

CROATIAN PARLIAMENT

Based on Article 88 of the Constitution of the Republic of Croatia, I bring a

DECISION

ON PROMULGATION OF THE VOCATIONAL EDUCATION AND TRAINING ACT

I promulgate the Vocational Education and Training Act, adopted by the Croatian Parliament on parliamentary session of February 20th 2009.

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Zagreb, 27 February, 2009

President of the Republic of Croatia
Stjepan Mesić

VOCATIONAL EDUCATION AND TRAINING ACT

I: GENERAL PROVISIONS

Article 1

- (1) This Act regulates secondary vocational education, training and additional training (further in text, vocational education and training- VET) as an activity which enables development and acquirement of competences which are necessary for obtaining vocational qualifications.
- (2) VET activities are carried out in accordance with provisions of this Act and special provisions, as well as Act regulating secondary education, unless it is stipulated differently by this Act.
- (3) VET activities for adults are carried out in accordance with provisions of this Act and Act regulating adult education.
- (4) Part of VET activities for crafts is carried out based on the Crafts Act.
- (5) VET activities are carried out by institutions (further in text, VET institutions), based on decision of the Ministry responsible for education (further in text, the Ministry).
- (6) VET activities for qualifications, which are regulated by special provisions, the EU Directives for regulated medical occupations as well as international treaties, to which the Republic of Croatia acceded, are carried out by VET institutions, based on a decision by the Ministry, in accordance with special provision.

(7) Terms used in this Act and provisions brought based on this Act, and which have a gender meaning, no matter whether they are used in male or female form, they apply to both genders equally.

Article 2

(1) Citizens of the Member States of the European Union have the right to VET as Croatian citizens, and they enrol to VET institutions in the Republic of Croatia under the same conditions as Croatian citizens.

(2) Croatian citizens, which were educated in a Member State of the European Union and wish to continue their education in the Republic of Croatia, have the right to VET under same conditions as Croatian citizens which are being educated in VET institutions in the Republic of Croatia.

Article 3

Certain expressions in this Act mean:

- **Vocational education** is a process of acquiring competences (knowledge, skills and competences) insofar the results of that process are evaluated and confirmed in a procedure carried out by VET institutions.
- **Vocational training** implicates education for acquirement of competences for the performance of simple jobs.
- **Additional vocational training** implicates education by which additional competences of same or higher level of qualifications are acquired in educational sector for which participant has a recognised qualification.
- **Formal education** specifies an activity of an authorised institution which is carried out according to approved programmes and with an aim of acquirement and improvement of knowledge, skills and competences for personal, social and professional needs, and for which a public document is issued.
- **Non-formal education** specifies organised learning activities with an aim of acquirement and improvement of knowledge, skills and competences for personal, social and professional needs, and for which a public document is not issued.
- **Informal education** specifies non-organised activities of adopting knowledge, skills and competences from everyday experience and other influences and sources from the surrounding for personal, social and professional needs.
- **Competences** specify a set of concrete knowledge and skills in accordance with given standards.
- **Core competences** specify a set of competences which are needed for fulfilment of personal needs, social connection, democratic society and employment.

- **Vocational Curriculum** is a document which defines learning outcomes and conditions of performance by which participants acquire competences.
- **Vocational Qualification** is a formal term for set of competences of particular level, volume, profile and quality, and which is proven by a public document issued by an authorised institution.
- **Levels of qualifications** specify complexity and range of acquired competences, and are described by set of measurable indicators.
- **Credit** is a measure unit which indicates volume of acquired competences, and is determined by average time spent by participants who successfully mastered the programme, and which is necessary for the acquirement of these competences.
- **Standard of occupation** is a set of norms which determine the content of vocational qualification on a particular level of complexity and determine needed knowledge, skills and vocational competences, or which determine jobs and activities within these jobs, as well as competences needed for their performance, in a way determined by the labour market, and is in a function of the development of qualification standard and vocational curricula.
- **Module** is a learning unit with a goal and contents which are determined in accordance with demands for qualification development. It is based on standards of occupation and allows acquirement of competences and complete qualification.
- **Profile of competences/qualification** specifies area of work or learning of acquired competences and is expressed through a name.

Article 4

(1) Objectives of VET are:

- to enable participants the acquirement of core and vocational competences for obtaining qualifications necessary for the labour market, for further education and lifelong learning, and in function of personal development and economic and general development of society,
- to secure international comparability of obtained vocational qualifications,
- to secure development of open curricula.

(2) Principles of VET are:

- availability and establishment of gender balance of participants, flexibility, relevance and rationality, transparency and compliance with labour market needs and higher education,
- orientation on learning outcomes and development of competences,
- individual approach towards participants and different paths of acquirement of the same vocational qualifications,
- partnership in the process of education,
- same conditions of education according to standards of educational process and occupational demands,
- clear definition of occupational standards, vocational qualifications and curricula,

- adequate competence and permanent training of teachers for contemporary approach to educational process.

II. ACQUIREMENT OF VOCATIONAL QUALIFICATIONS

Article 5

(1) Through VET, competences and vocational qualifications of a particular level, volume, profile and quality are acquired and inclusion on the labour market or continuation of education is enabled.

(2) By finishing VET, participant acquires qualification of a particular level, volume, profile and quality which is proved by a public document whose content and form is determined by the Minister responsible for education (further in text: the Minister)

(3) Exceptionally, participants of programmes for acquirement of medical qualifications, after finishing a two-year general part of education, receive a certificate whose content and form is determined by the Minister.

(4) By formal education, competences are acquired by:

- theoretical classes with exercises,
- practical work,
- and other forms of educational work determined by curriculum.

(5) Competences acquired by non-formal and informal education are proven by exams, in accordance with standards of occupation and vocational qualifications.

(6) Procedure and way of performing exams which prove non-formally and informally acquired competences are determined by the Minister.

Article 6

(1) Standards of occupational define jobs and activities within these jobs, as well as competences needed for their performance, in a way determined by the labour market, and are in a function of the development of standards of qualification and vocational curricula.

(2) Standard of qualification defines name, type, level, volume, conditions of admission to qualification, justification of the need for qualification, profile with specification of teaching subjects and modules, and with it related learning outcomes/competences and other necessary elements.

(3) Methodology for the development of standards of occupation and vocational qualifications is determined by the Agency for Vocational Education and Training (in further text: the Agency).

(4) Standards of occupation and vocational qualifications are brought by the Minister based on a previous proposal from the Agency, and in agreement with the relevant Sector council.

(5) Standards of occupation and vocational qualifications are regularly harmonised with the labour market needs, usually every five years.

Article 7

- (1) Credits are allocated for a teaching subject/vocational qualification module.
- (2) One credit is given to a student for an average of 25 hours of student's workload insofar the student successfully confirmed acquired competences.
- (3) Once acquired credits for some teaching subject/vocational qualification module, are recognised as acquired part of every other vocational qualification which includes the same teaching subject / module.
- (4) Sum of credits for all teaching subjects/vocational qualification modules on a certain level equals to total value of that qualification's volume.

Article 8

- (1) VET is accomplished based on a national curriculum, a vocational curriculum and a school curriculum.
- (2) Besides the objectives established by national curriculum, also the objective of vocational curriculum is to ensure acquirement of competences determined by vocational qualifications.
- (3) Share of basic competence in qualifications which last three and more years, in the first year of education has to be at least 60% with respect to vocational competence, and in the second year of education share of basic competence has to be at least 40%. This is determined by vocational curriculum for every qualification of particular level.
- (4) Vocational curriculum is brought by the Minister, and it comprises of general educational and specific vocational part. Methodology for development of vocational curriculum is determined by the Agency.
- (5) Joint general educational part comprises of general educational subjects which are shared and obligatory for a particular level of qualification, and specific vocational part includes vocational subjects/modules which are tied to a particular vocational qualification.
- (6) Specific vocational part comprises of obligatory and elective part.
- (7) Elective part of curriculum is tied to standard of occupation, and student chooses it according to its interests and preferences.
- (8) Vocational curriculum determines:
 - duration of education,
 - material and staff conditions for its implementation,
 - learning outcomes,
 - ways of monitoring, evaluation and grading,
 - weekly and yearly number of teaching hours,
 - weekly number of teaching hours per subjects/modules,
 - subject curricula expressed with objectives and contents, ways of implementation of contents, and learning environment.

(9) Parts of vocational curriculum (maximally up to 15% of specific and elective part of vocational contents) are determined by the VET institution together with VET stakeholders, local and regional self-government, in coherence with national curriculum, and it is brought by the managing body of the VET institution, no later than August 31st for the next school year.

(10) VET institution is obliged to deliver to the Agency the part of curriculum from paragraph 9 of this Article, no later than 15 days after its adoption.

III. VOCATIONAL EDUCATION AND TRAINING QUALITY ASSURANCE SYSTEM

Article 9

(1) VET quality assurance system is established by permanent evaluation of participants, VET institutions and the VET process.

(2) VET quality in a particular VET institution is determined by a direct insight into the work of the VET institution and by national that is special exams, in line with special regulations.

(3) VET quality is reached:

- by rational network of curricula and VET institutions,
- unique database for informational monitoring and management of the system,
- system of evaluation and gathering of evaluation results,
- incentivising and correctional measures.

(4) Ways of monitoring, VET quality indicators and usage of results of evaluation of VET institutions are determined by the Minister

(5) Database from paragraph 3, subparagraph 2 of this Article is managed by the Ministry, and it is used as source of information for applications used by the Agency for its needs.

Article 10

(1) Network of curricula and VET institutions is developed according to:

- expert estimate of economic sustainability and justifiability of curriculum implementation or opening of VET institution and employment plan of particular qualification profiles,
- respect for existent economic capacities and plans for economic development of particular areas,
- securing the protection of national and local interests in planning and proposing of network of curricula and VET institutions,
- projections of demographic movement in particular areas,
- fulfilment of all preconditions for successful implementation of curriculum.

(2) Network of curricula and VET institutions is proposed by the relevant Sector councils to the founders.

Article 11

(1) VET institutions are obliged to conduct self-evaluation and external evaluation.

(2) Self-evaluation is conducted for the following relevant fields:

- planning and programming of the work,
- teaching and support to learning,
- participants' accomplishments,
- material conditions and human resources,
- professional development of the staff,
- human relations in VET institution,
- administration and management,
- cooperation with other stakeholders.

(3) External evaluation is conducted by the National Centre for External Evaluation of Education.

Article 12

(1) Self-evaluation of the VET institution monitors and evaluates Committee for Quality which is nominated by the managing body of the VET institution. Ways and procedure for election of members of the Committee for Quality are determined by the statute of the VET institution.

(2) Committee for Quality has 7 members and they are as follows:

- 4 members who are teachers or expert associates,
- 1 member who is a stakeholder, selected on a proposition from a founder,
- 1 member who is a participant/student,
- 1 member who is a parent.

(3) Instructions on elements and ways of self-evaluation are developed by the Agency.

(4) Committee for Quality makes a report for the past year and it delivers it to the managing body of the VET institution and the Agency. Content and ways of developing the report are determined by the Agency.

IV. VET SYSTEM ORGANISATION AND RESPONSIBILITIES

Article 13

(1) Agency for Vocational Education and Training is a public institution whose activities include planning, development, organization, monitoring and evaluation of school and non-school system in the VET area.

(2) The Republic of Croatia is a founder of the Agency, founding rights and duties on the founder's behalf as well as the supervision over Agency's legal matters are carried out by the Ministry.

(3) Agency's head office is in Zagreb and Agency can establish its branch organizations.

(4) Bodies of the Agency are Managing Board, Expert Council and Director of the Agency.

(5) Agency is governed by Managing Board, consisting of president and six members and which are appointed by the Government of Republic of Croatia on a proposal of the Minister for a period of four years.

(6) Agency is represented and presented by the Director of the Agency who organizes and manages Agency's work and dealings and is appointed and dismissed from its duty by the Managing Board for a period of four years. Director is appointed based on administrative competition.

(7) Statute of the Agency is brought by the Agency's Managing Board with the agreement of founder and based on a proposal of the Director of the Agency and Statute determines internal organization, activities of the Agency, authority and decision-making procedures within Agency's bodies, establishment and activities of the branch organizations and also other matters that are of importance regarding Agency's dealings and activities.

(8) Agency acquires funds for its activities from the State Budget of Republic of Croatia and from its own incomes.

(9) Without accordance from the Ministry Agency can not acquire, burden or alienate real estate and other assets or conclude legal matters with value greater than the value determined by the Agency's Statute.

(10) Agency's activities encompass following tasks:

- analytical, developmental and research affairs in VET area,
- preparing information for state administration bodies, Government of Republic of Croatia and Croatian Parliament and on a needs basis making reports regarding VET,
- monitoring, cooperation and participation in implementation of programs and projects in VET area,
- advisory activities,
- conducting teacher in-service training in VET area,
- conducting professional and pedagogical supervision in VET area,
- organizing and conducting expert in-service exams for VET teachers as an public authorization,
- organizing and conducting promotion procedures of VET teachers in secondary school institutions as an public authorization,
- establishment and maintenance of VET information system,
- participation in procedures of evaluation, self-evaluation and external evaluation,
- managing personal information database of students, directors, teachers, expert associates and information database regarding material property of institutions in which VET curriculums for attaining VET qualifications are being realized and Agency is a user of data from aforementioned databases,
- preparation and development of methodology for developing standards of occupation, VET qualifications and curricula,
- participation in defining proposals of the network of institutions and curricula which are addressed to founders and infrastructure in the function of relevancy and rationalization of the VET system,
- preparing occupational standards proposals and providing expert opinion regarding proposals from other proposers,

- preparing VET qualifications proposals and providing expert opinion regarding proposals from other proposers,
- development of VET curricula and providing expert opinion regarding proposals from other proposers,
- organizing and conducting students state competitions and exhibitions of students practical work assignments in VET area,
- preparing and implementing programs and projects financed or co-financed from EU funds or other forms of international aid,
- co-operation with social partners and other stakeholders in VET system.

Article 14

(1) VET Council has 17 members appointed by the Minister, as follows:

- 1 member proposed by the Croatian Employers Association,
- 1 member proposed by the Croatian Chamber of Economy,
- 1 member proposed by the Croatian Chamber of Trade and Crafts,
- 3 members as representatives of the Unions,
- 1 member proposed by the Minister responsible for economy,
- 1 member as representative of the National Alliance of Persons with Disabilities representing students with developmental difficulties, proposed by the Minister responsible for health and social welfare,
- 1 member proposed by the Agency,
- 1 member proposed by the Croatian Employment Service,
- 1 member proposed by the Ministry,
- 4 members as representatives of VET institutions,
- 1 member as representative of University degree courses,
- 1 member as representative of Professional degree courses.

(2) VET Council members are elected for a period of five years.

(3) VET Council proposes educational sectors, co-ordinates activities of all stakeholders in VET area, gives initiatives for delivering new or changing existing curricula, proposes measures, activities and strategies for VET development and also performs other activities in compliance with Decision on Appointment.

Article 15

(1) The Minister based on a proposal of the VET Council and with prior opinion of the Agency makes a decision by which educational sectors are established as integrative areas of one or more professions.

(2) Each educational sector contains a group of curricula based on which students acquire knowledge, skills and competencies in a certain profile for performing specific activities in different occupations.

Article 16

(1) For each educational sector, Sector Council is established and it can consist of sub-sectors.

- (2) The Minister establishes Sector Councils and appoints or resolves its members.
- (3) Each Sector Council consists of maximum of 20 members, appointed for a period of five years with possibility of re-appointment.
- (4) Members are experts appointed based on a proposal of the ministries responsible for each sector and with employers agreement, from the line of employers, chambers, unions, VET associations, national alliances of persons with disabilities, higher education institutions, VET institutions and other stakeholders.
- (5) In each Sector Council one member for each sector is appointed from the line ministry.
- (6) The Minister directly appoints representative of the Agency and representatives of relevant VET institutions to each Sector Council.
- (7) If for a certain sector responsibility of one ministry cannot be established, member will be appointed by the Ministry responsible for economy.
- (8) Sector Council financial resources, Sector Council member's fees and all other expenditures related to the work of Sector Councils are ensured from the Agency's budget.

Article 17

Sector Councils are composed in a partnership and are advisory and expert bodies that express needs of the labour market, higher education and all other components of Croatian society through:

- defining necessary VET qualifications,
- analyzing current and necessary competencies within sectors and sub-sectors,
- giving opinions to the Agency about necessary content of VET qualifications,
- developing content of parts of VET qualifications standards,
- promoting the sector and possibilities of employment within the sector,
- giving proposals of the network of curricula and VET institutions to the founders of VET institutions,
- establishing profiles within each educational sector.

Article 18

- (1) Stakeholders in VET area are ministries responsible for individual sectors, local and regional government, unions, employers associations, professional and other associations, chambers, higher education institutions, legal persons that intermediate in the process of employment and VET institutions.
- (2) Stakeholders encourage and give direction to VET development on national, local and regional level.
- (3) Through their representatives stakeholders:

- participate in VET Council and Sector Councils activities,
- discuss labour market needs,
- contribute to the alignment of VET qualifications and curricula to labour market needs and individual needs,
- promote life-long VET learning,
- co-finance VET in line with their possibilities,
- contribute to the VET system quality assurance.

Article 19

(1) VET institution performs the following tasks:

- carries out the activity of vocational education and training of regular students and also the activity of vocational education and training of adults,
- harmonizes educational provision with labour market needs,
- establishes local partnerships,
- develops part of the curriculum in line with local and regional needs,
- also carries out other activities in line with this Act.

(2) VET institution can place on the market products and services which are a result of VET institutions activities and in a case where by carrying out its activities VET institution makes a profit that profit will be used exclusively for performing and developing activities of the institution in line with the Founding Act and the Statute of the Institution.

V. ORGANISATION AND IMPLEMENTATION OF EDUCATIONAL AND PEDAGOGICAL WORK

Article 20

(1) Conditions for enrolment of students in secondary VET are: health capacity, specific psychophysical abilities, previously acquired level of qualifications and also other conditions prescribed by curriculum.

(2) Number of students that VET institution enrolls in first grade is planned according to the number of students finishing primary education, staff and spatial capacity of the institution, economy needs and openings regarding implementing practical part of education.

(3) VET institution ensures enrolment for candidates with developmental difficulties according to decision made by responsible bodies.

(4) The Ministry based on a proposal of the VET institutions, founders and stakeholders declares elements and criteria for enrolment in first year of vocational education, each year four months prior the beginning of the following school year.

Article 21

(1) VET system allows horizontal and vertical progression.

(2) Conditions and procedures for continuation of education for a higher level of qualifications (vertical progression) are prescribed by the Minister.

(3) Conditions and procedures for continuation of education for the same level of qualifications (horizontal progression) are established by VET institution expert bodies according to the Agency's recommendations.

Article 22

Every year, six months before the beginning of the following school year in coordination with VET institution and stakeholders, the Founder ensures openings for conducting practical work and exercises at the employers, taking care of adapted openings for students with developmental difficulties and of this report to the Ministry.

Article 23

School year for a certain level of qualifications where teaching is conducted mostly in the form of exercises and practical work has a maximum duration of 38 weeks.

Article 24

(1) Acquiring knowledge, skills and competencies is conducted through practical work and exercises.

(2) Practical work and exercises are conducted in VET institution and / or at the employers.

(3) Total amount of working hours and material conditions for conducting practical work and exercises is determined by the curriculum.

(4) Facilities where practical work and training is held must comply with the requirements of safety at work and other regulations.

Article 25

(1) Rights and duties of VET institution, students and employers within conducting practical work and exercises at the employers are determined by the contract on work placement.

(2) Contracts under paragraph 1 of this article are concluded by VET institution, employer and student older than 18 years of age, that is institution, employer and parent/legal guardian of a student under 18 years of age or VET institution and employer or VET institutions between each other.

(3) Record of closed contracts under paragraph 2 of this article is kept by VET institution.

Article 26

(1) Employer can conclude contract on work placement:

- if he has prescribed facilities and equipment,
- if he assigns to the student a mentor with adequate qualifications and pedagogic competencies which is employed by the employer.

(2) Other conditions that employers need to fulfil regarding practical work conduct are determined by pedagogical standard and curriculum and the procedure of determining conditions and templates of the contract on work placement are prescribed by the Minister.

Article 27

(1) Duties of employer concluding the contract are:

- to ensure necessary conditions for acquiring prescribed competencies for the student,
- to ensure and to carry out measures regarding safety at work during performance of practical work,
- to regularly payout to student agreed compensation,
- to keep record of practical work or exercise attendance,
- to provide assigned teacher from VET institution a direct insight and insight in the prescribed documentation needed for monitoring of performance and quality of performance of practical work and/or exercise,
- to fulfil other duties arranged by contract on work placement.

(2) Employer can assign the student only to those assignments which ensure acquiring competencies in line with curriculum and the contract on work placement.

Article 28

Duties of student attending practical work and exercise at the employers are:

- to regularly attend practical work and/or exercise and other obligatory educational forms,
- to regularly fulfil its school assignments derived from curriculum and the contract all in the function of conducting practical work or exercise at the employers,
- to act in accordance with instructions from the employer and VET institution regarding practical work or exercise,
- to act in accordance with safety at work regulation,
- to take care of employers property and his professional secrets.

Article 29

(1) In the first year of education practical work and exercise of regular students can last 4 hours a day at most, that is, 20 hours a week.

(2) Daily duration of practical work and exercise for regular students in remaining years of education is regulated in line with regulations concerning employment and other regulations.

(3) If practical work and exercise lasts 4 or more hours a day in continuation, students from paragraph 2 under this article need to be provided with at least thirty minutes of daily break.

(4) During school year VET institution and employer must provide students from paragraphs 1 and 2 under this article with at least 45 working days of rest.

(5) Students can not attend class in VET institution and practical work at the employers in the same day.

(6) Exceptionally, within justified reasons on the basis of request from the Institution and with prior opinion from the Agency the Ministry can also approve different organization of class in paragraph 5 under this article.

(7) Regarding practical work and exercise conducted at the employer's provisions of regulations concerning employment and safety at work are applied.

Article 30

(1) For student who performs practical work and exercises conducted at employer, VET institution, generally during second year, performs evaluation of acquired knowledge and skills, along with documentation that the student is obliged to keep.

(2) If the student does not satisfy knowledge and skills evaluation, employer is advised on further work with students.

(3) Procedure and manner of evaluation during education is determined by Minister, and the content of evaluation during education is determined by Agency.

Article 31

(1) During practical work and exercise conducted at the employer, according to the time spent, student is entitled to compensation, which is paid by employer, unless defined otherwise by specific law.

(2) The compensation sum is determined by average net salary in Republic of Croatia in previous year, as follows:

- in first year of education 10 %
- in second year of education 20%
- in other years of education 25%.

(3) Employer can additionally reward the participant with reward greater than stated in paragraph 2 of this Article.

Article 32

(1) Employer can terminate contract on practical work if any of the following situations occur:

- if the contract was based on false personal documents,
- if the student fails to attend practical work without valid reason, as stated in the VET institution statute,
- if student's medical condition has changed, and if by opinion of competent doctor that student is no longer capable to continue education in enrolled qualification,
- if the student is in violation of duties determined by this and other acts, contract on the practical work conduct and internal employers regulation,
- if student drops out of the VET institution.

(2) Employer has to elaborate its decision from paragraph 1 of this Article in written form to other contracting party.

(3) VET institution, or student or his parents, or legal guardian can terminate contract with the employer in case the employer does not fulfil contract obligations and if the employer no longer fulfils the conditions for the implementation of practical work.

(4) In case of termination of the contract due to the impossibility to fulfil terms of contract by employer, VET institution will provide the student new contract with different employer.

(5) If the contract on practical work cannot be terminated in agreement of all sides, decision of termination, at the request of the interested party, is brought by the founder of VET institution.

Article 33

(1) Centres of new technologies are organized in VET institutions with the goal to implement and upgrade practical work or parts of practical work, along with exercises of appropriate profession.

(2) Network of Centres of new technologies and corresponding VET institutions for each centre is established by Ministry at the proposal of the Agency.

(3) VET institution, in which the centre of new technologies is organized, provides total expert and material conditions for the implementation of practical work and exercise of its students, or participants from other institutions and outside beneficiaries.

(4) VET institution is under obligation to include, within its year plan and work programme or school curricula, planning and providing services for implementation of practical work or parts of practical training and exercises to the other VET institutions according to the network from paragraph 2 of this Article and to the outside beneficiaries.

(5) Material expenditure of the centre of new technologies which occurred during the providing of the services to the affiliating VET institutions are covered by founder of the service beneficiary institution, and the expenditure of expert work is covered by the Ministry.

VI. PARTICIPANTS

Article 34

(1) Regular student status is attained by enrolment into the institution that implements curricula for the acquirement of certain qualification.

(2) Regular student status is terminated in a way described by the Act on Primary and Secondary education.

Article 35

(1) On an exceptional basis, categorized athletes in accordance to the provisions of Act on Sports and participants who do not finish education due to parenthood, special, social, personal and family circumstances and medical illness can have their regular student status extended for the maximum of two years.

(2) Decision on extension of regular student status, along with all enclosed documentation of competent institutions, is carried out by director at the proposal of expert body from VET institution.

(3) Students from paragraph 1 of this Article have the right to attend each grade two consecutive times in case of justified reasons that prevented them from meeting obligations from educational curricula.

Article 36

Student who has suspended his education for a period longer than two years based on justified reasons, on a proposal of expert body of VET institution and with prior attained opinion of Agency, director of VET institution determines conditions for continuation and attaining of qualification if a curriculum was changed compared to qualification curricula that he has attended.

VII. TEACHERS

Article 37

(1) Work of teacher of vocational subjects is performed by teachers of professional-theory content, teachers of practical work and exercise, vocational teachers and teaching associates.

(2) Work of teacher of professional-theory content can be performed by person that finished corresponding higher education through which a minimum of 180 ECTS points was scored, if so regulated by curricula, and has pedagogical-psychological-didactical-methodical education through which 60 ECTS points are acquired (further in text: pedagogical competences), and meets all other terms regulated by curricula.

(3) Work of teacher of practical work and exercise can be performed by teacher that finished under graduate university study or under graduate professional study of corresponding category through which a minimum of 180 ECTS points was scored and has pedagogical competences along with pre-acquired qualification of corresponding profile.

(4) Work of vocational teacher can be performed by person that has a level of education regulated by curricula, and has at least secondary vocational education of corresponding profile, pedagogical competences, and work experience in appropriate profession in duration of at least five years.

(5) Work of teaching associate can be performed by person that finished corresponding secondary education, acquired pedagogical competences and has a work experience in duration of at least five years, unless regulated differently by vocational curricula.

(6) Vocational teachers, teaching associates and mentors mentioned in Article 26 of this Act, can acquire their pedagogical competences through special program established by the Ministry, and organized and implemented by institution authorised by the Ministry.

Article 38

- (1) Inspection of VET institutions is carried out by school inspection of the Ministry.
- (2) Inspection of implementation of practical work and exercise conducted at employer in part of work related regulations and safety and protection at work are carried out by bodies defined by special regulations.
- (3) Inspection of implementation of parts of curricula, which is realized under special regulation, is carried out by competent inspection, with prior written information to the Ministry about the intention of performing the inspection.

VIII. PEDAGOGICAL DOCUMENTATION AND REGISTER

Article 39

- (1) VET institutions keep register and documentation on student, concerning the performance of practical work and exercises conducted at the employer.
- (2) Register must contain information on employers who provide students practical work and exercise, documentation of student's medical capability, evidence of training for safe work, contract with employer, register of fulfilment of contract terms and register of realisation of certain part of curricula.
- (3) Content and template of register form from this Article is determined by Minister.

IX. PENAL REGULATION

Article 40

- (1) VET institution will be fined in amount of 5.000,00 to 10.000,00 kuna, for violation if it:
 - does not act according to the Ministers decision on enrolment,
 - does not respect regulated rules for the choice of candidates in case of limited registration,
 - imposes obligation to the individual student to attend classes at the institution and practical work conducted at the employer during the same day,
 - if it is established that the daily duration of practical work students perform is in conflict with the regulations that determine work relations and other regulations.
- (2) Responsible person from the VET institution will be fined with amount from 2.000,00 to 5.000,00 kuna for the violation stated in paragraph 1 of this Article.

X. TRANSITIONAL AND FINAL PROVISIONS

Article 41

Agency for Vocational Education and Training, established by the Directive on the establishment of the Agency for Vocational Education and Training (Official Gazette, No. 10/05.), continues with its work and is under obligation to align its organization, functioning and general acts with the terms of this Act, within six months from the day of its entry into force.

Article 42

- (1) Sub act regulation based on this Act shall be brought by the Minister within one year from the day this Act enters into force.
- (2) Standard of occupation and vocational qualifications from Article 16 of this Act shall be brought by the Minister by December 31st, 2012.
- (3) Vocational curricula from Article 8 of this Act shall be brought by the Minister by December 31st, 2013.
- (4) Until the establishment of vocational curricula from paragraph 3 of this Article, relevant educational plans and programs along with corresponding pedagogical documentation are applied.
- (5) Decision of the Minister on establishing educational sectors in vocational education is applied until the Decision on establishment of educational sectors according to the Article 15 of this Act.
- (6) Instructions on implementation of self evaluation, content and means of producing report from Article 12 of this Act and expert instructions from Article 21, paragraph 3 shall be established by the Agency within six months from the day this Act enters into force.
- (7) Committee for Quality from Article 12 of this Act is to be established by the VET institutions, within six months from the day this Act enters into force.
- (8) Council for vocational education from Article 14 of this Act shall be appointed by the Minister within six months from the day this Act enters into force.
- (9) Minister is obliged to appoint Sector councils from Article 16 of this Act within three months from the day this Act comes into force.

Article 43

VET institutions are obliged to align their general acts with the provisions of this Act no later than August 31st, 2009.

Article 44

This Act shall enter into force on the eighth day following its publication in the Official Gazette; except provision of Article 2, paragraph 1 of this Act which is to enter into force on the day of ascension of Republic of Croatia into European Union.

Class: 602-03/08-01/01
Zagreb, 20 February 2009

Croatian Parliament

The President of the Croatian Parliament

Luka Bebić, m. p