



Ministerstwo Pracy  
i Polityki Społecznej

# TOWARDS EXCELLENCE & ENGAGEMENT IN VET

## Ministry of Labour and Social Policy's Actions

Warsaw, 19th September 2011

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MLSP Poland



# Outline



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- 1. Labour Market in Poland**
  - 2. Institutional responsibility of VET policy in Poland**
  - 3. Areas of MLSP actions**
  - 4. PES educational offer**



## Outline cont.



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### 5. Ensuring accuracy and quality of training

- Standards of Training Services required from LLO
- Forecasting skills demand
- National Vocational Qualifications/Competences Standards
- Modular Training Programmes
- Example: E-learning trainings for PES staff



## Labour Market in Poland



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**PL**

**38 mln total number of citizens**

**16,2 mln total number of employed:**

**Employment rates of the population aged**

**15-64: 59,7 % and 15-24: 25,3 %**

**Registered unemployment rate (July 2011)**

**11,7%**



# Institutional responsibility of VET policy in Poland



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<b>Ministry of National Education</b>	<b>LLL strategy, school education, vocational schools, technical colleges, colleges</b>
<b>Ministry of Science and Higher Education</b>	<b>tertiary education and recognition of qualifications</b>
<b>Ministry of Labour and Social Policy</b>	<b>Active Labour Market Programmes/Policies, Labour Code, National Action Plan For Employment</b>
<b>Ministry of Regional Development</b>	<b>National Reform Programme and the distribution of ESF for LLL projects</b>
<b>Ministry of Economy</b>	<b>Help/ projects for enterprises, National Development Plan</b>
<b>Other Ministries</b>	<b>regulated occupations and qualifications' recognition</b>

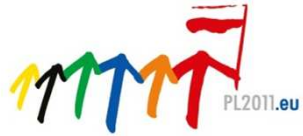


## Areas of MLSP actions



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- **Preparation and implementation of legal acts:**
    - **Labour Code**
    - **Act on employment promotion and labour market institutions**
    - **Act on social assistance**
    - **Act on professional rehabilitation of the disabled**
  
  - **Ensuring accuracy and quality of training**



## PES educational offer



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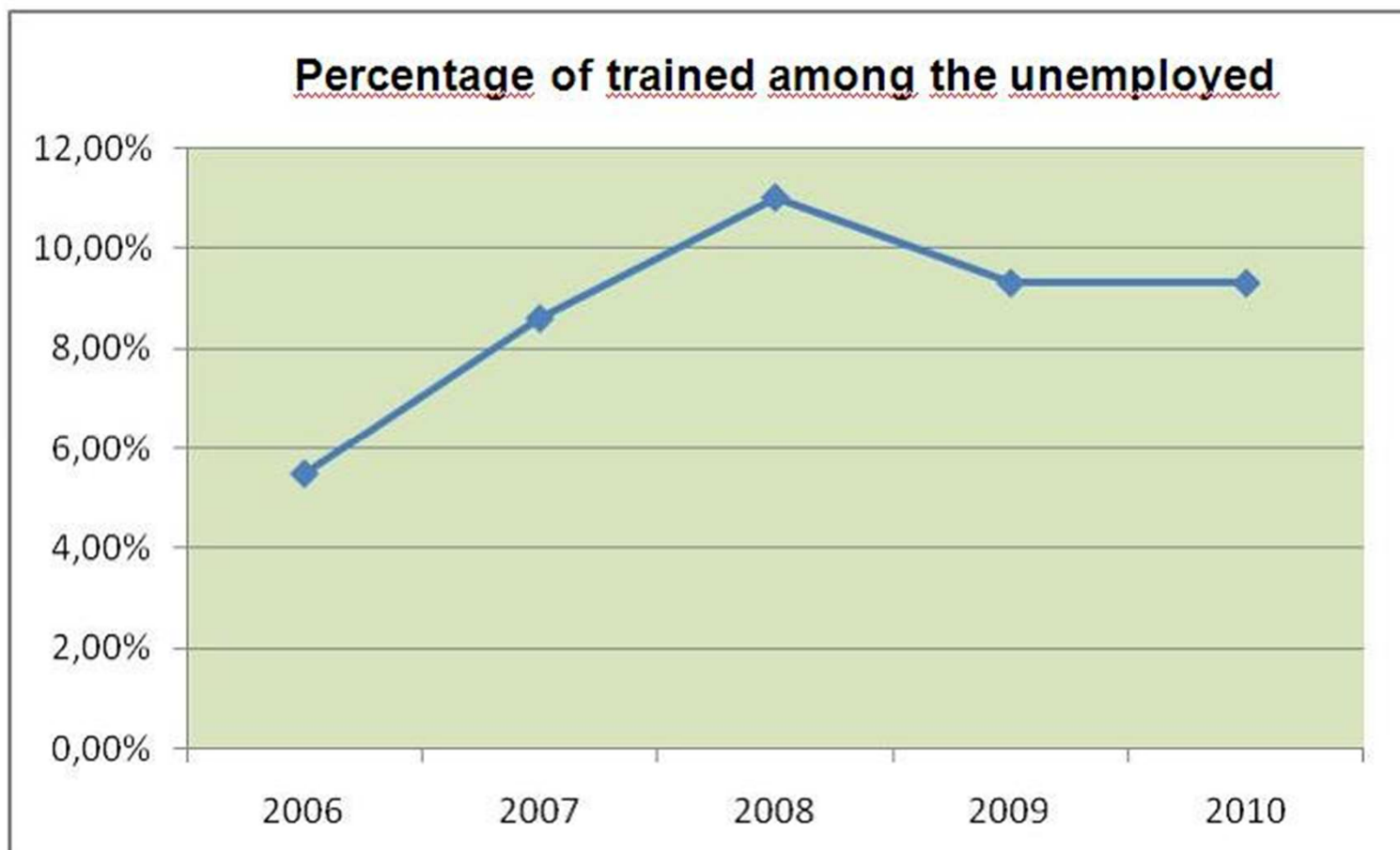
- **Training courses**
- **Financing of post-graduates studies**
- **Refundation of the costs of exams and licenses**
- **Loans for training courses**
- **Work practice**
- **Apprenticeship for adults**
- *Scholarships for ALMP's participants*
- *Scholarships for further education for unemployed from families with low incomes*



## Unemployed participation in trainings financed by the LLO



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# Ensuring accuracy and quality of training



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## TOOLS:

- **Standards of Training Services required from LLO**
- **Forecasting skills demand**
- **National Vocational Qualifications/Competences Standards**
- **Modular Training Programmes**
- **Example: E-learning trainings for PES staff**



## **Standards of Training Services required from LLO**



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**Set up in the ordinance of the MLSP, LLO:**

- Plans group trainings and referes the beneficiaries**
- Referes clients to individual trainings (20% courses)**
- Selects training institutions' offers and signs agreements for the implementation of trainings**
- Supervises the training courses of and examines their effectiveness**
- Pays the training scholarships**



# Standards of Training Services required from LLO



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## **Criteria** of training offers' selection:

- ✓ matching training needs
- ✓ quality (use of NVQS and MES programmes)
- ✓ quality of institution (accreditation, ISO)
- ✓ suitable staff/ didactical conditions/ training materials
- ✓ certificates for trainees (validation of competences)
- ✓ practices
- ✓ price



## Forecasting skills demand



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- **Monitoring of deficit and surplus professions and occupations** (since 2005 on the national, regional and local level)
- expert's **model of projecting the skills requirements**: the MLSP recommended method and tools to the RLO and LLO
- the Regional Labour Market **Observatories**:
  - ✓ 9 are currently operating: Białystok, Gdańsk, Katowice, Kraków, Lublin, Łódź, Opole, Warszawa and Szczecin
  - ✓ work is underway to launch them in 7 regions.
- ESF project on *Analysis of the processes on the Polish labour market and social inclusion in the context of economic policy*



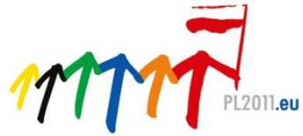
# National Vocational Qualifications/ Competences Standards



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## Polish NVQS: 253 standards

- prepared with **social partners**
- based on vocational tasks identified for each occupation
- a norm of minimum requirements described by:
  - ✓ **knowledge, skills, features** needed to perform vocational tasks
  - ✓ 5 levels of competences (from simple tasks & low responsibility to complicated tasks & high responsibility)
  - ✓ 4 groups of competences: universal, general for group of occupations, basic and specialistic



# Modular Training Programmes

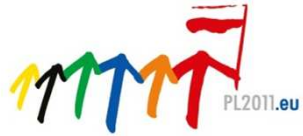


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## **MTP: 246 programmes**

**including 1587 modular units, 6668 sessions scenarios**

- **curricula with training materials**
- **based on the ILO's approach: Modules of Employable Skills – MES**
- **didactic process focused on skills needed to perform the vocational tasks (modular unit = vocational task)**
- **make vocational education more flexible**
- **example: 20 programmes for PES staff including 58 modular units**



## Access to NVQS and Modular Training Programmes

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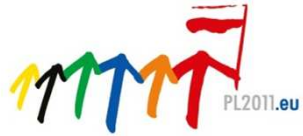


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**NVQS and modular programmes offered free of charge on the www to help:**

- ✓ training institutions to prepare their training offer
- ✓ PES to negotiate the training offer for unemployed

**available at: [www.kwalifikacje.praca.gov.pl](http://www.kwalifikacje.praca.gov.pl)**



# E-learning trainings for PES employees



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## E-learning MES offer

- **Content based on 20 MES Programmes for PES staff**
  - **1st phase – adjusting the curricula and materials to the e-learning (with blended learning elements)**
  - **2nd phase – training for coaches**
  - **3rd phase – pilot trainings**
- **E-learning programmes will be available in the Internet for individual usage and as a material for training institutions**
- **Planned end of the project: December 2011**





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**THANK YOU  
FOR YOUR ATTENTION**

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