



Creatives and Job Opportunities Action Plan Croatia

as guided by Exploratory Panels

www.circularcreatives.eu

By
Polytechnic of Šibenik



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INTRODUCTION AND CONTEXT - What is the overall aim of the Circular Creatives project and the role of Exploratory Panels?

Circular Creatives is a unique ERASMUS+ Vocational Education and Training project that aims to increase the number of creative businesses using Circular Economic practices and equipping VET educators with the skills to teach current and emerging creative entrepreneurs about the circular economy. Significantly, this project will transform the employment potential of unemployed and underemployed aspiring creatives, allowing them to return to and enter the creative industry as more sustainably minded entrepreneurs.

The creative industry has been among the hardest hit by the COVID-19 pandemic, with restrictions on events significantly affecting business operations and revenue generation. Lockdowns and social distancing measures have led to the closure of craft fairs and markets, which are vital sales channels for many artisans. These closures have caused a significant drop in revenue for craftspeople. According to the Design and Crafts Council of Ireland, some 53pc of businesses reported a decrease in sales because of the pandemic, resulting in an estimated fall in turnover of €1.6bn. According to a study by the Crafts Council in the UK, 74% of craft businesses reported a fall in income due to COVID-19, and nearly half were uncertain about their survival without further support.

Moreover, global political instability has led to increased costs and uncertainty. Supply chains, in particular, have been disrupted due to tariffs (in the case of Brexit), and the war in Ukraine. Climate change, too, is creating new costs and uncertainties, affecting the availability and pricing of materials, and forcing creative industries to adapt to new norms and standards to mitigate their environmental impact. For example, in regions affected by severe drought or flooding, the supply of certain types of wood, plant fibres, or other natural materials may be reduced, leading to price increases. The United Nations Environment Programme (UNEP) estimated in 2018 that the creative industries could experience losses of up to \$160 billion annually by 2030 due to climate change-related issues. These could include the increased cost of raw materials, losses from extreme weather events, and the cost of transitioning to more sustainable practices.

As part of our new world of work, one of the most important pathways towards a sustainable economy is the circular economy, aimed at eliminating waste and the continual use of resources through reuse, sharing, repair, refurbishment, remanufacturing and recycling to create a closed-loop system. But many struggle on where to start.

In this complex environment, our project Circular Creatives seeks to bring transformative solutions, stabilise employment and provide opportunities for the un/under employed and ultimately to foster resilience and sustainability in the creative industry. The project aims to incorporate circular economy practices that will make a difference across the creative industry:-

- **Fostering Sustainable Entrepreneurs:** By prioritising circular economy practices, we are not just changing the way creatives work, but also cultivating a new generation of entrepreneurs who value sustainability and are conscious of their environmental footprint. These entrepreneurs will be equipped with the skills to innovate and adapt to a rapidly changing environment, helping to ensure the long-term viability of the creative industry.
- **Enhancing Employment Potential:** Many creatives are currently underemployed or unemployed due to the impact of the pandemic and challenges of increasing material costs. By providing them with training on circular economy practices and sustainable entrepreneurship, the project can help them create more resilient and competitive businesses. This could, in turn, lead to new job opportunities and avenues for growth within the industry. Furthermore, the appeal of sustainable practices can make creative professions more attractive to consumers and investors, leading to an increase in demand and revenue.
- **Educating VET Educators:** VET educators play a crucial role in shaping the skills and mindsets of future creative professionals. Equipping them with the knowledge and tools to teach about circular economy can create a ripple effect, fostering more sustainable practices across the industry.
- **Sustainability in Creative Businesses:** Circular economy practices, which involve reducing waste, increasing the lifecycle of products, and creating a loop of reuse and recycling, can help to significantly cut down costs and environmental impact. For instance, a fashion designer could use recycled materials and create designs

that are modular and can be updated instead of replaced, greatly reducing waste and material costs. Artisans could repurpose materials, while architects and interior designers can promote the use of sustainable building materials and designs. We will help these businesses to focus on more sustainable methods of doing business and growing their business with a triple line motive – planet, people, profit.

The challenges faced by the creative industry are significant, but so too are the opportunities for transformation and resilience. By embracing the principles of the circular economy, the Circular Creatives project can help to steer the industry towards a more sustainable and resilient future.

WHAT ARE CREATIVES AND JOB OPPORTUNITIES EXPLORATORY PANELS?

Under the leadership of Roscommon LEADER Partnership, our [Partners - Circular Creatives](#) have established four regional think tanks called **Creatives and Job Opportunities Exploratory Panels** in Roscommon, Ireland; Berlin, Germany; Šibenik, Croatia; and Athens, Greece. Bringing together a panel of 30 creative entrepreneurs, VET educators, those working with the unemployed, creative sector networks and development agencies to share best practice approaches and co-creating solutions that are responsive to real need in the regions.

Over the course of our project each Exploratory Panel will meet several times to

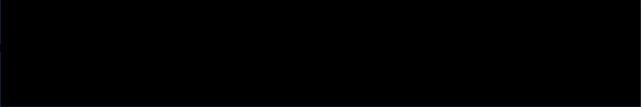
- research and explore the challenges and opportunities faced by creative entrepreneurs and how adapting to a circular economy approach can transform their creative practice and businesses.
- involve creative professionals in developing innovative solutions that will future proof their employability and resilience in the face of potential crises.
- gauge the desire and ability of unemployed people to learn and upskill from creative and VET trainers in implementing circular economies in employment or self-employment.

In addition to meeting as a group, each Exploratory Panel conducted a series of interviews, surveys and discussion panels before developing an Action Plan of collective action. This publication is our Polytechnic, Croatia Action Plan, and is the first action of [4 resources](#) to support Circular Creatives.

The Metrics of Creative and Job Opportunities Exploratory Panels	
4	Creative and Job Opportunities Exploratory Panels (1 in each country)
120	people (30 per country) will be involved in the panels from our key target groups
400	people will download the action plans created by the panels



CIRCULAR CREATIVES Action Plan Croatia



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1. Country Specific Context – Croatia

Circular economy is an important concept that focuses on sustainability, resource efficiency, and minimizing waste generation. It involves keeping products, materials, and resources in use for as long as possible, extracting their maximum value during their lifecycle, and then responsibly managing their end-of-life disposal. In the case of Croatia, like many other countries, there have been efforts to promote and implement circular economy principles. In Croatia, our journey towards a circular economy has just begun. With 41.155 people employed in circular economy sectors (representing 1.2% of the EU total in 2018) the circular material use rate in Croatia is under the EU average. We're making strides, but there's still work to be done. Here is an overview of the circular economy in Croatia:

Government Initiatives: Although there is no unique strategy, action plan or roadmap specifically for circular economy, the Croatian government has shown commitment to advancing the circular economy. It has introduced policies and initiatives aimed at reducing waste and promoting recycling. These policies are often in line with European Union directives.

A wide range of national strategies might have the potential to promote CE approaches in Croatia. These are some of them:

- **Waste Management Plan of the Republic of Croatia for the period 2017–2022 (OG 3/17, 1/22):** The Waste Management Plan of the Republic of Croatia (WMP) is a waste management planning document that is reflected at all levels, from national to local, and as a segment within other sectors, such as water management, health, spatial planning and construction. It sets objectives and measures for the establishment of waste management based on CE criteria. Croatia has made strides in improving its waste management systems. Recycling rates have increased, and efforts have been made to reduce landfilling. Various municipalities and cities have implemented separate collection systems for recyclables.
- **Food Waste Prevention Plan** - The Plan aims to prevent and reduce the generation of food waste. It aims to bring together in one place all measures and activities that contribute to the prevention of food waste in all phases of the food chain, from primary production, through processing, trade, catering and institutional kitchens to households. The plan is the first such comprehensive document on this issue produced in the Republic of Croatia.
- **The National Development Strategy** is an umbrella document and a comprehensive act of strategic planning which should guide the development of society and the economy in the long run. It promotes the green and digital transition to cleaner and more accessible energy by encouraging green and blue investments, by decarbonising buildings, and by developing a CE.
- **The Low Carbon Development Strategy** outlines the following vision: industry and agriculture will be efficient and connected to all sectors of the economy, reducing the generation of waste materials in an integrated and circular economy
- **Development Programme of Green infrastructure in Urban Areas for 2021–2030 and Development Programme of Circular Economy of Space and Buildings** for 2021–2030, both adopted in 2021, direct stakeholders in the construction sector towards sustainable construction and the principles of the CE in construction, reconstruction and demolition.

There have been initiatives, sometimes even on the local level to introduce circular principles. These are some of them:

Plastic Waste: Reducing plastic waste is a global concern, and Croatia is no exception. There have been initiatives to reduce single-use plastics, such as bans on plastic bags, and efforts to promote

recycling of plastic materials.

Circular Business Models: Some Croatian companies and startups have embraced circular business models. They are designing products with longevity in mind, exploring reuse and refurbishment options, and seeking to minimize waste in their production processes.

Research and Education: Educational institutions and research organizations in Croatia are involved in studying and promoting circular economy principles. They conduct research on sustainable materials, recycling technologies, and circular business strategies.

Collaboration with the EU: Croatia's membership in the European Union has facilitated access to funding and resources for circular economy projects. It has also meant adopting EU regulations and directives related to waste and recycling.

Challenges

Croatia, like many countries, faces challenges in fully implementing circular economy principles. These challenges include the need for more extensive infrastructure for waste collection and recycling, raising awareness among consumers, and adapting industries to circular models.

- **Tourism:** Croatia's tourism industry is significant, and it generates a substantial amount of waste during the peak tourist season. Managing this waste sustainably and promoting circular practices in the tourism sector is a priority.
- **Circular Economy Networks:** Various organizations, both governmental and non-governmental, are involved in promoting circular economy practices and facilitating cooperation between businesses, research institutions, and the government.
- **Future Outlook:** The circular economy is expected to play an increasingly important role in Croatia's sustainability efforts. As awareness grows, it is likely that more businesses and organizations will adopt circular principles.

It's worth noting that the circular economy is a global trend, and countries, including Croatia, are continuously evolving their strategies and actions to align with its principles. The success of circular economy initiatives often depends on collaboration between government, businesses, civil society, and consumers.

Examples of public policy initiatives (national, regional or local)

→ Good practice example: public procurement, education (awareness-raising and training), spatial planning and urban policy

Green Public Procurement Portal - The national green public procurement (GPP) web platform, established in 2015 and operated by the Ministry of Economy and Sustainable Development, communicates GPP criteria, publishes educational materials, runs webinars, lists eco-labels, and contains lifecycle analysis (LCA) tools and examples of good practice (<https://zelenanabava.hr/>).

→ Good practice example: change in consumption patterns and consumer behaviour, education (awareness-raising and training)

The National Environmentally Friendly Label - The Environmentally Friendly Label is a voluntary environmental instrument used on products, which, compared to similar products, have a less negative impact on the environment throughout their lifecycles. The Environmentally Friendly Label provides the consumer with complete, credible and scientifically based information on the environmental impact of the product. A register of products and services awarded the EU Ecolabel Croatia and the Croatian Environmentally Friendly labels by the Ministry of Economy and Sustainable Development can be found on the platform (<https://mingor.gov.hr/nacionalni-registar-eu-ecolabel-proizvoda-i-usluga/8145>).

→ Good practice example: change in consumption patterns and consumer behaviour, and education (awareness-raising and training)

EU Ecolabel Croatia - A dedicated Facebook page communicates news about the award of the EU

Ecolabel to products and services in Croatia, the development of European standards and other information important for consumers and producers who want to reduce their negative impact on the environment (<https://www.facebook.com/EU-Ecolabel-Hrvatska-917984185032743/>).

→ Good practice example: change in consumption patterns and consumer behaviour, education (awareness-raising and training)

Za ljepšu našu project - is an educational and information campaign conducted by the Fund for Environmental Protection and Energy Efficiency. Its aim is to raise awareness of the importance of sustainable waste management and encourage all citizens to handle waste properly and responsibly. It includes a blog and a Facebook page (<https://zaljepsunasu.hr/>).

Croatia has been making efforts to transition towards a more circular economy, and there are several notable examples of circular economy initiatives and practices in the country:

Zelena Čistka: Zelena Čistka is an environmental organization in Croatia that focuses on cleaning up and recycling waste from rivers and natural areas. They organize cleanup events and have a strong emphasis on recycling and upcycling the collected waste materials.



Svijet oko nas - Hokus Pokus Znanstvena Zabavljaonica: This is an association that promotes science education and awareness in Croatia. They often organize events and workshops for children that emphasize recycling and reusing materials to create scientific experiments and projects.

<https://www.youtube.com/channel/UckkxMODxIFQw8enTJFwCVnA>



Mjesto gdje djeca otkrivaju svijet

Radiona Makerspace: Radiona is a collaborative workspace and educational platform in Zagreb that encourages creative innovation through technology and art. They promote the use of recycled materials and sustainability in their projects.



Biljkoborci - d.o.o.: This company is involved in sustainable urban gardening and vertical farming. They use recycled materials and promote sustainable agricultural practices, contributing to a more circular approach to food production.



Odmor na Zadatku: This organization promotes eco-tourism and sustainable travel in Croatia. They encourage visitors to explore nature responsibly and minimize their environmental impact, contributing to a more sustainable and circular tourism sector.



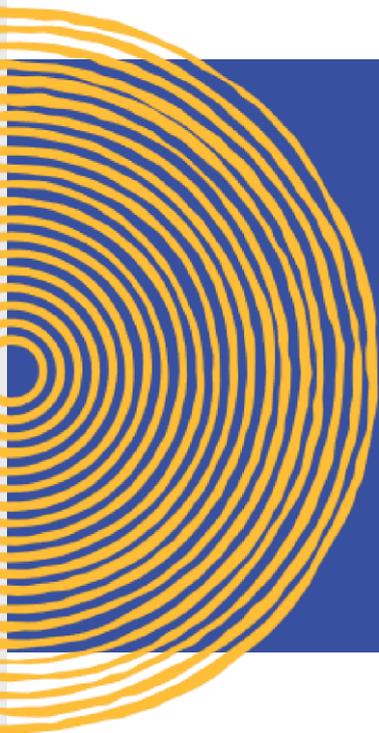
Karibu Kaaawa Coffee Shop: Some coffee shops in Croatia, such as Karibu Kaaawa, are embracing circular practices by sourcing coffee from sustainable and ethical suppliers and promoting the use of reusable cups to reduce single-use plastic waste.

TETRABOT: TETRABOT is a company that focuses on robotics and automation solutions. They work on projects related to waste sorting and recycling automation, which can significantly improve the efficiency of recycling processes.



Pučko Otvoreno Učilište Zagreb: This institution offers educational programs related to sustainability, including courses on eco-design and sustainable living, contributing to raising awareness about circular economy principles.

While these are some positive examples of circular economy practices in Croatia, it's essential to note that the transition to a fully circular economy takes time and concerted efforts from various sectors. Many other businesses and organizations in Croatia are also gradually adopting circular principles, and the country's commitment to sustainability is expected to continue growing in the coming years.



2. Exploratory Panels get to Work

Circular Creatives is based on the reality that the creative industry will not return to its pre-pandemic peak unless a new way of supporting and upskilling creatives for modern business and future employment needs are introduced. The first Croatian partner of this project, Centar za kulturu Trešnjevka (CeKaTe), did the mapping of initiatives, past and presented which provided a very clear overview of the key stakeholders that needed to be involved to ensure a successful outcome for the Creative and Job Opportunities Exploratory Panel in Croatia. In convening the Panel meetings, CeKaTe prepared a comprehensive listing of creative entrepreneurs, VET educators, those working with the unemployed, creative sector networks and development agencies, who were invited to join the project to share best practice approaches and solutions that are responsive to real need in the Zagreb region. In the course of the project, CeKaTe decided to leave the partnership which introduced a new partner from Croatia, Polytechnic of Šibenik which is a higher education institution. This change led to the shift in local perspective since the Polytechnic is situated in the coastal and heavily tourist region of Croatia with special emphasis on possibilities in upskilling the VET community to train creative entrepreneurs how to explicitly implement circular practices into their own business, while providing the knowledge and skills to people to learn how to start-up their own circular enterprise.

These are the meetings and workshops that provided the impetus behind the development of our Action Plan.

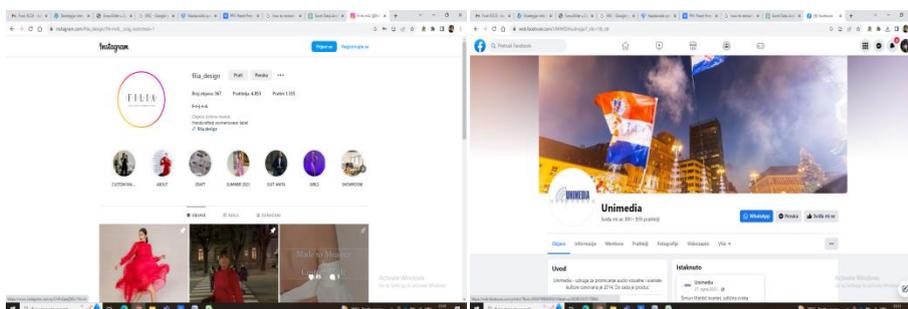
2.1 INAUGURAL MEETING/PANEL MEETING – MAY 2022

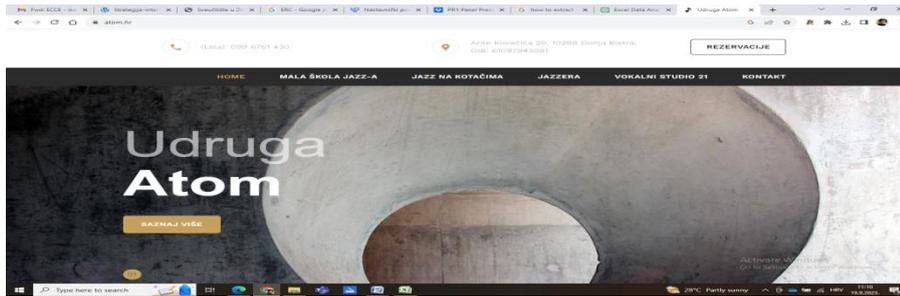
This online meeting was held on 5 May 2022 with 20 people in attendance representing

- CeKaTe
- associations and companies in performing arts, fashion, social inclusion, mobility, retail, hospitality, food blogging, design, animation, marketing and tourism, consulting, sustainability
- VET education
- creative sector

During Panel meeting 1, the background, overall project objectives, the vision of the Circular Creatives project and bigger picture were presented. The keynote moderators from CeKaTe introduced the context of the project while the others shared their personal experience on what circular creatives is all about.

A survey was circulated to the attendees to establish a baseline of knowledge. The results showed how some of the individuals attending were unsure about what circular economy was, while some individuals were carrying out best practices within their business/home life. The questions also included their view if their businesses were prepared/affected for the pandemic situation and if they were given the necessary help from the government or other bodies to switch to online business.





2.2 PANEL MEETING 2– APRIL 13 2023

This in-person meeting was held on 13th April 2023 at the premises of the Polytechnic of Šibenik with 54 people in attendance representing

- Polytechnic of Šibenik
- Ecological association Krka, Mladi u EU
- Circular sector – IC Geoss, Slovenia, Unione assessorati, Italy, Asociacion Caminos, Spain
- Creative sector – Piatés solidaires, France

The focus of Panel meeting 2, was to delve deeper into the collective panel understanding of circular creatives. The meeting included a presentation by professor Jelena Šišara on circular economy models. She connected innovativeness and entrepreneurship which is characteristic of circular economy. She gave practical examples on how the circular economy works inside businesses and how to think about it and implement it in your own. The panel was followed by the discussion on different aspects of circular creatives in different countries including questions:

- Have they undertaken circular creative practices and if so to describe?
- Do they know of any other creative business using circular practices?
- What is the situation in the field of circular creatives in their respective countries?
- What could help?
- What suggestions or ideas can be put forward for future entrepreneurs?

It was concluded that a greater understanding of the needs and opportunities for circular creatives in general was welcome. The tool to achieve this was to organize trainings to encourage individuals into carrying out circular economy practices.





2.3 PANEL MEETING 3– May 2023

The third panel was organized in the protected area of the National park Krka. To be more precise, the panel took place at the eco campus Krka in Puljani on 18 May 2023 with 19 attendees.



Our team was accompanied by the representatives of the Park, the Tourist board of the Šibenik-Knin county, two local action groups and the center for new technologies and entrepreneurship.

The Polytechnic of Šibenik works intensively on the project "Empowering creative circular entrepreneurs", whose goal is to improve the skills of creatives and those who train them in order to accept the principles of the circular economy as a key tool for adapting their business to a more sustainable model, which reduces costs, but also waste. with protection and creation of jobs. The discussion that followed was with the aim of improving the knowledge of our creative entrepreneurs who work mostly in culture, art and tourism and it was hosted by PhD Dijana Mečev, lecturer at the Polytechnic.



It was emphasized that circular economy is a process that will characterize society along with digital transformation, and sustainable development of tourism is not possible without circular economy. These are some of the remarks that resulted from this panel: **"The needs of society have changed, the opportunities have improved. Community and cooperation are the key words that connect young people like digital nomads..., the urban environment, protected nature, and circular economy.**" (Diana Mudrinić, director of the Center for New Technologies and Entrepreneurship Trokut Šibenik)

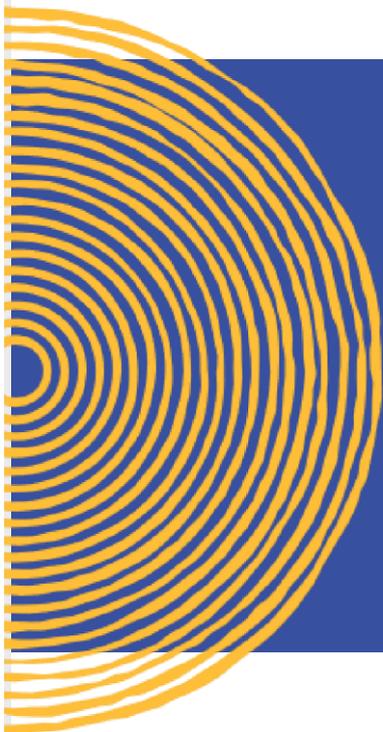
The Polytechnic of Šibenik introduced the possibility of a Circular Creatives training program, and the opportunity to pilot test the same. It was particularly important to identify the challenges and opportunities for circular approaches for creatives in the digital sector. In this regard, we are thinking in particular of creating a curriculum for sets of learning outcomes (micro-qualifications) at level 5 of the HKO in the part related to professional specialist training, and it is possible to access them at least from level 4 of the HKO. It is planned to create a minimum of four (4) such programs that would be accredited in accordance with the methodology of the Agency for Vocational Education and Adult Education (ASOO) for the development of adult education programs for the acquisition of micro-qualifications, partial qualifications and complete qualifications.

The National Park Krka - The aforementioned park has a scientific, as well as a cultural, recreational and educational role, and is therefore a great attraction for visitors. Their mission is to promote circular principles and most importantly, educate young generations through their constant organization of workshops with all levels of educational institutions (<https://www.npkrka.hr/hr/posjeti/edukativne-radionice/>).

The Tourist Board of the Šibenik-Knin County – The Šibenik-Knin County is oriented towards tourism. According to information from various publications and media, we can conclude how the tourism sector is doing one of the biggest drivers of employment and income, but at the same time one of the most intensive sector in terms of environmental impact. SMEs tend to be less proactive towards environment compared to larger companies which would mean that larger companies have less difficulties or greater financial opportunities for investing in the application of the circular economy in business. Some authors claim that SMEs with fewer than 250 employees are likely to profit from green innovations of products and services. Considering the growth in the number of trips and the popularity of tourism, the previous linear business model, which is based on the "take-use-throw" strategy, does not provide adequate way of doing business. Striving to achieve the new principle of circular economy which is based on the "take-use-reuse" strategy is important. Travel and tourism participants can act as powerful drivers of circularity and benefit from the co-creation of circular principles and value capture within relevant value chains (UNWTO, 2020). With all this said, the Board is striving to work on raising awareness of the circular economy principles by organizing different events and manifestations in the region (<https://www.adventurasibenik.hr/zero-waste/>;

https://web.facebook.com/cchangesibenik/?locale=hi_IN&_rdc=1&_rdr;

Trokut - Trokut Šibenik is a place for coworking and office space, for education and retraining, a place for entrepreneurship and strengthening the entrepreneurial and IT community. Their tenants are freelancers, digital nomads, developers, startups and other entrepreneurs in all stages of development. Together they form a community of entrepreneurship in Šibenik.



3. Research Findings

Research findings from Creative Entrepreneurs Survey 1, completed by 20 participants working in the following fields:

- Performing arts
- Music Recording, Video Recording, Production, Events, Animation
- Fashion, design
- Social inclusion, Science
- Retail and B2B sales
- Vintage and upcycled furniture.
- Hospitality industry, Marketing and tourism
- Food blogging
- Consulting, sustainability
- VET education
- Ecology

The survey initially sought to understand the Impact of the Pandemic on Creative Entrepreneurs. Our respondents shared that:

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- | | |
|---|---|
| 1. None of the participants in the survey stated that their businesses were prepared for the pandemic | 5. In terms of the effects of the pandemic on customers using services, 30% of participants stated that customers had stopped using their services or buying their products during the pandemic and they had struggled to bring them back. |
| 2. 35% of their businesses was not affected by the pandemic | 6. 65% of participants felt there was adequate local government assistance and financial support available to them. |
| 3. 45% of participants said they could easily switch their business online | 7. The same proportion believed there was adequate national assistance and financial support. |
| 4. Only 15% of participants are neutral towards working online, the vast majority of 85% prefer working in person. | 8. 40% of business felt there were no online workshops to help their business online. |
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The survey then brought circular approaches to the fore, with responses showing the stark need for projects such as Circular Creative.

- 60% of participants stated that sustainability was an important factor for them in their work.
- Although 50% of participants try to live in zero waste, only 35% of participants stated that they were familiar with the circular economy and incorporated it in their daily work and it showcases a lack of education surrounding the term 'Circular energy'.
- This may be an issue highlighted by the fact that only 40% of participants re-use materials.
- Only 35% of participants stated that they would like to have access to recourses that educate them on ways to implement the circular economy into their own enterprise which is

indicative of the lack of the systematically present encouragement for circular economy principles

- 80% of participants wanted to find new business opportunities.
- 50% of participants in VET education saw their schools as mechanisms for ensuring a skilled workforce in circular economy and there was no circular economy platform in any school.

What was the impact of the pandemic on Creative Entrepreneurs in terms of the Circular economy?

30% of respondents felt that circular economic/sustainable practices helped them during the pandemic. They highlighted a need for greater education on circular economic practices.

Role of Vocational Education and Training

In this survey we had a very small sample of 4 VET providers, but the findings are clear and propose the need for the training proposed by Circular Creatives

- Only half of those in the field of VET education felt that VET was a mechanism for ensuring a skilled workforce that can thrive and scale up in a circular economy due to a lack of specialist knowledge
- None of the participants felt that their school could collaborate with industry to advance knowledge in a circular economy
- Only half feel that their VET encourages the development of basic circular economic skills.
- Not a single VET participant had a circular economic platform in their VET schools
- VET respondents highlighted the need for greater support and specialised training in regard to the creation and promotion of a circular economy among businesses.



4. Committing to Action

Action Plan for Circular Creatives Croatia – what can we achieve

This section of the Action Plan presents a commitment to **6 actions**, summarised as:

Action	Proposed Action	Cost	Who is involved?	Anticipated Outcome	Completed by
1.	Promotion and visibility: Promote the profile of Circular Creatives as it is relevant to student population, un/under employed people by promoting it via social media and invited presentations	Time only	PSI – Centre for career development and student assistance	Potential future circular creatives that will start their businesses	Oct – January 2024
2	Training: Deliver the Circular Economy for Creative Business Training Course to digital creative entrepreneurs. (micro credentials)	Funding for elaboration and hosting of the learning materials	PSI Trokut Centar za nove tehnologije i poduzetništvo	10+ digital creative entrepreneurs will successfully complete the course	December-January 2024
3	Training: Deliver the Circular Economy for Creative Business Training Course to creative entrepreneurs in arts and music (micro credentials)	Funding for elaboration and hosting of the learning materials	PSI Tvrđava kulture Šibenik	10+ arts/music entrepreneurs will successfully complete the course	Dec – January 2024
4	Local cross-sectoral cooperation: Organize a round table on circular economy and potential creative entrepreneurs	Organization of the event	PSI, City council, Chamber of Commerce, Ministry of development	Enhanced expertise in circular economy, new initiatives, novel projects	October 2023
5	Continuous awareness and education: Commit to raising awareness and providing education about circular economy principles within the creative sectors through workshops, seminars, and online resources.	Funding for workshops, seminars, and educational materials	Creative organizations, educational institutions, government agencies	Increased awareness of circular economy principles among creative professionals, leading to informed decision-making and innovative projects.	December – April 2024

6	Horizontal education: Work with the VET community to encourage uptake of Circular Economy for Creative Business Training Courses for wider delivery.	Time only	PSI, Trokut, Tvrđava kulture	Presentations at regional high schools and Croatian Employment Service	Q2 2023 – Q4 2024
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