


Initiatives supporting stakeholder involvement in VET development and delivery

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 POLAND

Timeline

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

ID number 28475

Background

Insufficient involvement of employers in vocational education, particularly in practical training, is one of the challenges VET has faced. Although there has been a traditionally active group of small and medium-sized companies (from the craft sector) providing training through apprenticeships, in general employers' involvement in practical training provision in VET was limited; quality apprenticeships and work-based learning opportunities were insufficient.

A VET advisory team composed of ministers and representatives of employers' organisations and trade unions proposed measures to strengthen cooperation between schools and businesses and a rethink of practical training provision.

Objectives

The initiatives aim at better adjusting VET to labour market needs, through:

- increasing the cooperation of VET schools and employers;
- increasing access to work-based learning (WBL);
- increasing the role and involvement of employers in VET development and delivery.

Description

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*). The SSCs collect information from labour market stakeholders and recommend systemic solutions and changes in the area of education; stimulate cooperation between education providers and employers; and provide support in identifying and anticipating competence needs in a given sector.

The programme Council on competences (*Rada Programowa ds. Kompetencji – RPK*) was

launched by the ministry responsible for the economy in 2018. The RPK consists of representatives of the ministries of economic development, education, higher education and science, training institutions, labour market stakeholders, as well as representatives of social partners, universities and non-governmental agencies. Until 2019, seven Sector Skills Councils were established in the following sectors: IT, finance, construction, fashion industry and innovative textiles, healthcare and social care, tourism, motorisation and electromobility.

Also, in January 2018, the education ministry appointed regional VET coordinators in the Regional Educational Authorities. The coordinators are tasked with supporting schools and employers in developing cooperation actions. They will also participate in consultations on the developments in VET and activities relating to vocational/career guidance.

Debates with representatives of employers were conducted as part of the ESF co-financed project partnership for VET implemented by the Centre for Education Development to adjust VET to labour market needs by engaging with employers. In the first phase of the project, a social partner forum was established. 25 sectoral teams of social partners (representatives of sectoral associations, employer organisations and trade unions) were set up to better adjust VET to labour market needs, and particularly to recommend changes in the vocational core curricula and classification of occupations. Several VET curricula were changed and new ones were developed. The work carried out within the project was used for the development of new core curricula and a new classification of occupations. Teaching plans and programmes, career development paths, together with diplomas and qualification supplements in Polish and English, were also designed. By February 2018, 1 048 employers had actively participated in the project. An ESF-supported initiative 'preparation of model solutions for engaging employers in the organisation of practical vocational training' has been set up. A first call for projects was launched from 31 July to 15 September 2017. Two projects were chosen, which have been developing models for VET-enterprise cooperation through the organisation of workplace practical training. A second call was launched in March 2018 and altogether 12 projects were selected.

2017 Implementation

2018 Implementation

2019 Implementation

In 2019, seven extra sectoral skills councils were established. Councils play a key role in creating the forecast of the demand for employees at national and regional levels. VET cooperation with sectoral skills councils is becoming more and more intense.

The work of regional VET coordinators in the Regional Educational Authorities continued.

The ESF co-funded initiative aimed at engaging employers in the organisation of practical vocational training continued.

2020 Implementation

The ESF co-funded initiative aimed at engaging employers in the organisation of practical vocational training continued. A third call was prepared and announced in February 2020. It targeted projects aimed at developing model solutions for engaging employers in the organisation of practical vocational training, including developing:

- (a) a quality framework for practical training for VET students involved in practical training in enterprises;
- (b) model practical vocational training programmes for professions at the technician qualification level.

In February 2020, a new SSC focusing on telecommunications and cybersecurity was established.

The work of regional VET coordinators in the Regional Educational Authorities has continued.

2021 Implementation

The work of regional VET coordinators in the regional educational authorities continued.

In total, 17 sector skills councils were established and are continuing their activities in the following sectors, tourism, IT, fashion and the innovative textile industry, construction, care, health and social welfare, the automotive industry, waste material recovery, water and sewage management and reclamation, high food quality, the aerospace industry, chemicals, trade, telecommunications and cybersecurity, modern business services, marketing communication and development services.

The ESF joint-funded initiative to engage employers in the organisation of practical vocational training has continued. The results of the first and second round of the competition are:

- (a) 19 out of 21 planned principles for quality assurance, along with a tool for their verification, were developed for practical training provided by employers;
- (b) 93 of 106 planned professions have developed organisational solutions for their practical vocational training.

All actions of the third round of the competition are in progress. The results of the third round of the competition include three (out of 84 planned professions), which have developed organisational solutions for their practical vocational training.

2022 Implementation

The work of regional VET coordinators in the Regional Educational Authorities continued.

The third edition of the ESF co-funded initiative engaging employers in the organisation of practical vocational training continued.

The first and second round of the competition resulted in:

- (a) 21 out of 21 planned principles for quality assurance, along with a tool for their verification, were developed for practical training provided by employers;
- (b) 112 of 106 planned professions have developed organisational solutions for their practical vocational training.

The third round of the competition resulted in:

- (a) developing principles for quality assurance (data not available yet);
- (b) 36 out of 84 planned professions have developed organisational solutions for their practical vocational training.

2023 Implementation

The work of regional VET coordinators in the Regional Educational Authorities continued.

An initiative to involve employers in organising practical vocational training ended, marking a significant phase in efforts to enhance workforce readiness. Over three competition editions, 45 agreements were signed to promote cooperation and innovation.

In the first two editions, notable achievements included the development of the planned 21 quality assurance principles for workplace training along with their verification tools. In addition, organisational solutions were developed for 112 occupations, exceeding the initial target of 106.

The third edition, not yet completed, focused on developing organisational frameworks for work-based learning in 79 occupations, close to the planned target of 84.

2024 Implementation

The work of regional VET coordinators in the regional educational authorities continued.

Stakeholder participation continued to be encouraged through the creation of new SSCs. A new call for proposals for the organisation and operation of Sector skills councils in 24 sectors was published.

2025 Implementation

The work of regional VET coordinators in the Regional Educational Authorities continued.

As a result of the recruitment process, 29 agreements were concluded for the organisation and operation of Sector skills councils. The selected institutions were to be responsible for monitoring competence needs in specific sectors and supporting activities aimed at adapting employees' qualifications to the changing requirements of the labour market.

Bodies responsible

- Polish Agency for Enterprise Development (PARP)
- Centre for Education Development
- Regional Education Authorities (Kuratoria Oświaty)
- 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

Entities providing VET

VET providers (all kinds)

Other stakeholders

Social partners (employer organisations and trade unions)
National, regional and local authorities

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

European priorities in VET

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible
VET

Subsystem

IVET CVET

Further reading

[Polish Agency for Enterprise Development - sectoral skills councils](#)

[Centre for Education Development - partnership for VET project](#)

[Centre for Education Development - partnership for VET project](#)

[Ministry of National Education website - list of regional coordinators for VET](#)

[Preparation of model solutions for engaging employers in the organisation of practical vocational training'- third edition](#)

[Appointment of a new sectoral skills council - telecommunications and cybersecurity](#)

[Competition for the organisation and management of Sector skills councils](#)

Related policy developments

2025 Implementation

National team of experts for vocational education and training (EVET)

In 2021, the Foundation for the Development of the Education System began providing organisational services to the Team of Experts for Vocational Education and Training (EVET) nominated by the Ministry of Education and Science.

 POLAND

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Sectoral skills centres (SSCs)

Sectoral skills centres (*branżowe centra umiejętności*) are to be technologically advanced education, training and examination centres in a given industry.

This initiative comprises the following main activities:

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Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Human capital development strategy

The strategy update was coordinated by the ministry responsible for family, labour and social security. The final version of the document was adopted in 2019.

 POLAND

Type of development

Strategy/Action
plan

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

2018 Approved/Agreed

2018 law reforming VET

The new act:

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Type of development


Regulation/Legislation

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:

 POLAND**Type of development**

Regulation/Legislation

Subsystem

IVET CVET

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