

## 3.3 Skills forecasting

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### Forecasting system(s)

[The Survey on Employers](#) is a survey of employers' labour force needs for certain occupations, which is carried out once a year by the [Croatian Employment Service](#) (CES) in cooperation with the Croatian Chamber of Economy, [Croatian Chamber of Trades and Crafts](#) and [Croatian Employers' Association](#) for the purpose of more successful labour market performance and matching supply and labour demand in Croatia.

The questionnaire of the Survey on Employers is supplemented with the [Survey on the Occupational Standard](#) conducted by CES with the support of [The Ministry of Labour and Pension System](#) (MLPS). The survey is conducted through an online survey (Lime Survey system) and employers and experts are expected to provide data on: key jobs needed to work in a certain profession in a particular organization; the knowledge and skills needed to carry out key tasks; the necessary level of key competences for lifelong learning, generic skills and psychomotor skills; the necessary education for work in the profession and the characteristics of the workplace and the characteristics of the organization.

At this time, there is no evaluation either of the Quality Assurance System of the Survey of Employers or the Survey on the Occupational Standard.

### Skills development

Findings of the [Survey on Employers](#) and the [Survey on the Occupational Standard](#) are also used as information

in the development of the Recommendations for Educational Enrolment Policy and the identification of [occupational standard](#) in the [Croatian Qualification Framework - CROQF](#). Also, in accordance with the [Strategy for Lifelong Learning Career Guidance in the Republic of Croatia 2016 - 2020](#), the wider public will, through the MLPS web site which is under construction, get insights into the trends in employment and unemployment of all occupations in the labour market, and the number of enrolled students and students in educational programmes.

The results of these surveys i.e. the Survey of Employers and the Survey on the Occupational Standards were not used in the organization of non-formal or informal learning at the time of writing of this report.