

Integrated skills strategy



Timeline



ID number 28484

Objectives

The Integrated skills strategy aims to provide a strategic approach to building, maintaining and using human capital to increase employment and economic growth, and to promote social inclusion and participation.

The main goals of the strategy are:

- (a) designing a coherent policy for shaping and developing skills;
- (b) coordinating the actions of stakeholders involved in supporting skills development;
- (c) ensuring equal access to information on the demand for, and supply of, skills, career counselling and training offers relating to the shaping and development of skills;
- (d) strengthening awareness about the importance of skills for individual, economic and social benefits;
- (e) increasing educational and professional activity in all social groups, especially those at risk of exclusion.

The Integrated skills strategy should contribute to increasing, by 2030, the number of young people and adults with the necessary skills, including technical and vocational skills, for employment, jobs and entrepreneurship.

Description

In 2017, the education ministry initiated the development of a national skills strategy (integrated skills strategy – *Zintegrowana Strategia Umiejetności* – ZSU). The strategy covers the whole area of education and training, i.e. general education, vocational education, higher education and adult learning. It takes into account both demand (for specific competences and qualifications) and supply (availability of qualifications and competences in society). The general part of the strategy was developed and adopted by the government in January 2019. This will be followed by the development of the more detailed part of the strategy and strategy implementation. This process will take place in cooperation with the OECD, which was invited by the ministry to support the work in several areas.

2017 Design

2018 Design

2019 Design

In December 2019, the OCED skills strategy Poland report was published providing recommendations in four priority areas:

- (a) making the education system more responsive to labour market needs;
- (b) fostering greater participation in all forms of adult learning;
- (c) strengthening the use of skills in Polish workplaces;
- (d) strengthening the governance of the skills system in Poland.

The report was prepared in cooperation with Polish stakeholders, the education ministry and the Educational Research Institute. It will be an important reference for the detailed part of the integrated skills strategy.

2020 Approved/Agreed

On 28 December 2020, the Council of Ministers adopted the integrated skills strategy 2030 (detailed part) (*Zintegrowana Strategia Umiejętności. Część szczegółowa*). It has the status of a coherent public policy for shaping and developing sector-specific skills and coordinating the actions of relevant stakeholders to achieve social and economic development. The detailed part of the strategy aims to promote:

- (a) basic, transversal and professional skills of children, young people and adults;
- (b) skills development of the management staff in formal education;
- (c) skills development of the teaching staff in formal education;
- (d) skills development outside formal education;
- (e) skills development and use in the workplace;
- (f) career counselling;
- (g) cooperation of employers (including employers organisations) in formal and non-formal education;
- (h) planning lifelong learning and the recognition of skills.

In each area, specific action themes and lines of action, as well as the entities involved in carrying out the strategy, are described.

The detailed part of the integrated skills strategy 2030 is the basis for designing how to use national and European funds for skills development at the national and regional level.

2021 Implementation

The Ministry of Education and Science is conducting an ESF project to implement the Integrated Skills strategy. The project is aimed at establishing mechanisms of cooperation between various stakeholders of the lifelong learning policy, both at the central and regional level. The interministerial team for lifelong learning and the integrated qualifications system will support the monitoring of the implementation of actions for lifelong learning.

Within the Integrated Skills strategy, the Centre for Education Development (ORE) is conducting an EU co-funded project aimed at skills development of teaching staff. The project supports the development of teaching and learning resources for general education to help build the key competences and universal skills needed in the current labour market. The material developed will include resources for pupils with special educational needs.

2022 Implementation

The implementation of ZSU is one of the detailed aims of the Polish Vocational education and training action plan for 2022-2025. The focus of the actions that

implement ZSU is the green and digital skills in formal and non-formal education and the detailed tasks in area that include, among others, reviewing and updating of the VET offer and VET curricula; expanding the offer of market qualifications and additional vocational skills in selected professions, expanding the offer of e-resources for VET, and digitalisation of vocational examinations.

2023 Implementation

The strategy was implemented by several projects focusing on areas such as updating the VET offer, introducing new market qualifications, especially in digital and green skills, supporting students with disabilities in the transition to the labour market, developing the IQS, e-resources for VET development, modernising VET examinations, and lifelong learning. A central-level EU-funded project also developed the principles of cooperation at the national and regional levels to coordinate actions in the field of lifelong learning. They included monitoring the implementation of the ISS, supporting experience exchange, developing thematic networks, and generating recommendations to improve lifelong learning coordination and cooperation.

2024 Implementation

The main activities from 2023 were continued, including updating the VET offer, introducing new market qualifications, supporting students with disabilities, developing the IQS, e-resources for VET development, and many initiatives in the area of lifelong learning.

2025 Implementation

Key activities from the previous year were carried forward, including supporting the exchange of experiences among lifelong learning (LLL) stakeholders. A wide range of initiatives were also implemented to promote lifelong learning, support students with disabilities, further develop the Integrated Qualifications System (IQS) and expand digital resources for vocational education and training (VET).

Bodies responsible

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

Target group

Learners

Learners in upper secondary, including apprentices
Persons in employment, including those at risk of unemployment

Education professionals

Teachers
School leaders
Guidance practitioners

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

Coordinating VET and other policies

Engaging VET stakeholders and strengthening partnerships in VET

Establishing and developing skills intelligence systems

Modernising VET offer and delivery

Acquiring key competences

Transparency and portability of VET skills and qualifications

Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

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

VET promoting equality of opportunities

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Sustainability - a green link in VET

Subsystem

IVET CVET

Further reading

[OECD skills strategy Poland](#)

[Developing the integrated skills strategy 2030 - detailed part](#)

[The web page of the ORE project](#)

[Short information in English on The Vocational Education and Training Action Plan for 2022-2025](#)

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

2019 Approved/Agreed

National strategy for regional development 2030

The National strategy for regional development 2030 (NSRD) was adopted by the Council of Ministers on 17 September 2019.

 POLAND

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

National recovery plan

The process of designing the National recovery plan was managed by the Ministry of Funds and Regional Policy (MFIPR). In February 2021, the document was submitted for public consultation, which influenced its final shape.

 POLAND

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

Development of e-resources for VET

The initiative is expected to increase the use of ICT in VET (and also for students with disabilities), developing the digital competences of students, individualising the didactic process and implementing teamwork.

The initiative includes two phases:

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2022 Completed

Training scheme for adults in need: the LOWE project

In 2017/18, the education ministry developed an ESF co-funded project to support 45 schools in becoming local centres for education and knowledge (*lokalne ośrodki wiedzy i edukacji* - LOWE).

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

CVET

2023 Completed

CHANCE: new opportunities for adults (upskilling pathways project)

From October 2018 to December 2021, the Foundation for the Development of the Education System and the Educational Research Institute are implementing the CHANCE: new opportunities for adults project - a new upskilling pathways project; the Ministry of Investment and Economic Development (current

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

CVET

2017 **Approved/Agreed**

National Strategy for Responsible Development

The National strategy for responsible development (*Strategia na Rzecz Odpowiedzialnego Rozwoju – ‘Morawiecki Plan’ – SRD*) was adopted by the Council of Ministers in February 2017.

 POLAND

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Integrated skills strategy: Poland. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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