

Case Study

CROATIA



Future Skills Workshop

Context: Croatia is in process of implementation a formal systematic approach to skills anticipation. New sector skill councils have been appointed this year. Sector profiles are developed under Ministry of Labor and Pension System. Under Ministry of Education, Science and Technology a new VET System Development Program is being developed. Also New Framework Curriculum is being developed, part of which is Framework Curriculum for VET. In total 11 workshop participants represented all 3 groups of stakeholders – employers (4), VET schools (2), policy-makers (5), and most of them were active members of Sector skill council for Tourism and Hospitality. Workshop was organised by Croatian Employers Association and Croatian Chamber of Crafts.

Process – how we did it in Croatia

The objectives of the workshop were focused on creative participants' discussion with the aim of getting out with new solutions and mechanisms – or answers on following questions:

-How to improve present national system of skills anticipation in T&H sector?-How to include more and integrate employers in process of skill anticipation?- What kind of system could bring us effective skills anticipation processes to meet employer's needs in terms of quantity, quality and types of skills needed in the future for example?

The participants went through all 3 stages of the workshop.

„We need more workshops like this“

„ The aim is to improve and achieve such a system in the future that will allow the companies to have employees with appropriate knowledge and skills!“

Conclusions, observations and recommendations

- the workshop is a good platform for discussion,
- stakeholders were willing to share their opinions and follow the structure, which enabled them to think in a slightly different way
- participant would expect some follow-up action coming from the Methodology, and some concrete steps further,
- It is important to establish a "central communication point" for communication of businesses with the education system

Those findings are confirming the importance of holding such workshops, as they bring new proposals and solutions aimed to improve the system and to involve employers more strongly; and most important, they contribute to the understanding and better and easier communication between employers and the education system on the labour market.

„It would be important to invite employers separately, and with them make a full-day workshop“