

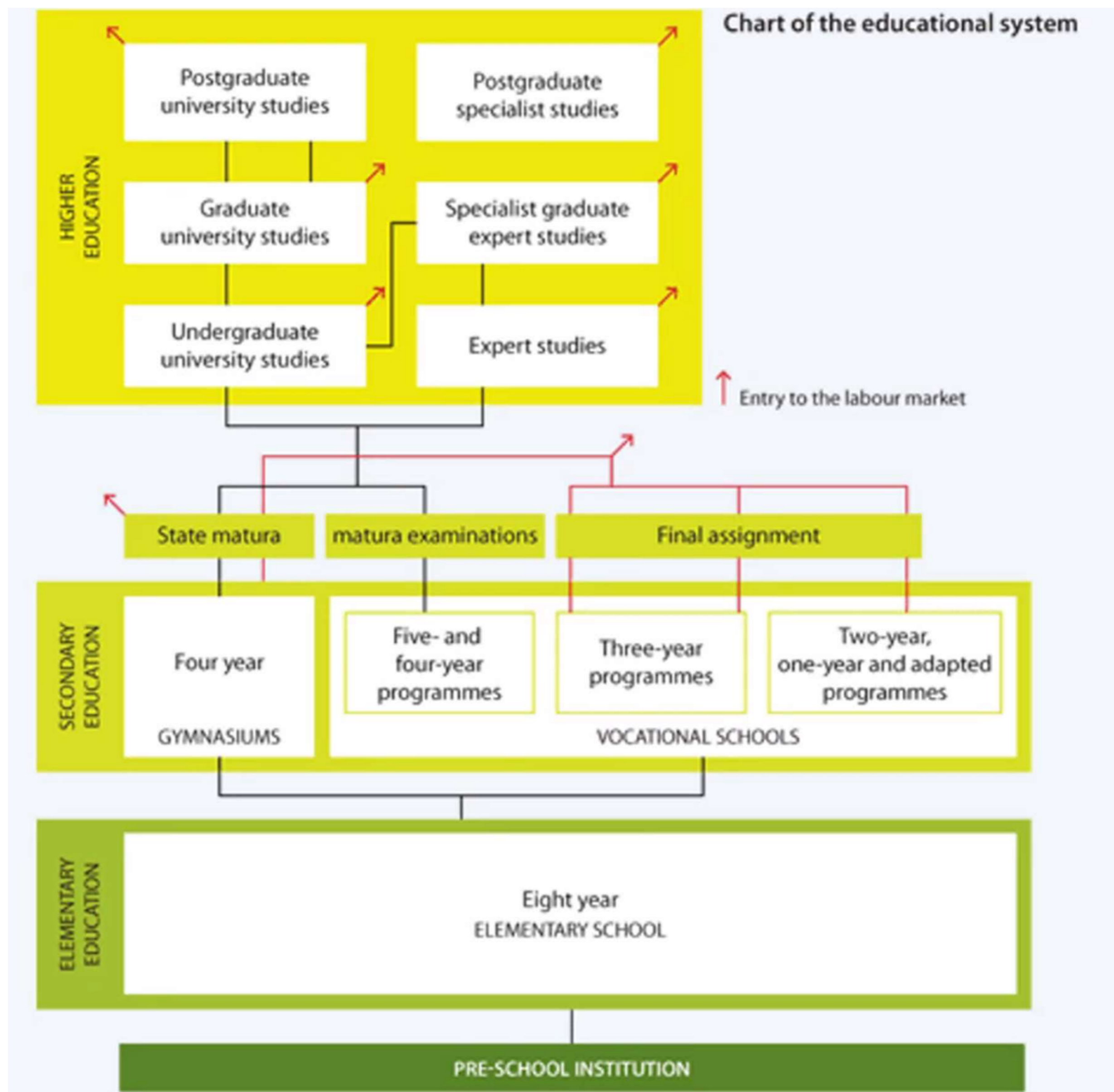
Career guidance in Croatia

Croatian Employment Service, Local Office Karlovac, 31.05.2022.



HRVATSKI ZAVOD ZA ZAPOSŁJAVANJE

Education system in Croatia



Career transitions in school system

1.) Transition after elementary school – selection of secondary school

- Often based on school grades, rather than interests and values
- The choice of vocational schools is often incongruent to interests and competences
- Choice of gymnasium – prolonging the decision



Career transitions in school system

2.) Transition after high school – choosing studies or entering the world of work

- Gymnasium students have time to think, but the realization of their goals strongly depends on one-time results at the state matura, which is a great challenge for them
- Vocational school students (four and five year programmes) can choose between entering the world of work or continuing their education on studies



History and role of Croatian Employment Service (CES)

- Began in 1931 when the „Career Counselling Centre” was founded
- Work was later continued through the Croatian Employment Service, which acts on national, regional and local levels
- CES provides services regarding individual career guidance, counselling for students (primary school and secondary school), faculty students and the unemployed
- Increasing number of elementary school students with disabilities, major health problems or learning difficulties – CES counselors as part of multidisciplinary teams with school counselors and occupational medicine experts should provide an opinion for students enrolling into the first grade of high school by special criteria (Prescribed by Ministry of Science and Education)



Centers for Information and Career Counseling (CISOK)

- Much work done by the CES has been done through the Centers for Information and Career Counselling (CISOK)
- These centers are designed for providing service regarding lifelong career guidance to all interested groups of citizens
- They organize workshops, seminars, lectures and presentation, and distribute informational material and brochures on education, employment and labour market
- There is an option of accessing interactive questionnaires in these Centers, with assistance of counselors: e
– Guidance web portal and CISOK guidance web portal



CES online guidance

- In 2015 the CES set up the Portal for Career Guidance (e-Guidance) – an online computer system for career guidance
- Information regarding the choice of educational programs, job seeking, and career planning in one place
- The self – evaluation questionnaires:
 - **My Choice** – self evaluation of interests, skills and competences which results with advice in form of list of suitable occupations
 - **Qualities Employers want** – self evaluation of key generic skills required for almost all occupations
 - **Personality Traits** – self evaluation of personality traits required in different occupations
- The portal is available on www.e-usmjeravanje.hr



Career counselling in schools

- The school psychologists and pedagogist have the biggest role for career guidance and counselling in schools, through its own work and/or through cooperation with other institutions (especially the CES)
- Subject teachers and class masters also have important roles, within curricular themes and class meetings
- Due to the teachers and psychologists/pedagogists workload, the level of actual service provided regarding career guidance is low



Career guidance and counselling at studies

- In the past several years career guidance centers have been set up at most of the faculties
- The goal is to assist faculty students when it comes to strengthening competencies for career management and to ease the transition from the current educational level towards further training, internship or employment



Euroguidance

- Euroguidance center was set up as part of the Agency for Mobility and the EU Programmes
- The center provides current information and good practice in the area of career guidance, and encourages career guidance experts cooperation and mobility on both national and European levels
- Most of job is done by continuous career guidance educations and workshops for school psychologists and padagogists
- Europass web Portal – on line tool for creating CV, motivational letter and questionnaire for digital skills testing (<https://europa.eu/europass/hr>)



NGOs

- Association for Research and Development of Human Potentials – Razbor – develops online assessments and tools for career guidance and conducts research in this area (<https://www.putkarijere.hr/upitnici/upitnici>)
- Center Sirius – provides career guidance and runs projects aimed at social inclusion of the weakest groups on the labour market and developing local initiatives for employment
- Youth organizations – provide some aspects of support to young unemployed people



Private sector

- There are several private companies in Croatia which do psychological diagnostics (intelligence, some personality traits ect) and psychological counselling, but this is not their main activity



Thank you!

