

MINISTARSTVO RADA
I MIROVINSKOGA SUSTAVA

UPSKILLING AND RESKILLING PATHWAYS IN CROATIA

Where we are and where we are going

Luka Novosel, M.EE

2005



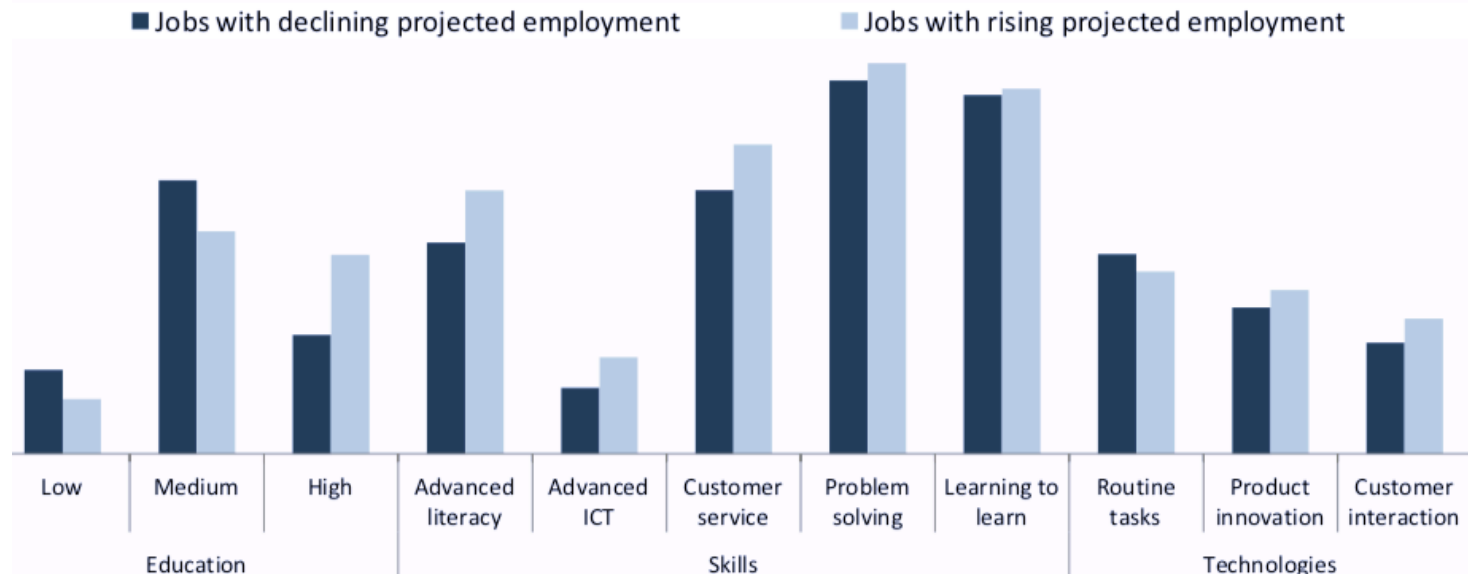
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2013



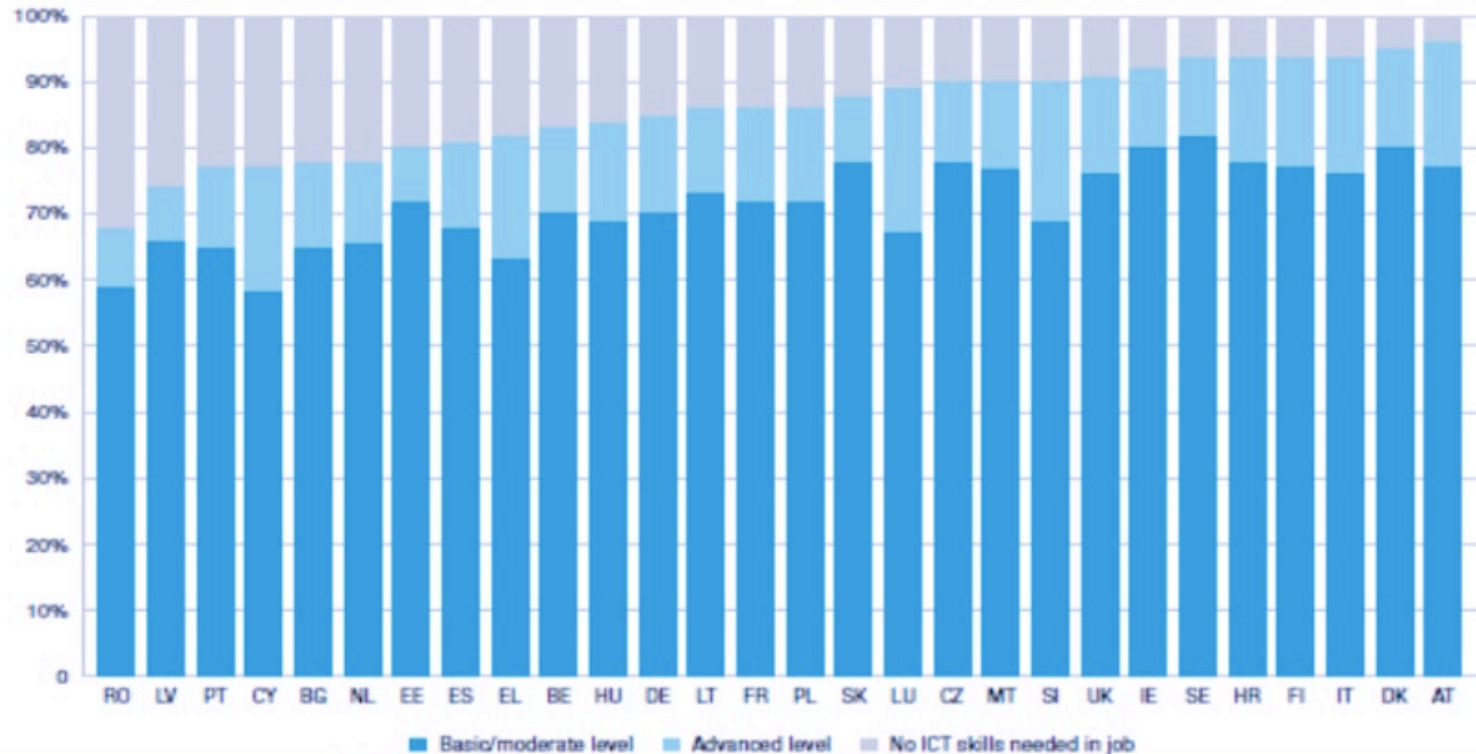
Future jobs in need of 21st century skills

Difference between «jobs» with positive vs. negative anticipated employment growth rate, 2014-25, EU28



7 in 10 EU workers need fundamental digital skills for their jobs

Level of importance of ICT skills in jobs, adult workers, 2014, EU28



Source: Cedefop (2018) *Insights into skill shortages and skill mismatch: Learning from Cedefop's European skills and jobs survey (ESJS)*

Digital Skills



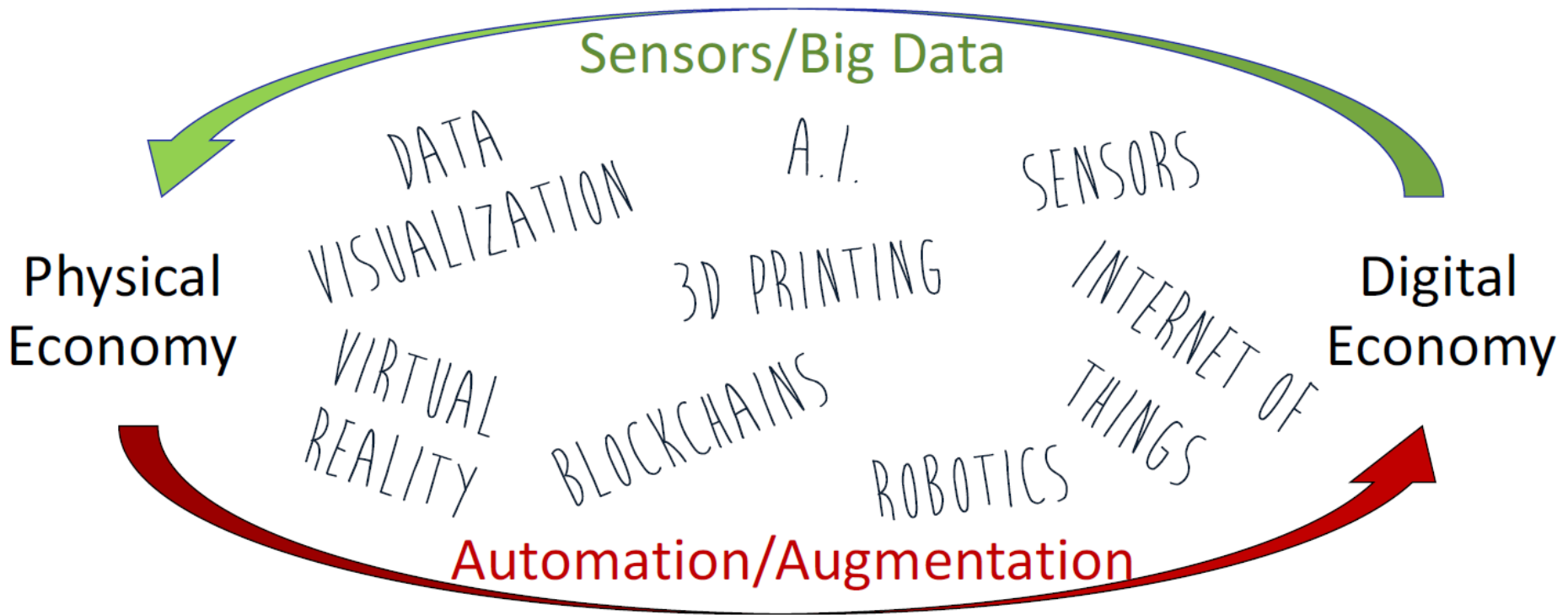
Millennials think differently

77% Feel in control of their career paths

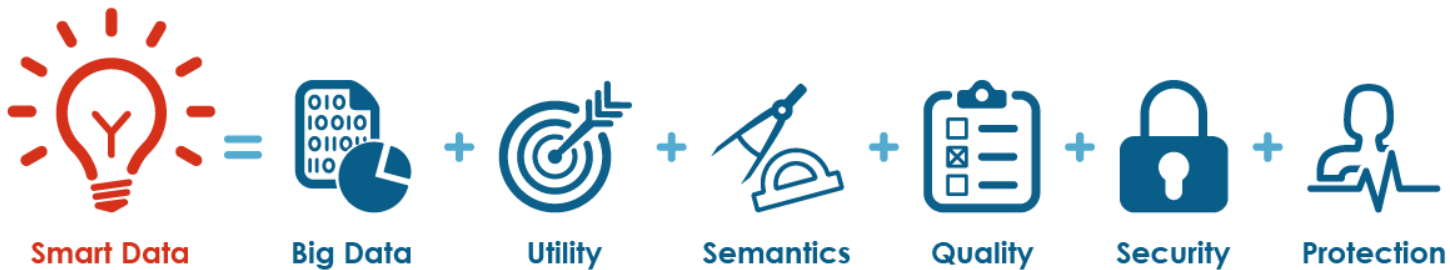
75% Would like to work remotely

16% See themselves at current job a decade from now

Two Economies



Digitalization – influence on labor market

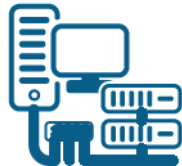


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1960s-1970s

Computer Chips
Mainframes



1980s-1990s

PCs
Networks
Internet



2000s

Wireless
Mobile



2010s

Data Revolution
Cloud Computing
IoT



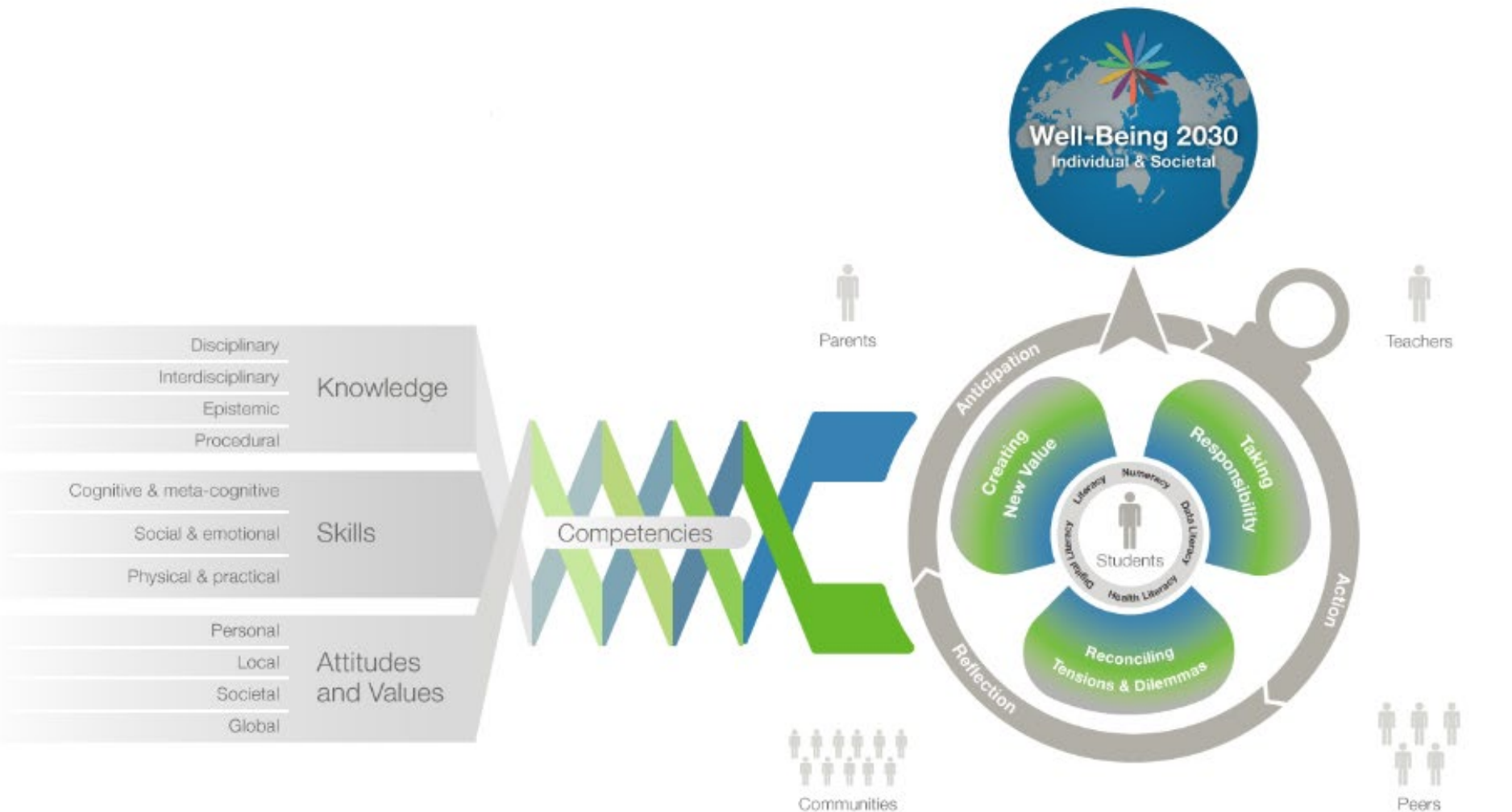
>2010s

Artificial Intelligence
Automation/Robotization
Blockchain
AR/VR



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OECD Learning Framework



EU Context

- Estonian presidency – „Future of work – Making IT-easy”
 - EPSCO December 2017
 - Needs of recognizing new forms of work, with good work environment and social security conditions
 - Need to think about changing work environments for developing and executing policies
 - Explore best solutions for help and developing individual through transition between jobs and different aspects of employment
 - Continue securing high level of social security in all aspects of employment
 - Developing mechanisms of prediction for future skills
 - Easier access to lifelong learning

EU Context

- Austrian presidency – „Social aspects of digitalization, with focus on platforms”
 - EMCO and SPC
 - Technology development contribute to safety on work and quality of workplace
 - Developing skills and competences of work force is significant due to new possibilities that are opening up
 - Robotization does not necessary mean cutting workplace, but radically can change way of work
 - New ways of work can develop easier access to workplace for those groups that were harder to employ
 - All member states need to give access to all workers working on shared economy, so they are not in unfordable position

EU Context Croatian Presidency 2020

- Ministry of labor and pension system (MLPS) is suggesting that one of priorities would be upskilling and reskilling
 - Unemployed and employed
 - Big conference in Dubrovnik, May 2020
 - Additional we want to tackle discussion about upskilling and reskilling as a new fundamental human right in 21st century

ESF+ regulation

- **Article 4. Special Objectives**
- (vi) promoting lifelong learning, notably flexible upskilling and reskilling opportunities for all taking into account digital skills, better anticipating change and new skills requirements based on labour market needs, facilitating career transitions and promoting professional mobility;

ESF+ 2021 - 2027

- **2 billion euros** just EU funds
- Programming starts during this year
- Adoption of National development strategy Croatia 2030

ESF+ 2021 – 2027 CSR

„Country specific recommendation” - Annex D

—High priority investment needs have therefore been identified to **improve access to employment for all jobseekers and to anticipate skills needs,**

- create business incubators and invest in self-employment, small and medium-sized enterprises and business/jobs creation and develop social entrepreneurship.

—High priority investment needs have therefore been identified to **improve the quality, effectiveness and labor market relevance of education and training,**

- upskill and reskill the labor force through adult learning; modernize equipment and infrastructure;

Active labour market policies in upskilling pathways

- **Activation of labor market with focus on groups that are harder to employ through active labor measures**
 - Inclusion of long term unemployed on labor market
 - Activation of unemployed youth and are not included in any education (NEET)
- **Development of skills in workforce**
 - *New skills and advancement of current ones (upskilling\reskilling)*
 - *Getting new skills for all age groups through lifelong learning*



PODUZETNIČKI INKUBATOR SMŽ
SREDIŠTE GAMING INDUSTRIJE

Europska Unija
Zajedno do fondova EU



Operativni program
KONKURENTNOST
I KOHEZIJA

Gaming in Novska

- Cooperation development agency „Si-Mo-Ra“ and City of Novska
- Entrepreneurial Incubator of Sisak Moslavina County „PISMO“
- Support MLPS/MRMS i CES/HZZ
 - Workplace training
 - Self employment
- First generation:
 - 128 applications, 80 started education
 - 46 finished education
 - 23 workplace training
 - 13 self employment
- Second generation (59 enrolled)

<http://inkubator-pismo.eu/en/>

Upskilling Pathways In New Perspective

- Supporting entrepreneurship
 - Grant scheme for support institutions for support of entrepreneurship in duration of 3 years
 - Mentors – connection with pensioners and diaspora
- Developing skills and knowledge on labor market
 - Voucher schema for education
 - From 2021 for whole labor market labor measures
- Focus on individual – personal focus, not on administration

Upskills Pathway Project

Duration: 14 months



Value: 451.364,52 EUR



Overall objective: to enlarge the scale, scope and impact of existing learning provisions/upskilling for low-qualified workers in Croatia



Project innovation: Hackathon for the best innovative VR and gamification upskilling solution in the logistics and retail sector

Specific Project Objectives

- Increase the number and the impact of upskilling among employed low-skilled workers by engaging employers
- Increase the number and impact of upskilling low-skilled workers through using digital tools and innovation
- Increase the number and impact of upskilling low-skilled workers through tailor made and tested mentoring approach to socially – excluded

Key Project Outcomes

- 100 employers engaged in upskilling assessment implementation
- 2 upskilling VR and gamification software developed
- Upskilling assessment of 600 low-qualified workers implemented
- Around 500 individual upskilling and career plans for low-qualified workers (employed, unemployed and socially excluded) produced
- 330 low-qualified employed, unemployed and socially excluded workers are upskilled using digital tools and face to face assistance
- High-level dissemination event during HR PRES 2020
- Skills lab for testing and sharing new and innovative approach to upskilling

Questions ?

**Thank you for
your attention**