

# Vocational education and training action plan for 2022-25

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 POLAND

## Timeline

2022 Implementation

2023 Implementation

2024 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.

## **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

IVET CVET

## Further reading

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

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

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[Bielecki, Jerzy; Maliszewska, Anna; Matuszczak, Katarzyna. \(2024\). Implementing European](#)

## Related policy developments

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2024 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

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2024 Implementation

### Participation in national and European professional skills competitions

The SkillsPoland competition consists of:

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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2024 Implementation

### Implementation of European initiatives Europass and Euroguidance

The main objective of the activities of the combined National Europass and Euroguidance Centre is to implement Decision (EU) 2018/646 of the European Parliament and of the Council of 18 April 2018 on a common framework aimed at providing better quality services in skills and qualifications (Europ

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#### Type of development

Practical  
measure/Initiative

## Subsystem

IVET CVET

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2024 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 Ministry of Education and Science.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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2024 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.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET CVET

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2024 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:

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#### Type of development

Practical  
measure/Initiative

## Subsystem

IVET CVET

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### 2024 Implementation

## Support for SEN learners in transition to the labour market. For Life project (Za zyciem)

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

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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### 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

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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### 2024 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

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2024 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:

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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2024 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.

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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2024 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.

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### Type of development

Regulation/Legislation

### Subsystem

IVET CVET

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2024 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.

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### Type of development

Regulation/Legislation

### Subsystem

IVET CVET

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2024 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

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET CVET

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2024 Implementation

## Integrated skills strategy

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

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### Type of development

Strategy/Action  
plan

### Subsystem

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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.

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Strategy/Action  
plan

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IVET CVET

### “ ... ” Cite as

Cedefop, & ReferNet. (2025). Vocational education and training action plan for 2022-25: Poland. In Cedefop, & ReferNet. (2025). *Timeline of VET policies in Europe* (2024 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/44921>