

# VET graduate tracking system

**POLICY DEVELOPMENT**

**PRACTICAL MEASURE/INITIATIVE**

 POLAND

## Timeline

2016 Implementation	2017 Implementation	2018 Implementation
2019 Implementation	2020 Implementation	2021 Implementation
2022 Implementation	2023 Implementation	2024 Implementation
2025 Implementation		

**ID number 28749**

## Objectives

The main objective of this policy development is to introduce a VET graduate tracking system providing reliable data on the professional careers of graduates.

## Description

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. Three rounds of qualitative and quantitative surveys are planned until 2022, collecting data unavailable in public registers about, for example, learner needs and expectations, as well as information on the determinants of graduates' decisions.

In 2016/17, interviews were conducted with learners from the previous year of vocational programmes and follow-up interviews took place in spring 2018.

A second phase of the initiative started in 2019. It developed further the tools and solutions for the systemic tracing of VET graduates, including legal, IT, and the organisational aspects required for the use of administrative data in tracing graduates.

The system uses administrative data sources from the social security administration and available educational databases. This enables the systematic monitoring of the trajectories of all graduates on different levels at minimal costs. The system may be supplemented with in-depth quantitative and qualitative studies focusing on specific aspects of the situation of VET learners and graduates.

**2016 Implementation**

**2017 Implementation**

**2018 Implementation**

### 2019 Implementation

The second stage of the project started in 2019. A study report on the results of the first round of tracing the professional trajectories of VET graduates was published in 2019.

### 2020 Implementation

In 2020, the draft Act amending the 2018 Education Law introduced the VET graduate tracking system. The system will start operating in the second quarter of 2021 and its first results will be developed in the fourth quarter of 2021.

### 2021 Implementation

In February 2021, following the legislative process, the Act amending the 2018 Education Law was approved to include all secondary graduates in the tracking system. It also set the monitoring of the careers of secondary school graduates as one of the tasks of the education ministry, enabling the acquisition and processing of graduates' detailed data. As of April 2021, the Education IT Centre (*Centrum Informatyczne Edukacji*, CIE), a specialised unit of the education ministry and operator of the education information system, began processing and linking administrative data on schooling and participation in tertiary education, examination results and the labour market performance of graduates (based on social insurance data). The Educational Research Institute (IBE) received the anonymised data at the end of April. A data cleaning process took place until the end of August, involving both CIE and IBE. Subsequently, IBE researchers began analysing the data and preparing reports of the monitoring results. At the end of November, IBE submitted its monitoring results to the education ministry – the nationwide monitoring report and over 5 500 automatically generated reports for VET schools on their 2019 and 2020 graduates. The reports provide aggregated indicators on graduates' employment, continuing education and wage conditions in specific occupations, economic sectors and regions. The education ministry makes the results available to schools and publishes the national report.

### 2022 Implementation

The outcomes of the first monitoring were made accessible to schools at the start of July 2022 through the Educational Information System. VET school head teachers can obtain a report (including information about: educational and professional paths, work, unemployment, place and type of continuing education, form of employment, combining education with work) on their graduates. The national report from the first edition was released on the Ministry's website in the first quarter of 2022. In the same year, preparations began for the second edition of the monitoring report, to cover graduates from 2021 and, once again, graduates from 2020, two years after their graduation. The second monitoring round expanded the scope of reported outcomes – compared to the first round, to include new types of automatic reports, i.e. on the state of industries, regional reports, and reports for general secondary schools. The reports generated from the monitoring rounds are highly useful for schools as they provide valuable insights into the labour market outcomes of their graduates. By regularly monitoring their graduates' education and labour market outcomes, schools can ensure that they are providing quality education and preparing their students for successful careers. As a result, schools can make informed decisions about their educational programmes, leading to better outcomes for their students and the school as a whole.

### 2023 Implementation

The third edition of career monitoring was completed in 2023, providing insights into post-graduation outcomes for secondary school students. A national report examined the class of 2021 two years after graduation, while a sub-report looked at the class of 2022 after one year. For the first time, upper secondary school directors received tailored reports on their graduates' career paths. This initiative culminated in the

launch of career monitoring in October 2023, followed by a new project to expand tracking to diverse student groups, including those with special needs and international students.

To support this, there are plans to integrate additional data from state registers. Software development for automated reporting was underway, with input from school directors and career advisors. Additionally, an EU-funded project by the Educational Research Institute intends to produce interactive reports for various stakeholders by 2028, ensuring the system effectively tracks and improves graduates' career outcomes through user feedback.

### 2024 Implementation

The Educational Research Institute (IBE) submitted the fourth monitoring cycle results to the Ministry of National Education by late November 2024. This included nationwide reports on 2022 and 2023 graduates and five-year post-graduation analyses for the 2019 cohort. The indicators were revised, and the 'Development of the career tracking system for post-primary school graduates' initiative included drafting legal recommendations, preparing a methodological report on career monitoring indicators, and conducting qualitative research to understand user needs. As a result, specific IT solutions were developed, including an interactive report on monitoring results for Ministry personnel, delivered in 2024.

### 2025 Implementation

IBE PIB conducted the fifth edition of its graduate career monitoring system. In addition to the national and school-level reports, regional reports were prepared in cooperation with voivodeship authorities. A key innovation in this cycle was the introduction of indicators on interregional migration, allowing for the analysis of graduate mobility in different parts of Poland.

The project 'Development of the career tracking system for post-primary school graduates' also continued. Within its framework, interactive reports were developed for local government units that operate secondary schools. These tools enable municipalities and counties to better understand the situation of their graduates and to compare outcomes across schools and occupational fields.

A major development in 2025 was the amendment to the Education Law, which entered into force on 1 September 2025. The amendment broadened the scope of data available for monitoring and introduced:

- (a) the identification of graduates with special educational needs;
- (b) information on migration experience, data on the occupation performed;
- (c) employment in agriculture (based on Agricultural Social Insurance Fund data),
- (d) working time (full-time/part-time employment);
- (e) detailed results of external examinations – including primary school exams, vocational exams, and the matura.

These new data were intended to be incorporated into the next monitoring cycle in 2026, further enhancing the system's capacity to provide a comprehensive picture of young people's transitions from education to the labour market.

## 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)
- Educational Research Institute – National Research Institute (IBE PIB) (from 2025)

# Target group

## Learners

Learners in upper secondary, including apprentices

## Education professionals

Teachers  
Trainers  
School leaders

## Entities providing VET

VET providers (all kinds)

## Other stakeholders

Social partners (employer organisations and trade unions)

# 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

[VET graduate tracing system](#)

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[Project description](#)

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[Draft Act amending the Education Law, the Act on the Education System and other acts](#)

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[Legislative process, print No 917](#)

# Related policy developments

**2025 Implementation**

**Vocational education and training action plan for 2022-25**

The action plan includes the following five specific measures:

 POLAND

**Type of development**

Strategy/Action  
plan

**Subsystem**

IVET CVET

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“ ... ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28749>