



REPUBLIKA HRVATSKA
Ministarstvo rada, mirovinskoga
sustava, obitelji i socijalne politike

Lessons Learned from Developing a Catalogue for (Green) Skills – Example of Croatia



ESF+
Učinkoviti ljudski
potencijali



Sufinancira
Europska unija

MAPPING OF GREEN SKILLS - WHY

A NEW WAY OF IMPLEMENTING AND FINANCING ADULT EDUCATION

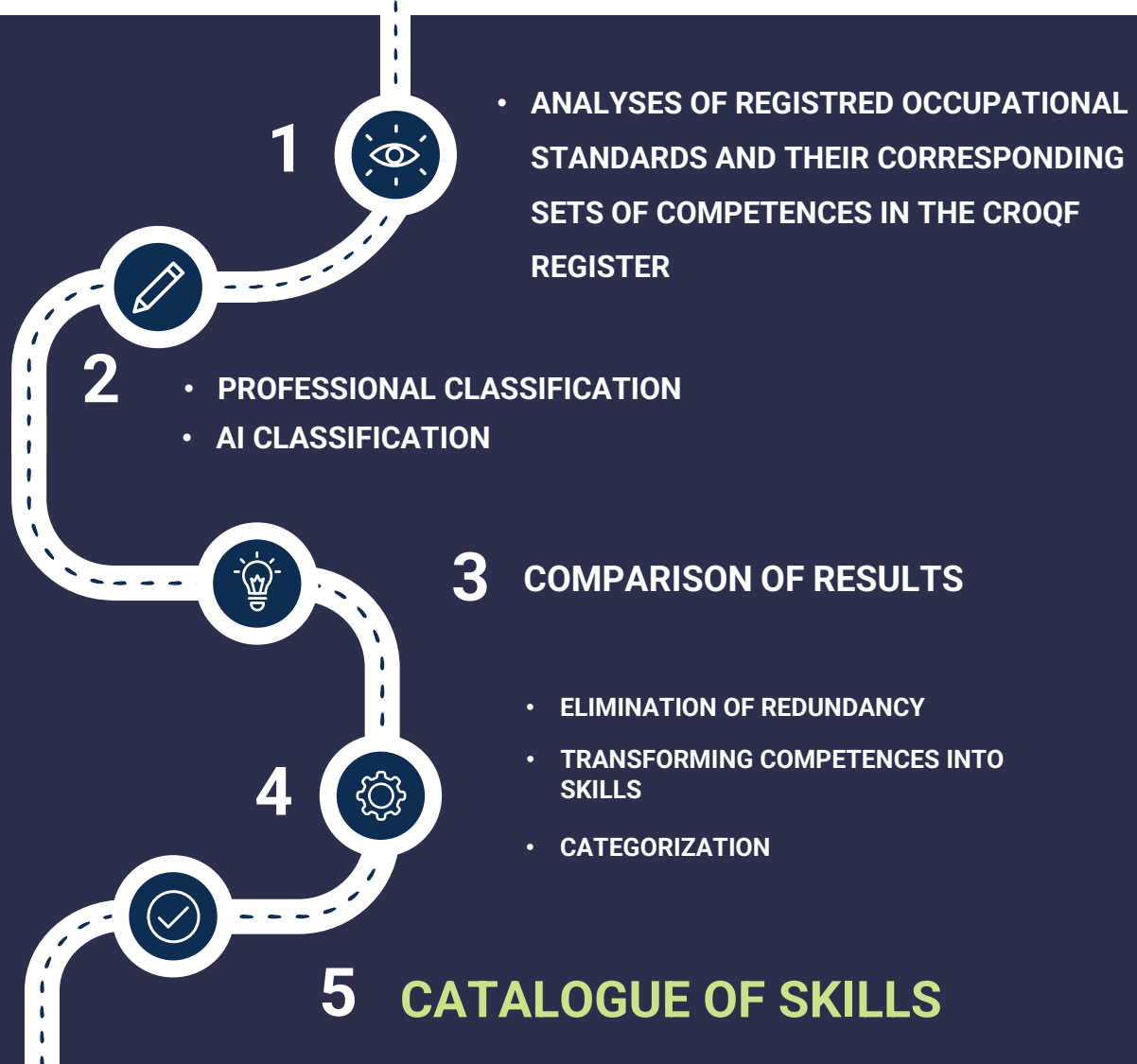
- Low rate of adult participation in lifelong learning
- Public procurement replaced by voucher system
- Employed (for the first time) and unemployed people
- Entirely digitalized process of applying for a voucher
- Only programmes developed according to the CROQF



RRF 2021.-2026.

- *Labor market and social protection component* (over 265 mil €) but only for green skills (education) and green jobs (subsidies; CES has created a manual <https://mjere.hzz.hr/katalog-mjera/zelena-i-digitalna-radna-mjesta/>)
DEADLINE -1st of April 2022 – 2Q 2026
- 40 later 60 mil € for vouchers
- Mapping green and digital skills – catalogue as a prerequisite for the development of appropriate educational programs acceptable for financing



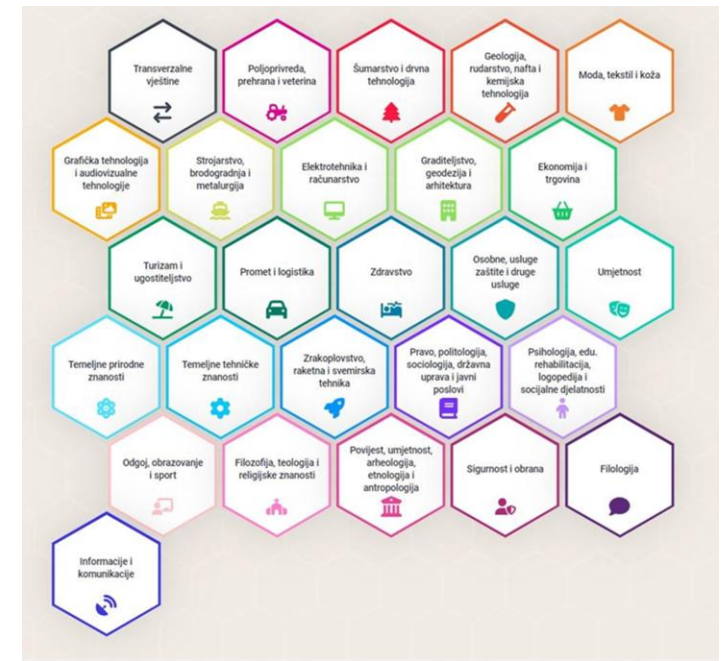


- The project „Mapping skills for green and digital transformation” was financed by a direct grant from the ESF+ , within Priority "Inclusive Labor Market and Employment Promotion,, with the budget of 551.884,47€
- The catalogue contains 948 green and 3427 digital skills.
- <https://vjestine.hzz.hr/>

PROCEDURE -CATALOGUE CREATION

Lessons learned

- When developing programmes having a good base (for HR it is CROQF) is crucial –proficiently designed occupational standards/units of competence lead to proficiently made units of qualifications/units of learning outcomes which eventually lead to quality educational programmes that educate the labour force of tomorrow.
- There is a need for continuous improvement and revision/ validation of the mapped list – secure financing.
- Having a realistic deadline
- Engage ESCO experts.
- Use ESCO (knowledge and skills which reduce the negative impact of human activity on the environment) –591 green skills in 2024/HR almost double



Labelling Green ESCO Concepts



STEP 1
Manual labelling



STEP 2
Machine learning
classifier



STEP 3
Comparison and manual
validation

Thank you

Developing an Occupational List for Green Jobs

The Example of Austria

Follow-up Online Meeting
ESF Network in the Danube Region
28 April 2025
Adila Šahbegović

Definition Green Employment & Data Availability

- **No uniform definition** of green employment / green jobs
- Top-Down vs. Bottom-Up approach (OECD 2023)
 - Top-Down: All jobs in a green economic sector are considered a green job (eg. Environmental Goods and Services Sector EGSS)
 - Bottom-Up: Focus on activities and occupations (eg. O*Net)
- **Data availability** → Occupational register
- 2022: Development of Green Jobs List together with PES for Unemployment Statistics

Green Jobs List

- **Starting Point:** Occupational Classification System & Vocational Information System of the Austrian PES (AMS)
- „6-digit occupations“
- **Process:**
 - Analysis of all 6-digit occupations with regard to „greeness“
 - Theoretical basis: EGSS
 - **2 Sub-Categories**
 - Green Jobs in the broader sense („climate relevant“)
 - Green Jobs in the narrower sense

Green Jobs List II

- Mid 2022: First Green Jobs List
with ~ 350 occupations (130 green jobs in narrower sense)
- **External validation** by a research institute in 2023
 - Expansion of the Occupational list in Feb. 2024
536 occupations (190 green jobs in narrower sense)
Inclusion of public transport professions

Green Jobs List – Purposes of Use

- No official statistics, but list of occupations is published
- **Only for PES Data** (registered unemployed, training participants and vacancies)
 - Monthly publication of current figures on the ministry website
 - Registered Job Vacancies: Marker for Green Job
 - Specific analyses
- **Not possible:**
 - Analyses on employees
 - Analyses based on companies or sectors

Links

- [Ministry Info Page](#)
- [AMS Info Page](#)
- [AMS All Jobs with Green Jobs Marker](#)
- [AMS Vocational Information System](#)

Thank you for your attention!

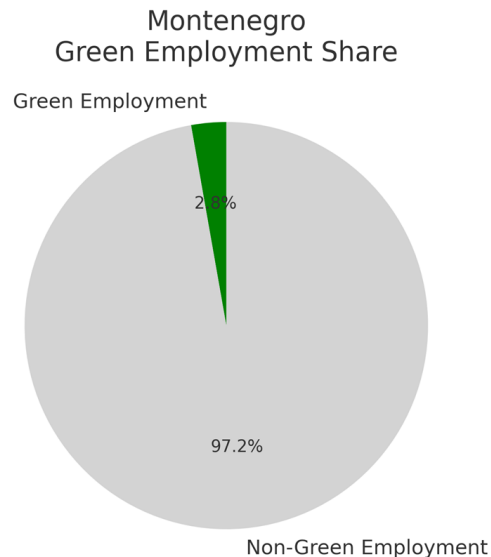
Defining Green Skills to Boost the Green Transition



Defining Green Skills to Boost Green Transition (Example of Montenegro)

The green transition is **reshaping labor markets** worldwide.

- Montenegro is actively aligning its education and employment policies.
- Green skills are essential for sustainable development.



Top 3 Green Occupations in Montenegro - by Gender

Women	Men
Architects, planners and designers	Installers and repairers of electrical equipment
Engineers (excluding electrical)	Engineers (excluding electrical)
Natural science professionals	Construction workers

LABOUR MARKET CHALLENGES



Triple transformation:
digital, green, demographic



Skills mismatch and
youth unemployment



Outmigration and lack of
qualified workforce



Gender inequality in
labour market participation

Government of Montenegro – Reform Agenda

- Priorities: green and digital transition, human capital development.
- **Education reform:** integrating green skills into curricula.
- **“Youth Guarantee” program:** education, employment, traineeship within four months.

Ongoing Initiatives for Green Skills Development

Montenegro is actively working on developing skills required for the green transition, especially through educational and training initiatives involving:

- Secondary and higher education institutions
- Sector-specific training programs
- Cooperation with international partners and EU-funded projects



**Educational Initiatives –
INVEST Project (Erasmus+)**

**Educational Initiatives – SKYLA
Project (INTERREG EUROPE)**

**Higher Education – Erasmus+ Projects
Sector-Specific Trainings**

Lifelong Learning and Reskilling

- Adult education as a short-term response to skills gaps.
- Public Employment Service: trainings, certification, short-term programs.
- Rapid response to labor market and technological changes.



Conclusion – Our Vision for the Future

- Sustainable economy through strategic investment in people.
- Strong cooperation across education, employment, innovation.
- Montenegro as a regional example of a fair and successful green transition.

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Overview of Simplified Cost Options

ESF+ Network Danube Region Online Meeting

Online, 28 April 2025

Jasmina Lukic, Sanna Erkkö, | Interact

Interact



Co-funded by
the European Union
Interreg

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PRESENTATION

Different types of SCO's & different methods to establish

Flat rates

Unit costs

Lump sums

Off-the-shelf

Programme specific

Copy-paste

Draft budget

2



2

Regulatory basis

Common Provisions

Off-the-shelf

Flat rate - up to 40% of direct staff costs to cover the remaining eligible costs, Article 56(1)

Flat rate indirect costs - up to 15 % of eligible direct staff costs, Article 54(b)

Flat rate indirect costs - up to 7 % of eligible direct costs, Article 54(a)

Unit cost - 1720h method for staff costs (hourly rate), Article 55(2)(a)

Unit cost - hourly rate for staff costs, Article 55(2)(b)

Other

Flat rate indirect costs - up to 25% of eligible direct costs, Article 54(c)

Programme-specific SCO based on fair, equitable and verifiable method, Article 53(3)(a)

SCOs established based on draft budget method, Article 53(3)(b)

SCOs from Union policies for similar types of operations, Article 53(3)(c)

SCOs from national schemes for similar types of operations, Article 53(3)(d)

Regulatory basis

Interreg Regulation

Off-the-shelf

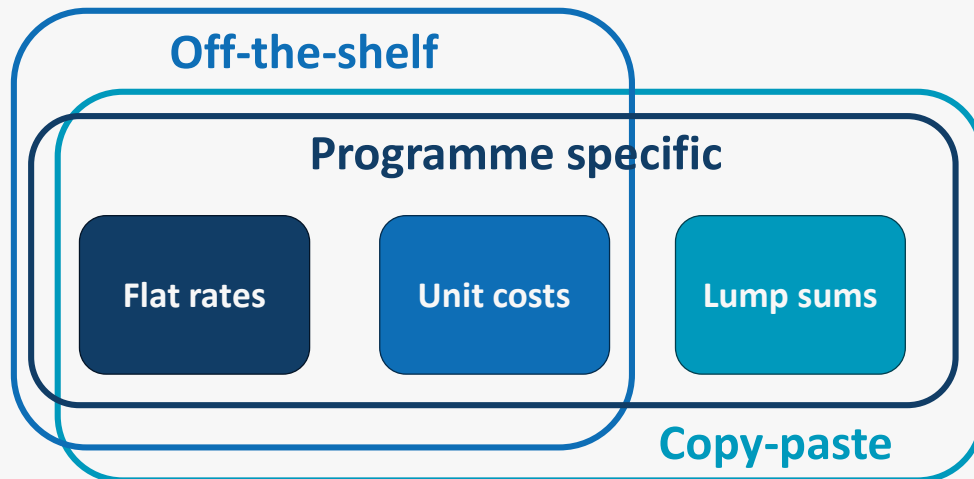
Flat rate for staff costs - up to 20 % of the direct costs other than the direct staff costs, Article 39(3)(c)

Flat rate for travel and accommodation - up to 15 % of the direct staff costs, Article 41(5)

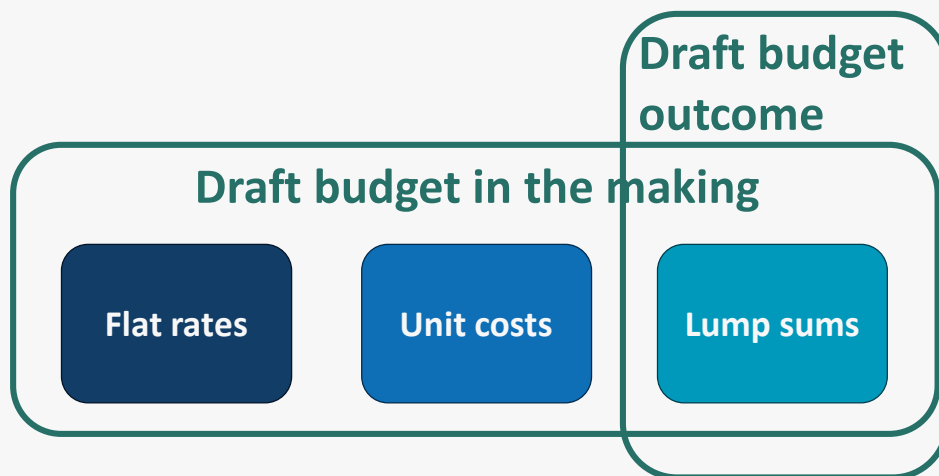
Other

SCOs established based on draft budget method, Article 25(6)

Different types of SCO's & different methods to establish



Different types of SCO's & draft budget method



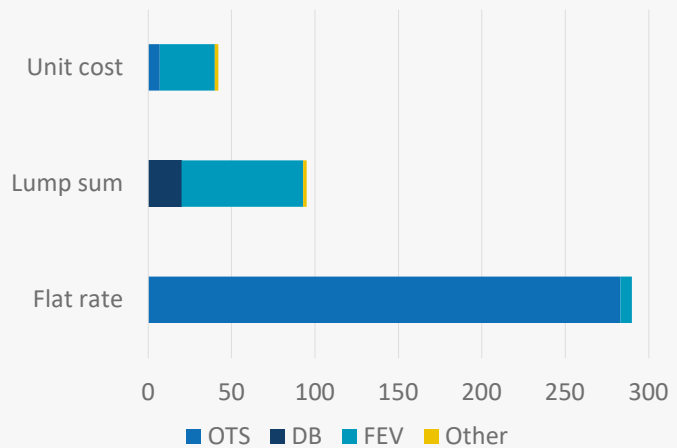
SCOs used in Interreg (no of SCOs 425)

Off-the-shelf **OTS**

Programme specific based on fair, equitable and verifiable method **FEV**

Draft budget method **DB**

Other from Union policies or national schemes for similar types of operations

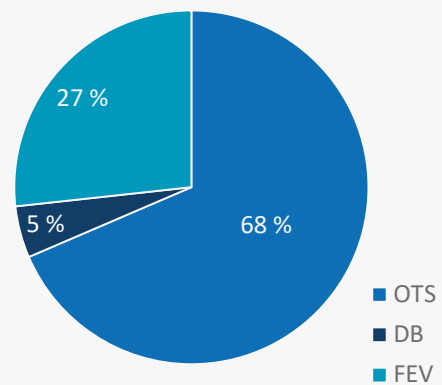
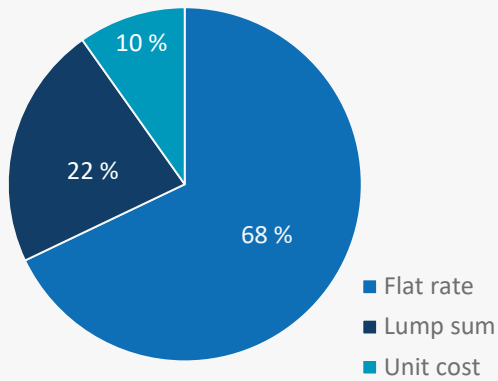


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SCOs in Interreg Programmes (425 SCOs)



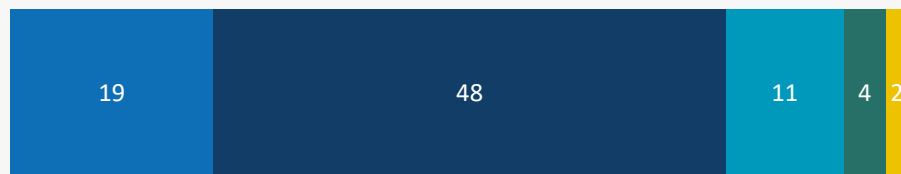
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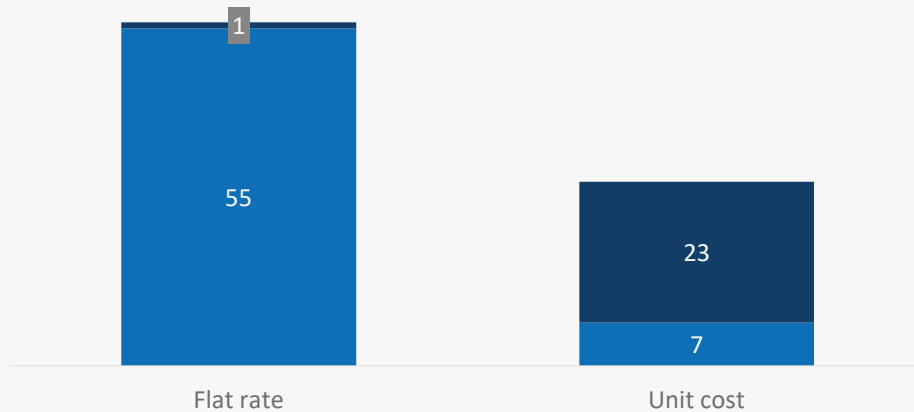
Combination of SCOs in Interreg Programmes (84 programmes)

■ only OTS ■ OTS, FEV ■ OTS, FEV, DB ■ OTS, DB ■ OTS, FEV, schemes

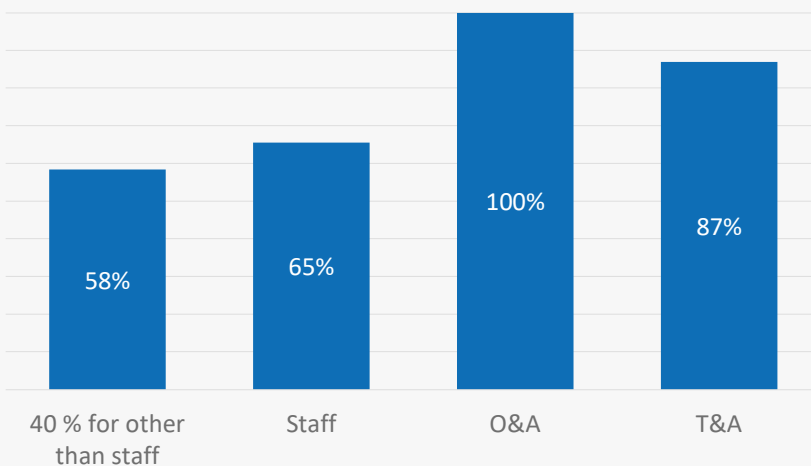


Interreg Programmes using SCOs for Staff Costs (84 programmes)

■ Off the shelf (OTS) ■ Programme specific (FEV)



Flat rates in Interreg Programmes (84 programmes)



Why use SCOs?



- Greater focus on outputs/results
- Simpler audit trail – tracing every euro to individual supporting documentation is not required
- Reduced administrative burden – paperwork, documentation, control – both in depth and time (for beneficiaries and programmes)
- Facilitate access to the Funds also for small beneficiaries
- Lower error rate at the programme level coming from better use of funds and simpler audit trail

When to use SCOs?



- **Recurring costs**
- **Real costs are difficult to verify and demonstrate**
- **Costs create a high administrative burden**
- **Can be used in combination with real costs**
- **Where SCO methods already exist**

Points of attention



Off-the-shelf

Safe options as developed by EC
Ready-made
Simplified audit

Programme-specific SCOs

No limitations
Time consuming to prepare – pays off later
Methodology
Documentation

SCOs from Union policies and national schemes

For similar types of operations
National schemes – to be used within a specific MS, cannot be used in a different MS
Simple
Pre-conditions

Draft budget method

Method to establish
Most effort-consuming
Off-the-shelf SCOs can be used in the DB method

Points of attention

SCOs combinations with real costs

To prevent double-financing, SCOs and real costs can be combined in the following situations:

They cover
different
categories of
eligible costs

They are used for
different projects
in the same
operation

They are used for
successive phases
of an operation
(preparation,
implementation,
closure)



Useful resources



- [Guidelines on the use of simplified cost options](#)
- [Inforegio – SCOs page](#)
- [Interact – SCOs page](#)
- [Interact library](#)