


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Zwrot kosztów szkolenia - zgodnie z zapisami Ustawy o szczególnych rozwiązaniach związanych z ochroną miejsc pracy.
<b>Name of the instrument - English translation</b>	Reimbursement of training cost - according to the Act of 11 October 2013 on special measures related to the protection of jobs.
<b>Scheme ID</b>	170
<b>Country</b>	 Poland
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Grant for companies
<b>Sub-type of instrument</b>	Support for direct costs
<b>Type of entry</b>	Single instrument
<b>Short description</b>	Companies facing economic problems and which introduced economic downtime or reduced number of working hours may apply for the grant from the Labour Fund. Any training justified by the present or future needs of the company is eligible. The public co-funding share is up to 80% of employee training costs (but not exceeding 300% of the average monthly salary). There is no preferential treatment. There is no limitation to re-use the scheme.
<b>Short description of the related instruments</b>	Not applicable
<b>Level of operation</b>	National
<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Not applicable
<b>Name of the sector (for sectoral instruments)</b>	Not applicable
<b>Relevance</b>	Further instrument
<b>Legal basis</b>	the Act of 11 October 2013 on special measures related to the protection of jobs

<b>Objective(s) and target(s)</b>	To support employees' training in companies facing financial problems (the reason to introduce this kind of support in 2013 was related to the effects of the great recession and then international trade restrictions introduced by the Russian Federation), which introduced economic downtime or reduced number of working hours. The idea behind reimbursing the cost of training is that during the economic downtime or reduced working hours availability of employees for training is higher, and may be used to supply the employees with skills important from the company point of view.
<b>Year of implementation</b>	2013
<b>Operation/management</b>	Ministry responsible for Labour issues provides funds from the Labour Fund and Guaranteed Employee Benefits Fund to the district job centres. District job centres sign the contracts with employers, confirms the availability of co-financing from the Labour Fund or Guaranteed Employee Benefits Fund, control the contract execution and transfer money to the employer. Voivodship Marshall collects the data on the use of resources for co-financing training from the district job centres and transfers it to the Ministry of Labour and Social Policy.
<b>Eligible group(s)</b>	Companies facing economic problems with employees on economic downtime or with reduced working hours by up to half of the usual full-time.
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	All kind of training justified by the present or future needs of the company, including: - Programmes leading to a formal qualification (formal education) allowing to obtain a qualification of ISCED 0-8 level; - General courses (e.g. language courses); - Occupational courses connected to the present economic activity of the participant; - Occupational courses of all kinds.
<b>Source of financing and collection mechanism</b>	Labour Fund - in case of companies reporting a decline in total turnover of not less than 15% for 6 consecutive months of the year. Guaranteed Employee Benefits Fund - in case of companies reporting a decline in total turnover because of international trade restrictions (this support was available only for 2015-2017).
<b>Financing formula and allocation mechanisms</b>	The employer applies to the district job centre to receive the co-financing for employees' training. The district job centre confirms the availability of funds and signs the contract with the employer. The funding is transferred from the Labour Fund or Guaranteed Employee Benefits Fund to the company (not the employee) 7 days after signing the contract between the district job office and the company. Companies that best meet pre-determined criteria (specified through top-down procedures) are funded. Reimbursement of up to 80% of training cost (but not exceeding 300% of the average monthly salary).
<b>Eligible costs</b>	Tuition fees and other costs related to training, such as travel costs, physician and/or psychological test, if necessary - insurance.

<b>Volumes of funding</b>	Not available
<b>Beneficiaries/take up</b>	This instrument has not been used by companies since 2016, although it is still in operation. Therefore, the data on beneficiaries for 3 last years is not relevant.
<b>Organisation responsible for monitoring/evaluation</b>	Ministry responsible for Labour (currently Ministry of Economci Development, Labour and Technology)
<b>Monitoring/evaluation reports available</b>	Not available
<b>Most relevant webpage - in English</b>	Not available
<b>Most relevant webpage - local language</b>	<a href="https://zielonalinia.gov.pl/szczegolne-rozwiazania-zwiazane-z-ochrona-m...">https://zielonalinia.gov.pl/szczegolne-rozwiazania-zwiazane-z-ochrona-m...</a>
<b>Recent changes</b>	No recent amendment Recent changes in response to COVID-19 No changes
<b>Sources</b>	The Act of 11 October 2013 on special measures related to the protection of jobs  Ordinance of 29th January 2015 of the Ministry of Labour and Social Policy on co-financing the costs of training of employees covered by special solutions for the protection of jobs: <a href="http://isap.sejm.gov.pl/isap.nsf/download.xsp/WDU20150000168/O/D2015016...">http://isap.sejm.gov.pl/isap.nsf/download.xsp/WDU20150000168/O/D2015016...</a>  Website of the Information Centre of PES: <a href="http://zielonalinia.gov.pl/Szczegolne-rozwiazania-zwiazane-z-ochrona-mi...">http://zielonalinia.gov.pl/Szczegolne-rozwiazania-zwiazane-z-ochrona-mi...</a>  Website of the District job centre containing information about this instrument: <a href="http://www.pup.sosnowiec.pl/pracodawcy_przedsiębiorcy/Swiadczenia_na_rz...">http://www.pup.sosnowiec.pl/pracodawcy_przedsiębiorcy/Swiadczenia_na_rz...</a>