TOWARDS EXCELLENCE & ENGAGEMENT IN VET

Ministry of Labour and Social Policy’s Actions

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Warsaw, 19th September 2011
Outline

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   – Forecasting skills demand
   – National Vocational Qualifications/Competences Standards
   – Modular Training Programmes
   – Example: E-learning trainings for PES staff
Labour Market in Poland

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%

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### Institutional responsibility of VET policy in Poland

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Areas of MLSP actions

➢ 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

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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

Percentage of trained among the unemployed

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Ensuring accuracy and quality of training

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

Set up in the ordinance of the MLSP, LLO:
• Plans group trainings and refers 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

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Standards of Training Services required from LLO

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

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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
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

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Modular Training Programmes

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

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
E-learning trainings for PES employees

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
THANK YOU
FOR YOUR ATTENTION

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