

2018 law reforming VET

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 POLAND

Timeline

2018 **Approved/Agreed**

ID number 28754

Background

Legislation in 2015 aimed to strengthen the role of employers in shaping VET curricula based on their needs and to support cooperation between VET schools and businesses. National policy priorities in VET for 2016-20 focused on actions to promote practical learning to deliver more quality apprenticeships, strengthen cooperation between VET schools and businesses and increase the role and involvement of social partners and sectoral council representatives in VET delivery.

The changes introduced in VET complement the most recent reform of the education system initiated in 2016 and answer the need to better adjust VET to the labour market. They are also in line with the National strategy for responsible development introduced by the government in February 2017.

Objectives

According to the rationale of the act, VET has to address the socio-economic challenges in Poland:

- (a) demographic changes and the decreasing number of young people joining the labour market;
- (b) changes in economic indicators, including the lowest unemployment rate in recent years, the deficit of employees with appropriate qualifications and the development of an 'employees' market';
- (c) persistent high unemployment rates among graduates of VET programmes.

The main aim of the act is to restore the prestige of vocational education by improving its quality and effectiveness. Special emphasis is placed on strengthening the mechanisms involving employers in the development of VET in all its stages, particularly in practical vocational training, and on the systematic adaptation of VET to labour market needs by forecasting the demand for professions and skills.

Description

The new act:

- (a) makes it mandatory for VET learners to take a State vocational examination or a journeyman's examination as a condition of school graduation; it also changes the form of exams, the process of preparing examination tasks and the requirements set for examiners;
- (b) introduces, in cooperation with employers, apprenticeship as a new form of vocational learning for learners in upper secondary VET and first stage sectoral programmes, who are not juvenile workers;
- (c) introduces new options for VET learners to obtain additional vocational skills or qualifications beyond the core curriculum;
- (d) allows VET schools to organise short-cycle vocational courses for adults;
- (e) makes it mandatory for schools to cooperate with employers when launching new programmes; this cooperation may include: patronage classes, the organisation of practical training, teacher training, participation in the organisation of vocational examinations and providing schools with equipment. Further, employers and various employers' organisations will be able to participate in teachers' council meetings;
- (f) introduces obligatory professional training for VET teachers in companies;
- (g) introduces a labour-market-needs forecast mechanism; annual forecasts of the demand for employees in VET occupations will take into account various data sources, including data from Statistics Poland, the education information system, social insurance data and opinions of skills councils;
- (h) increases State subsidies to local government for VET schools offering higher demand occupations and to employers involved in training VET students in higher demand occupations;
- (i) introduces the functioning regulation of the newly-established second stage sectoral programmes;
- (j) introduces changes in the accreditation system for institutions providing continuing education in out-of-school forms, aimed at greater quality control;
- (k) provides changes in financial regulations (e.g. tax deductions for donations to VET schools; it will be possible for schools to charge fees for services offered as part of vocational training and use them for that training).

2018 Approved/Agreed

Bodies responsible

- Ministry of National Education
- Ministry of National Education (until 2021)

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)

Education professionals

Teachers
Trainers
School leaders

Entities providing VET

Companies
VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Optimising VET funding

Further developing national quality assurance systems

Establishing and developing skills intelligence systems

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Reinforcing work-based learning, including apprenticeships

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

Permeability between IVET and CVET and general and vocational pathways, academic and professional higher education

Subsystem

IVET CVET

Further reading

[VET reform continues](#)

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

[Ministry of Education rationale to the Act, 2018](#)


[Legislative process, printout no. 917](#)

Related policy developments

2025 Implementation

Obligatory training in companies for VET teachers

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.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Classification of occupations and VET core curricula

The Regulation modifying the VET core curricula and the Regulation establishing the new classification of occupations were adopted in March 2017. They provide the occupations and curricula for the new structure of vocational education.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2021 Completed

Development of curricula for additional vocational skills in various occupations

The call for projects was announced in July 2019 and, up until the end of February 2020, seven rounds of the competition had been organised. It was planned to develop 174 curricula in 16 sectors of special importance for the economy.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2019 Approved/Agreed

Modifications in the requirements for VET schools (quality assurance system)

Following the changes to the VET system introduced in November 2018, the Ministry of National Education amended the regulations on the requirements for schools and institutions that are an important element of the pedagogical supervision system.

 POLAND

Type of development

Regulation/Legislation


Subsystem

IVET CVET

2019 Approved/Agreed

Vocational education professions of particular significance for culture and national heritage

On 11 September 2019, the education ministry announced a list of vocational education professions of particular significance for culture and national heritage. The list covers 21 occupations, most being niche and rare professions (e.g.

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Type of development

Regulation/Legislation

Subsystem

IVET CVET

2019 Completed

Vocational education regional congresses

16 regional congresses dedicated to vocational education were organised in all regions of Poland in March and April 2019. During the meetings, VET reforms (entering into force in September 2019) were presented.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2018 Approved/Agreed

Systemic approach to vocational/career guidance

A Regulation establishing a systemic approach to vocational/career guidance in schools was adopted in September 2018. The regulation defines the goals as well as the terms and manner of implementing and organising vocational guidance, including detailed programme content.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET

2025 Implementation

Revising VET exams

Changes to VET examinations were introduced in November 2018 as part of the broader changes to Poland's VET system.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET

2025 Implementation

Annual forecast of the demand for employees in VET occupations

The Law of 22 November 2018 initiated an annual forecast of the demand for employees in VET occupations as a new tool to help shape the vocational education and training offer at the local and regional levels.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2019 Approved/Agreed

Reviewing accreditation for out-of-school CVET

The Law of 22 November 2018 further developed the accreditation system for institutions providing continuing education outside of schools aimed at greater quality control.

 POLAND

Type of development

Regulation/Legislation

Subsystem

CVET

2019 Approved/Agreed

Requirements for trainers in companies

A Regulation on practical vocational training introduced in February 2019 provides more flexibility in the requirements for in-company trainers on work experience and pedagogical

training, as some of the previous regulations limited the possibilities for professionals to engage in VET.

 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

2020 Completed

Structural changes in VET pathways

In December 2016, the education ministry introduced a structural reform of the education system, influencing progression routes within the education and training system. The changes aim to enhance responsiveness of VET to the needs of the modern economy and include:

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2018 Approved/Agreed

Supporting ancillary occupations for specific target groups

The Law of 22 November 2018 supports the setting up of the so-called 'ancillary occupations'. Ancillary occupations are targeted at people with minor intellectual disabilities.

 POLAND

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Initiatives supporting stakeholder involvement in VET development and delivery

The Polish Agency for Enterprise Development (PARP) implemented an ESF co-financed project to establish and support the functioning of Sector Skills Councils – SSCs (*Sektorowe Rady ds. Kompetencji*).

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Type of development

Practical measure/Initiative

Subsystem

IVET CVET

2019 Approved/Agreed

Changes in the regulation on practical vocational training

In August 2015, the Ministry of National Education amended the Regulation on practical vocational training. The amendments came into force in September 2015, bringing important changes, including:

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Type of development

Regulation/Legislation

Subsystem

IVET CVET

“ … ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28754>

