



Study of Human Capital in Poland (BKL)

Bilans Kapitału Ludzkiego (BKL)



Poland

1 DESCRIPTION

Timespan 2010 - 2014

Stage

NO LONGER OPERATIONAL

Bilans Kapitału Ludzkiego 2010-2015 has been replaced by "new" Bilans kapitału Ludzkiego 2016-2023, which has already been launched. Currently, first on the field survey is conducted and will be finalised in the end of November 2017.

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET



MATCHING SKILLS FOR THE FUTURE OF WORK

2 FOUNDATIONS

Policy Area



ACTIVE LABOUR MARKET POLICIES

Policy Goal

Projects analysing how the structure of competences is changing in the labour market. This extensive research project seeks the answers to the key questions about the future asked by schoolchildren, students, employees, employers, and public institutions responsible for shaping policies related to human capital at both national and regional levels: What subjects of studies to select to have desirable knowledge and skills after graduation? What competences to hone to build the best professional career, one that will be in demand in the face of dynamic economic changes? How to plan the development of the team, so that the firm gains a lasting competitive edge founded on the team's qualifications? Finally, what changes to introduce at the state level to support the building of an innovative economy based on human capital?

Mismatch

PART OF BROADER PROGRAMME, YET WITH EXPLICIT FOCUS

An extensive research project, whose results should serve ministries responsible for education, higher education and the labour market as the instrument to develop the evidence-based public policy in the field of education and the labour market.

Aim of policy instrument



ADDRESS SKILL SHORTAGES



BROADLY ADDRESS SKILL MISMATCH



OTHER

To answer questions on changes in structure of competences in the labour market.

Legal basis

OTHER

Project (in the years 2010-2015 financed by the Operational Programme Human Capital 2007-2013; since 2016 by the Operational Programme Knowledge Education Development 2014-2020).

Administrative level

NATIONAL

Main responsible body

Polish Agency for Enterprise Development (PARP)

Stakeholders



TRAINING PROVIDERS (PUBLIC/PRIVATE)



EMPLOYER FEDERATIONS



GOVERNMENT (CENTRAL & REGIONAL)



RESEARCH CENTRES AND UNIVERSITIES



SOCIAL PARTNERS



TRADE UNIONS

The Centre for Evaluation and Analysis of Public Policies at Jagiellonian University is a project partner that supervises the methodological approach of the survey. The Ministries involved, who provide consulting include the Ministry of: labour; education; higher education; regional development and social partners, regional self-governments (Marshals' Offices). The Ministry of Regional Development is responsible for project monitoring.

Funding

PLN 19,708,247.24 in the years 2010-2015, coming from the Operational Programme Human Capital 2007-2013. PLN 14,578,561.58 in the years 2016-2023, coming from the Operational Programme Knowledge Education Development 2014-2020.

Intended beneficiaries

Public administration - survey provides inputs to public policies development. Employer's organisations - survey intends to allow for more aware HR planning in companies, as well as better understanding of skills demand and supply in the Polish labour market. Higher education - survey results might be used in educational programmes developments in relation to skills demand.

3 PROCESSES

Use of labour market intelligence



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM DECISIONS ON COURSE FUNDING/PROVISION



INFORM CAREER-MAKING DECISIONS OF STUDENTS



ENABLE STRATEGIC BUSINESS DECISIONS



INFORM THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

The BKL data support public administration representatives, entrepreneurs and scientists. The project's analyses were not only the basis for the programming activities of institutions that support the development of the labour market in Poland, but also served particular companies and industries. Many important debates with government and employer representatives on the shape of the Polish labour market were based on the results of the study. References to the BKL results can also be found in the document, 'The prospect of learning all your life', which was prepared by the Inter-Ministerial Team for learning throughout life, including the National Qualifications Framework. Study results are also used by international organisations. References to the BKL publications can be found in the studies prepared for the European Commission, and the BKL data also contribute to the EU Skills Panorama.

Frequency of updates

Five editions of cross-sectional studies monitoring labour market were carried out between 2010-2015, and three editions of cross-sectional studies and sector specific studies for 3 selected branches of the economy in the period 2016-2023.

Development

The Human Capital in Poland project in the previous financial period (2007-2013) was a response made by PARP to observed information, research and evaluation gap in the field of labour market, education and lifelong learning. In their analysis and reports, the BKL team did not hesitate to take difficult subjects, such as lifelong learning, the work of people with disabilities and gender segregation. In the current financial period (2014-2020), the project will pursue research on the supply and demand of competence, not only on the national level, but also in detail in particular industries that are important for the Polish economy.

Barriers

No barriers were identified.

Success factors

Organisation of regional seminars and national conferences that allowed for broad dissemination of the survey's results, as well as initiating discussion on the need and usefulness of knowledge on skills demand and supply. Website dedicated to BKL with all products: reports and data basis.

Monitoring

Diagnosis of current and future employees' development needs should constitute the base for elaborating forecasts regarding skills demand and supply. It was monitored within the survey in 2010-2014 and will be continued in 2016-2023. In case of the current BKL's edition, monitoring indicators are under preparation and will be agreed in the beginning of 2018.

Innovativeness

VERY INNOVATIVE

Providing regular information to public administration institutions that can use it to develop better targeted regional and national labour market and education policies. Better planning and coordination between public administration institutions.

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SUSTAINABILITY

Evidence of effectiveness

BKL results were used when programming ESF interventions in the current programming period (2015-2023). The results of BKL were used in publications on the labour market, published at the national and regional level. Part of BKL's questionnaire related to non-formal adult education has been analysed by National Statistical Office (GUS) and is considered to be included in BAEL's survey. Benefits have mostly been achieved at the national level (the public administration institutions in charge of ESF programming). Less benefits have been observed in the level of employers that still require additional support in using surveys' results.

Engagement of stakeholders

Study of Human Capital in Poland is implemented in collaboration with entrepreneurs and experts gathered in the sectoral councils for competence. It is powered by the idea of promoting the results of the study among a wide array of stakeholders. This unique project provides access to its results without any limitations and fees. The results of the research are available in a form of databases created during the study, reports presenting results of each research module, and reports summing up the successive rounds and presentations held after completion of the successive rounds of studies during national conferences and regional seminars.

Transferability

EASILY TRANSFERABLE

The instrument might be used in identification of future skills demand and elaborating educational programmes in post-secondary and higher education. The survey approach and questionnaires might be successfully transferred to another country.

Sustainability

The project will be implemented until 2023. In order to provide knowledge on the needs of professional qualifications, sectoral research will be implemented (sectoral competence balance sheets for industries where, in a separate project, sectoral councils for competence will be created).
