

MULTILINGUAL TERMINOLOGY OF SKILLS DEVELOPMENT

ENGLISH AND CROATIAN

IŠEJEZIČNI POJMOVNIK RAZVOJA VJEŠTINA

ENGLISKI I HRVATSKI

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INTRODUCTION

The European Training Foundation (ETF) developed this terminology in the context of EU support to the Western Balkans for the development of Youth Guarantee schemes; a technical facility implemented in close partnership between the European Commission, the International Labour Organization and the ETF.

The terminology presents key terms used in education, training and skills development policy areas. It is mainly focused on the terminology used in policies that enable the transition of young people from school to work, and particularly skills development in this context.

The terminology provides valuable support to policy makers, practitioners, researchers and more generally, for all those involved in youth, employability and skills development policies. It provides quick access to technical terminology to ensure clarity and quality in terms of policy related actions.

This multilingual terminology does not attempt to be an exhaustive inventory of skills development, it rather identifies essential terms to facilitate an understanding of current policy approaches. The terminology is based on the most common or widely used terms for understanding various concepts. This edition may be revised and expanded as terminology and comprehension evolve.

UVOD

Europska zaklada za osposobljavanje (ETF) razvila je ovaj pojmovnik u kontekstu pomoći EU-a zemljama zapadnog Balkana pri razradi programa Garancija za mlade, tehničkog instrumenta koji u bliskoj suradnji provode Europska komisija, Međunarodna organizacija rada i ETF.

Pojmovnik sadržava osnovne pojmove koji se upotrebljavaju u području politika obrazovanja, osposobljavanja i razvoja vještina. Uglavnom sadržava pojmove koji se upotrebljavaju u politikama koje mladim ljudima omogućuju prelazak iz škole na posao, a naročito razvoj vještina u tom kontekstu.

Pojmovnik može biti dragocjena pomoć tvorcima politika, praktičarima, istraživačima i, općenito, svima onima koji se bave politikama u području mladih, zapošljivosti i razvoja vještina. Omogućuje brz pristup stručnim pojmovima kako bi se zajamčila jasnoća i kvaliteta u pogledu radnji povezanih s politikama.

Ovaj višjezični pojmovnik nije sveobuhvatan popis pojmova u području razvoja vještina, već se u njemu navode osnovni pojmovi kako bi se olakšalo razumijevanje postojećih politika. Temelji se na najčešćim ili najrasprostranjenijim pojmovima potrebnim za razumijevanje raznih koncepata. Ovo će se izdanje, prema potrebi, prepravljati i proširivati u skladu s razvojem pojmova i razumijevanja.

INSTRUCTIONS FOR USING THE TERMINOLOGY

This terminology is presented in English alphabetical order.

Each entry in the corpus consists of the following elements:

- 1 term** (in English)
- 2 Definition:** gives the meaning of the term
- 3 Definition source:** indicates the origin of the information
- 4** The above elements in Croatian

You will find in annex:

- an alphabetical index for each of both languages, in the following order: English and Croatian

UPUTE ZA UPOTREBU POJMOVNIKA

Pojmovi su navedeni prema engleskom abecednom redu.

Svaki unos u korpusu sastoji se od sljedećih elemenata:

- 1. pojma** (na engleskom)
- 2. definicije** kojom se objašnjava značenje pojma
- 3. izvora definicije** koji upućuje na to odakle odakle definicija
- 4.** navedenih elemenata na **hrvatski**

U prilogu možete pronaći:

- abecedno kazalo na oba jezika, i to sljedećim redoslijedom: engleski i hrvatski

1

access to education and training

conditions, circumstances or requirements governing admission to and participation in educational institutions or programmes

European Training Foundation based on: Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [30.11.2021]

hr pristup obrazovanju i osposobljavanju

uvjeti, okolnosti ili zahtjevi za upis i pohađanje obrazovnih institucija ili programa

Europska zaklada za osposobljavanje (ETF)

2

accreditation of education providers

process of quality assurance through which an organisation, or private entity, providing education or training is officially recognised and approved by the relevant legislative or professional authorities following assessment against predetermined standards

European Training Foundation (ETF), based on: CEDEFOP: Terminology of European education and training policy, 2008, https://www.cedefop.europa.eu/files/4064_en.pdf [14.8.2020]

en accreditation of training providers

hr akreditacija pružatelja obrazovnih usluga

postupak osiguranja kvalitete putem kojeg su relevantna zakonodavna ili stručna tijela, nakon procjene prema unaprijed određenim standardima, službeno priznala i odobrila organizaciju ili privatni subjekt koji pruža usluge obrazovanja ili osposobljavanja

Europska zaklada za osposobljavanje (ETF)

3

accreditation of programmes

formal recognition of an educational programme by a body that is competent to validate quality standards in education

European Training Foundation (ETF) based on:

Cedefop, Glossary, Quality in education and training, Source: ISO – Glossary. https://www.cedefop.europa.eu/files/4106_en.pdf [30.11.2021]

hr akreditacija programa

formalno priznavanje obrazovnog programa koje provodi tijelo nadležno za vrednovanje standarda kvalitete u obrazovanju

Europska zaklada za osposobljavanje (ETF)

4

adult education

education specifically targeted at individuals who are regarded as adults by their society to improve their technical or professional qualifications, further develop their abilities, enrich their knowledge with the purpose to complete a level of formal education, or to acquire, refresh or update their knowledge, skills and competencies in a particular field

UNESCO, Glossary of Curriculum Terminology, <http://193.242.192.196/fr/node/12017> [30.11.2021]

hr obrazovanje odraslih

obrazovanje posebno usmjereno na pojedince koje društvo smatra odraslima kako bi poboljšali svoje tehničke ili stručne kvalifikacije, dodatno razvili svoje sposobnosti, obogatili svoje znanje radi završetka određene razine formalnog obrazovanja ili stekli, obnovili ili ažurirali svoje znanje, vještine i sposobnosti u određenom području

Europska zaklada za osposobljavanje (ETF)

5

anticipation of skills

forecasting what skills will be needed in the labour market based on statistical analysis, economic trends and data

European Training Foundation (ETF) based on:

ILO, International Labour Organization, Anticipating skill needs for green jobs, 2015, https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_564692.pdf [30.11.2021]

hr predviđanje potreba za vještinama

predviđanje potrebnih vještina na tržištu rada na temelju statističkih analiza, ekonomskih trendova i podataka

Europska zaklada za osposobljavanje (ETF)

6

apprenticeship

systematic, long-term training alternating periods at the workplace and in an educational institution or training centre during which the apprentice is contractually linked to the employer, receives remuneration, wage or allowance and is insured against accidents at work

Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [30.11.2021]

en traineeship

hr naukovanje

sustavno, dugoročno osposobljavanje u kojem se izmjenjuju razdoblja na radnom mjestu s onima u obrazovnoj ustanovi ili centru za osposobljavanje tijekom kojih je naučnik ugovorno vezan uz poslodavca, prima naknadu, plaću ili nagradu i osiguran je od nezgoda na radu

Europska zaklada za osposobljavanje (ETF)

- assessment of knowledge** process of appraising knowledge, know-how, learning outcomes skills and/or competences of an individual against predefined criteria like learning expectations and measurement of learning outcomes
Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [30.11.2021]
- en* **assessment of know-how**
- en* **assessment of learning outcomes, skills and competences**
- hr* **procjena znanja**
postupak ocjenjivanja znanja, umijeća, ishoda učenja, vještina i/ili kompetencija pojedinca prema unaprijed određenim kriterijima kao što su očekivanja od učenja i mjerenje ishoda učenja
Europska zaklada za osposobljavanje (ETF)

- career guidance and counselling** services which help people of any age to manage their careers and to make the educational, training and occupational choices that are meaningful for them.
European Training Foundation (ETF) based on: 'Investing in career guidance', 2021 <https://www.etf.europa.eu/en/publications-and-resources/publications/investing-career-guidance> [30.11.2021]
- hr* **profesionalna orijentacija i usmjeravanje**
usluge koje osobama svih uzrasta pomažu upravljati vlastitom karijerom i odabrati odgovarajuće obrazovanje, osposobljavanje i zanimanje
Europska zaklada za osposobljavanje (ETF)

- career management skills** competences for managing a person's career path and having the ability to react and adapt to change and challenges
European Training Foundation (ETF) based on:
European Training Foundation, LearningConnects: Developing career guidance, <https://www.etf.europa.eu/en/news-and-events/news/learningconnects-developing-career-guidance> [30.11.2021]
- hr* **vještine upravljanja karijerom**
sposobnost upravljanja vlastitom karijerom te reagiranja i prilagođavanja promjenama i izazovima
Europska zaklada za osposobljavanje (ETF)

- Centres of Vocational Excellence** centres that provide opportunities for the initial training of young people, the continuing up-skilling and re-skilling of adults, through a flexible and timely offer of training that meets the needs of a dynamic labour market
European Training Foundation (ETF) based on:
Erasmus+ EU programme for education, training, youth and sport, Centres of Vocational Excellence, <https://erasmus-plus.ec.europa.eu/programme-guide/part-b/key-action-2/centres-vocational-excellence> [30.11.2021]
- en* **CoVEs**
- hr* **centar strukovne izvrsnosti**
ustanove koji pružaju mogućnosti za početno osposobljavanje mladih te kontinuirano usavršavanje i prekvalifikaciju odraslih, kroz fleksibilnu i pravodobnu ponudu obuke koja zadovoljava potrebe dinamičnog tržišta rada
Europska zaklada za osposobljavanje (ETF)

- certification** attesting the completion of learning acquired in formal, nonformal or informal settings
European Training Foundation (ETF) based on:
Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [30.11.2021]
- hr* **certifikacija**
potvrđivanje završetka učenja stečenog u formalnim ili neformalnim uvjetima
Europska zaklada za osposobljavanje (ETF)

- certification body** organisation providing assessments, based on defined standards, and awarding compliance certificates to show the achievement of the requirements set out in the standards
European Training Foundation (ETF), based on: British Assessment Bureau, 'What is a certification body?', <https://ocean-cert.com/what-is-a-certification-body/> [26.1.2022]
- hr* **tijelo za certifikaciju**
organizacija koja na temelju definiranih standarda ocjenjuje i dodjeljuje certifikate o usklađenosti kao potvrdu da su ispunjeni zahtjevi navedeni u standardima
Europska zaklada za osposobljavanje (ETF)

Civil Society Organisation

non-State, non-profit making actors operating on an independent and accountable basis
EUROPA>EUR-Lex home>Summaries of EU Legislation>Glossary of summaries, 'civil society organisation', https://eur-lex.europa.eu/summary/glossary/civil_society_organisation.html [26.1.2022]

en CSO

en Non-Governmental Organisation

hr **organizacija civilnog društva**
nedržavni i neprofitni neovisni subjekti
Europska zaklada za osposobljavanje (ETF)

classroom-based learning

learning done in a classroom setting

European Training Foundation (ETF) based on:

GOV.UK > Parenting, childcare and children's services Children's health and welfare > Reducing Parental Conflict Programme evaluation: second report on implementation, <https://www.ilo.org/skills/areas/work-based-learning/lang--en/index.htm> [30.11.2021]

hr **učenje u učionici**

proces obrazovanja koji se odvija u obrazovnoj ustanovi

Europska zaklada za osposobljavanje (ETF)

competence

combination of knowledge, skills and attitudes appropriate to the context and the ability to apply learning outcomes adequately in a defined context

European Training Foundation (ETF) based on:

UNESCO, Glossary of Curriculum Terminology, <http://193.242.192.196/es/node/12201> [30.11.2021]

hr **kompetencija**

kombinacija znanja, vještina i stavova u određenom području i sposobnost odgovarajuće primjene ishoda učenja u tom području

Europska zaklada za osposobljavanje (ETF)

competence-based assessment

approach to vocational education and training in which skills, knowledge and attitudes are specified in order to define, steer and help to achieve competence standards, mostly within a kind of national qualifications framework

UNESCO, Glossary of Curriculum Terminology, (Source: Deißinger & Hellwig 2011). <http://193.242.192.196/es/node/12201> [30.11.2021]

en **competency-based assessment**

hr **procjena na temelju kompetencija**

pristup strukovnom obrazovanju i stručnom osposobljavanju u kojem su definirani vještine, znanje i stavovi kako bi se utvrdile, usmjeravale i uspostavile norme za kompetencije, u pravilu unutar nacionalnog kvalifikacijskog okvira

Europska zaklada za osposobljavanje (ETF)

continued education

range of measures offered under the Youth Guarantee that aims to bring young people with low levels of skills and qualifications back to education and training

European Training Foundation (ETF) based on:

European Commission, Continued Education Offers under the Youth Guarantee, <https://ec.europa.eu/social/BlobServlet?docId=20214&langId=en> [30.11.2021]

hr **kontinuirano obrazovanje**

niz mjera koje se nude u okviru programa Jamstvo za mlade, čiji je cilj ponovo uključiti mlade ljude s niskom razinom vještina i kvalifikacija u sustav obrazovanja i stručnog osposobljavanja

Europska zaklada za osposobljavanje (ETF)

continuing education and training

education or training after the initial education and training, or after entry into working life, aimed at helping individuals to: - improve or update their knowledge and/or skills; - acquire new skills for a career move or retraining; - continue their personal or professional development

CEDEFOP 'Glossary Quality in education and training', 2011, https://www.cedefop.europa.eu/files/4106_en.pdf [26.1.2022]

hr **kontinuirano obrazovanje i osposobljavanje**

obuka ili osposobljavanje nakon završenog formalnog obrazovanja ili nakon ulaska u sustav rada, koji pojedincima pomažu da: - naprijede ili usavrše svoje znanje i vještine steknu nove vještine za drugu karijeru ili prekvalifikaciju nastave svoj osobni ili profesionalni razvoj

Europska zaklada za osposobljavanje (ETF)

curriculum

description of what, why, how and how well students should learn in a systematic and intentional way

UNESCO, Glossary of Curriculum Terminology, <http://193.242.192.196/es/node/12201> [30.11.2021]

hr **kurikulum**

krvni dokument obrazovnog sustava u kojem se razrađuju nastavni planovi i programi, osposobljavanje nastavnika i nastavni materijali kako bi učenici mogli učiti na sustavan i usmjeren način

Europska zaklada za osposobljavanje (ETF)

digital and online learning

learning supported by information and communication technologies

European Training Foundation (ETF), 'Digital skills and competence, and digital and online learning', 2018, https://www.etf.europa.eu/sites/default/files/2018-10/DSC%20and%20DOL_0.pdf [2.2.2022]

en **DOL**

en **e-learning; digital learning**

hr **digitalno učenje i učenje na internetu**

učenje uz pomoć informacijske i komunikacijske tehnologije

Europska zaklada za osposobljavanje (ETF)

hr **e-učenje**

digital competences

ability to use digital media

European Training Foundation (ETF) based on:

European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]

hr **digitalne vještine**

sposobnost upotrebe elektroničkih medija

Europska zaklada za osposobljavanje (ETF)

digital skills

proficiency in using digital media and the internet

European Training Foundation (ETF) based on:

International Labour Organization, ILO, Shaping skills and lifelong learning for the future of work, p.45,

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_813696.pdf [30.11.2021]

hr **digitalne vještine**

dobro poznavanje digitalnih medija i interneta

Europska zaklada za osposobljavanje (ETF)

hr **e-vještine**

dual education

combining two kinds of education to enhance learning outcomes

European Training Foundation (ETF) based on:

International Labour Organization, ILO, https://www.ilo.org/budapest/whats-new/WCMS_740890/lang--en/index.htm [30.11.2021]

hr **dvojno obrazovanje**

kombiniranje dviju vrsta obrazovanja radi poboljšanja ishoda učenja

Europska zaklada za osposobljavanje (ETF)

early school leaving

interrupting the education process by leaving school before fully completing the studies

European Training Foundation (ETF) based on:

European Commission > Education & Training > About education and training policies > Early school leaving,

https://ec.europa.eu/education/policies/school/early-school-leaving_en [30.11.2021]

hr **rano napuštanje školovanja**

izlazak iz sustava obrazovanja prije završetka studija

Europska zaklada za osposobljavanje (ETF)

education

act or process of imparting or acquiring knowledge or learning

European Training Foundation (ETF) based on:

Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/education> [30.11.2021]

hr **obrazovanje**

organizirani pedagoški proces stjecanja znanja

Europska zaklada za osposobljavanje (ETF)

educational attainment

level or knowledge that a person reaches or acquires after completing a component of education

European Training Foundation (ETF) based on:

Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/attainment> [30.11.2021]

en **educational achievement**

hr **stupanj obrazovanja**

razina obrazovanja ili znanja koje osoba stječe ili ostvaruje nakon završetka određenog stupnja obrazovanja

Europska zaklada za osposobljavanje (ETF)

enrolment	registering on a course or in an education institute European Training Foundation (ETF) based on: Collins Online Dictionary, 2021, https://www.collinsdictionary.com/dictionary/english/enrolment [30.11.2021]
hr upis	upis u obrazovnu instituciju ili na tečaj Europska zaklada za osposobljavanje (ETF)

entrepreneurial skills	competences to set up and succeed in business European Training Foundation (ETF) based on: Collins Online Dictionary, 2021, https://www.collinsdictionary.com/dictionary/english/entrepreneur [30.11.2021]
en entrepreneurship skills	
hr poduzetničke vještine	spособnost pokretanja poslovanja i uspješnog rada Europska zaklada za osposobljavanje (ETF)

Europass	framework of five documents helping citizens better communicate their skills and competences to move to work or study in Europe Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [30.11.2021]
hr Europass	komplet od pet dokumenata koji građanima omogućava da bolje predstave svoje vještine i sposobnosti kako bi mogli studirati ili raditi bilo gdje u EU-u Europska zaklada za osposobljavanje (ETF)

formal education	education that is institutionalised, intentional and planned through public organisations and recognised private bodies that constitute the formal education system of a country European Training Foundation (ETF) based on: UNESCO, Glossary of Curriculum Terminology, http://193.242.192.196/es/node/12201 [30.11.2021]
hr formalno obrazovanje	obrazovanje ciljano i planski organizirano u formalnim javnim institucijama i priznatim privatnim subjektima koji zajedno čine formalni obrazovni sustav pojedine države Europska zaklada za osposobljavanje (ETF)

general education	education programmes designed to develop learners' general knowledge, skills and attitudes, as well as literacy and numeracy skills, often to prepare students for more advanced education programmes and to lay the foundation for lifelong learning European Training Foundation based on: 'Work-based learning', p.80, https://www.etf.europa.eu/sites/default/files/2021-11/skills_for_green_and_inclusive_societies_conference_conclusions.pdf AND UNESCO, Glossary of Curriculum Terminology, http://193.242.192.196/es/node/12209 [30.11.2021]
hr opće obrazovanje	obrazovni programi kojima se stječu opće znanje i vještine poput pismenosti i sposobnosti računanja te formiraju stavovi polaznika, u pravilu kao priprema za više razine obrazovanja i temelj za cjeloživotno učenje Europska zaklada za osposobljavanje (ETF)

Human Capital Development	process of improving an organisation's employee performance, capabilities and resources, which are vital to growth and productivity Recruiter.com, 'Human Capital Development', https://www.recruiter.com/human-capital-development.html [26.1.2022]
en HCD	
hr razvoj ljudskog kapitala	postupak unaprjeđenja uspješnosti, sposobnosti i talenata zaposlenika pojedine organizacije jer su ti čimbenici ključni za razvoj i produktivnost Europska zaklada za osposobljavanje (ETF)

inclusive education	process of strengthening the capacity of the education system to reach out to all learners and be understood as a key strategy to achieve education for all UNESCO, Glossary of Curriculum Terminology, (Source: UNESCO 2009), http://dmz-ibe2-vm.unesco.org/en/glossary-curriculum-terminology//inclusive-education [30.11.2021]
hr uključivo obrazovanje	širenje obrazovnog sustava da obuhvati sve polaznike s ciljem osiguranja obrazovanja svima Europska zaklada za osposobljavanje (ETF)

- informal learning** learning resulting from daily activities related to work, family or leisure, not organised or structured in terms of objectives, time or learning support, and in most cases unintentional from the learner's perspective and typically without certification
European Training Foundation (ETF) based on:
Cedefop (2014). Terminology of European education and training policy: a selection of 130 terms. 2nd ed. Luxembourg: Publications Office.
<https://www.cedefop.europa.eu/en/projects/validation-non-formal-and-informal-learning/european-inventory/european-inventory-glossary#L> [26.11.2021]
- hr** **spontano učenje**
učenje koje proizlazi iz svakodnevnih aktivnosti u vezi s poslom, obitelji ili slobodnim vremenom, koje nije organizirano ni strukturirano u smislu ciljeva, vremena ili podrške učenju te je u većini slučajeva spontano i neplanirano, za koje se ne dobiva formalna svjedodžba
Europska zaklada za osposobljavanje (ETF)
- hr** **informalno učenje**

- initial education** formal education of individuals before their first entrance into the labour market, when they will normally be in full-time education
European Training Foundation (ETF)
- hr** **redovno obrazovanje**
formalno obrazovanje pojedinca prije njegova prvog ulaska na tržište rada koje u pravilu obuhvaća opće obrazovanje
Europska zaklada za osposobljavanje (ETF)
- hr** **inicijalno obrazovanje**

- International Standard Classification of Education** framework to classify educational activities as defined in programmes and the resulting qualifications into internationally agreed categories
UNESCO, Glossary of Curriculum Terminology, (Adapted from: UIS 2012), <http://dmz-ibe2-vm.unesco.org/en/glossary-curriculum-terminology//international-standard-classification-education-isced> [26.11.2021]
- en** **ISCED**
- hr** **Međunarodna standardna klasifikacija obrazovanja**
instrument za razvrstavanje obrazovnih aktivnosti prema međunarodno dogovorenim kategorijama te za prikupljanje i prikazivanje statističkih podataka o obrazovanju unutar pojedinih zemalja i na međunarodnoj razini
Europska zaklada za osposobljavanje (ETF)
- hr** **ISCED**

- International Standard Classification of Occupations** framework to classify jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job
International Labour Organization, 'ISCO - International Standard Classification of Occupations', <https://www.ilo.org/public/english/bureau/stat/isco/> [2.2.2022]
- en** **ISCO**
- hr** **Međunarodna standardna klasifikacija zanimanja**
okvir za razvrstavanje radnih mjesta u jasno definirane skupine prema opisu posla i dužnostima
Europska zaklada za osposobljavanje (ETF)

- internship** any period of time during which a beginner acquires experience in an occupation, profession, job or workplace
European Training Foundation (ETF) based on:
Collins Online Dictionary, 2021,
<https://www.collinsdictionary.com/dictionary/english/internship> [26.11.2021]
- hr** **pripravništvo**
bilo koje razdoblje tijekom kojeg početnik stječe iskustvo u zanimanju, zvanju, poslu ili na radnom mjestu
Europska zaklada za osposobljavanje (ETF)

- job-related skills** skills or competences used in relation to a specific job
European Training Foundation (ETF) based on:
European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]
- en** **job-related competences**
- hr** **vještine potrebne za posao**
vještine ili kompetencije potrebne za izvršavanje određenog posla
Europska zaklada za osposobljavanje (ETF)

key competences for lifelong learning

competences which all individuals need for personal fulfilment and development, active citizenship, social inclusion and employment

European Training Foundation (ETF)

hr**ključne kompetencije za cjeloživotno učenje**

sposobnosti potrebne pojedincu za osobno ispunjenje i razvoj, aktivno sudjelovanje u građanskom životu, društvenu uključenost i zapošljavanje

Europska zaklada za osposobljavanje (ETF)

knowledge

information and understanding about a subject which a person has

Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/knowledge> [29.11.2021]

hr**znanje**

sustav te logički pregled činjenica i generalizacija o objektivnoj stvarnosti koje se prihvaćaju i trajno zadržavaju u svijesti ili skup činjenica, informacija i vještina stečenih izobrazbom ili iskustvom radi teorijskoga ili praktičnoga razumijevanja i rješavanja problema

Hrvatska enciklopedija, <https://www.enciklopedija.hr/znanje> [3.2022.]

labour market intelligence

information about the workplace or labour market that describes the condition of the labour market, past and present, and the future projections, where work opportunities are, what occupations exist, what to study to become a professional, what is required to take up an occupation, how to find a job, change job or progress in a career

European Training Foundation (ETF) based on:

Cedefop, What is labour market information for lifelong guidance?,

<https://www.cedefop.europa.eu/en/tools/resources-guidance/toolkit/what-is-this-toolkit-about> [26.11.2021]

en**LMI****en****labour market information****hr****podatci o tržištu rada**

informacije o situaciji na tržištu rada i mogućnostima zapošljavanja koje pribavljaju obrazovne institucije za razvoj kurikuluma i strateško planiranje kako bi se zadovoljile potrebe za radnom snagom na lokalnoj, regionalnoj i nacionalnoj razini

Europska zaklada za osposobljavanje (ETF)

learner

someone who is learning about a particular subject or how to do something

Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/learner> [29.11.2021]

hr**polaznik**

polaznik obrazovnog programa

Europska zaklada za osposobljavanje (ETF)

learning

complex and long-term psychosocial process consisting of the individual acquisition or modification of information, knowledge, understanding, attitudes, values, skills, competencies or behaviours through experience, practice, study or instruction

UNESCO, Glossary of Curriculum Terminology, (Adapted from: UIS 2012), <http://dmz-ibe2-vm.unesco.org/en/glossary-curriculum-terminology//learning> [26.11.2021]

hr**učenje**

složen i dugotrajan psihosocijalni proces koji se sastoji od individualnog usvajanja ili analize informacija, znanja, razumijevanja, stavova, vrijednosti, vještina, sposobnosti ili ponašanja kroz iskustvo, praksu ili poduku

Europska zaklada za osposobljavanje (ETF)

learning outcomes

set of knowledge, skills and/or competences an individual has acquired and/or is able to demonstrate after completion of a learning process

European Training Foundation (ETF) based on:

Cedefop (2014).

Terminology of European education and training policy: a selection of 130 terms. 2nd ed. Luxembourg: Publications Office.

<https://www.cedefop.europa.eu/en/projects/validation-non-formal-and-informal-learning/european-inventory/european-inventory-glossary#L>

[26.11.2021]

hr**ishodi učenja**

skup znanja, vještina i kompetencija koje pojedinac stječe obrazovanjem i koje je sposoban primijeniti nakon završetka procesa učenja

Europska zaklada za osposobljavanje (ETF)

learning pathways routes towards learning
European Training Foundation (ETF) based on:
European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]

hr načini učenja
usvajanje znanja i vještina različitim metodama
Europska zaklada za osposobljavanje (ETF)

lifelong learning all learning activity undertaken throughout life, with the aim of improving knowledge, skills/competences and/or qualifications for personal, social and/or professional reasons
Cedefop (2014). Terminology of European education and training policy: a selection of 130 terms. 2nd ed. Luxembourg: Publications Office.
<https://www.cedefop.europa.eu/en/projects/validation-non-formal-and-informal-learning/european-inventory/european-inventory-glossary#L>
[26.11.2021]

hr cjeloživotno učenje
sveukupna aktivnost učenja tijekom svih životnih razdoblja, s ciljem unapređenja znanja, vještina i kompetencija, koja obuhvaća sve oblike učenja (formalno, neformalno i spontano)
Europska zaklada za osposobljavanje (ETF)

literacy ability to read and understand written language
European Training Foundation (ETF) based on:
European Training Foundation <https://www.etf.europa.eu/en>
[26.11.2021]

hr pismenost
sposobnost raspoznavanja, razumijevanja, interpretiranja, stvaranja, komuniciranja i računanja korištenjem tiskanih i pisanih materijala povezanih s različitim kontekstima
Agencija za strukovno obrazovanje i obrazovanje odraslih (ASOO) > Pojmovnik, <http://www.cjelozivotno-ucenje.hr/pojmovnik/> [3.2022.]

matching of skills bringing together people or services that complement each other or create reciprocal benefits
European Training Foundation (ETF) based on:
European Training Foundation <https://www.etf.europa.eu/en>
[26.11.2021]

hr povezivanje vještina
povezivanje vještina ljudi s potražnjom za njima, čime se ostvaruje uzajamna korist, posebno u kontekstu zapošljavanja
Europska zaklada za osposobljavanje (ETF)

mentor someone who gives help and advice over a period of time, especially help and advice related to a person's job
European Training Foundation (ETF) based on:
Collins Online Dictionary, 2021,
<https://www.collinsdictionary.com/dictionary/english/mentor> [26.11.2021] AND TVETipedia,
<https://unevoc.unesco.org/home/TVETipedia+Glossary/lang=en/filt=all/id=322> [26.11.2021]

hr mentor
osoba koja podučava, savjetuje i nadzire rad mentorirane osobe u određenom razdoblju
Europska zaklada za osposobljavanje (ETF)

non-formal learning additional, alternative and/or complementary learning to formal education within the process of the lifelong learning of individuals, typically provided in the form of short courses, workshops or seminars, also including learning not leading to certification
European Training Foundation (ETF) based on:
UNESCO glossary,
Glossary of Curriculum Terminology, (Source: UIS 2012).
<http://www.ibe.unesco.org/en/glossary-curriculum-terminology/n/non-formal-education>
Cedefop (2014). Terminology of European education and training policy: a selection of 130 terms. 2nd ed. Luxembourg: Publications Office,
<https://www.cedefop.europa.eu/en/projects/validation-non-formal-and-informal-learning/european-inventory/european-inventory-glossary#L>
[26.11.2021]

hr neformalno učenje
učenje izvan sustava formalnog obrazovanja koje mu je dodatno, alternativno ili komplementarno, obično u sklopu cjeloživotnog učenja i u vidu tečajeva, radionica ili seminara, koje obuhvaća učenje koje ne vodi do certifikacije
Europska zaklada za osposobljavanje (ETF)

numeracy ability to understand numbers, and perform basic mathematical calculations

European Training Foundation (ETF) based on:
European Training Foundation <https://www.etf.europa.eu/en>
[26.11.2021]

hr **numerička pismenost**
sposobnost razumijevanja brojeva i izvođenja osnovnih matematičkih izračuna
Europska zaklada za osposobljavanje (ETF)

occupational standard document that describes the knowledge, skills and understanding an individual needs to be competent at a job
UK Government, Guidance, National Occupational Standards (NOS),
<https://www.gov.uk/government/publications/national-occupational-standards> [26.11.2021]

hr **standard zanimanja**
dokument koji opisuje znanja, vještine i razumijevanje koje pojedinac treba usvojiti u vidu kompetencija za određeni posao
Europska zaklada za osposobljavanje (ETF)

off-the-job training training which is carried out away from the normal place of work
Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/off-the-job-training> [26.11.2021]

hr **osposobljavanje izvan radnog mjesta**
osposobljavanje koje se provodi izvan uobičajenog mjesta rada
Europska zaklada za osposobljavanje (ETF)

on-the-job training training that is given to an employee at the workplace while doing the job the person is being trained for
European Training Foundation based on: Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/on-the-job-training> [26.11.2021]

hr **osposobljavanje na radnom mjestu**
obuka koju zaposlenik pohađa na radnom mjestu dok obavlja posao za koji se osposobljava
Europska zaklada za osposobljavanje (ETF)

portability and readability of skills and competencies extent to which a person's skills or competencies are understood or recognised in another context
European Training Foundation (ETF) based on:
European Training Foundation,
<https://www.etf.europa.eu/en/news-and-events/news/investing-skills-world-refugee-day> [26.11.2021]

en **portability and recognition of skills and competencies**

en **portability and understandability of skills and competencies**

hr **prenosivost i prepoznatljivost vještina i kompetencija**
stupanj do kojeg se vještine ili kompetencije pojedinca podrazumijevaju ili priznaju u drugom kontekstu
Europska zaklada za osposobljavanje (ETF)

practical learning learning from doing or repeating
European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]

hr **učenje kroz praksu**
učenje koje proizlazi iz praktičnog rada ili ponavljanja
Europska zaklada za osposobljavanje (ETF)

Public-private partnerships for skills development mechanisms for coordinating action and sharing responsibility between public and private stakeholders in VET on formulating, designing, financing, managing or sustaining engagements of common interest with a view to results at the level of outcomes or impact in addition to outputs
European Training Foundation (ETF) based on: 'Public-private partnerships for skills development: A governance perspective – Volume I. Thematic overview', 2020, <https://www.etf.europa.eu/en/publications-and-resources/publications/public-private-partnerships-skills-development-governance> [2.2.2022]

en **PPPs for skills development**

hr **javno-privatno partnerstvo za razvoj vještina**
mehanizmi za koordinaciju djelovanja i podjelu odgovornosti između javnih i privatnih subjekata u strukovnom obrazovanju i osposobljavanju za utvrđivanje, osmišljavanje, financiranje i održavanje aktivnosti od zajedničkog interesa ili upravljanje njima, s ciljem ostvarivanja utvrđenih rezultata
Europska zaklada za osposobljavanje (ETF)

- qualification** formal outcome, certificate, diploma or title, of an assessment and validation process of the learning outcomes by a competent body to do a job in a specific area of work
European Training Foundation based on: Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [29.11.2021]
- hr stručna sprema** službeni rezultat, svjedodžba, diploma ili zvanje nakon ocjenjivanja i vrednovanja ishoda učenja koje izdaje mjerodavno tijelo, koji služi za zapošljavanje u određenom sektoru
Europska zaklada za osposobljavanje (ETF)
- hr kvalifikacija**

- qualification level** level of attainment in education and training recognised in a qualification system or in a qualification framework;
Cedefop, Glossary, Quality in education and training, https://www.cedefop.europa.eu/files/4106_en.pdf [29.11.2021]
- en level of qualification**
- hr stupanj stručne spreme** razina završenog obrazovanja ili stručnog osposobljavanja navedena u kvalifikacijskom sustavu ili kvalifikacijskom okviru
Europska zaklada za osposobljavanje (ETF)
- hr razina kvalifikacija**

- qualification standards** one of a set of approved levels to be applied by education providers so as to achieve transparency and harmonisation in relation to conferring and validating qualifications in education
European Training Foundation (ETF) based on:
International Labour Organization, ILO, Conference Committee on the Application of Standards: Record of Proceedings (LC 2019), https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/conference-committee-on-the-application-of-standards/WCMS_724769/lang--en/index.htm [26.11.2021]
- hr kvalifikacijski standard** jedan od stupnjeva koji primjenjuje obrazovna institucija za transparentnu i usklađenu dodjelu i potvrdu stupnja stručne spreme
Europska zaklada za osposobljavanje (ETF)

- qualifications framework** instrument for comparing qualifications in education, and skills and competences so as to ensure transparency and clarity in assessing and recognising qualifications from different systems and to facilitate the international mobility of workers
European Training Foundation (ETF) based on:
International Labour Organization, ILO, Feasibility study on the establishment of a regional qualifications framework in South Asian countries, https://www.ilo.org/newdelhi/whatwedo/publications/WCMS_781844/lang--en/index.htm [26.11.2021]
- en framework of qualifications**
- en National Framework of Qualifications**
- en NFQ**
- hr kvalifikacijski okvir** instrument za usporedbu kvalifikacija, vještina i stručne spreme u obrazovanju, kako bi se osigurala transparentnost i jasnoća u ocjenjivanju i priznavanju kvalifikacija iz različitih sustava i olakšala međunarodna mobilnost radnika
Europska zaklada za osposobljavanje (ETF)

- quality assurance in education** systematic review of educational provision to maintain and improve its quality, equity and efficiency, encompassing school self-evaluation, external evaluation, including inspection, the evaluation of teachers and school leaders, and student assessments
European Training Foundation (ETF) based on:
European Commission > Education and Training > Quality Assurance, https://ec.europa.eu/education/policies/school/quality-assurance_en#:~:text=Quality%20assurance%20involves%20the%20systematic%20review%20of%20educational,of%20teachers%20and%20school%20leaders%2C%2 [26.11.2021]
- hr osiguranje kvalitete u obrazovanju** sustavno preispitivanje ishoda obrazovanja kako bi se unaprijedili i održali kvaliteta, pravednost i učinkovitost, što uključuje i samoprocjenu škole, vanjsko vrednovanje, inspekciju, ocjenjivanje nastavnika i školskih voditelja te ocjenjivanje učenika
Europska zaklada za osposobljavanje (ETF)

64

Quality assurance in Vocational Education and Training

composite measures established to verify that processes and procedures are in place, which, when effective, ensure the quality and quality improvement of Vocational Education and Training

European Training Foundation (ETF), 'Working paper on promoting quality assurance in vocational education and training - the ETF approach', 2015, https://www.etf.europa.eu/sites/default/files/m/B77049AC22B5B2E9C125820B006AF647_Promoting%20QA%20in%20VET.pdf [2.2.2022]

en [Quality assurance in VET](#)

hr **osiguranje kvalitete u strukovnom obrazovanju i osposobljavanju**

složene mjere uspostavljene da bi se provjerilo postojanje procesa i postupaka koji, kada su učinkoviti, osiguravaju kvalitetu strukovnog obrazovanja i osposobljavanja

Europska zaklada za osposobljavanje (ETF)

65

recognition of prior learning

recognising all kinds of learning coming from earlier work and life experience

European Training Foundation based on:

ILO, Recognition of Prior Learning, Learning package,

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_626246.pdf [26.11.2021]

en [RPL](#)

hr **priznavanje prethodnog učenja**

prepoznavanje svih vrsta učenja koje proizlaze iz prethodnog radnog i životnog iskustva

Europska zaklada za osposobljavanje (ETF)

66

reskilling

learning new skills

European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]

hr **prekvalifikacija**

učenje novih vještina i osposobljavanje za druge vrste poslova

Europska zaklada za osposobljavanje (ETF)

67

school dropout

act of deciding to stop going to school before completing the studies

European Training Foundation (ETF) based on:

International Labour Organization, ILO, Shaping skills and lifelong learning for the future of work, p.58,

https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_813696.pdf [30.11.2021]

en [drop-out](#)

hr **osoba koja je rano napustila školovanje**

odluka pojedinca da izađe iz sustava obrazovanja prije završetka studija

Europska zaklada za osposobljavanje (ETF)

68

school-to-work transition

adaptation phase when students leave the studies to join the workplace

European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]

hr **prijelaz iz obrazovanja na rad**

faza adaptacije u tranziciji iz sustava obrazovanja na tržište rada

Europska zaklada za osposobljavanje (ETF)

69

science, technology, engineering and maths studies

fields of study which traditionally attract male students thus creating a gender gap among graduates

European Training Foundation (ETF) based on:

European Training Foundation

<https://www.etf.europa.eu/en> [26.11.2021]

en [STEM studies](#)

en [science, technology, engineering and maths](#)

en [STEM](#)

en [STEM education](#)

hr **studij u području znanosti, tehnologije, inženjerstva i matematike**

studij u različitim područjima prirodnih i primijenjenih znanosti

Europska zaklada za osposobljavanje (ETF)

hr [studij u području STEM-a](#)

second-chance education

education programmes designed to give students another opportunity to take up, re-start or complete their education

European Training Foundation based on:

Cedefop, Second-chance education programmes are organised as part of non-formal education in different countries and aim to enrol students who are at risk or have already left education early.,

<https://www.cedefop.europa.eu/en/tools/vet-toolkit-tackling-early-leaving/resources/what-can-we-learn-second-chance-education-programmes-adults-prevent-esl> [26.11.2021]

en [second-chance programme](#)

en [second-chance training](#)

hr **ponovno uključivanje u obrazovanje**

obrazovni programi čiji je cilj polaznicima pružiti novu priliku da započnu, nastave ili završe svoje obrazovanje

Europska zaklada za osposobljavanje (ETF)

sector council

body with experience or capacity for research in a particular sector of education, the labour market, and other sectors

European Training Foundation <https://www.etf.europa.eu/en> [26.11.2021]

en [sector body](#)

hr **sektorsko vijeće**

tijelo s iskustvom ili mogućnošću za istraživanje u određenom sektoru obrazovanja, na tržištu rada i u drugim sektorima

Europska zaklada za osposobljavanje (ETF)

service provider in education and training

person or entity that provides educational services

European Training Foundation based on:

Collins Online Dictionary, 2021,

<https://www.collinsdictionary.com/dictionary/english/service-provider> [26.11.2021]

hr **pružatelj usluga obrazovanja i osposobljavanja**

osoba ili subjekt koji nudi obrazovne usluge

Europska zaklada za osposobljavanje (ETF)

skills

knowledge and ability that enables a person to do something well

European Training Foundation based on: Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/skill> [26.11.2021]

en [skillset](#)

en [expertise](#)

en [proficiency](#)

hr **vještina**

znanje i sposobnost koje pojedincu omogućuju da uspješno obavi određenu aktivnost

Europska zaklada za osposobljavanje (ETF)

skills development

building knowledge and proficiency through all forms of education and learning

European Training Foundation, <https://www.etf.europa.eu/en> [26.11.2021]

hr **razvoj vještina**

stjecanje znanja i sposobnosti kroz sve oblike obrazovanja i učenja

Europska zaklada za osposobljavanje (ETF)

skills gap

lack of skills that are needed to meet the labour market demands

European Training Foundation, <https://www.etf.europa.eu/en> [26.11.2021]

hr **nedostatak vještina**

situacija u kojoj je razina vještina zaposlenih osoba nedovoljna za izvršavanje određenih poslova

Europska zaklada za osposobljavanje (ETF)

skills mismatch

situation where a person's skillset does not meet the job requirements and where there is a shortage or surplus of persons with a specific skill

European Training Foundation (ETF) based on:

European Training Foundation

<https://www.etf.europa.eu/en> [26.11.2021]

hr **neusklađenost ponude i potražnje vještina**

situacija u kojoj specifične kvalifikacije nisu odgovarajuće za određeni posao i gdje postoji nedostatak ili višak osoba s određenom stručnom spremom

Europska zaklada za osposobljavanje (ETF)

- skills needs identification** studies and research for determining in advance what skills will be needed in the labour market
European Training Foundation (ETF) based on:
European Training Foundation
<https://www.etf.europa.eu/en> [26.11.2021]
- hr utvrđivanje potreba za vještinama**
studije i istraživanja kako bi se unaprijed odredile vještine koje će biti potrebne na tržištu rada
Europska zaklada za osposobljavanje (ETF)

- skills shortage** insufficient supply of the skills needed to meet the demands of the labour market
European Training Foundation,
<https://www.etf.europa.eu/en> [26.11.2021]
- hr manjak vještina**
situacija u kojoj postoji neravnoteža između nedostatne razine određenih vještina na tržištu rada i potreba poslodavaca, što za posljedicu ima otežano zapošljavanje
Europska zaklada za osposobljavanje (ETF)

- soft skills** set of intangible personal qualities, traits, attributes, habits and attitudes that can be used in many different types of jobs
European Training Foundation (ETF) based on:
UNESCO glossary, Glossary of Curriculum Terminology, <http://www.ibe.unesco.org/sites/default/files/resources/ibe-glossary-curriculum.pdf> [26.11.2021]
- hr meke vještine**
skup osobnih kvaliteta, osobina, atributa, navika i stavova koji se mogu koristiti u različitim vrstama poslova
Europska zaklada za osposobljavanje (ETF)

- special educational needs** education designed to facilitate learning by individuals who, for a wide variety of reasons, require additional support and adaptive pedagogical methods in order to participate and meet learning objectives in an education programme
European Training Foundation (ETF) based on:
UNESCO glossary, Glossary of Curriculum Terminology,
<http://www.ibe.unesco.org/sites/default/files/resources/ibe-glossary-curriculum.pdf> [26.11.2021]
- en special needs in education**
- en special needs education**
- en special needs training**
- hr posebne obrazovne potrebe**
obrazovanje kojim se pojedincima olakšava učenje jer im je iz raznih razloga potrebna dodatna podrška i prilagođene pedagoške metode kako bi sudjelovali u procesu obrazovanja i ispunili ciljeve učenja u obrazovnom programu
Europska zaklada za osposobljavanje (ETF)

- tertiary education** education that builds on secondary education, providing learning activities in specialised fields of education, with a high level of complexity and specialisation
European Training Foundation (ETF) based on:
UNESCO glossary, Glossary of Curriculum Terminology, 'tertiary education', (Source: UIS 2012).
<http://dmz-ibe2-vm.unesco.org/en/glossary-curriculum-terminology/t/tertiary-education> [26.11.2021]
- hr visoko obrazovanje**
obrazovanje koje se nastavlja nakon srednjoškolskog obrazovanja, specijalizirano i usmjereno na određeno područje, uz visoku razinu složenosti i specijalizacije
Europska zaklada za osposobljavanje (ETF)
- hr visoka stručna sprema**

- tracer study** standardised survey, in written or oral form, of graduates from education institutions, which takes place some time after graduation or the end of the training
European Training Foundation, Carrying out tracer studies, p.18,
https://www.etf.europa.eu/sites/default/files/m/45A4CE81F3398029C1258048005BEFB8_Vol.%206%20Carrying%20out%20tracer%20studies.pdf [26.11.2021]
- hr anketa diplomiranih studenata**
standardizirano usmeno ili pisano istraživanje osoba koje su diplomirale na fakultetu, koja se provodi neko vrijeme nakon stjecanja diplome ili završetka osposobljavanja
Europska zaklada za osposobljavanje (ETF)

traineeship state or position of someone who is employed at entry level in a particular job in order to learn the skills needed for that job
European Training Foundation (ETF) based on:
Collins Online Dictionary, 2021,
<https://www.collinsdictionary.com/dictionary/english/traineeship> [26.11.2021]

hr **stažiranje**
status ili položaj zaposlenika na početnoj razini na određenom radnom mjestu kako bi stekao vještine potrebne za taj posao
Europska zaklada za osposobljavanje (ETF)

training process of learning the skills needed for a particular job or activity
Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/training> [26.11.2021]

hr **osposobljavanje**
postupak učenja i savladavanja vještina potrebnih za određeni posao ili aktivnost
Europska zaklada za osposobljavanje (ETF)

training contract formal written agreement with an employer which allows a person to pursue training while gaining work experience
European Training Foundation (ETF) based on:
GOV.UK > Government graduate schemes > Case study > Career Insight: Ben, Legal Trainee, Government Legal Department,
<https://www.gov.uk/government/case-studies/career-insight-ben-legal-trainee-government-legal-department> [30.11.2021]

en **contract for training**

hr **ugovor o stručnom usavršavanju**
formalni pisani ugovor s poslodavcem koji osobi omogućuje dodatno osposobljavanje uz istovremeno stjecanje radnog iskustva
Europska zaklada za osposobljavanje (ETF)

transversal skills skills that are typically considered as not specifically related to a particular job, task, academic discipline or area of knowledge and that can be used in a wide variety of situations and work settings
UNESCO, TVETipedia Glossary,
<https://unevoc.unesco.org/home/TVETipedia+Glossary/fill=all/id=577#--:text=Transversal%20skills.%201%20%E2%80%A2%20Critical%20and%20innovative%20thinkin>
[26.11.2021]

hr **transverzalne vještine**
vještine za koje se smatra da nisu izravno povezane s određenim poslom, zadatkom, akademskom disciplinom ili područjem znanja, primjenjive u raznim situacijama i radnim okruženjima
Europska zaklada za osposobljavanje (ETF)

upskilling improving a person's aptitude for work by additional training
European Training Foundation (ETF) based on:
Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/upskill> [26.11.2021]

hr **usavršavanje**
poboljšanje radne sposobnosti osobe kroz stručnu obuku
Europska zaklada za osposobljavanje (ETF)

validation of non-formal and informal learning recognising and giving visibility to learning and knowledge acquired outside traditional education channels, including incidental and random learning
European Training Foundation (ETF) based on:
Souto-Otero, M. (2021). Validation of non-formal and informal learning in formal education: Covert and overt. European Journal of Education, 56, 365– 379.
<https://doi.org/10.1111/ejed.12464> [26.11.2021]

en **VNFIL**

hr **vrednovanje neformalnog i spontanog učenja**
priznavanje i vrednovanje znanja i vještina stečenih izvan redovnog obrazovnog sustava, uključujući usputno i nasumično stečeno znanje
Europska zaklada za osposobljavanje (ETF)

Vocational Education and Training educational training that provides practical experience in a particular occupational field, as agriculture, home economics, or industry
Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/vocational-education> [26.11.2021]

en **VET**

hr **strukovno obrazovanje i osposobljavanje**
praktična obuka u određenoj struci ili zanatu kojim se stječe relevantno praktično iskustvo
Europska zaklada za osposobljavanje (ETF)

work placement

temporary job that is intended to give a trainee experience of the job they are training for
Collins Online Dictionary, 2021, <https://www.collinsdictionary.com/dictionary/english/work-placement> [26.11.2021]

hr**stručna praksa**

privremeni posao na kojem osoba stječe relevantno radno iskustvo u poslu za koji se osposobljava
Europska zaklada za osposobljavanje (ETF)

work-based learning

learning that occurs when people do real work

European Training Foundation, Work-based learning: A handbook for policy makers and social partners in ETF partner countries, p. 5,
https://www.etf.europa.eu/sites/default/files/2018-09/Work-based%20learning_Handbook.pdf [26.11.2021]

hr**učenje temeljeno na radu**

praktično stjecanje znanja na radnom mjestu

Europska zaklada za osposobljavanje (ETF)

**Young people Not in Employment,
Education or Training**

population of a given age group and sex who is not employed neither involved in further education or training

Eurostat, 'Educational attainment level and transition from education to work (based on EU-LFS)',
https://ec.europa.eu/eurostat/cache/metadata/en/edat1_esms.htm [25.1.2022]

*en***NEET***en***Youth Not in Employment, Education or Training***en***NEET youth***en***NEETs****hr****mladi koji nisu zaposleni, ne obrazuju se i ne osposobljavaju**

populacija mladih osoba određene dobne skupine koja se nalazi izvan svih sustava pripreme za tržište rada

Europska zaklada za osposobljavanje (ETF)

*hr***NEET**

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