

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Krajowy Fundusz Szkoleniowy
<b>Name of the instrument - English translation</b>	National Training Fund
<b>Scheme ID</b>	169
<b>Country</b>	 Poland
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Grant for companies
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Companies with staff being 45 years or older can apply for the grant from the National Training Fund/Labour Fund. The eligible education and training activities include certified and non-certified continuing general education and CVET, postgraduate studies as well as exams that certify acquired skills and qualifications. The public co-funding share is 80% of employee training cost (but not exceeding 300% of the average monthly salary). In case of micro enterprises, reimbursement covers 100% of the training cost (but not exceeding 300% of the average monthly salary).
<b>Short description of the related instruments</b>	nap

<b>Level of operation</b>	National
<b>Name of a part of the country</b>	nap
<b>Name of the region (for regional instruments)</b>	nap
<b>Name of the sector (for sectoral instruments)</b>	nap
<b>Relevance</b>	Key scheme
<b>Legal basis</b>	Act on employment promotion and labour market institutions (art. 69a and 69b)
<b>Objective(s) and</b>	To support lifelong learning of employees and employers;

<b>target(s)</b>	prevent the loss of jobs for those employees (and employers) whose skills are inadequate to the requirements of rapidly changing economy; increase the investment in human resources which should improve both the competitive position of the companies and their employees in a modern job market.
<b>Year of implementation</b>	2014
<b>Year of latest amendment</b>	2014
<b>Operation/management</b>	<p>Ministry of Labour and Social Policy sets priorities for co-financing, the method of allocation of the resources and the total sum of funding available each year.</p> <p>District job centres collect and assess applications from the companies, sign contracts with the companies, reimburse the cost of training.</p>
<b>Eligible group(s)</b>	Employees 45+ (in 2014-2015)
<b>Group(s) with preferential treatment</b>	Micro-enterprises
<b>Education and training eligible</b>	Training courses - certified and non-certified continuing general education and CVET, post-graduate studies, exams that certify acquired skills and qualifications
<b>Source of financing and collection mechanism</b>	Labour Fund (a State fund, governed by the Ministry of Labour and Social Policy; the main sources are: obligatory levies on companies (2.45% of total monthly payroll), State budget subsidies, Labour Fund's loans and investments interests, EU funds) matching: companies
<b>Financing formula and allocation mechanisms</b>	<p>Reimbursement of 80% of training cost per person (but not exceeding 300% of the average monthly salary); in case of micro enterprises, reimbursement covers 100% of the training cost (not exceeding 300% of the average monthly salary).</p> <p>Allocation: The company applies to the district job centre to receive co-financing for training. The district job centre analyses the application form and if the assessment is positive, signs the contract with the company. The funding is transferred from the Labour Fund to the company 30 days after signing the contract (but the contract may define different date).</p> <p>Companies that best meet pre-determined criteria (specified through top-down procedures) are funded.</p> <p>If employee quits training, employer is obliged to return the cost of training of this employee co-financed from the public funds.</p>
<b>Eligible costs</b>	Tuition fees and other costs related to education and training (such as cost of exams confirming acquired qualifications; physician and/or psychological test; insurance; analysis of training needs of the employer who is applying for the reimbursement).

<b>Volumes of funding</b>	PLN 317 000 000 were granted in 2014 and PLN 141 100 000 in 2015.
<b>Beneficiaries/take up</b>	In 2014, 1 433 companies benefited from the scheme. By this, the training of 10 417 individuals was funded.
<b>Organisation responsible for monitoring/evaluation</b>	District job centres and Ministry of Labour and Social Policy.
<b>Monitoring/evaluation reports available</b>	The system for monitoring NTF was established and introduced in 2015. Monitoring data for 2015 should be available in April 2016. The Ministry of Labour and Social Policy also launched an evaluation study to assess the strengths and weaknesses of the NTF.
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	<a href="http://psz.praca.gov.pl/-/55453-krajowy-fundusz-szkoleniowy">http://psz.praca.gov.pl/-/55453-krajowy-fundusz-szkoleniowy</a>
<b>Recent changes</b>	National Training Fund was introduced in a novel to the Act on employment promotion and labour market institutions, and has been operating since the end of May 2014. It superseded the previous legislation on the Training Fund.
<b>Sources</b>	<p>Act on employment promotion and labour market institutions; <a href="http://isap.sejm.gov.pl/Download?id=WDU20040991001&amp;type=3">http://isap.sejm.gov.pl/Download?id=WDU20040991001&amp;type=3</a></p> <p>Ministry of Labour and Social Policy;  <a href="http://www.mpips.gov.pl/praca/fundusz-pracy/rok-2014/">http://www.mpips.gov.pl/praca/fundusz-pracy/rok-2014/</a>;  <a href="http://www.mpips.gov.pl/praca/fundusz-pracy/rok-2015/">http://www.mpips.gov.pl/praca/fundusz-pracy/rok-2015/</a></p> <p>Krajowy Fundusz Szkoleniowy - KFS, Ministerstwo Pracy i Polityki Społecznej, Departament Rynku Pracy, Warszawa 2014;  <a href="http://psz.praca.gov.pl/documents/10828/167955/Krajowy%20Fundusz%20Szko...">http://psz.praca.gov.pl/documents/10828/167955/Krajowy%20Fundusz%20Szko...</a></p> <p>Portal of the Public Employment Services;  <a href="http://psz.praca.gov.pl/-/55453-krajowy-fundusz-szkoleniowy">http://psz.praca.gov.pl/-/55453-krajowy-fundusz-szkoleniowy</a></p> <p>Exemplary application form: <a href="http://wup-krakow.pl/uslugi-ryнку-pracy/kfs-pliki/Wniosek_KFS_v_1802.do...">http://wup-krakow.pl/uslugi-ryнку-pracy/kfs-pliki/Wniosek_KFS_v_1802.do...</a></p>