



ANNUAL REPORT



Zaklada ZNANJE NA DJELU
Stiftung WISSEN AM WERK



2020 at a glance

The year 2020 has been disruptive for all in many ways, and particularly for those who are in education and training. Being locked into homes and forced to reduce social contacts to avoid infection and spreading of the COVID-19 virus has been nerve-wracking for the main beneficiaries of our Foundation's programs, girls and boys in their teens who should explore the world around them. When we had to call off in mid-March the job shadowing we had organized for more than 200 pupils from 17 high schools in more than 30 companies and institutions, we were desperate. How to reach out to the young?

And how to pursue the Foundation's core mission to connect education and business, and have pupils explore the world of work? Practice-based learning under lock down conditions and contact restrictions: an impossible mission.

So, what to do? As an organization, we went into survival mode and cut costs. As a team, we pooled our creative energy to adapt our offer to the new conditions, and to innovate! In our Annual Report, we proudly share with you what we did and kicked off in 2020. We thank all who made the Foundation's activities possible: pupils, teachers, partners in companies and institutions, sponsors, donors, supporters, board members – and last but not least: our fantastic team!

We hope you enjoy reading our Annual Report 2020!

Dr. Caroline Hornstein Tomić (Chair)
Daška Domljan
Gabriele Wahl Cesarec



Chapters

- ▶ **Core programs**
- ◀ **International cooperation**
- ▶ **Finances**
- ▼ **Organizational development**

Karijeroteka

- Partners:** Rimac Automobili, Nanobit d.o.o., Zavodu za endokrinologiju KBC Zagreb, Klasja & Zita, Humanitarna udruga Kolajna ljubavi
- Format:** online conversations (on Zoom platform) with professionals from different industries, duration 45 min; KARIJEROTEKA video library
- Aim:** to build occupational knowledge; learn about guest speaker's careers in various industries; explore career paths in Croatia
- Duration:** from October 2020 onwards, twice a month
- Project manager:** Vera Pfaff, Daška Domljan
- Supported by:** ERSTE Foundation / CEE Solidarity Fund, Zagrebačke otpadne vode d.o.o. (ZOV)

Launched in October, KARIJEROTEKA is a series of [online conversations](#) with interesting and successful young professionals from various industries that introduce pupils to careers and workplaces available in Croatia. The program addresses pupils from 8th grade (elementary school) and all high school grades and inspires them to find out about exciting jobs through talking to those who do them.

With KARIJEROTEKA, we are contributing to linking economic and educational sectors, by giving impulse to learning about and discussing possible careers in a variety of sectors and industries.

With each of the online conversations stored in the [video library](#) we provide a teaching tool for formal and non-formal educational settings to encourage informed debate about workplaces and industries.

KARIJEROTEKA is a program followed and appreciated not only by pupils but also by teachers / educators throughout Croatia. In 2020 we expanded [our outreach to 440 schools across the whole country](#).

[From October till December 2020 we presented the following professionals and their workplaces:](#)

Automobile industry / Matija Gracin, Rimac Automobili

Gaming and programming / Marta Kunić, Nanobit d.o.o.

Medicine / Prof. Dr. Tina Dušek, Zavod za endokrinologiju KBC Zagreb

Design / Klasja Habjan and Zita Nakić, Klasja & Zita

Activism and humanitarian work / Ivana Marasović, Humanitarna udruga Kolajna ljubavi

 **karijeroteka**
tvoj prvi link s poslovnim svijetom

Karijeroteka predstavlja:

IVANA MARASOVIĆ

osnivačica humanitarne udruge "Kolajne ljubavi". Godina dana volonterskog iskustva među najsiromašnijima u sirijskoj državi. Tanzaniji potaknula je izvanu na osnivanje udruge i daljnji humanitaran rad. Saznajte kako je bilo volontirati u Africi i postavite joj pitanja.

Pridruži nam se **17. 12. u 17 sati**

Registriraj se na www.znanjena@eluh.hr



Zavod za endokrinologiju KBC Zagreb



ERSTE Foundation



Zavod za endokrinologiju KBC Zagreb

 **karijeroteka**
tvoj prvi link s poslovnim svijetom

Karijeroteka predstavlja:

MATIJA GRACIN

Rimac Automobili

Pridruži nam se **22. 10. u 17 sati**

Registriraj se na www.znanjena@eluh.hr



Karijeroteka

Marta Poštenjak, Game programmer



Tina Dušek, medical doctor



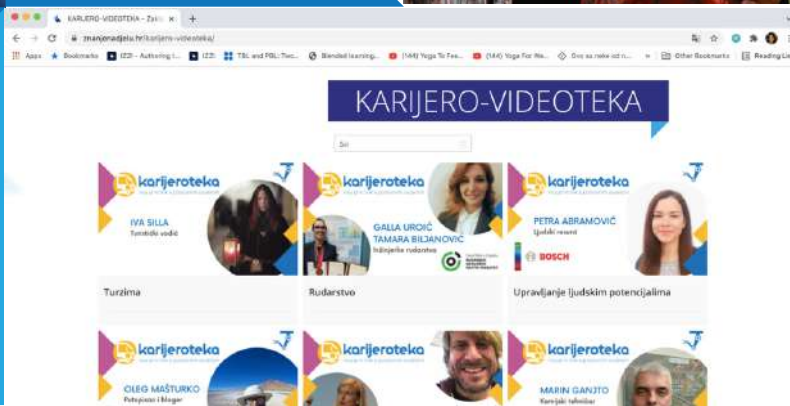
Ivana Marasović, humanitarian



Matija Gracin, research and development engineer



Klasja&Zita, Designer



Observe. Try. Experience.

- Partners:** BICRO BIOCentar d.o.o., BOSCH d.o.o., Fortenova grupa d.d., Franck d.d., HAKOM, HRT-Hrvatska radiotelevizija, Jamnica d.o.o., INA-Centralni laboratorij, INA Maziva, Kazalište Mala Scena, Klinika za dječje bolesti Klaićeva, KONČAR – ELEKTROINDUSTRIJA d.d., KRAŠ d.d, Ledo d.o.o., Lider d.d., MUO -Muzej za umjetnost i obrt, NANOBIT d.o.o., Odvjetnički ured Bjelajac, Odvjetničko društvo Bradvica Maric Wahl Cesarec d.o.o., Prostor rodne i medijske kulture K-zona, Poliklinika IMED, PIR Vrbovec d.o.o., Raiffeisenbank Austria d.d., Stomatološki fakultet, Zagrebački plesni centar ZPC, 3LHD Studio za urbanizam i arhitekturu, Zagrebačke otpadne vode d.o.o. (ZOV), Zavod za intenzivnu medicinu, Klinika za unutarnje bolesti KBC Zagreb, Zavod za dječju kirurgiju KBC Zagreb, Zvijezda d.o.o.
- Format:** career guidance workshops, study visits to companies, and 2-day job-shadowing
- Aim:** to build occupational knowledge through job shadowing and study visits to local businesses and institutions; to explore career paths in Croatia
- Duration:** continuously organised from 2016 until March 2020
- Project manager:** Vera Pfaff, Daška Domljan
- Supported by (in 2020):** Zagrebačke otpadne vode d.o.o (ZOV), Hrvatska obrtnička komora (HOK), Ban Silva d.o.o.

The [job shadowing](#) program was launched in 2016 with participation of only one high school and 17 partners but nevertheless it was immediately recognized as a program that creates unique opportunities for pupils to learn about work, employment, and skills that are valued in the workplace. Within four years, a total of 460 pupils joined career guidance workshops, and 235 of them participated in two day job-shadowing in 39 partner companies and institutions. During the evaluation, the majority of pupils stated that this experience inspired them to further explore the profession and enabled them to make informed decisions about their educational and career paths.

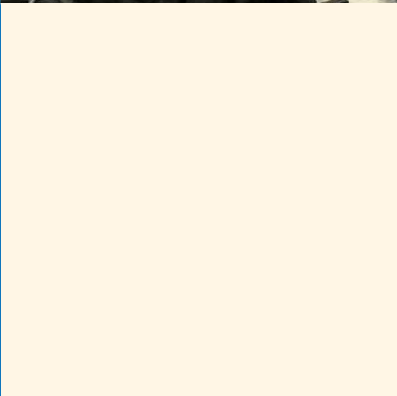
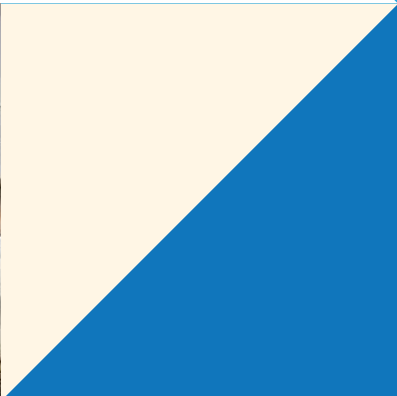
As the program consistently gained in popularity with pupils, parents and teachers, we witnessed a boost in numbers in 2020. [Fifteen career guidance workshops](#) were held in [9 highs schools](#) across Zagreb for ca. 300 pupils and [204 applicants](#) for [two-day job shadowing](#) were successfully matched with [30 partnering companies](#). Also, in 2020 we for the first time extended the program to [primary school pupils](#). The Foundation developed [class study visits](#) structured to meet specific learning outcomes, build awareness of the business, a specific sector, and the career options it provides. Two schools participated, OŠ Miroslav Krleža visited the company Franck d.d. and OŠ Medvedgrad visited INA.

In March 2020, the program had to be called off due to the [COVID-19 pandemic](#), which meant we had to cancel the [job shadowing](#).



Core programs

Observe. Try. Experience.



Core programs

STEM. Grow. Explore.

- Partners:** Institut Ruđer Bošković (IRB)
- Format:** workshops at the IRB followed by one-day study visits in the real sector
- Aim:** to promote STEM professions
- Duration:** continuously organised from 2016 until 2020
- Project manager:** Vera Pfaff, Daška Domljan
- Supported by:** Zagrebačke otpadne vode d.o.o. (ZOV)

This STEM program for [secondary school pupils](#) and teachers is jointly run with Croatia's leading scientific research institute, Ruđer Bošković (IRB). The program is designed to grow awareness about STEM subjects (Science, Technology, Engineering and Mathematics) and to gear education towards career development and work prospects in the STEM fields. The program encourages pupils to explore natural phenomena and mathematical and technical questions of relevance to daily life; it triggers curiosity and develops experimental, explorative approaches to learning, and it supports participants in acquiring a realistic perspective on how STEM is applied in everyday life, research, and industry.

The program was in preparation for May 2020, workshops at IRB were already composed and company visits arranged.

[In March 2020 this programme had to be called off due to the COVID-19 pandemic.](#)



International cooperation

Pro-Youth

strategic cooperation for more efficient international work-based learning schemes in the field of heritage tourism

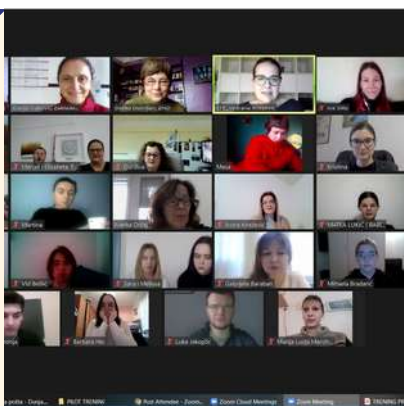
- Lead partner:** European Foundation for Education (Germany)
- Other partners:** Promimpresa (Italy), Bulgarian Industrial Association (Bulgaria), Association for Education and Sustainable Development (Romania)
- Duration:** October 2018 - March 2021
- Project manager:** Dunja Vuković
- Supported by:** Erasmus+ / Strategic Partnership for vocational education and training

PRO-YOUTH is trying to solve problems of youth unemployment and the lack of qualified staff in cultural and heritage tourism by developing work-based learning modules to help unemployed young people acquire the right skills to enter the labour market in this segment.

An [International training and study visit](#) for mentors and mentees was organised in [Stuttgart](#), 26 January - 1 February 2020. From Croatia, 16 mentors - representatives of different organisations from Middle Podravina, Banovina and Slavonia tourist boards, museums, associations, crafts, SME and secondary schools - participated in the training. Our host was the European Foundation for Education. The main goal of the international training was to discuss educational modules with other European partners and together prepare local pilot trainings.

Based on a methodological framework and educational modules, [two manuals](#) were created: "[Pro-Youth: Develop your own cultural project!](#)" and "[Pro-Youth: Career and legal counseling](#)". Manuals are written in English, with translation in Croatian, Romanian, Bulgarian and Italian language.

[The pilot training in Croatia](#) was held online, from November 2020 until January 2021. Participants were 11 mentor organisations, 13 mentors and 15 youth NEETs from 3 pilot regions: Middle Podravina, Banovina and Slavonia. Despite the strict lockdown and a strong earthquake that literally had destroyed the offices of some of our participants, their enthusiasm remained unchanged. The training resulted in 11 creative projects inspired by local heritage, from ideation to completion.



International cooperation

Pro-Youth

strategic cooperation for more efficient international work-based learning schemes in the field of heritage tourism

Trainers and authors of parts of the manual:

Iva Silla - Obrt Kazivačica

Luka Jakopčić - Recider d.o.o.

Trainer:

Nevena Tolanov - Terminus d.o.o.

Training participants:

Udruga Stari Zanati

Udruga 4 elementa,

“Šokadija Babina Greda” Udruga za promicanje i očuvanje šokačke baštine

Interpretacijski centar baštine Banovine

Muzej Grada Koprivnice

Turistička zajednica područja Središnja Podravina

Turistička zajednica Grada Petrinje

Turistička zajednica Grada Hrvatska Kostajnica

Turistička zajednica Općine Babina Greda

Srednja škola Koprivnica

Ugostiteljsko-turistička škola Osijek

Project collaborators:

Općina Majur

LAG Una

Muzej grada Iloka

Srednja škola Zabok

Hotelsko-turistička škola Zagreb

Škola stranih jezika SOVA



International cooperation

Transition Dialogue 2019-2021

Dealing with Change in Democratic Ways

- Lead partner:** Deutsch-Russischer Austausch e.V. (DRA) and Sofia Platform Foundation
- Other partners:** Academic and civil society organizations from seven countries (Bulgaria, Croatia, Germany, Poland, Russia, Lithuania and Ukraine)
- Duration:** 01. 10. 2019 - 31. 12. 2021
- Project manager:** Dr. Caroline Hornstein-Tomić, Institute of Social Sciences Ivo Pilar
- Project coordinator:** Maja Kurilić
- Supported by:** The Federal Agency for Civic Education (Bundeszentrale für politische Bildung/bpb)

Transition Dialogue is an international project that explores how the post-communist economic, political and sociocultural transformations over the last thirty years have been addressed in contemporary history teaching in schools. The aim of the project is to create new, additional learning materials such as lesson plans on the various dimensions of the transitions process, together with a handbook with recommendations on teaching transition to be used both in formal and non-formal education. In Croatia, we focus on the economic transition. In 2020, all project meetings and events were held online. Throughout the year, the Croatian project team was joined by local history and economics experts to develop a national lesson plan on teaching economic transition, focusing on the example of the tourism industry in Croatia.



Transition Dialogue

Dealing with change
in democratic ways



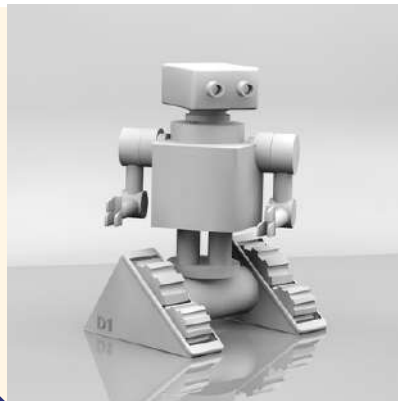
ku распад Baltijas ceļš Dziesmotā revolūcija
po tautas atmoda Baltijos Trešā Atmoda
nov ka Преход postsocijalistička Balti kett Otcjepljenje
Wiedervereinigung tranzicija Лихие ndryshim
სსსს ქიქიქიქი Конеч совка დევნიანთა post komunizm
новітня історія Transformacija odvajanje Revolution
ზნელი 90-იანები 1991 mlp Kthesë Wende
Рух 1989 Перебудова gllrw տարիներին
Laulev лихолетье העליה הגדולה ბნედი და ტკბიდი
revolutsioon 90-იანები Prechodná
Revoluția MMM nežná revolúcia
ם עליית שנות התשע'ים транзиција перестройка ekonomika

International cooperation

Kroatische CLIL Robotik Meisterschaft 2020 - Finale

- Lead partner:** Bernardin Frankopan Gymnasium and Vocational School Ogulin, Society of Teachers of Technical Culture Ogulin and DoxaKey Education
- Other partners:** Deutsche Botschaft Zagreb, Education and Teacher Training Agency, Deutsch-Kroatische Industrie- und Handelskammer, Kroatischer Deutschlehrer-Verband
- Duration:** 2020
- Contact person:** Filip Krapić – Intern

The program 3. *Kroatische CLIL - Robotik-Meisterschaft 2020: Finale*, ran until the end of 2020. Since Croatia and Germany were sharing the presidency of the EU Council in 2020, the theme of the year's competition was dedicated to the question of what connects the two countries in the long run. The Foundation had one representative on the jury, who together with representatives of other partner organizations participated in the final decision-making on the winner of the competition.



International cooperation

StartNet



In 2020, the Foundation was invited into the European platform [StartNet](#) with organisations from 11 European countries who engage in connecting schools and the economic sector to ease the transition from education to employment / fight youth unemployment.

[StartNet](#) includes organizations and initiatives from Austria, Belgium, Finland, France, Germany, Italy, Romania, Slovakia, Spain and Switzerland. [StartNet](#) was created by the Goethe-Institut and Stiftung Mercator.



NECE – Networking European Citizenship Education

[NECE – Networking European Citizenship Education](#) as a European platform for civic education has been initiated and is sustained by the Federal Agency for Civic Education (Bundeszentrale für Politische Bildung, bpb) together with seven partners from European countries. NECE is an open transnational and diverse community of stakeholders and practitioners of citizenship / civic education (formal and non-formal) from Europe and associated countries, providing a forum for debate and knowledge exchange. Dr. Caroline Hornstein Tomić is a member of NECE's Advisory board.



Global Compact Croatia

Network Croatia

The Foundation is a member of '[Global Compact Croatia](#)', the local network of the United Nations initiative, 'UN Global Compact'. '[Global Compact Croatia](#)' was founded in 2007 and is run today by the Croatian Employer's Association (Hrvatska udruga poslodavaca, HUP). The network has 52 members.



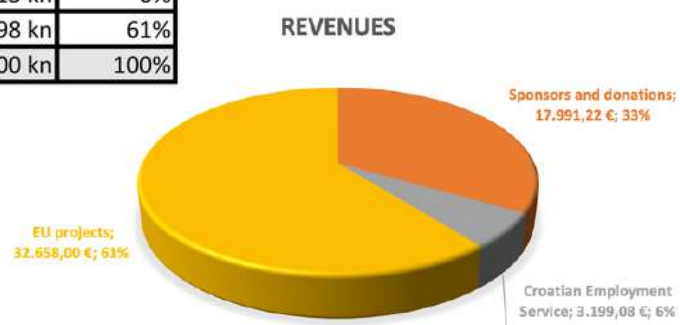
Follow the QR code and learn more about the Foundation's core programs and international cooperation.

Finances

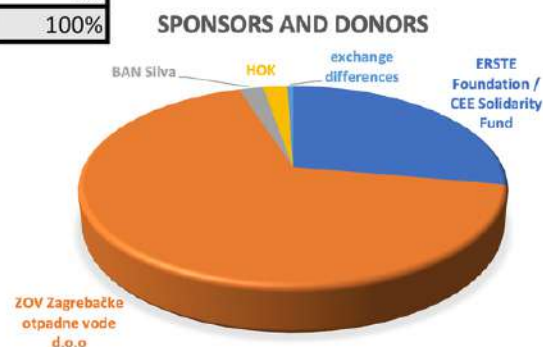
Funding

In 2020 the Foundation had a total revenue of 53.848,30 Euro, out of which EU projects made 32.658 Euro, donations and sponsorships made 17.991,22 Euro, and refunds from the Croatian Employment Service 3.199,08 Euro. The share of revenues is listed in graphs.

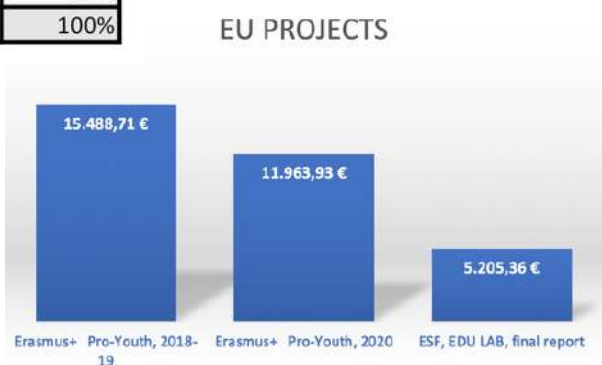
REVENUES	euro-kuna rate*	7,5519	
Sponsors and donations	17.991,22 €	135.867,89 kn	33%
Croatian Employment Service	3.199,08 €	24.159,13 kn	6%
EU projects	32.658,00 €	246.629,98 kn	61%
Revenues total	53.848,30 €	406.657,00 kn	100%



SPONSORS AND DONORS	euro-kuna rate*	7,5519	
ERSTE Foundation / CEE Solidarity Fund	5.009,09 €	37.828,15 kn	27%
ZOV Zagrebačke otpadne vode d.o.o	12.089,67 €	91.300,00 kn	68%
BAN Silva	397,25 €	3.000,00 kn	2%
HOK	397,25 €	3.000,00 kn	2%
exchange differences	97,95 €	739,74 kn	1%
Sponsors and donors total	17.991,22 €	135.867,89 kn	100%



EU PROJECTS	euro-kuna rate*	7,5519	
Erasmus+ Pro-Youth, 2018-19	15.488,71 €	116.969,21 kn	47%
Erasmus+ Pro-Youth, 2020	11.963,93 €	90.350,40 kn	37%
ESF, EDU LAB, final report	5.205,36 €	39.310,37 kn	16%
EU projects total	32.658,00 €	246.629,98 kn	100%

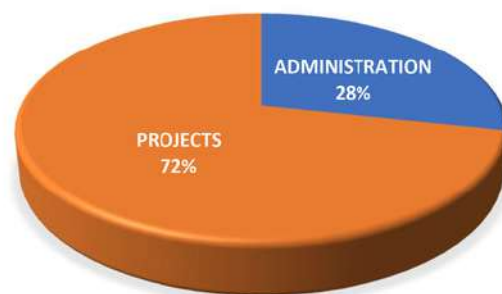


*All amounts are expressed in Euro-kuna rate by the European Central Bank on 31st December 2020.

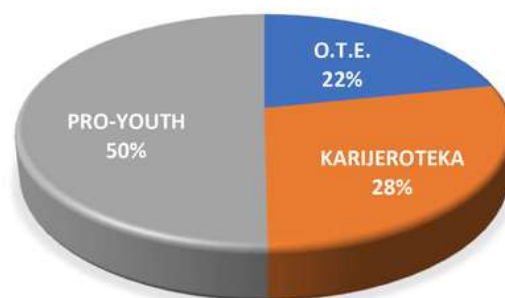
Expenses

EXPENSES

EXPENSES	euro-kuna rate*	7,55 €
ADMINISTRATION		
Office management	6.815,74 €	51.471,81 kn
Office rent	1.191,75 €	9.000,00 kn
Office supplies	6,78 €	51,20 kn
Other services	695,19 €	5.250,00 kn
Web design and web hosting	107,26 €	810,00 kn
Marketing and PR	128,93 €	973,65 kn
Representation costs	23,36 €	176,40 kn
Telephone/Internet/Travel/Postage	1.636,66 €	12.359,92 kn
Bookkeeping services&Payroll	2.245,01 €	16.954,09 kn
Legal Fees	316,95 €	2.393,60 kn
Work safety	165,52 €	1.250,00 kn
Intellectual services	1.811,23 €	13.678,25 kn
administration total	15.144,39 €	114.368,92 kn
PROJECTS		
OBSERVE.TRY.EXPERIENCE.	8.254,74 €	62.339,00 kn
KARIJEROTEKA	10.709,48 €	80.876,90 kn
PRO-YOUTH	19.099,47 €	144.237,25 kn
project costs total	38.063,69 €	287.453,15 kn
expenses total	53.208,08 €	401.822,07 kn



EXPENSES COMPOSITION RATIO BY PROJECT



SELECTED BALANCE SHEET ITEMS on 31. 12. 2020.		euro-kuna rate*	7,5519
TOTAL ASSETS		164.972,00 kn	21.845,10 €
thereof	cash in hands	99.869,00 kn	13.224,35 €
	bank deposits (source: founding capital)	50.469,00 kn	6.682,95 €
TOTAL LIABILITIES & CAPITAL		164.972,00 kn	21.845,10 €
thereof	loans	80.000,00 kn	10.593,36 €
	own funds	44.224,00 kn	5.856,01 €
	revenue deficit (after accruals & deferrals, to be carried forward)	5.845,00 kn	773,98 €

*All amounts are expressed in Euro-kuna rate by the European Central Bank on 31st December 2020.

Follow the QR code for full details of the Foundation's finances in our audited financial statements.





Organizational development

Management Board

Dr. Caroline Hornstein Tomić, Chair
Gabriele Wahl Cesarec, Legal Advise, per hour
Daška Domljan, Program Development, per hour

Operational Team

Josipa Lukinović, Office Manager, part-time employed
Dunja Vuković, Project Manager, part-time employed
Benedetta Agostoni, Graphic Designer, part-time employed
Vera Pfaff, Programme Manager, per hour
Maja Kurilić, Project Coordinator, external budget (Pilar Institute) and per hour
Filip Krapić, Intern
Dora Bagić, Volunteer

Benedetta Agostoni was hired as a Graphic Designer for the PRO YOUTH project from July to November. The Foundation welcomed one Volunteer and one Intern in the team, Dora Bagić and Filip Krapić. Filip was supporting the office management and the CLIL Robotic project and Dora was involved in program development.

We are deeply grateful to the individuals and companies whose support allows us to run our projects and fulfill our mission. A special thank you to all those who supported our work in 2020:

Strategic Partners

AHK Deutsch-Kroatische Industrie-und Handelskammer
ERSTE Foundation / NGO Academy & CEE Solidarity Fund

Patrons

The Austrian Embassy in Croatia
The German Embassy in Croatia
The Embassy of Switzerland in Croatia

Sponsors

Zagrebačke otpadne vode d.o.o. (ZOV)
Crowe Hrvatska

Donors

Hrvatska obrtnička komora (HOK)
BAN Silva



Please consider donating to help us make sure that our programs continue to benefit pupils, teachers and companies across Croatia. Follow the QR code for more information.

The Foundation is grateful to the following companies, institutions and schools for their support and participation in our programs in 2020:

ProYouth

Obrt Kazivačica
Recider d.o.o.
Udruga Stari Zanati
Udruga 4 elementa
"Šokadija Babina Greda" Udruga za promicanje i očuvanje šokačke baštine
Općina Majur
LAG Una
Interpretacijski centar baštine Banovine
Muzej Grada Koprivnice
Muzej grada Iloka

Turistička zajednica područja Središnja Podravina
Turistička zajednica Grada Petrinje
Turistička zajednica Grada Hrvatska Kostajnica
Turistička zajednica Općine Babina Greda

Srednja škola Koprivnica
Ugostiteljsko-turistička škola Osijek
Srednja škola Zabok
Hotelsko-turistička škola Zagreb

Škola stranih jezika SOVA

Observe. Try. Experience.

Prva privatna gimnazija
V. Gimnazija
XVI. Gimnazija
I. gimnazija
X. gimnazija Ivan Supek
XV. Gimnazija
VII. Gimnazija
Gornjogradska gimnazija Zagreb
III. Gimnazija Zagreb
OŠ Medvedgrad
OŠ Miroslav Krleža
VI. OŠ Varaždin

BICRO BIOCentar d.o.o.
BOSCH d.o.o.
Fortenova grupa d.d.
Franck d.d.
HAKOM
HRT-Hrvatska radiotelevizija
Jamnica d.o.o.
INA-Centralni laboratorij
INA Maziva

Kazalište Mala Scena
Klinika za dječje bolesti Klaićeva
KONČAR – ELEKTROINDUSTRIJA d.d.
KRAŠ d.d.
Ledo d.o.o.
Lider d.d.
MUO - Muzej za umjetnost i obrt
NANOBIT d.o.o.
Odvjetnički ured Bjelajac
Odvjetničko društvo Bradvica Marić Wahl Cesarec d.o.o.
Prostor rodne i medijske kulture K-zona
Poliklinika IMED
PIK Vrbovec d.o.o.
Raiffeisenbank Austria d.d.
Stomatološki fakultet
Zagrebački plesni centar ZPC
3LHD Studio za urbanizam i arhitekturu
Zagrebačke otpadne vode d.o.o. (ZOV)
Zavod za intenzivnu medicinu KBC Zagreb
Zavod za dječju kirurgiju KBC Zagreb
Zvijezda d.o.o.

Karijeroteka

Humanitarna udruga Kolajna ljubavi
Klasja & Zita
Nanobit d.o.o.
Rimac automobili
Zavod za endokrinologiju RBC Zagreb

Druga gimnazija, Varaždin
Državna vatrogasna škola, Zagreb
Ekonomska škola, Požega
Elektrostrojarska škola, Varaždin
Gimnazija Metković
Gimnazija Daruvar
Gimnazija Dr. Ivana Kranjčeva, Đurđevac
Gimnazija Josipa Slavenskog, Čakovec
Gimnazija Lucijana Vranjanina, Zagreb
Gimnazija Matije Antuna Reljkovića, Vinkovci
Gimnazija Sesvete
Gimnazija Vukovar
Gornjogradska gimnazija, Zagreb
Gospodarska škola Buje
I. gimnazija, Zagreb
III. gimnazija, Zagreb
III. gimnazija, Osijek
IV. gimnazija, Zagreb
V. gimnazija, Zagreb
VII. gimnazija, Zagreb
XVI. gimnazija, Zagreb
XVIII. gimnazija, Zagreb
Katolička klasična gimnazija s pravom
javnosti, Virovitica
MIOC IBMYP, Zagreb
OŠ Vladimira Nazora, Križevci
OŠ Cvjetno naselje, Zagreb

OŠ Dr. Ivan Merz, Zagreb
OŠ Granešina, Zagreb
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