

Raising awareness on importance of Lifelong Learning – Croatia case

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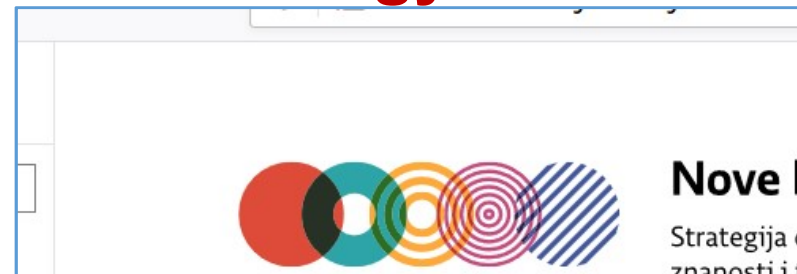
Looking towards 2030: priority areas of action

- **Strengthening lifelong learning and adult education:**
 - The accessibility of lifelong learning and adult learning opportunities should be strengthened, while existing barriers need to be removed.
 - The up- and re-skilling of all citizens promotes a positive shift in the perception of society towards learning and older people.

Learning opportunities should go beyond the skills required for a particular job or for a promotion in the workplace. It is also vital to ensure that learning environments are inclusive and that learners, who may face difficulties with learning or adapting to a new environment, feel comfortable engaging in learning and upskilling.

Summary of findings and of the discussions at the 2019 Forum on the Future of Learning
European Education and Training Expert Panel

Strategy of Science, Education and Technology



- Croatia recognizes education and science as developmental priorities that can enable its long-term social stability, economic prosperity and secure cultural identity
- Action plan with defined activities
- Strategy introduces **lifelong learning** as a principle on which the entire education is based. The goal is to develop processes and the recognition system of the non-formally acquired knowledge and skills and spur application of the information and communication technology (ICT) in the education
- **Lifelong learning** is perceived as a foundation of the education that encourages individual from the different age groups to study through the different learning forms and with the continuous access to the education
- Lifelong learning, science and innovation shape the knowledge triangle to which the state provides conditions for the efficient functioning.
- Lifelong learning present from early education to adult education

Strategic Framework for Promotion of Lifelong Learning in Croatia 2017-2021

- developed within the project Promotion of Lifelong learning
- objective was to gain high quality analytic basis and expert tool which will assist organizations and institutions in planning and implementation of learning promotion activities
- priorities and objectives of promotion of lifelong learning in Croatia are directed toward two key areas:
 - increasing competitiveness on the labour market
 - affirm personal and social growth and development
- Priority 1: To raise awareness of the need for learning throughout the entire lifetime
- Priority 2: To raise awareness of the need for learning for personal and social development
- Priority 3: To raise awareness of the benefits of lifelong learning for adjustment to changes in the labour market and students' specific needs, career advancement and better employability
- Priority 4: To raise awareness of the significance of non-formal and informal forms of learning and the recognition and evaluation of acquired knowledge and skills

New developments

- Developments of private provision
 - Growing private sector higher educational institutions and adult education institutions
 - But as well civil society organizations that carry non-formal programs
- Implementation of digital technologies in education and online learning programmes
 - Growing use of ICT and e-learning
 - Access to the international pool of online programmes and MOOC
- Need to up-skilling and re-skilling during work life
 - Big enterprises have developed training programmes for workers
 - Erasmus+ programs for young people and members of the academic community
- Micro-credentials
 - indicators of achievements or skills
 - visibility and presentation of acquired knowledge and skills
 - open
 - stackable



Agency for VET and Adult Education

- planning, developing, organizing, implementing, monitoring and improving the vocational and adult education system
- activities: promotion and development of lifelong learning and education, in particular through the implementation of a national Lifelong Learning Week
- 13th Lifelong Learning Week in 2019
 - educational campaign with the purpose of raising awareness of the importance of lifelong learning and increasing the participation of adults in lifelong learning processes
 - to strengthen their competitiveness on national and local levels

Education and Training Monitor 2019 Report for Croatia

- **adult education is the weakest link in the Croatian education system,**
 - participation rate of the population in adult education is among the lowest in Europe
 - the average monthly participation of adults in education was only 3% in 2018 while the average on the European level is 11,1%
- **adult education policy framework is outdated and programmes are not properly assessed.**
- **A new version of the Adult Education Act has been discussed for a long time, but is not yet adopted.**
 - it should ensure full compliance with the Croatian NQF, simplify administrative procedures, improve quality assurance through external evaluation and enable recognition of skills gained through non-formal and informal learning.



National Council for Development of Human Potential



- is the central strategic body of the Republic of Croatia for the development of the Croatian Qualifications Framework
- assesses, validates and coordinates public policies, such as educational policy, employment policy, lifelong professional guidance policy and regional policy, having in mind their influence on the human potential development and achievement of Croatia's strategic goals and competitiveness
- makes recommendations on human resource planning and development:
 - Recommendation on the competence of experts in the Croatian Qualifications Framework
 - Recommendations of the National Human Resources Development Council on the application of the CROQF in curricular reform and the development of vocational education
 - Recommendations for the strategic development of recognition and evaluation of prior learning

Lifelong Career Orientation and Career Forum

- established by Ministry of Labour and Pension System
- with aim to promoting lifelong career guidance as an integral part of lifelong learning, employment and social policy
- coordination of all state bodies, public institutions and stakeholders in the fields of education and work and employment, engaged in lifelong vocational guidance within the scope of their field of activity or activity
- conference "How to motivate workers to acquire competencies sought in the labor market?„ held in May, 2019
- identified:
 - obstacles in linking education and the labour market
 - potential motivation mechanisms and ways of investing in employees
 - dissemination of good practices
 - Importance of connecting all stakeholders involved in the human resources development process
 - Following challenges :
 - how to motivate unemployed
 - raising awareness of the benefits of education, training and retraining
 - providing timely information

Croatian Employers' Association

- National Coalition for Digital Skills and jobs established in 2018
 - Round table in March 2019: How open non-formal education can enhance development of digital skills of workers and citizens
- Analyses on Digital Transformation in Croatia (2019)
 - Majority of Croatian enterprises do not understand the principle of digital transformation, do not find it important and to not have strategic approach
 - Majority finds that digital transformation is related to the digitalisation of business model
 - 15% of enterprises have digital transformation strategy
 - www.digitalni-index.hr – questionnaire to detect level of digital readiness
- Croatia is a member of The European Lifelong Guidance Policy Network from 2011



Competences that employers want

- ability to quickly acquire new knowledge and skills
- ability to identify and solve problems
- ability to put professional knowledge into practice
- ability to work in a team
- analytical thinking involving mathematical skills
- responsibility in work and ability to assess quality of own work
- adapting and acting in new situations
- creativity and innovation in work
- ability to work under pressure
- independence in work

Survey by HUP, November 2019

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

Reasons Adults do not participate in LLL

Results of Survey on Adult Education in Croatia 2017, Agency for VET and Adult Education

- aimed to determine the types and the modalities of adult education activities, the sociodemographic structure of adult learners, the motivational factors and the barriers, as well as the learning outcomes and the perceived benefit of participation in lifelong learning.
- typical adult learner in Croatia is younger than 40 years, employed, with upper secondary or higher education completed, middle or higher income, and living in an urban area
- women, persons of lower education, persons of lower socioeconomic status, immigrants and the unemployed participate less than others
- The main barriers to participation in non-formal education programs are:
 - professional and family responsibilities
 - high fees
 - distant location of education providers
 - insufficient information on available programmes
 - health issues



Teacher training at the large scale – School for Life



- Curricular reform in schools
- Two phases:
 - first phase: the development of competences needed in the 21st century, equal opportunities for all students, holistic student development.
 - Curricula are based on learning outcomes, and teaching methods are changing so that greater emphasis is placed on problem solving and critical thinking, and encouraging creativity and innovation.
- Second phase: the total number of hours of teaching should be increased (the concept of full-time teaching and the longer duration of primary school), and in secondary school the number of subjects should be reduced.
- Training f2f and online
- more than 36.000 teachers



Lifelong Learning in Higher Education

- ICT and e-learning are part of education process at the majority of higher education institutions
 - Still it is not mandatory to use it
 - Blended model as HEI are dominantly campus based
 - First fully online study programs
 - Shift to the model in which student is in the centre of educational process
 - Enabling students to use lifelong learning technologies
 - Excellence in teaching is not recognized or awarded
 - Whether or not to engage in CDP left upon teacher decision but also to finance and do it in their free time
 - Only few attempts by HEI to organize CPD for their teachers
 - LLL programs as one of the HEI activity



University of Zagreb University Computing Centre SRCE

- main computing centre and the architect of the e-infrastructure of the entire system of science and higher education of the Republic of Croatia, which operates in the field of construction, maintenance and support of the use of modern computer, communication, intermediary, data and information infrastructure (e-infrastructure)
- University of Zagreb computing and information Center, responsible for coordinating the development of the University's e-infrastructure
- **competence center for information and communication technologies as well as the center for education and support in the area of ICT application**

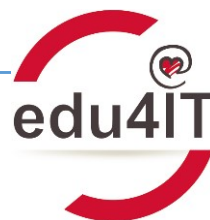


SRCE & Lifelong Learning

Training in use of IT (for teachers, students and citizens) **TEČAJEVISrca**

- f2f and online courses
- courses in basic and advanced use of computers and Internet
- courses in web-technologies and web-site design
- basic Linux courses
- one-day workshops in application of MS Office programs (exclusively for students and other members of the Croatian academic community).

Training for IT specialists



• **edu4IT**

intended primarily for IT professionals in higher education and research institutions in the Republic of Croatia, but also for all interested who wish to master the system administration of Windows and Linux (Debian distribution).

• **Linux Academy**

designed for anyone who wants to use the free Linux operating system (CentOS distribution) professionally

Trainings in use of e-learning technologies and their implementation in the educational process

- for teachers primarily in HE
- Training courses F2f and online
- Workshops
- Consultations
- Manuals and animations
- Digital badges for gained competencies



The right to quality and inclusive education, training and lifelong learning should be respected at every stage of life, from early childhood to older age, and at all levels and forms of education and training, in synergy with efforts made in connection with the European Education Area. Implementation should pay special attention to effective accessibility, equal opportunities and inclusion policies, ensuring access and transitions to lifelong learning.

*Resolution on further developing the European Education Area
to support future-oriented education and training systems*

Council of European Union, 24/10/2019