

Qualifications for employers - project

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Projekt współfinansowany przez Unię Europejską w ramach Europejskiego Funduszu Społecznego

General figures

- timeline: April 2009 – April 2011
- ESF funded from Human Capital – Operational Programme
- 4 sector in the survey – IT, energy, fashion, construction
- budget – 1,7 mln PLN



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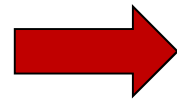
Assumptions

problem



insufficient number of well
qualified employees on the
labour market

purpose



recommendations for a
system of education and
training
+
matching the skills supply
with demand

Activities

- survey on employers demand (individual, interviews focus groups) + teachers and employees
- analyses of systems of VET in UE countries
- identification of good practices in training schemes inside companies
- identification of good practices in cooperatin busines – eduaction
- recommendations and mainstreaming

Expectations

- ▶ education
- ▶ experience/skills
- ▶ social competences



training + cooperation business – education



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Training schemes



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Data

participation of Poles in LLL

WYSZCZEGÓLNIENIE SPECIFICATION		Kształcenie ustawiczne dorosłych (w wieku 25–64 lata) <i>Life-long learning (aged 25–64)</i>			
		Polska <i>Poland</i>	EU 15	EU 25	EU 27
		w % <i>in %</i>			
OGÓŁEM <i>TOTAL</i>	2003	4,4	9,8	9,0	8,5
	2004	5,0	10,7	9,8	9,3
	2005	4,9	11,3	10,3	9,8
	2006	4,7	11,2	10,2	9,7
	2007	5,1	10,9	10,0	9,5
	2008	4,7	10,8	9,9	9,4
	2009	4,7	10,8	9,8	9,3

Source: Labour Force Survey Q2 2010

training in companies

	Companies providing training schemes for their employees %	Emplotees participation, %	Cost of training as % of labour costs	Average trainig time (hrs)
UE	60	33	1,6	9
Poland	35	21	1,3	6
Spain	47	33	1,2	9
Germany	69	30	1,3	9
Romania	40	17	1,1	5

General conclusions from the survey

- ▶ 50%+ companies say that employees need a training just after hiring
- ▶ mentoring as useful tool for newcomers in a firm
- ▶ training is the most popular and intuitive form of increasing competences and skills

General conclusions from the survey

- ▶ group training for mid-level employees (specialists, experts)
- ▶ individual training for highly qualified experts and mid- and high-level management
- ▶ main goal – at least basic training for every employee
- ▶ average training time - 8 days a year

Companies in survey on training

- ▶ Axel Springer Polska
- ▶ Sanitec Koło
- ▶ Siemens
- ▶ TP SA
- ▶ TVN SA

Cooperation business – education

Purpose of cooperation – companies

- ▶ better training for their employees
- ▶ good source of most skilled young people
- ▶ employment branding on the market

General conclusions

- ▶ apprenticeships for vocational schools – most popular way of cooperation
- ▶ relatively many experts from companies are also teachers in vocational schools
- ▶ business participate more in creating school/high school programmes

Companies in the survey

- ▶ Corpo
- ▶ ACUS/Caterina
- ▶ Vattenfall Heat Poland
- ▶ IBM
- ▶ Microsoft

CORPO and Caterina

- ▶ cooperation in development of school programmes for vocational education
- ▶ apprenticeships and programmes for stagiaires
- ▶ fashion school
- ▶ FOSO

Vattenfall Heat Poland

- ▶ „technician in energetics”
- ▶ targeted cooperation with schools and technical academies – source for graduates, laboratories
- ▶ programme ‘We heat-up for learning’ – secondary schools

IBM

- ▶ initiative on Technical Academy in Gdansk + Laboratories for IT Technology Research
- ▶ Women for Technology
- ▶ apprenticeships for students – ‘Educational’ and ‘Professional’

Microsoft

- ▶ Partnership for the Future (fighting with digital exclusion) – schools all kind + support for the teachers
- ▶ Student Partner programme
- ▶ Microsoft IT Academy – knowledge for teachers

Brief summary

- ▶ tools exist – must be now disseminated
- ▶ corpo culture and international experience – important launching factor, but
- ▶ Polish origin companies not far behind at all
- ▶ more awareness and more incentives for the business (dual training as a solution???)

▶ thank you