

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

MEMBER STATES – PLANNED REFORMS/INITIATIVES

Considering the Council Declaration¹ on the European Alliance for Apprenticeships of 15 October 2013, **POLAND** will undertake the following measures to increase the quality, supply and attractiveness of apprenticeships.

Main objective

- Increasing employers knowledge in regard to the possibilities and benefits of cooperation with vocational schools.
 - Increasing the involvement of employers in the education and examination process.
 - Increasing the accessibility and quality of practical training in the workplace.
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Description

The Ministry of National Education (MEN in the last quarter of 2013) has initiated actions aiming at increasing the knowledge of employers regarding the possibilities and benefits of cooperation with VET schools. To achieve this aim the Ministry of Education undertakes the following actions:

- Organisation of regional meetings with employers. During these meetings the notion of employers engagements in VET education and examination process is popularised. Till the end of 2013 six of eighteen meetings (conferences) took place. The rest of meetings (conferences) will take place in 2014.
 - Preparation of an open letter of the Minister of Education to the employers and distributing it. The letter will present the benefits for employers related to close cooperation with schools and will encourage them to create more places for practical training at the workplace for students.
 - Introduction of systemic changes in the Polish education system from 1st September 2012, which aim at establishing a closer linkage of VET and labour market. Within these changes qualifications have been distinguished in occupations, according to the idea of European Qualifications Framework. Moreover, in occupations at technical level some qualifications are the same as in basic vocational schools, which increases the opportunity for students to take advantage of practical training at the workplace.
 - The changes also provided the permeability of apprenticeship programmes as the apprenticeship certificates are presently equal to the certificates issued for basic vocational schools' graduates, which made it possible to continue education at the technical level after leaving from apprenticeship programmes (realised at the employers, including craftsmen).
 - Apprenticeship scheme has been provided extra value as a valuable learning tool, from September 2012 transferable among countries, due to introducing the Europass supplement to the craftsmanship certificate (the result of apprenticeship programme). It will support taking advantage of national and European labour market.
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¹ http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139011.pdf

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- In 2014 it is planned to conduct the national monitoring of VET graduates situation after leaving schools, with regard to the place and form of organisation of practical training (apprenticeship at employers, practical training at employers, practical training at school or practical training centre workshops/ labs). This monitoring will enable the comparative analysis of different training and apprenticeship schemes and will contribute to the evidence based policy.
 - Within one of systemic projects planned to realise with the use of ESF in 2014- 2020 in the whole country special trainings for persons performing guidance activities in lower secondary schools will take place. The programme of these trainings will encompass the component on planning education and professional career, with regard to the information on th possibilities to acquire skills choosing traineeships, placements at the workplace and apprenticeship schemes.
 - The priority actions in the new financial perspective 2014-2020 both at national and regional level will be developing cooperation of schools and education centres with their social partners, especially with employers, directed among others to increase the accessibility (the number of places for students to learn in enterprises) and the quality of practical training at the workplace. Specifically these actions cover.:
 - Creating strategic partnerships with social partners at national, regional, sub regional and local level, to adjust educational offer and teaching programme (VET curricula) to the needs of labour market. The partnerships will provide opportunity to promote greater involvement of employers in VET by organising practical training for students at the workplace.
 - Organizing traineeships and placements for VET students at the employers, including those functioning on the apprenticeship basis.

Added value

The actions planned for 2014-2020 improving the modernised in September 2012 VET system in Poland aim at increasing the involvement of employers in education and examination process in VET, mainly by organising practical training for VET students at the employers. The schools engaged in cooperation with employers have the change to provide their students with the possibility to develop practical skills in a real life environment, at the employers, and as a consequence their chances for becoming employed by the employers who cared for their training will be greater.

In order to promote practical training at the workplace, while preparing the guidelines for regions for the period 2014-2020 in the new financial perspective, considering this area as a priority, the Ministry of National Education has established the following indicator as a success measure: the number of VET students in VET schools and centres participating in traineeship and placement at the employers' sites.

Partners

The actions on the national level regard cooperation with:

- Regional and local authorities, as the bodies running schools,
 - Employers' associations and organisations,
 - Trade unions,
 - School supervision superintendents,
 - Regional employment councils,
 - Regional and Local Labour Offices.
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For example: the Ministry of National Education is willing to undertake substantive cooperation with the Polish Craft Association (ZNP) and the Polish-German Industry-Trade Chamber (Polsko-Niemiecka Izba Przemysłowo-Handlowa AHK).

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