Peer Review on "Human Capital in Poland – labour
market research project for 2016-2023"
Warsaw, 14-15 November 2016

Study of Human Capital in Poland
From research project to backbone of labour market intelligence in Poland

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Structure of presentation

- Background - skills mismatches as a key labour market challenge in Poland
- Human Capital Survey as part of labour market intelligence in Poland
- Key characteristics of the Host Country practice
- Challenges and constraints
- Success factors and transferability

Background: Skills mismatches as a key labour market challenge in Poland

- **Labour market developments and challenges in Poland after joining EU:** towards slow but gradual improvement of the situation and functioning of LM institutions;

- **Prevailing skills mismatches as one of the key structural problems of LM:** resulting from an inadequate alignment of education and labour market needs, as well as low levels of participation in lifelong learning;

- **Need for improved labour market intelligence in Poland:** alignment of education (supply side) and employer's needs (demand side) requires a good understanding, based on insight of the skills needs (current and future).

Human Capital Survey as part of labour market intelligence in Poland
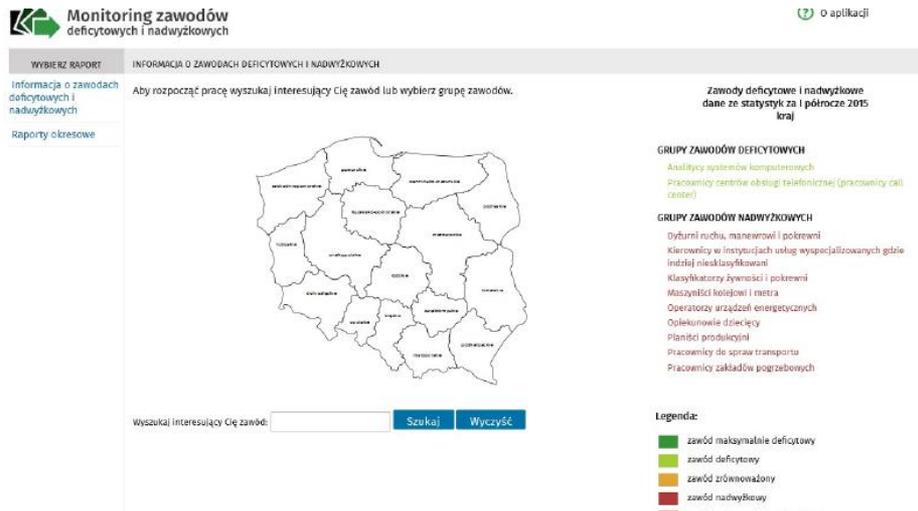
**Monitoring of
deficit and surplus occupations**
Ministry of Family, Labour and Social Policy
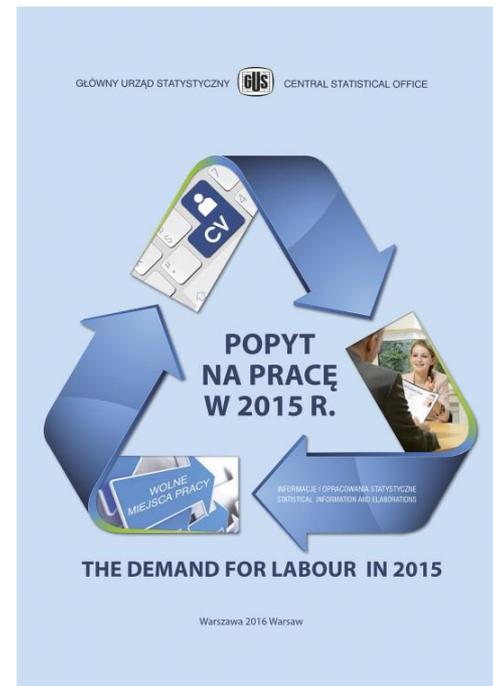
Demand for labour
Central Statistical Office

Human Capital Survey as part of labour market intelligence in Poland

Employment forecasting

Institute of Labour and Social Affairs /

Centre for the Development of Human Resources

Barometer of Occupations

Ministry of Family, Labour and Social Policy /

Regional labour office in Cracow

Human Capital Survey as part of labour market intelligence in Poland

Most of the existing sources share deficiencies from the perspective of supporting skills matching in the economy:

- focus on occupations rather than skills;

- prevailing demand perspective;

- quantitative perspective with the qualitative perspective absent or treated as supportive;

- regional rather than sectoral focus.

Hence even if other sources of data exist in Poland, there is still a significant need for insight into skills needs, which is aptly addressed by the Study of Human Capital in Poland (BKL).

Key characteristics of the Host Country practice

- **Systematic:** five waves of research (2010, 2011, 2012, 2013, 2014) allowing for analysis of trends;

- **Balance-focused:** allowing for analysis of supply and demand for skills / competences using a unified methodology and measures.

- **Transversal competences:** focusing on general / key competencies organised around 11 categories.

Dissemination of results

- BKL results are available in a variety of forms: research reports, leaflets, presentations, full micro-data.

- Apart from the reports, key dissemination channels are conferences & seminars.

- The number, scope and depth of reports are impressive and could serve as a role model for other projects.
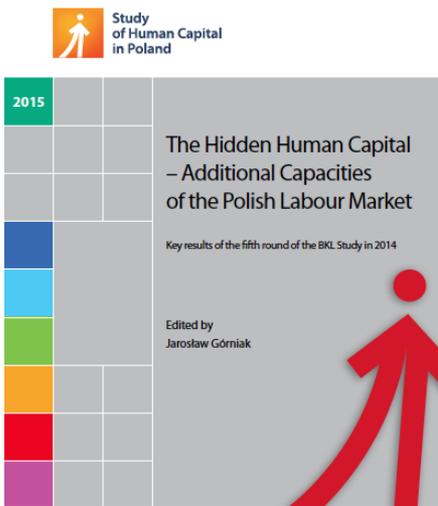
Methodological challenges and constraints

BKL study is based on sound research methodology: proper construction of questionnaires, sampling, analysis of data and presentation of results. However, some issues need to be considered:

- Classification of transversal competencies is highly project-specific, which can limit the international comparability of the research findings;

- Issues of data comparability at national level, mainly due to basing the ISCO-08 classification of occupations (while other sources use national KZiS 2010 classification);

- Subjective (declarative) approach utilised for the skills measurement, which can be disputed if results are used to direct policy interventions;

- Challenges of new 2016-2023 project perspective – sectoral level studies & skills forecasting – opening of 'Pandora's box' of difficulties: from skills analysis to prognostic modelling on the basis of (too general) transversal competences.

Mainstreaming and sustainability challenges

- **Mainstreaming of valuable research findings to public policy:** challenge of using reports / research findings formally as a source of labour market intelligence by policy makers and building evidence-base for such activities (which is currently lacking); integrating labour market intelligence sources to provide holistic information and policy support, with the HCS as an important building block of such system.

- **Sustainability of results in the long-term perspective:** project-based funding (ESF sources) raises questions of future financing.

Success factors and transferability

Methodological excellence of the Study:

- holistic approach (linked approach to employer-employee study, complexity of research issues, systematic longitudinal character);

- in-depth analysis of skills needs from the demand and supply ('balance') perspective;

- consistency of methodological approach throughout the research cycle, allowing for comparability of results;

- reliability of results due to careful quality checks performed by scientific partner;

- national coverage & representativeness of the findings at regional level due to sample size and structure;

- granularity of data and free access to anonymised micro-data.

Success factors and transferability

- **Competent communication / dissemination of the results:** skillfully sustaining interest in the project;

- **Transparency of the practice:** access to methodological / technical reports and full survey questionnaires allowing for replicability of the study;

- **Model of cooperation between a public sector organisation (PARP) and a scientific partner (UJ):** allowing the achievement of synergy effects, the exchange of knowledge and wider dissemination of results of the project;

- **Initiative and effort to integrate skills-focused policies in Poland**: 'emerging' success factor (and possible area of transfer of experiences)

Thank you for your attention!

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