



Ministarstvo rada  
i mirovinskoga sustava

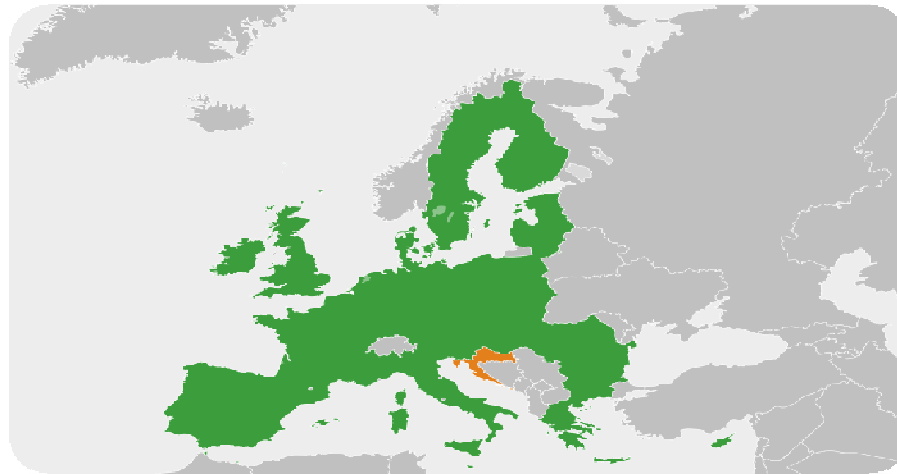
# **CONNECTING EDUCATION AND LABOUR MARKET DEMAND**

26 February 2015

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## REPUBLIC OF CROATIA - GENERAL INFORMATION ON EMPLOYMENT AND SALARIES

- Population (2011)-4,284,889
- Number of employed persons (12/2014)-1,397,400
- Number of pension beneficiaries (12/2014)- 1,131,324
- Number of unemployed persons (2014)-328,157
- Minimum wage (2015)-HRK 3029.55 gross = approx. HRK 2400.00 net
- Average paid net salary (2014) - HRK 5,510.00



# POSITIVE INDICATORS IN THE LABOUR MARKET

- Positive trends in 2014:
- Increase in the removal from the register of unemployed persons by 8.9% compared to 2013
- Increase in the removal from the register due to labour relation, i.e. employment by 5.3% compared to 2013
- In 2013 removal from the register of unemployed persons was 12.6% higher than in 2012, while in 2012 removal from the register of unemployed persons was reduced by 7.1% compared to 2011
- In 2013 total employment of persons from the register increased by 21.6% compared to 2012
- Focus on measures for youth employment: even **37,212** young persons included in the measures during 2014, which is a significant increase with respect to previous years (28,803 in 2013).
- **Increase in youth employment**-out of the total of 225,462 persons employed in 2014, even **107,511** were young persons in the age of 15-29, it should be noted that 92,739 young persons have been employed on the basis of labour relation, which is an increase by 6.8% compared to 2013 Likewise, out of these 107,511 persons, 89,549 have been employed without co-financing

# YOUTH UNEMPLOYMENT

- **EU – 5 million young people in the EU are unemployed (15-24)**
- **Croatian Bureau of Statistics** (last estimate) - there were **784,552** persons at the age of 15-29 (up to 30 years) living **in the RC** in mid 2012
- **unemployment rate** of the young people in Croatia at the age of **15-24** amounts to **41.5%** (EU from **7.8-53.8**)
- **Croatian Employment Service (2014)**
  - on average **102,484 young persons** were registered, **or 31.23%**
    - 16,683 (16.2%) at the age of 15-19;
    - 42,594 (41.5%) at the age of 20-24;
    - 43,207 (42.1%) at the age of 25-29;
  - on average, there were **106,176 registered young persons in 2013**

# CONSEQUENCES OF YOUTH UNEMPLOYMENT

## For the society as a whole:

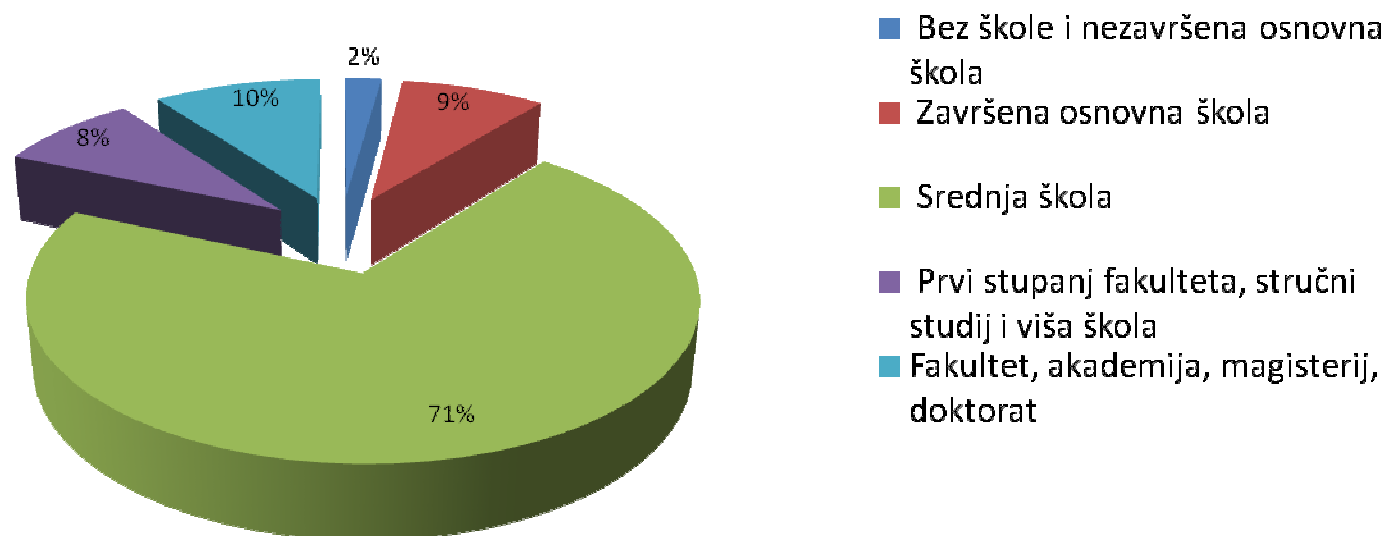
- ✓ Economic - costs of the inactivity of young people in the EU - up to HRK 150 trillion
- ✓ loss of human capital
- ✓ emigration
- ✓ demographic decline
- ✓ social exclusion

## ▪ For an individual young person:

- ✓ hinders autonomy, self-actualization and social development
- ✓ unused knowledge and skills
- ✓ possibly lower income during lifetime
- ✓ lower health status
- ✓ risk of social exclusion

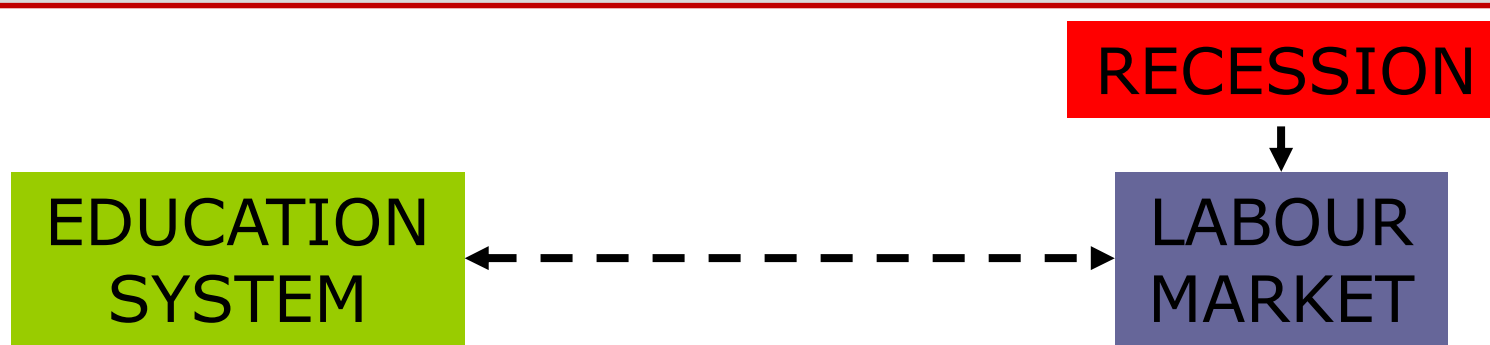
✓ poverty

## AVERAGE NUMBER OF UNEMPLOYED YOUNG PEOPLE ACCORDING TO THE LEVEL OF EDUCATION, AVERAGE IN 2014



Bez škole i nezavršena osnovna škola	2176	2%
Završena osnovna škola	8782	9%
Srednja škola	72667	71%
Prvi stupanj fakulteta, stručni studij i viša škola	8604	8%
Fakultet, akademija, magisterij, doktorat	10254	10%
Total 2014. (15-29)	102484	100%
Total 2014.	328 157	

# HOW TO STRENGTHEN THE CONNECTION?



## In terms of quantity:

- Directing the educational offer towards growing sectors
- Enrollment quotas and scholarships based on actual outcomes in the labour market

# RECOMMENDATIONS FOR EDUCATION ENROLLMENT POLICY

TM1

- These are produced annually since 2010 based on relevant statistical data and indicators of the employment of unemployed persons according to the education programme, data from the Employer's Survey as well as local and regional strategies and plans for economic development.
- The recommendations for individual programmes are produced at the local or county level and published as "Recommendations for education enrollment and scholarship policy".



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### TM1

pogledati koje srednje.

Poseban slajd: preporuke za srednjoškolsko (ovisne o lokalnoj razini) - temeljem potreba lokalnog TR:

-viškovi: četverogodišnji

-manjkovi: trogodišnji - pogledati: razdvojeno visokoškolsko srednješkolsko

Teo Matković; 13-01-2014

# RECOMMENDATIONS: HIGHER EDUCATION

TM2

- For the purpose of enrollment and higher education scholarships, local recommendations are aggregated at the national level.
- Unsatisfied demand mostly occurs at the level of **university study programmes** (level of graduate or integrated study programmes).
- There is a certain number of areas in which for a number of years unsatisfied demand has been recognised in a large number of counties:
  - In the area of natural sciences: field of **mathematics**.
  - In the area of technical sciences: in particular **electrical engineering, mechanical engineering and computer science**.
  - In the area of biomedicine and health: field of **basic medical sciences and pharmacy**.
  - In the area of social sciences: fields of **education and rehabilitation sciences and logopedics**.
  - In the area of humanities: field of philology, namely two branches: **Department of English language and literature and Department of German language and literature**.
  - In the area of biotechnology and arts: there are no fields, for the qualifications of which greater demand has been registered.
- In many counties an excessive number of young persons with qualifications in the fields of **economics and law** with respect to the demand has been registered.

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### TM2

pogledati koje srednje.

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-viškovi: četverogodišnji

-manjkovi: trogodišnji - pogledati: razdvojeno visokoškolsko srednješkolsvo

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# RECOMMENDATIONS: SECONDARY EDUCATION

TM3

- At the level of secondary education, the programmes are implemented locally, there is a smaller mobility of employees, and counties have competence over the enrollments. Therefore, recommendations are produced primarily at the county level.
- These recommendations vary considerably among the counties, but a large number of programmes occurs repeatedly:
- Among scarce programmes, i.e. programmes with unsatisfied demand, three-year vocational programmes are most often mentioned:
  - From the vocational sectors of tourism and catering: **confectioner, cook, waiter**, from the sector of agriculture, nutrition and veterinary medicine: **butcher, baker**, and civil engineering and geodesy: **carpenter, mason**
  - Four-year vocational (technical) programmes are rarely mentioned as scarce, especially **pharmaceutical technician**
- As surplus programmes, i.e. programmes, for the competences of which demand is lower than the offer, the following four-year programmes are most often mentioned:
  - Very often from the vocational sector of economics and trade (**economists, sales associates, administrative officers**) and **hotel and tourism technicians**
  - Three-year vocational programmes are less often mentioned as surplus; mostly **salespersons, hair dressers, photographers, auto mechanics and car painters**

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### TM3

pogledati koje srednje.

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-manjkovi: trogodišnji - pogledati: razdvojeno visokoškolsko srednješkolsvo

Teo Matković; 13-01-2014

# GROWING SECTORS

Long-term trends, set by structural changes and general strategies

- **“White” jobs:** in health, welfare and other social services
- **“Green” jobs:** related to environment, energy efficiency and coping with climate changes TM5
- Waste management - profitable activity with a growing number of employed persons
- Jobs in accordance with national and European development strategies: programmes and competences that correspond to chosen sectors of “Smart specializations” (e.g. specialised occupations in tourism, sustainable environment and energy, ICT and biotechnology)

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**TM5**

novi tekstovi, dodatak.

Teo Matković; 13-01-2014

When classifying green occupations, three types of jobs can be distinguished:

- direct employment (production of equipment and maintenance)
- indirect (in accompanying industry)
- induced employment (new jobs arising due to daily consumption of directly and indirectly employed persons)
- Example: Photovoltaic cells on the roofs of family houses
- What about biomass?
- Excessive dependence on Krško nuclear power plant - what will happen after 2023?



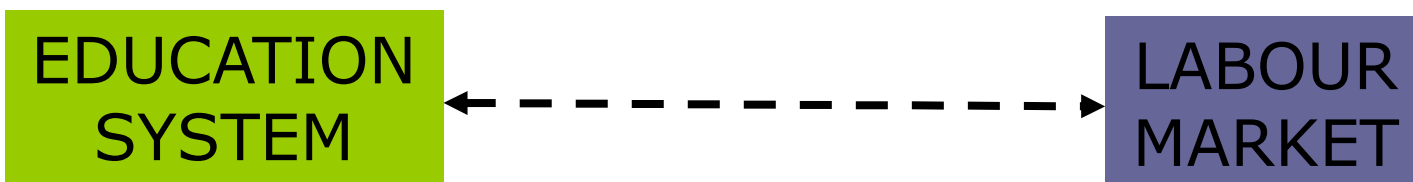
# “YOUR INITIATIVE – YOUR JOB IN GREEN ECONOMY”

<b>Package of measures</b>	Young and creative
<b>Name of measure</b>	<b>Your initiative – your job in green economy”</b>
<b>Type of intervention</b>	<b>Self-employment subsidy</b>
<b>Aim of the measure:</b>	To provide professional and financial support to the realization of entrepreneurial ideas of young unemployed persons who wish to be self-employed in green economy
<b>Target groups</b>	Young unemployed persons up to the age of 29 in the register of unemployed persons who have created a professional employment plan and have performed the required activities in cooperation with the self-employment advisor according to the dynamics of elaboration of entrepreneurial idea.
<b>Duration</b>	12 months
	<b>Amount of subsidy</b>
HRK 27.000 Of which: HRK 25,000 for starting the business HRK 2,000 for education, advising, consulting services and tutor services	
	<b>Beneficiaries</b>
	Unemployed young persons who have an elaborated Professional employment plan and have performed required self-employment activities.

## “YOUR INITIATIVE – YOUR JOB IN GREEN ECONOMY”

- A person has to create a business plan from which it is evident that the business idea is sustainable, and has to pass the self-employment counselling activities at the competent regional office.
- The granted subsidy is intended for the costs of opening and operation of a business entity, and it is determined according to the bill of quantities delivered with the business plan.
- The subsidy for self-employment in green economy is intended for self-employment in the following activities: production of renewable energy sources (biomass, biofuels, production of solar thermal systems, wind energy and photovoltaic systems as well as development of geothermal energy sources), maintenance of systems for the production of renewable energy sources, jobs for enhancing energy efficiency, waste recycling, ecotourism, ecological food production, environment protection, preserving the tradition and cultural heritage
- Green jobs in the programme of **public works**

# HOW TO FURTHER STRENGTHEN THE CONNECTION?



## In terms of quantity:

- Directing the educational offer towards growing sectors
- Enrollment quotas and scholarships based on actual outcomes in the labour market

## In terms of quality:

- Widespread apprenticeships and practical work (during education) and training (after finishing education)
- Further development of activities of career counselling at educational institutions
- Preparing for employment and mediation between employers and unemployed persons based on contemporary technologies and techniques (on-line, expert systems, early interventions, profiling based on competences etc.)

# CROATIAN QUALIFICATIONS FRAMEWORK

- The Croatian Qualifications Framework is an instrument of reform which regulates the entire system of qualifications at all educational levels in the Republic of Croatia through qualification standards based on learning outcomes and aligned with the demand of labour market, individuals and society as a whole.
- The general aim of the CQF is to ensure connection and coordination of all components of qualification system, which includes labour market.
- The Act on CQF provides for the establishment of CQF register that consists of 3 subregisters: occupation standards subregister, qualification standards subregister and subregister of learning outcome sets
- The occupation standards subregister consists of the standards of occupations and includes lists of necessary competence sets for a certain occupation



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**THANK YOU FOR YOUR ATTENTION!**