

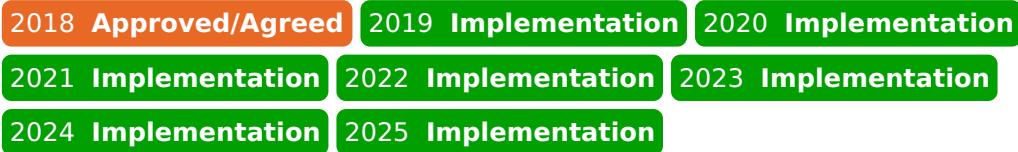
# Annual forecast of the demand for employees in VET occupations

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 POLAND

## Timeline



ID number 28751

## Background

An act introducing important changes in VET in Poland was signed into law on 22 November 2018. The changes affected the three most important legal acts for the education system in Poland as well as a number of 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. A significant role is also attributed to forecasting the demand for professions and skills, which will impact VET financing.

## Objectives

Forecasting the demand for employees in VET occupations is a new tool aimed to help shape the vocational education and training offer and provide additional data in defining the VET offer at local and regional level.

## Description

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. Annual forecasts will start in 2019 and be published in an announcement by the education ministry. The forecast indicates which vocational education occupations are in demand in the labour market and national economy.

The forecast affects VET financing. From 2020, local governments will receive increased State subsidies for schools offering programmes in higher demand occupations. Increased funding will also be available to employers who train VET learners (juvenile employees) in those occupations.

Conducted by the Educational Research Institute in cooperation with the education ministry, the first forecast took into account various available data sources, including data from Statistics Poland, the Education information system (SIO), social insurance data and the views of skills councils, which work in close cooperation with the education system.

The forecast has been constantly expanded with new data and research.

## 2018 Approved/Agreed

### 2019 Implementation

On 22 March 2019, the Ministry of National Education announced the first forecast of the demand for employees in vocational education occupations in the national and regional labour markets. The forecast indicates which VET occupations are a priority demand for the labour market and the national economy.

The main part of the analysis is an alphabetically ordered list of 20 VET occupations for which special demand in the national labour market is forecast (e.g. automation worker and programming technician). The analysis also contains lists of VET occupations for which both significant demand and moderate demand are forecast in each of the 16 regions of Poland. The number of occupations indicated in the regions varies and depends on local conditions.

### 2020 Implementation

On 24 January 2020, the education ministry announced the second forecast of the national and regional demand for employees in VET occupations. The main part of the diagnosis identified 24 VET occupations for which a special demand in the national labour market was forecast. Compared with 2019, four new occupations were listed: bricklayer-plasterer (*murarz-tylnkarz*), operator of machinery and equipment for ground and road works (*operator maszyn i urządzeń do robót ziemnych i drogowych*), road construction technician (*technik budowy dróg*) and welding technician (*technik spawalnictwa*). Similar to the 2019 diagnosis, it also contained lists of VET occupations for which a significant demand and a moderate demand were forecast in each of Poland's 16 regions. The number of occupations indicated in the regions varies and depends on local conditions.

### 2021 Implementation

On 27 January 2021, the education ministry announced the third forecast of the national and regional demand for employees in VET occupations.

Mechatronic (*mechatronik*), robotics technician (*technik robotyk*) and welding technician (*technik spawalnictwa*) were three of the 28 occupations for which a particular demand for employees was forecast due to their importance for the country's economic development. Schools providing courses in these occupations are to receive increased funding. Increased co-financing for training programmes for young employees is also envisaged.

The next forecast was to include graduate tracking results, analyses of the impact of the COVID-19 pandemic and the results of the Statistics Poland study on the demand for employees by occupation, which was scheduled every 3 years.

### 2022 Implementation

On 20 January 2022, the Minister of Education and Science published the official notice of the forecast of the demand for employees in VET occupations in the national and regional labour market.

### 2023 Implementation

The annual forecast of the demand for employees in VET occupations in the national and regional labour market was published on 20 January.

### 2024 Implementation

The annual forecast of the demand for employees in VET occupations in the national

and regional labour market was published on 24 January. The highest demand for workers in VET professions in the national labour market is foreseen for: automation technician, concrete worker and steel fixer, carpenter, roofer, electromechanics, electrician, driver mechanic, mechanic-assembler of machines and devices; mechatronic technician, industrial insulation installer, construction frame installer, railway surface installer, building joinery installer, plastics processing machine operator, earthworks and roadworks machine operator, waste management machine operator, metalworking machine operator, automation technician, railway traffic control technician, road construction technician, roofing technician, rail transport power engineer, electromobility technician, electrical technician, energy technician, waste management technician, industrial insulation technician, mechanical technician, mechatronics technician, building joinery assembly and automation technician, programmer technician, robotics technician, welding technician, railway transport technician.

The report on the labour market demand for employees by occupation in 2024 was published.

### **2025 Implementation**

The demand for employees in VET occupations was published in January. It replaces the 2024 forecast and updates the national and voivodeship priority lists of VET occupations used for planning enrolment, forming employer partnerships and identifying equipment needs.

The 2025 forecast outcomes directly impacted organisational and financial decisions by schools and employers. From 2026, local authorities were to receive increased education funding for schools training in occupations on the national priority list and those in high regional demand.

The forecast was also linked to financial incentives for employers training young employees. In 2025, reimbursement for training costs increased by 27% for training in forecast-included occupations over 36 months. This measure aimed to support cooperation between schools and employers in priority occupations.

The regional part of the forecast introduced lists of occupations with particularly high demand, covering all national list occupations plus one region-specific specialisation in each voivodeship. This enabled more targeted regional planning of provision and investments.

In 2025, a post-secondary occupation (care worker for older people/care worker in residential social care) was included on the national list for the first time.

The highest demand for VET professionals in the national labour market can be summarised as follows:

- (a) construction and building trades, particularly those related to structural work, finishing and infrastructure development;
- (b) mechanical and industrial engineering, including roles in machinery assembly, maintenance, and industrial production;
- (c) electrical, automation and mechatronics, mainly dealing with electrical systems, automation and advanced technology integration;
- (d) transport and infrastructure, especially occupations related to transport systems, rail operations, and heavy equipment for infrastructure;
- (e) social care and environmental services roles addressing social welfare and sustainability through care services and waste handling.

## **Bodies responsible**

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

- Ministry of National Education
- Educational Research Institute (IBE) (until 2025)

## Target group

### Learners

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

### Education professionals

Guidance practitioners

### Entities providing VET

Companies  
VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

## Subsystem

IVET CVET

## Further reading

[First forecast of the demand for employees in VET occupations](#)

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

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[Announcement of the Minister for National Education of 24 January 2020 on the forecast of the demand for employees in VET occupations in the national and regional labour market \(Polish Monitor, 2020, item 106\)](#)

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[Announcement of the Minister for Education and Science of 27 January 2021 on the forecast of the demand for employees in VET occupations in the national and regional labour market \(Polish Monitor 2021, item 122\)](#)

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[Announcement of the Minister for Education and Science of 20 January 2023 on the forecast of the demand for employees in VET occupations in the national and regional labour market](#)

(Polish Monitor 2023, item 145)

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Announcement of the Minister for Education and Science of 20 January 2022 on the forecast of the demand for employees in VET occupations in the national and regional labour market (Polish Monitor 2022, item 120)

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Announcement of the Minister for Education of 20 January 2023 on the forecast of the demand for employees in VET occupations in the national and regional labour market (Polish Monitor 2023, item 145)

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Announcement of the Minister for Education of 24 January 2024 on the forecast of the demand for employees in VET occupations in the national and regional labour market (Polish Monitor 2024, item 85)

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Announcement of the Minister for Education of 27 January 2025 on the forecast of the demand for employees in VET occupations in the national and regional labour market (Polish Monitor 2025, item 106)

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## Related policy developments

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2018 **Approved/Agreed**

### 2018 law reforming VET

The new act:

 POLAND

**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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“ … ” **Cite as**

Cedefop, & ReferNet. (2026). Annual forecast of the demand for employees in VET occupations: Poland. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28751>