

# Teacher and trainer training in companies

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 28495**

## Description

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. They include the development of VET programmes suited to the socioeconomic environment and the implementation of high quality vocational apprenticeships, which includes the upgrading and updating of the qualifications of trainers in companies.

The Foundation for the Development of the Education System (FRSE), the Polish national agency for the Erasmus+ programme, is implementing teacher mobility projects. In 2016, 2017, 2018 and 2019, calls to VET teachers were launched for proposals to teach in schools/companies or participate in work placements, job shadowing in schools/companies or other forms of practical training abroad.

In October 2018, the Ministry of Investment and Economic Development (currently the Ministry of Development Funds and Regional Policy) launched an ESF co-funded call for mobility projects for practical vocational training teachers, practical vocational training instructors/trainers in companies and people interested in becoming practical vocational training instructors who do not have the required pedagogical qualifications. Beneficiaries will be trained (through 'observatory participation' and job shadowing) in countries with well-developed VET dual systems (Austria, Denmark and Germany) to learn more about working with students and providing VET practical training. Trainers in companies will be able to learn more about working with students and providing VET practical training or will be given the opportunity to complete a pedagogical course entitling them to work as trainers. EUR 2.4 million was allocated to this initiative. Projects are submitted by institutions (e.g. labour market institutions, public administration, education institutions, research institutions, non-governmental organisations, social partners, third sector institutions) and are to be implemented in cooperation with partners from the abovementioned countries.

It should also be noted that the law of 22 November 2018 introduces obligatory professional training for VET teachers in companies.

## 2016 Implementation

## 2017 Implementation

## 2018 Implementation

## 2019 Implementation

Implementation continues.

## 2020 Implementation

The measures were operational and ran as a regular practice. In 2020, 10 mobility projects for practical vocational training, selected through a call for projects, were in implementation phase.

## 2021 Implementation

Some mobility projects were extended as a result of the COVID-19 pandemic. Five projects were completed and settled, three projects were completed, and two projects are underway.

As of 31 December 2021, as a result of the projects:

- (a) 455 VET professionals were supported by international mobility programmes (four times more than expected);
- (b) 432 individuals acquired vocational or key competences after leaving the programme;
- (c) 136 individuals acquired the pedagogical competences required to act as an apprenticeship instructor.

In total, 337 individuals were supported through Erasmus+ actions for VET, such as VET learner and staff mobility (KA102) and VET learner and staff mobility within the VET mobility charter (KA116).

## 2022 Implementation

Some mobility projects were extended as a result of the COVID-19 pandemic. Five projects were completed and settled, three projects were completed, and two projects are underway.

As of 31 December 2022, as a result of the projects:

- (a) 468 VET professionals were supported by international mobility programmes (four times more than expected), of which 454 individuals acquired vocational or key competences after leaving the programme;
- (b) 143 individuals acquired the pedagogical competences required to act as an apprenticeship instructor.

In total, 250 individuals were supported through Erasmus+ actions for VET, such as VET learner and staff mobility (KA102) and VET learner and staff mobility within the VET mobility charter (KA116).

## 2023 Implementation

In 2023, Polish beneficiaries participated in 14 483 mobilities under the Erasmus+ mobility offer, specifically within the KA121 action (accredited projects). Additionally, 3 321 participants engaged in mobilities under the KA122 action (short-term projects). Moreover, the last year in which Polish VET institutions engaged in mobility activities was under the preceding financial perspective of the programme (2014-2020). In 2023, 405 individuals participated in mobility activities under the KA102 action. No KA116 action mobility activities were conducted during this period, as the final activities under this action were completed in 2022.

### 2024 Implementation

Teachers' mobility was a regular practice under the Erasmus+ projects. In 2024, 1 350 individuals participated in mobility activities under action KA121 and 65 under action KA122.

### 2025 Implementation

Teachers' mobility was a regular practice under the Erasmus+ projects. As of October, 1 601 individuals participated in mobility activities under action KA121 and 85 under action KA122.

## Bodies responsible

- Ministry of National Education
- Ministry of Investment and Economic Development
- Foundation for the Development of the Education System (FRSE)
- Ministry of National Education (until 2021)
- Ministry of Education and Science (from 2021 until 2024)

## Target group

### Education professionals

Teachers  
Trainers

### Entities providing VET

Companies  
VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

### European and international dimensions of VET

Mobility of learners and staff

## 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

## Further reading

[Mobility project for practical vocational training teachers and trainers in companies](#)

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[European Funds portal - 16 regional operational programmes](#)

## Related policy developments

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**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

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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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