

Obligatory training in companies for VET teachers

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 POLAND

Timeline



ID number 29987

Background

On 22 November 2018, an act introducing important changes in the VET system in Poland was signed into law. The changes affected the three most important legal acts for the education system in Poland, as well as regulations in other legal documents.

The main aim of the reform, according to the ministry, is to restore the prestige of vocational education in Poland by improving its quality and effectiveness. Special emphasis is placed on strengthening the mechanisms for involving employers in the development of VET in all its stages and strengthening cooperation between schools and employers.

Description

As of September 2019, VET teachers are required to participate in a new form of continuing professional development: 40-hour training cycles (that must be completed within three years) at a company active in the field of the occupation they teach. This is required both for staff teaching theoretical vocational education subjects and practical vocational training teachers in VET schools, continuing education centres and vocational training centres. Teachers who are employed or operate companies in the field taught are exempt from this requirement.

2018 Approved/Agreed

Obligatory professional training for VET teachers in companies was introduced in November 2018 as part of the broader changes being introduced to Poland's VET system.

2019 Implementation

In 2019, the education ministry provided a more detailed regulation regarding the obligatory professional training in companies for VET teachers introduced at that time. The regulation defines the goals of professional training as well as the mode and conditions of directing teachers to the training. Professional training of teachers in

companies aims to help them:

- (a) update their professional knowledge in new technologies, technical equipment, materials used in production processes or services related to their specialisation;
- (b) acquire new skills related to their specialisation;
- (c) become familiar with procedures ensuring quality of production or services and with occupational health and safety at companies related to their specialisation;
- (d) improve interpersonal skills in direct contact with employees;
- (e) improve their ability to apply their professional and specialist knowledge in practice;
- (f) identify the needs of the regional or local labour market and employment opportunities for graduates;
- (g) establish professional contacts enabling the development and improvement of cooperation with the world of work.

2020 Implementation

The regulation was operational and ran as a regular practice. At the time, there were no available data regarding teacher training in companies.

2021 Implementation

The measure was operational and ran as a regular practice.

2022 Implementation

The regulation was operational and ran as a regular practice.

2023 Approved/Agreed

The regulation was revised to designate sectoral skills centres (SSC) as new entities authorised to conduct mandatory sectoral training for VET teachers.

2024 Implementation

The regulation was operational and ran as a regular practice.

2025 Implementation

No further legal changes; continued implementation of sectoral training, including delivery via sectoral skills centres and employers, as set out in the existing framework.

Bodies responsible

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

Target group

Education professionals

Teachers

Entities providing VET

Companies

Small and medium-sized enterprises (SMEs)

VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Coordinating VET and other policies

Engaging VET stakeholders and strengthening partnerships in VET

Teachers, trainers and school leaders competences

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

European priorities in VET

VET Recommendation

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

Osnabrück Declaration

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

Subsystem

IVET CVET

Further reading

[Regulation of the Minister for National Education of 23 August 2019 on co-financing the professional development of teachers, objectives of sectoral training, the mode and conditions of directing teachers to sectoral training \(Journal of Laws 2019 item16\)](#)

[Act of 22 December 2018 amending the Education Law, the Act on the Education System and other acts \(Journal of Laws 2018, item 2245\)](#)

[Regulation of the Minister of Education and Science of 27 September 2023 amending the regulation on co-financing the professional development of teachers, objectives of sectoral training, the mode and conditions of \(...\) \(Journal of Laws 2023 item 2054\)](#)

[Announcement by the Minister of Education and Science of 21 November 2023 on the publication of the consolidated text of the Regulation \(...\) on co-financing the professional development of teachers, objectives of \(...\) \(Journal of Laws 2023 item 2628\)](#)

[Demand for vocational teachers - results of surveys conducted among schools providing vocational education](#)

Related policy developments

2018 **Approved/Agreed**

2018 law reforming VET

The new act:

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Teacher and trainer training in companies

Since 2016, several regions (*województwa*) have initiated CPD projects for teachers and trainers in companies. The projects are co-funded by the ESF and implemented as regional programmes.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2017 Approved/Agreed

Mandatory teacher CPD and incentives to attract specialists

In October 2017, the Act on financing educational tasks was adopted. The Act made teacher CPD obligatory and to be conducted in line with the school's needs. Head teachers report annually on teachers' CPD.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/29987>

