


Vocational education and training action plan for 2022-25

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 POLAND

Timeline

2022 Implementation

2023 Implementation

2024 Implementation

2025 Implementation

ID number 44921

Background

The Vocational education and training action plan presents measures to be taken for the implementation of the priorities of Council Recommendation of 24 November 2020 on vocational education and training for sustainable competitiveness, social fairness and resilience, and the objectives of Osnabrück Declaration of 30 November 2020 on vocational education and training as an enabler of recovery and just transitions to digital and green economies.

Objectives

The main goal of the action plan is to prepare the workforce for the modern economy by developing high-quality, relevant, effective and inclusive VET at all levels. The document also provides information on national challenges and main objectives in vocational education and training, as well as the most important tools and measures to be implemented.

Description

The action plan includes the following five specific measures:

- (a) implementing the integrated skills strategy through the development of professional skills in formal and non-formal education, including skills related to green and digital transitions;
- (b) provision and professional development of staff for the VET system;
- (c) the development of career guidance and promotion of VET;
- (d) implementation of innovative and durable mechanisms of cooperation at national and international levels in VET, favouring the adequacy and quality of education, as well as resilience and professional excellence;
- (e) support for the development of modern VET and lifelong learning in the regions, in cooperation with local self-governments and social partners.

These specific measures are being implemented by several ministers, including education, science, labour, culture and regional development, as well as by regional government

entities.

2022 Implementation

The document was adopted by the Council of Ministers in August 2022.

Some of the actions indicated in the plan were started before it was adopted. These include the Integrated skills strategy and setting up the coordination and monitoring system for VET in regions; the For life initiative; development of the integrated qualification system; developing e-resources for VET; digitalisation of vocational examinations; contest for the best VET teacher; developing resources for VET counselling; VET graduate tracking system; international mobility projects in VET.

2023 Implementation

The projects and initiatives that implement the plan were continued, including the development of the integrated qualification system; developing e-resources for VET; the digitalisation of vocational examinations; the contest for the best VET teacher; developing resources for VET counselling; the VET graduate tracking system; and the international mobility projects in VET.

2024 Implementation

The implementation of the plan continued. ReferNet Poland prepared a report that gathered updated information on VET developments in line with the plan's priorities.

2025 Implementation

Implementation of the plan continued through various projects and initiatives, including the development of modern digital educational resources for VET, resources to support SEN students, VET counselling resources, the development of the VET graduate tracking system, microcredentials, meetings with representatives from various sectors and setting up Sectoral skills centres. The NIP evaluation was planned for the following year.

Bodies responsible

- Ministry of Education and Science (from 2021 until 2024)
- Ministry of National Education

Target group

Learners

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

Education professionals

Teachers

Trainers

School leaders

Adult educators

Guidance practitioners

Entities providing VET

Companies
Small and medium-sized enterprises (SMEs)
VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)
National, regional and local authorities

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies
Engaging VET stakeholders and strengthening partnerships in VET
Establishing and developing skills intelligence systems

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Flexibility and progression opportunities at the core of VET

VET as an attractive choice based on modern and digitalised provision of training and skills

VET promoting equality of opportunities

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Sustainability - a green link in VET

European Education and Training Area and international VET

Subsystem

Further reading

[ReferNet Poland information on the Action plan \(in English\)](#)

[The Council of Ministers information on the Vocational education and training action plan for 2022-2025 \(in Polish\)](#)

Bielecki, Jerzy; Maliszewska, Anna; Matuszczak, Katarzyna. (2024). Implementing European priorities in VET: Making national VET agile, flexible, innovative, attractive, inclusive and quality-assured - Poland.

Related policy developments

2025 Pilot

Badge+ application (Odznaka+)

A tool for issuing and collecting digital credentials, the *Odznaka+* (Badge+) application, was created in 2021 as part of the project.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Participation in national and European professional skills competitions

The SkillsPoland competition consists of:

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Implementation of European initiatives Europass and Euroguidance

The main objective of the combined National Europass and Euroguidance Centre (NEEC) is

...the main objective of the common framework for providing better quality services in skills and qualifications (Europ

to implement Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018, which establishes a common framework for providing better quality services in skills and qualifications (Europ

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Popularisation of the use of the Adult learning platform in Europe (EPALE)

In Poland, the activities of the EPALE platform are the responsibility of the Foundation for the Development of the Education System, commissioned by the education ministry.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

National team of experts for vocational education and training (EVET)

In 2021, the Foundation for the Development of the Education System began providing organisational services to the Team of Experts for Vocational Education and Training (EVET) nominated by the Ministry of Education and Science.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Sectoral skills centres (SSCs)

Sectoral skills centres (*branżowe centra umiejętności*) are to be technologically advanced

education, training and examination centres in a given industry.

This initiative comprises the following main activities:

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Support for SEN learners in transition to the labour market

Changing the system of vocational preparation of SEN learners (including disabilities) for active participation in social and professional life by:

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2023 Completed

Vocational teacher competition (Zawodowiec Roku)

The aim of the competition is to select the best teachers from vocational education in Poland in the 100 fields covered by the competition, who can serve as role models for other teachers, by their commitment and passion in their work; support for the professional interests of learners, including

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Human capital development strategy

The strategy update was coordinated by the ministry responsible for family, labour and social security. The final version of the document was adopted in 2019.

 POLAND

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

Development of e-resources for VET

The initiative is expected to increase the use of ICT in VET (and also for students with disabilities), developing the digital competences of students, individualising the didactic process and implementing teamwork.

The initiative includes two phases:

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

VET graduate tracking system

In 2016, the education ministry commissioned the Educational Research Institute to implement an ESF co-financed project aimed at developing a system to trace the educational and professional trajectories of VET graduates.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Validation arrangements

The 2015 Law introducing the Polish qualifications framework (PQF) provided a formal definition of validation and specified the requirements for bodies conducting validation and certification ('awarding bodies'), along with the principles for quality assurance in validation.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Polish qualifications framework (PQF) and Integrated Qualifications System (IQS)

The PQF can be considered to have reached an operational stage: it was formally adopted by parliament on 22 December 2015 together with the establishment of the Integrated Qualifications System (IQS) and Integrated Qualifications Register (IQR) and came into force in January 2016.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Supporting vocational guidance

In January 2016, the National Centre for Supporting Vocational and Continuing Education (KOWEZIU) launched the two-year ESF co-funded project 'effective educational and vocational guidance for children, adolescents and adults', aimed at creating an effective guidance system in education and train

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Integrated skills strategy

In 2017, the education ministry initiated the development of a national skills strategy (integrated skills strategy – *Zintegrowana Strategia Umiejętności* – ZSU). The strategy covers the whole area of education and training, i.e.

 POLAND

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2017 **Approved/Agreed**

National Strategy for Responsible Development

The National strategy for responsible development (*Strategia na Rzecz Odpowiedzialnego Rozwoju - 'Morawiecki Plan' - SRD*) was adopted by the Council of Ministers in February 2017.

 POLAND

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Vocational education and training action plan for 2022-25: Poland. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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