TALENT PIPELINE

1. Title

- Tuta Blu d.o.o.– Employer-led Partnership for Job-ready Photovoltaic Installers
- Country: Croatia
- Organisation(s) implementing the Lab: Tuta Blu d.o.o. and Orsus Učilište

2. DDSS Gap Addressed

- *E2 - Slow time-to-productivity of new hires*

3. Description of the Reskilling Lab

As demand for photovoltaic installations rapidly increased in Croatia, Tuta Blu, a small company with 17 employees and ambitious growth plans, faced difficulties recruiting technicians who could become productive quickly. To address this challenge, the company partnered with Orsus Učilište, a RESCALE project partner that developed a Reskilling Lab based on the project's methodology. Together, they applied the Reskilling Lab approach to design a flexible, employer-responsive training programme combining classroom learning, practical training, work-based learning, coaching and close employer involvement. Tuta Blu defined workplace competencies, provided industry-standard equipment and helped align training with real installation processes. Participants gained practical, job-ready skills before entering employment. The partnership created a sustainable talent pipeline, reduced onboarding time and demonstrated how even small enterprises can actively shape workforce development to support business growth in a rapidly expanding sector.

4. Why is this a Good Practice?

This initiative demonstrates how employers can move beyond recruitment and actively contribute to workforce development by collaborating with training providers from the earliest stages of programme design. Tuta Blu worked closely with Orsus Učilište to ensure that training reflected real workplace requirements, current technologies and practical tasks performed by photovoltaic installers. The company contributed its expertise by defining the competencies needed for the job, supporting practical learning and helping align the programme with industry needs. As a result, participants developed job-ready skills before employment, reducing onboarding time and enabling faster integration into the workplace. The partnership also established a continuous feedback loop between the employer and the training provider, ensuring that the programme evolves in line with labour market demand. It demonstrates that even small enterprises can successfully shape vocational training without creating their own training infrastructure.

5. Transferability

This model can be replicated by employers facing skills shortages through partnerships with vocational education providers that have expertise in adult learning and work-based training. While employers define workplace competencies and contribute industry knowledge, training providers translate these needs into learner-centred programmes using proven reskilling methodologies. The approach can be adapted across sectors such as renewable energy, construction, manufacturing, ICT and telecommunications, helping employers build a pipeline of job-ready workers while ensuring training remains relevant to labour market needs.

6. Additional Information Website: https://www.tutablu.hr/; https://www.orsus.hr/

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