

The role of craft companies in VET in response to the labour market needs



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POLISH CRAFT ASSOCIATION

- **Polish Craft Association (1933)** is a nation-wide organisation of entrepreneurs. Our main goal is to act effectively in support of development of crafts and SMEs as well as to assist our organisations in strengthening their professional condition. We would like our craft organisations and our members to be able to participate fully in the EU integration process. Therefore, in the Parliament and in our contacts with the Government we strive for such solutions that would enable crafts and SMEs to develop and improve their competitiveness. **We insist on a SME's friendly state policy.**



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POLISH CRAFT ASSOCIATION
*Tripartite Committee
for Social & Economic Issues*

27 CRAFT AND SMALL BUSINESS CHAMBERS
*Social Dialogue Committees
at voivodeship level*



**190
Craft cooperatives**

**483
Craft Guilds**



~ 300 000 craft enterprises



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POLISH CRAFT ASSOCIATION

- **Basic tasks of the Polish Craft Association**
- Representing the craft community in contacts with the government bodies, state administration, law courts and economic and social organisations in Poland and abroad
- Conducting and developing socio-professional, economic and social activities to maintain the integrity of the craft community
- Providing comprehensive assistance to the associated organisations in fulfilling statutory duties
- Inspiring and working out legal solutions pertaining to crafts and SMEs
- Co-ordinating activities in vocational training
- Dissemination of ethical standards of honesty in occupational practice as well as achievements of the Polish crafts and SMEs - Undertaking activities aimed at preparing SMEs and their organisations to functioning within the European Single Market.
- Undertaking activities aimed at preparing SMEs and their organisations to functioning



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- **Member Organisations of the Polish Craft Association**
 - **Craft and Small Business Chambers** as well as **Craft Chambers** are organisations of the craft economic self-government and gather guilds, craft co-operatives, craftsmen not associated in guilds and other organisational units aimed at supporting economic development of crafts. **The basic task of the regional chambers is representing the associated organisations and entrepreneurs in contacts with the state and government administration, protecting their interests, providing services and training as well as conducting master and journeyman examinations. Craft chambers are entitled to confirm qualifications acquired in the course of vocational training in the form of journeyman certificates and master diplomas and to seal them with the national emblem.**



POLISH CRAFT ASSOCIATION



Crafts - the Biggest Vocational Educator in Poland

- We have potential of 8000 high rank specialists: master craftsmen, technicians, engineers and vocational teachers. A large number of them take part in training seminars in the EU countries. 26,662 craftsmen are involved in VET processes in Poland.
- During 2010 year craft organisations have conducted 34.674 journeyman exams and 3,188 exams for master. About 90% of people have passed exam for journeyman successfully and 95% became masters. They run their own schools and cooperate with foreign partners in running vocational training centres.
- Polish Craft Association remains an active participant in the process of reforming the education system to make sure the craft companies and organisations can make the best of their potential.



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Polish Craft Association

Nowadays about 93.000 juveniles learns in 108 professions, mostly in such as:

- Hairdresser, vehicle mechanic, baker, carpenter...



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- We see decrease of number of juveniles in fur, shoemaker and textile professions



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LEGAL BASES OF THE POLISH VET SYSTEM

- EDUCATIONAL SYSTEM ACT (1991)
- CRAFT ACT (1989)
- LABOUR CODEX
- Other regulations



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POLISH VET SYSTEM

- focus on craft

Conditions for juvenile worker to start craft training:

- *Finishing gimnasium*
- *Proper age - at least 16. years old*
- *Medical certificate that she/he is able to work at this profession*
- *Juvenile – employer contract in which young desciple makes an obligation to approach to the journeyman certificate exam [in craft]*



POLISH VET SYSTEM - focus on craft -



Conditions for employer to start craft training :

- *Assurance of qualified work instructor (with vocational and pedagogical qualifications);*
- *Providing sufficient technical base for vocational preparation of the student*
- *Abidance of the employer-juvenile contract's regulations*
- *If theoretical part of learning process is done at trade school he has to look for juvenile in order to watch his progress (he can control students grades and presence)*
- *If whole juvenile learning process is done at employer's - he has to assure well qualified teacher in order to prepare student theoretically*



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POLISH VET SYSTEM

- focus on craft -

- *Employer has to pay salary to the juvenile worker – which is regulated on the level of 4-5-6% of the average payment (depending the year of training). He also has to provide insurance to this young worker*
- *Employer is obliged to realise the profession practical learning programme*
- *He's responsible for preparation of juvenile to the confirm qualifications exam („testing exam” or to „journeyman certificate”)*



POLISH VET SYSTEM

- focus on craft -

To finish her/his vocational education Juvenile worker has to

- pass exam on journeyman level in craft (professional title)
 - show her/his qualification in the practical way before the commission from craft chamber; if the assesment of exam is positive juvenile's employer can receive refundation for students training (~1200 EUR)
- After finishing learning programme in chosen profession Juvenile worker can train her/himself futher in complementary high schools (f.ex. 2-years technical college)



Journeyman exam

- Tasks are taken from professional requirements standards connected with the programmes of practical training and theoretical education – in craft sector they are developed by Polish Craft Association (113 standards) and in non-craft – so called „school” professions they are created by Minister of National Education.



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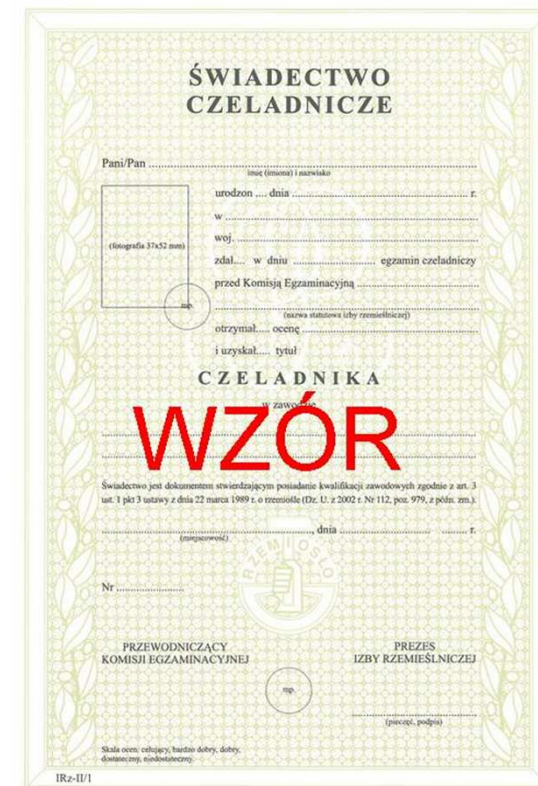
Journeyman exam - conditions and assesment

- Practical phase is done at employer's workplace - craftsmen classified by craft chamber - in examination and training rooms with proper organisational and technical accomodations needed for exam tasks.
- Juvenile worker is assesed *inter alia* for:
 - Practical part:
 - proper chosing of tools
 - right order of activities on the practical tasks
 - precision and regularity of the work
 - Theoretical part:
 - knowing basic legal work and economy rights
 - vocational draw
 - technology, science of mechanics, etc.



Journeyman's certificate

- Patterns of journeyman certificate and master diploma have a round stamp with national emblem and are defined by decree of Minister of National Education



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Master in craft diploma

- After next 3 years of practice - journeyman can apply for master in craft diploma. Generally rules are the same, but the requirements are much higher. Except professional skills and knowledge masters have to have pedagogical and psychological preparation – in future they will train young apprentices



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Professional-title and master diplomas in non-craft professions

Adult people, who have gained proper knowledge and skills within the profession during in-formal or non-school education (for example: vocational courses, trainings on the workplace, selflearning) and who would like to confirm their qualifications can approach to qualification exam.

In that case exam commission is created by Education Curatory proper to the voivodeship. There are standards for 75 professions

For graduates of schools who want to certificate their qualifications there is also a way – through regional exam commissions.



STATE OF ART ON POLISH VET SYSTEM

- There has been an amendment on polish Education System Act. It concerns mainly VET and predicts, that initial vocational education in all professions will last for 3 years (now 2-3), but we have been only assured, that time for practical part will be sustained and not shortened (we think, that number of hours for practice should be increased). There are some other concerns as this legal change „inserts” „partial qualifications exam” which might have an effect on motivation of juveniles to go for the vocational exam (for journeyman)



STATE OF ART. ..

- support our craft organisations in creating craft trade schools. We have about 40 of them, and this year there was their first convention in Biala Podlaska. Those schools cooperates closely with our entrepreneurs, guilds and chambers. They are getting more and more popular – and young people are begining to understand, that „having profession” is important.



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