Micro-credentials for changing careers

Croatia’s experience and next steps

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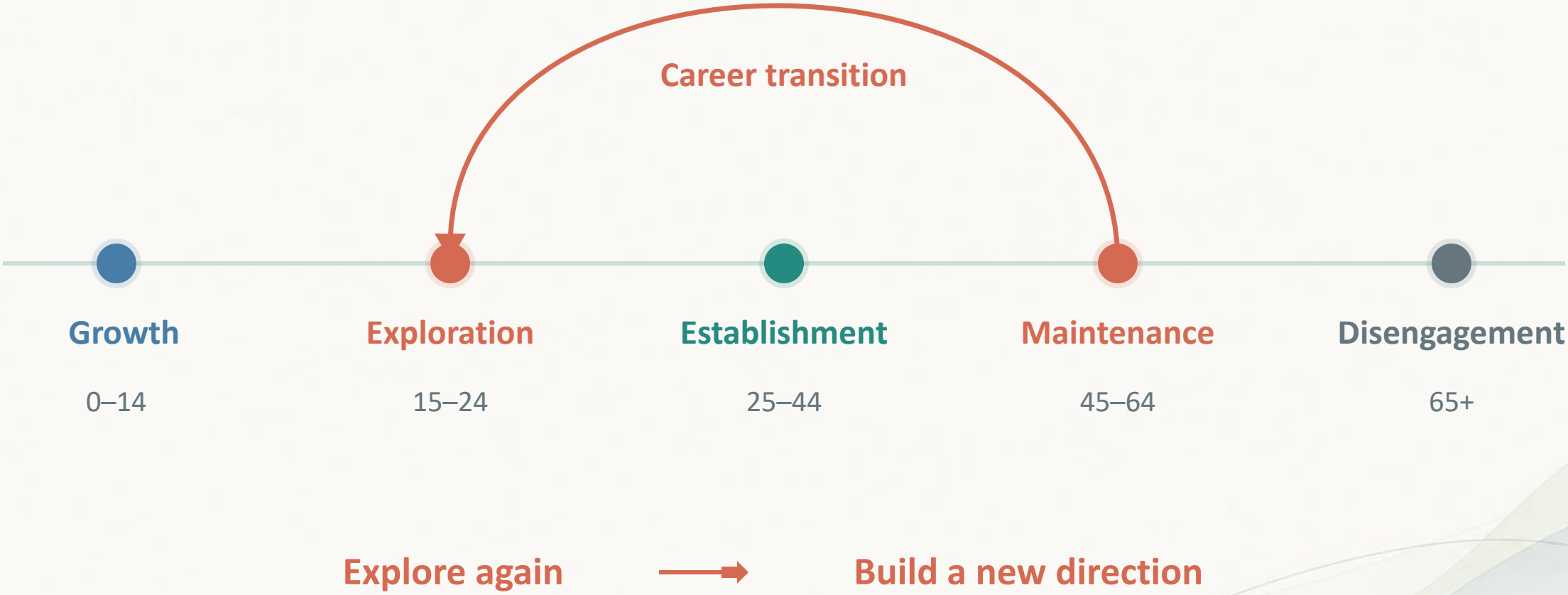
Career development across life

Donald Super’s life-span theory



Why adults need a different route

- **Time**
- **Cost**
- **Trust**
- **Clear choices**

Learning that fits adult life

How we built the system of micro-credentials

MSEY

LAW on AE

AVETAE

Quality

LEARNING OUTCOMES

CROQF

FUNDING (MoL, CES)

Vouchers

Shared responsibilities

Two levels of trust

PROGRAMME

Learning outcomes
Assessment

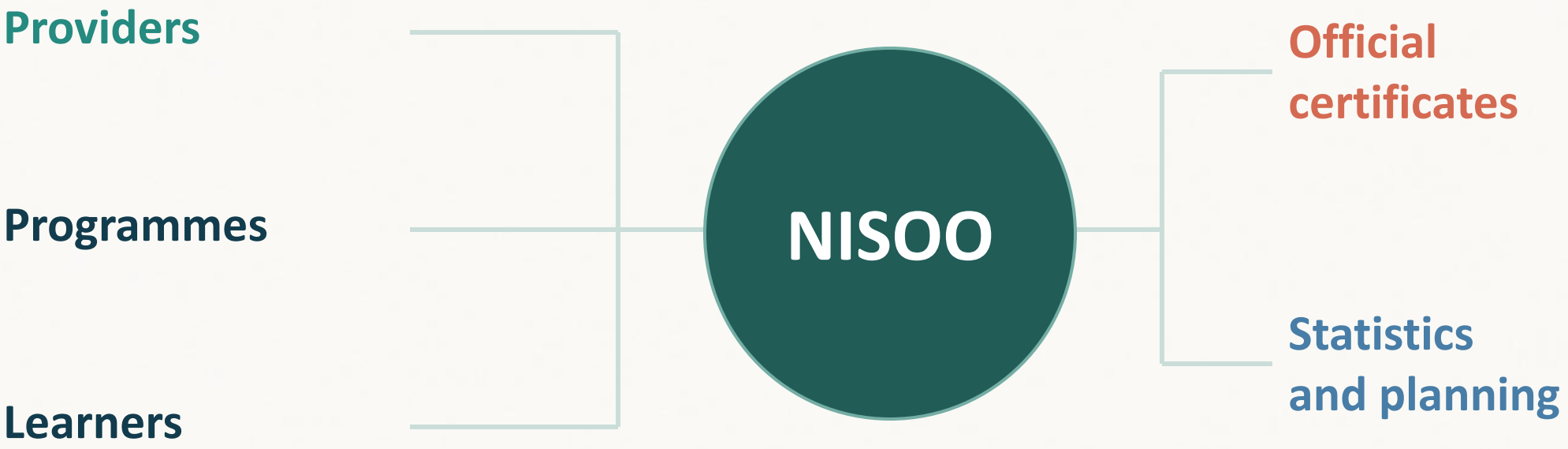
What the learner achieves

PROVIDER

External evaluation
Self-evaluation

How the institution delivers

NISOO connects the system



National Information System for Adult Education

Vouchers open access to learning

1 **Explore**

2 **Choose**

3 **Apply**

4 **Learn**

Guidance support from the Croatian Employment Service (CES)

Employed and unemployed adults who meet the criteria

Funding skills through vouchers

RRF

Recovery and Resilience Facility

€42.9m

reported expenditure

€60m allocated

Digital and green skills

ESF+

European Social Fund Plus

€20.4m

reported expenditure

€100m allocated

Other skills for work and languages

Soft skills within approved programmes, e.g. intercultural communication

€63.3m total reported expenditure

A growing reach

67,000+

citizens included through vouchers

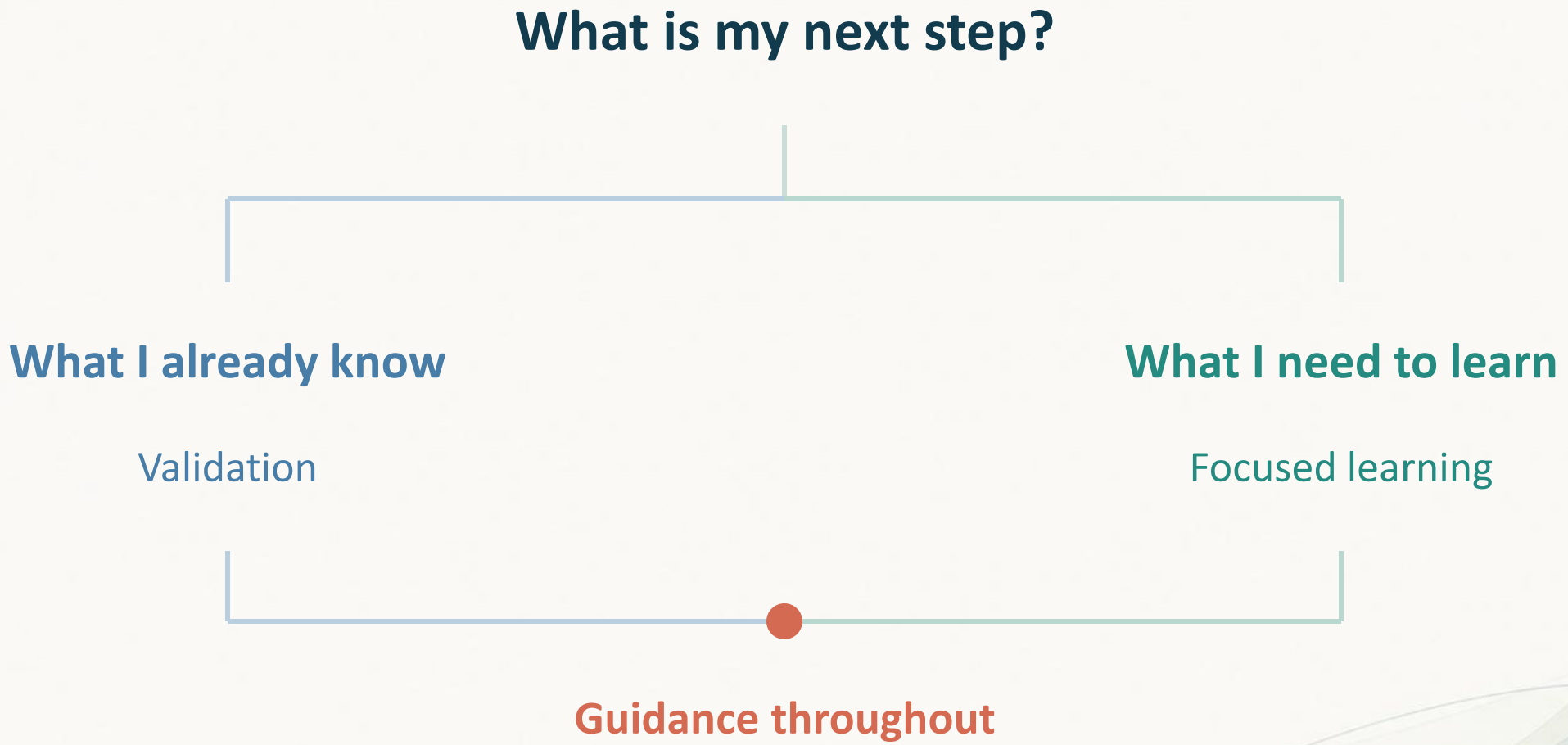
Cumulative reach since launch · Published July 2026

6.5% Croatia

13.7% EU

Adult learning in 2025 · Ages 25–64 · Previous four weeks

A personal learning pathway



Developing a career guidance model

Project on the development of a career guidance model

Ministry · OECD · European Commission

Schools and higher education

Adult education

Adapt relevant lessons

Planned transfer to adult education

European opportunities

- **Union of Skills** — Learning throughout working life
- **Pact for Skills** — Partners responding to skill needs
- **European Digital Credentials** — Achievements we can share and verify

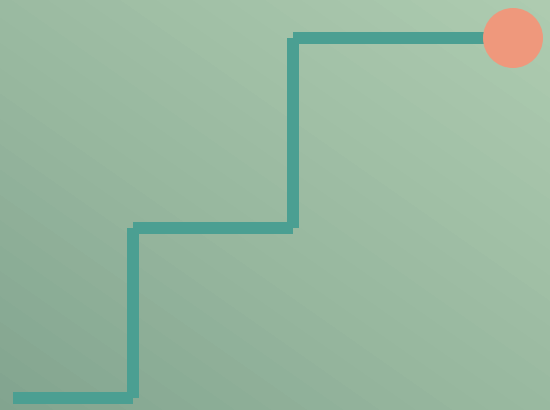
Future opportunity: explore links with NISOO

The next steps

Quality learning

- Recognition of existing skills

Guidance

- Development of the ILA model

Thank you