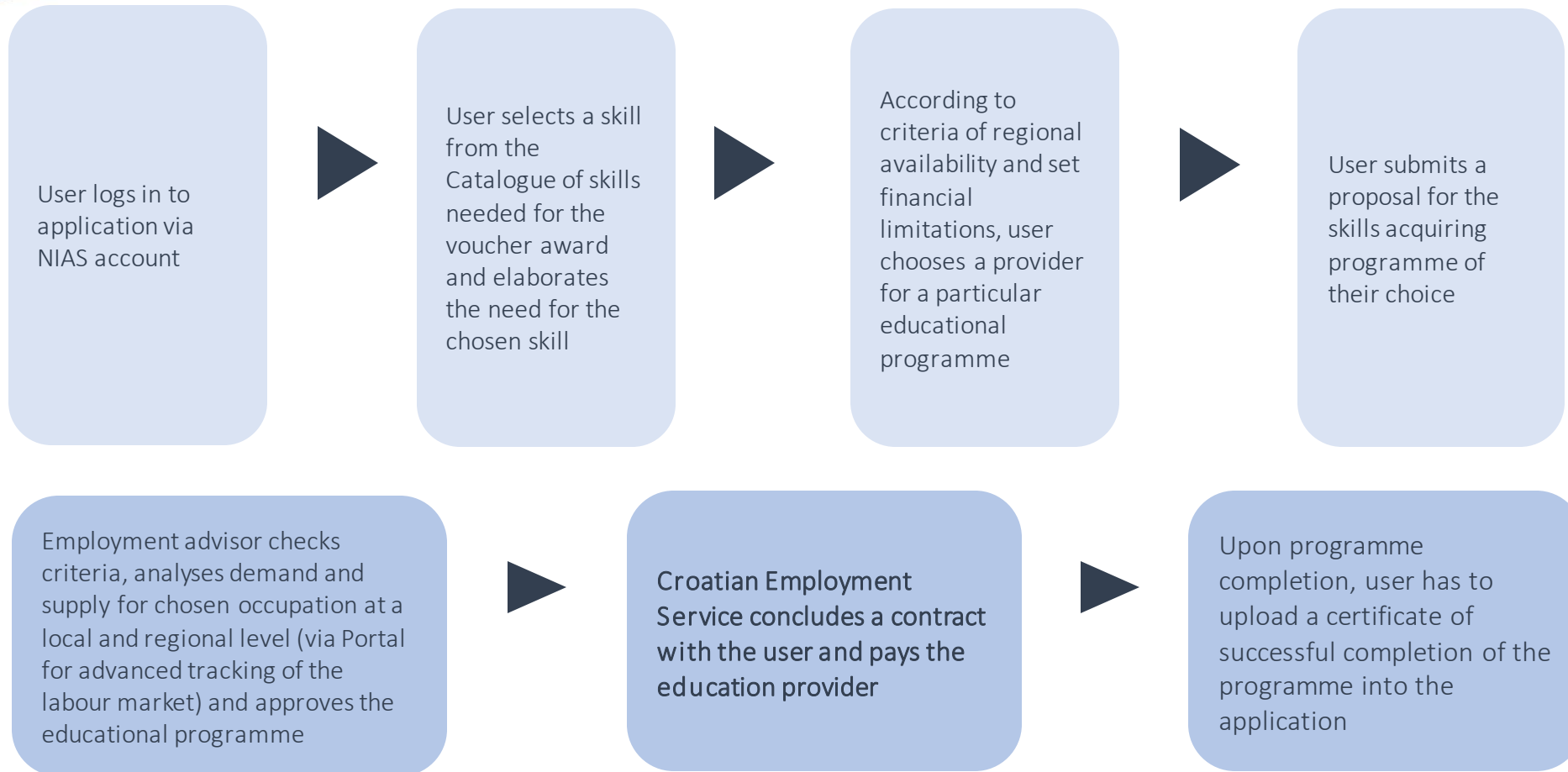
Visoko cijenjena tradicijska znanja s visokom potrebom na tržištu rada.

[Saznaj više](#)

- Award system via application with minimal administration required
<https://vauceri.hzz.hr/>
- List of programmes: [digital programmes](#), [green programmes](#), [general programmes](#)



AWARD OF VOUCHERS – STEPS FOR USERS





SUBMITTING A PROGRAMME – STEPS FOR PROVIDERS

Choose green
and digital
skills from the
Catalogue of
skills



Create qualification
standards/units of
learning outcomes



Create an
educational
programme
according to the
Methodology for
development of
educational
programmes for
adults and submit
it to evaluation



Submit a request
for enrolment into
the base of
programme and
service providers
of the Croatian
Employment
Service

When requested the education provider issues a proposal to the user that contains data on the title of the programme, details of the education provider, price of the selected programme, start date of the education and data needed for the payment of the programme.

Implementation of the voucher system



Zeleni programi obrazovanja u posebnom su fokusu svih modernih ekonomija jer pripremaju sudionike tržišta rada za zanimanja koja su dio tranzicije prema održivom razvoju, što je strateška smjernica Europske unije, pa tako i Republike Hrvatske.

Zeleni programi su trenutno dostupni za zaposlene i nezaposlene osobe. Koristite filter Zelene vještine za odabir programa koji su iz ponude zelenih programa:



- Currently 129 education providers offer 130 various educational programmes for acquiring green and digital skills (54 for acquiring digital, 40 for acquiring green and 36 for acquiring general skills).
- Interest for vouchers has been extremely high from the onset of the implementation, more than 13,900 applications have been submitted, 10,800 have been approved and currently more than 3,600 users are participating.
- More than 6,200 persons have completed education and have been awarded certificate on acquired competences.



FUTURE STEPS

National Recovery and
Resilience Plan
40 mil euro and 30,000
users
Green and digital skills

ESF+
100 mil euro and 70,000
users
Skills for employed and
unemployed

Individual Learning
Accounts

- **Ministry of Labour, Pension System, Family and Social Policy has been encouraging education providers to participate in the voucher system by creating educational programmes that will satisfy the needs of the employers in all sectors, with additional stress on acquirement of green and digital skills**



THANK YOU FOR YOUR ATTENTION!

<https://mrosp.gov.hr>