



APPRENTICESHIP FOR ADULTS<sup>1</sup> IS AN APPRENTICESHIP PROGRAMME FOR UNEMPLOYED ADULTS AND JOBSEEKERS.

## Apprenticeships for Adults

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### POLAND

Apprenticeship for Adults<sup>2</sup> is carried out on the basis of a contract between a local PES office (Local Labour Office, LLO), an employer (who cooperates with a training institution) and an institution responsible for exams.

The Apprenticeship for Adults programme is mostly work-based, i.e. at least 80 % of time is spent on work practice and up to 20 % on classroom-based sessions.

The Apprenticeship for Adults programme takes two forms:

- Job training for adults lasting between 6-12 months,
- Professional upgrading for adults, lasting 3-6 months.

As a result of stakeholders' experiences, changes to the Apprenticeship for Adults programme have been implemented in order to ensure that participant interest and motivation is sustained from start to finish.

Name of the PES	Polish PES (Publiczne Służby Zatrudnienia (PSZ))
Scope of measure	National
When was the practice implemented?	Since 2009 <sup>3</sup> - ongoing
What was the driver for introducing the practice? Was it internal or external?	A key motivating factor for introducing the Apprenticeship for Adults was to supplement/widen the Polish PES offer by creating an Active Labour Market Policy (ALMP) to support, in particular, the low-skilled unemployed and those in need of re-skilling. The Apprenticeship for Adults was designed with the cooperation of the craft sector, which has wide experience in also helping students to achieve apprenticeship qualifications in the secondary school dual education system in Poland.
Which organisation was involved in its implementation?	Polish PES
Which groups were targeted by the practice?	The Apprenticeships for Adults <sup>4</sup> is open to people registered with the Local Labour Offices of the Polish PES and includes the following groups <sup>5</sup> : <ul style="list-style-type: none"> <li>▶ The unemployed;</li> <li>▶ Some groups of jobseekers, including the following: <ul style="list-style-type: none"> <li>▶ those receiving a social allowance for people on miners' leave or miners' social benefit<sup>6</sup>;</li> <li>▶ participants of an individually-tailored integration programme;</li> <li>▶ participants in the activities of Social Integration Centres<sup>7</sup>;</li> <li>▶ reserve soldiers;</li> <li>▶ those receiving a training allowance during the period of mass layoffs.</li> </ul> </li> </ul>
What were the practice's main objectives?	The aim of the Apprenticeship for Adults programme is to improve the employability of the unemployed and jobseekers by organising work-based learning and helping them to formally validate skills and gain qualifications.

1 The title of the measure, Apprenticeship for Adults, expresses the similarity between but also differentiates it from the apprenticeship programme designed for adolescents in the secondary school dual education system in Poland.

2 Internet: [https://cumulus.cedefop.europa.eu/files/vetelib/2015/ReferNet\\_PL\\_2014\\_WBL.pdf](https://cumulus.cedefop.europa.eu/files/vetelib/2015/ReferNet_PL_2014_WBL.pdf)

3 Cedefop (2001), Vocational training and education in Poland: A short description.

4 Internet: [https://www.mpips.gov.pl/userfiles/File/english/labour%20market/02@\\_Apprenticeships.pdf](https://www.mpips.gov.pl/userfiles/File/english/labour%20market/02@_Apprenticeships.pdf)

5 To register as an unemployed or a jobseeker in Polish PES a person must be over 18 years old - this is the age of majority in Poland. If a person meets the criteria to gain the status of unemployed or jobseeker from the groups mentioned in point 2, he or she can apply for the support regardless of his/her age.

6 Mining leave may be granted to an employee for a period of up to four years, provided that taking the leave will allow the employee to become eligible for pension by the end of 2022. Leave for employees working at coal preparation plants may be granted to an employee for a period of up to three years, provided that taking the leave will allow the employee to become eligible for pension by the end of 2021.

7 These activities enable professional and social reintegration of the participants.

#### What activities were carried out?

The Apprenticeship for Adults<sup>8</sup> programme is carried out on the basis of a contract between a local Polish PES office, an employer (who cooperates with a training institution) and an institution responsible for exams.

The Apprenticeships for Adults has two forms:

- ▶ Job-training for adults lasts 6-12 months and allows the participant to prepare for and take an exam, obtaining a certificate of professional qualification (professional title). Exams are obligatory and are organised by the Regional Examination Board (via an educational institution under the supervision of the Ministry of Education) or by the Chamber of Crafts (Izba Rzemieślnicza).
- ▶ Qualification upgrading for adults lasts between 3 and 6 months and allows the participant to gain specific qualifications needed to work in a given profession. The curriculum is based on national competence standards (established by the Ministry of Family, Labour and Social Policy) or other requirements agreed by contractors. Exams are obligatory and are organised by the Regional Examination Board, Chamber of Crafts or by training institutions chosen by the local Polish PES.

Each participant receives a monthly scholarship equal to 120 % of the unemployment benefit.

After the completion of the programme, graduates receive the following documents;

- ▶ A certificate from the employer with information about tasks performed and study topics covered,
- ▶ A state/craft diploma (for participants of the job training for adults) or certificate from the examining institution with information on skills acquired (for participants of the qualification upgrading for adults).

For the Apprenticeship, the employer must ensure that the employee responsible for providing the work-based learning to the apprentices has the required qualifications and work experience similar to the requirements for teaching in the secondary level education system.

The employer engaged in the Apprenticeship for Adults receives reimbursement of the costs related to the programme of up to 2 % of the average wage for each full month of the programme. Additionally, the employer is entitled to a once-off bonus payment at the end of the Apprenticeship for Adults' programme if the participant successfully passes the exam.

#### What resources and other relevant organisational aspects were involved?

The Apprenticeship for Adults programme is the responsibility of the Minister for Family, Labour and Social Policy. There is cooperation with the Ministry of Education to ensure the compatibility of the Apprenticeship for Adults programme with education law.

The programme is implemented by local PES offices in Poland. The main stakeholders are:

- ▶ employers;
- ▶ training institutions chosen to deliver the theoretical part of the programme; and
- ▶ institutions responsible for the exams
- ▶ Chamber of Crafts.

#### What were the source(s) of funding?

The Apprenticeship for Adults programme is financed from the Labour Fund<sup>9</sup> (created from employers' taxation, intended to finance unemployment benefits and ALMP measures). In 2016 almost EUR 1 million (4.2 million PLN) was spent on this measure. The average cost of a participant was EUR 1 460 (6 150 PLN).

#### What were the outputs of the practice: people reached and products?

In 2016, there were 242 new unemployed<sup>10</sup> entrants to the Apprenticeship for Adults programme. In the period 2012–16, new entrants totalled 1 532, with the highest amount of new entrants (427) registering in 2013 and the lowest (162) registering in 2014<sup>11</sup>.

In the period 2012-16, 1 314 unemployed participants ended<sup>12</sup> the Apprenticeship for Adults programme (across both strands of the programme). Of that total, 497 participants passed the exam (on the first sitting) and gained a qualification or certificate<sup>13</sup>. The remaining participants either failed the exam the first time around or decided not to sit the exam at the end of the programme. It is not known of those who failed the exam, how many tried again and succeeded. Over the period 2012-16, 482 employers participated in the Apprenticeship for Adults programme<sup>14</sup>.

Depending on the particular apprenticeship, there are three examination bodies; the Regional Examination Board under the auspices of the Ministry of Education, the Chamber of Crafts, and the chosen training institution.

8 Internet: [https://www.mpips.gov.pl/userfiles/File/english/labour%20market/02@\\_Apprenticeships.pdf](https://www.mpips.gov.pl/userfiles/File/english/labour%20market/02@_Apprenticeships.pdf)

9 Internet: <https://www.eurofound.europa.eu/observatories/eurwork/articles/operation-of-the-labour-fund-assessed>

10 Statistics refer to unemployed only as the participation of jobseekers in the programme is minimal.

11 Internet: <http://psz.praca.gov.pl/documents/10828/181920/Broszura%20-%20Szkolenia%2C%20Osta%2C%20C5%BCe%202012-2016.pdf/043af000-6479-4fa0-9778-de4bcc6ec699?t=1513077930000>

12 By ended is meant, participants who fulfilled all planned activities in the company as well as the theoretical part of the programme.

14 Source: Data Warehouse CeSAR, accessed on 12 April 2018

**What outcomes have been identified?**

In terms of outcomes for the participants of the Apprenticeship for Adults programme, figures reveal that during the period 2012-16 the programme's success rate grew. The percentage of participants who gained employment during or up to 3 months after completing the programme ranged from 54 % (2012) of programme participants to 77 % (2015) and 78 % (2016)<sup>15</sup>.

As a result of the programme, the unemployed in Poland have a chance to gain a vocational qualification in a much shorter timeframe – in about a third of the time it would take via the secondary school vocational education route- whilst gaining real work experience in the company at the same time. In cases where the exams are conducted by the Regional Examination Board or Chamber of Crafts the qualification is exactly the same as that gained by the students following the apprenticeship route through the vocational educational system, so there is no risk that the qualification gained through the Apprenticeship for Adults programme will have any less weight in the labour market.

**What are the lessons learnt and success factors?**

A key success factor is good cooperation between the local PES offices and local craft chambers. The craft chambers promote the measure to the employers and give assistance to those interested in the programme. The craft sector in Poland is already very active in the field of dual vocational education at secondary school level and so it is a natural partner in implementation of the Apprenticeship for Adults. The scale of the Apprenticeship for Adults programme is relatively small compared to the other ALMPs. An analysis of the obstacles experienced by participants on the programme is the basis for changes already implemented to the programme and for future changes to it. For example, initially job training for adults lasted 12 to 18 months. It became clear that the course duration was too long to maintain participants' engagement and there was a high risk of drop-out. As a result, the period of job training for adults was changed to 6 to 12 months, without changing the quality requirements.

15 Internet: <http://psz.praca.gov.pl/documents/10828/181920/Broszura%20-%20Szkolenia%2C%20sta%C5%BCe%202012-2016.pdf/043af000-6479-4fa0-9778-de4bcc6ec699?t=1513077930000>



**Contact details for further information**

**Name:** Izabela Kaczmarska-Sawicka, Chief Specialist, Labour Market Department, Ministry of Family, Labour and Social Policy

**Email:** [izabela.kaczmarska@mrpips.gov.pl](mailto:izabela.kaczmarska@mrpips.gov.pl)

**Telephone:** +48 22 461 64 17