



CONTINUOUS ANALYSIS AND FORECASTS OF LABOUR MARKET NEEDS FOR SPECIFIC OCCUPATIONS/QUALIFICATIONS WITH RECOMMENDATIONS FOR ENROLMENT POLICY AND SCHOLARSHIP POLICIES THAT HAVE FOUND WIDESPREAD USE IN PRACTICE.



# Methodology: Recommendations for Enrolment Policy and Scholarship Policies

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## CROATIA

The Croatian Employment Service (CES) takes various measures for addressing the issue of skills mismatch in the labour market. In this context, CES is one of the main stakeholders for systematically organising activities of information, guidance and counselling aimed at different users. As part of “early intervention” activities aimed at pupils, CES has included career guidance services as an integrated part of its responsibilities to prevent early school leaving. It therefore plays a preventive role in supporting informed decisions of young people relating to their participation in education programmes and employment. This approach has been developed on a partnership basis between the CES, schools, employers, health and social welfare organisations.

Being aware of the capacity to provide relevant labour market information at a national and regional level, the CES has recognised its commitment to use that knowledge when creating materials for career guidance and to be involved in educational planning.

Name of the PES	Croatian Employment Service (CES)
Scope of measure	National.
When was the practice implemented?	2010 – ongoing.
What was the driver for introducing the practice? Was it internal or external?	The methodology of monitoring, analysis and forecasting of labour market needs was implemented pursuant to the <i>Regulation of the Government of the Republic of Croatia on the monitoring, analysis and forecasting of the labour market needs for particular qualifications and on the preparation and taking into account the recommendations for the education policy</i> (OG 93/10) in order to prevent the structural mismatch between labour market supply and demand that had been one of the main long-term problems of the Croatian labour market.
Which organisation was involved in its implementation?	Croatian Employment Service (CES).
Which groups were targeted by the practice?	The Ministry of Science and Education, educational institutions, local and regional stakeholders, sector councils, chambers of crafts and commerce, students, career guidance practitioners, etc.
What were the practice's main objectives?	The Recommendations for the enrolment policy and scholarship policies, as a result of labour market analysis, should in the broadest sense contribute to the harmonisation of education with labour market needs i.e. to the reduction of the structural mismatch between labour supply and labour demand.
What activities were carried out?	<p>The analysis is carried out on the basis of relevant statistical data and indicators on the employment of unemployed persons according to the completed education programme, data on skill and labour shortages from the employers' survey, and the qualitative insights by the expert counsellors from their everyday mediation practice, taking into account the strategies or plans of economic development at the national, regional and local levels.</p> <p><i>Recommendations for Enrolment Policy and Scholarship Policies</i> have a qualitative character – they are presented as guidelines for increasing or decreasing the number of enrolled pupils/students in particular fields of education in particular regions as well as those that receive scholarships for certain educational programmes.</p> <p>They are produced annually at local market levels such as counties and in some cases individual cities or municipalities, for upper secondary and tertiary levels of education.</p> <p>For the purposes of tertiary education enrolment and scholarships, recommendations from the local level are aggregated at the national level.</p> <p>Recommendations are referred to the educational institutions, local and regional stakeholders, sector councils and the Ministry of Science and Education and are to be taken into account when proposing and setting the student enrolment quota.</p>

<p>What resources and other relevant organisational aspects were involved?</p>	<p>The recommendations have been utilised by the CES for the improvement of career guidance services, from providing information on occupations needed on the labour market to pupils and students during career counselling, developing e-tools with relevant labour market information or organising Job Fairs, Career Guidance Days and other events for different target groups in need of career guidance. The CES also funds medical examinations for pupils entering occupations identified as those needed on the labour market by the recommendations.</p> <p>The recommendations are also taken into account when developing annual training plans for the unemployed (one of the active labour market measures – the CES delivers a plan for training of the unemployed, conducts public procurement procedures, selects the candidates, refers them to educational institutions and makes all eligible payments to the unemployed and service providers).</p>
<p>What were the source(s) of funding?</p>	<p>National budget.</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>Once a year, the CES publishes the Recommendations for the Enrolment Policy and Scholarship Policies, disseminates them through different channels and refers them to educational institutions, local and regional stakeholders, sector councils, and the Ministry of Science and Education, that take into account the recommendations when proposing and setting student enrolment quotas.</p> <p>The Ministry of Economy, Entrepreneurship and Crafts as well as the Ministry of Science and Education fund scholarships for students entering programmes for crafts occupations as well as scholarships and student dormitory accommodation for students of professions needed on the labour market.</p>
<p>What outcomes have been identified?</p>	<p>Recommendations seem to affect the structure of enrolment in educational institutions and the structure of scholarships provided by local, regional and central governments. In addition, regional and local CES offices use this type of information to make decisions upon the content of training courses financed by them as well as for the design of career guidance activities.</p>
<p>What are the lessons learnt and success factors?</p>	<p>The most important prerequisite for the harmonisation of education with labour market needs is the partnership-based approach to different stakeholders in the labour market at local, regional and national levels. In order to enhance the existing service offers, it is important to make use of all available institutional resources, knowledge and expertise.</p>



#### Contact details for further information

Croatian Employment Service - Central Office  
Savska cesta 64, 10000 Zagreb, Croatia

**Name:** Ivana Drobac Kern, Head of the Employment Preparation Department;  
Darko Oračić, Head of the Analysis and Research Department

**Phone:** +385 (1) 6126 065; Tel. +385 (1) 6126 090

**Email:** Ivana.Drobac.Kern@hzz.hr; Darko.oracic@hzz.hr