



Labour Market Observatory for Education

Obserwatorium rynku pracy dla edukacji (ORPdE)

Description

Timespan

Since 1999

Stage

FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET



MATCHING SKILLS FOR THE FUTURE OF WORK

Foundations

Policy area



INITIAL VOCATIONAL EDUCATION AND TRAINING

ORPdE is part of the Development Centre for Teachers and Vocational Education, and its research activity is focused on relations between education and the labour market.

Policy goal

Supplying young people with information about the present situation and trends in the regional and global labour market, to help them in making educational and professional decisions; supplying vocational counsellors, teachers, parents with the same range of information to make them able to help young people in their decisions; and monitoring the labour market for education authorities. Support for decision making for pupils, young graduates, career counsellors, parents, regional authorities, and school authorities is provided by popularizing analyses of regional labour market.

Mismatch

PART OF BROADER PROGRAMME, YET WITH EXPLICIT FOCUS

Research conducted by ORPdE aims to protect regional labour market from skills mismatch by popularizing information about present and future demands for jobs, qualifications and competencies.

Aim of policy instrument



MATCH SKILLS OF YOUNG GRADUATES

Legal basis

MINISTERIAL ORDER

Administrative level

REGIONAL

Main responsible body

Regional government

Stakeholders



EMPLOYER FEDERATIONS



GOVERNMENT (CENTRAL & REGIONAL)



GUIDANCE COUNSELLORS



SOCIAL PARTNERS

Cooperation agreements with Voivodship Labour Office (support), Regional Statistical Office (help in getting access to statistical data) and other regional stakeholders, including industry and academia (support/cooperation in organizing and conducting research, publishing research reports etc).

Funding

Source of funds - city budget (ORPdE budget is a part of the Development Centre for Teachers and Vocational Education budget) and project-based activity. As a result, the amount of funds is hard to estimate.

Intended beneficiaries

Young graduates - receive information about present and future regional/global labour markets in order to make proper educational and job decisions.

Vocational counsellors, teachers, parents - use analyses to support young people in their school and job choices.

Regional authorities, school authorities - get data to shape formal education, e.g. to open or close vocational education profiles.

Processes

Use of labour market intelligence



INFORM CAREER-MAKING DECISIONS OF STUDENTS



INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS



INFORM THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)



OTHER

Includes skills anticipation practices (ad hoc sectoral and/or occupational studies to analyse labour market prospects and skills demand in different fields and sectors; meetings with pupils, teachers, counsellors) and dissemination activities (seminars, conferences, reports etc).

Frequency of updates

Irregular basis taking the form of research projects.

Development

Methods of research and providing access to analyses are both still improved. Improvements (like new tools: e-library, newsletter) aim to disseminate results of ORPdE research.

Barriers

No

Success factors

Systematic and constant approach.

Monitoring

Annual reports and monitoring of degree of completion of annual plans (research projects, consultations, conferences, publications etc).

Innovativeness

SLIGHTLY INNOVATIVE

ORPdE is a unique regional observatory in Poland serving education with information from labour market. ORPdE makes research based on both quantitative and qualitative methods of social research.

Sustainability

Evidence of effectiveness

There is a constant need for information about the current situation on the regional labour market from schools (e.g. vocational schools need expertise before opening a new class), counsellors and authorities. Reports and analyses by ORPdE are used by all of them and adapted to their needs. Some of them participate in the co-development of subsequent surveys, with the aim to conduct them in a practice-oriented way.

Engagement of stakeholders

The effective exploitation, dissemination and communication strategies, and the need for permanent actions to analyse and improve labour market conditions.

Transferability

EASILY TRANSFERABLE

The idea of an organisation that researches mutual connections between education and labour market seems to be worth transferring, as it gives opportunity to both sides to react as quickly as possible on a constantly changing labour market.

Sustainability

Yes, there is a need for information about the changing situation in labour market from wide range of decision makers.

Labour Market Observatory of Lubelskie

Lubelskie Obserwatorium Rynku Pracy (LORP)

Description

Timespan

September 2011 - present

Stage

FULLY OPERATIONAL

Focus area



[MATCHING SKILLS FOR TODAY'S JOB MARKET](#)



[MATCHING SKILLS FOR THE FUTURE OF WORK](#)

Foundations

Policy area



[ACTIVE LABOUR MARKET POLICIES](#)

LORP was initialized as a project-based activity, initially financed by the Human Capital Operational Programme 2007-2013, dedicated to the support for Poviats and Voivodeship Offices of Employment in the area of implementation of tasks for professional activation of the unemployed in the region.

Policy goal

To gain an extended knowledge, up-to-date information and labour market forecast, and to monitor the labour market situation and trends of the regional labour market. Delivery, publication and dissemination of studies and analyses of the situation in the regional and local labour market (including those part of regional observatories of the labour market), inter alia, in the scope of: (i) anticipated situation in the labour market of the selected professions, sectors/branches; (ii) anticipated expectations of employers in regards to the desired qualifications and training services; (iii) commercial migrations within the region.

Mismatch

PART OF BROADER PROGRAMME, YET WITH EXPLICIT FOCUS

Skills mismatch was one of the main research topics of the Lublin Labour Market Observatory.

Aim of policy instrument



[ADDRESS SKILL SHORTAGES](#)



BROADLY ADDRESS SKILL MISMATCH



OTHER

To deliver cyclical research, development of analyses and regional labour market forecasts.
To indicate the direction of changes and to monitor the trends in the labour market in Lublin.

Legal basis

REGULATION

Administrative level

REGIONAL

Main responsible body

Wojewódzki Urząd Pracy (Voivodeship Labour Office) in Lublin

Funding

Up to June 2015, about PLN 3m from structural funds. From 2016-2018, approximately PLN 30,000 per year from budgetary resources.

Intended beneficiaries

All labour market stakeholders, including employers and employed, jobseekers, young people entering the labour market etc.

Processes

Use of labour market intelligence



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM JOB-SEARCH DECISIONS OF UNEMPLOYED



INFORM CAREER-MAKING DECISIONS OF STUDENTS



ENABLE STRATEGIC BUSINESS DECISIONS



INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS

The following research/reports are made available to all regional and national stakeholders (available in Polish): A comprehensive analysis of the shortage and surplus occupations in Lubelskie voivodship (survey and report); Monitoring of labour market offers (cyclical reports); Plans and fate of graduates (cyclical studies and reports); Employers' needs and expectations (cyclical studies and reports); A comprehensive labour market analysis - diagnosis and forecast (cyclical studies and reports); People with disabilities on the labour market - current challenges (report); People 50+ on the labour market (report); Reconciliation of professional and family responsibilities of people returning to the labour market after maternity, parental and parental leave (report); Labour market development forecast in Lublin; Factors of young people's professional activity; and Analysis of the food processing industry.

Frequency of updates

Updating of data is done by running new research projects and new results are disseminated through research publications/reports. A few research projects are completed annually. Research results are usually published in the second half of the year. The number of projects/publications depends on available funds.

Development

Pilot action: 15.03.2010 - 28.02.2011
Project: 1.09.2011 - 30.06.2015
Since 1.07.2015, regular instruments have been implemented by the Voivodeship labour office.

Barriers

Lack of multi-annual financial framework.

Success factors

Filling the information gap, which no other unit does in the same or similar way in the region.

Monitoring

Regular evaluation reports were produced up to June 2016.

Innovativeness

VERY INNOVATIVE

Innovative in the context of public sector innovation. Knowledge resources generated by the Observatory both raise the effectiveness of the voivodship labour office itself, and allow other stakeholders innovative human resources management, enabling them to explore (in theory and practice) how human resource management can affect the regional and organisations' capacity to innovate. It fills the information gap concerning the regional labour market.

Sustainability

Evidence of effectiveness

Extensive demand for information on the labour market, expressed by universities at the Voivodship Labour Market Council, district labour offices, vocational counsellors, training institutions. Possibility of extending the originally planned scale of action.

Engagement of stakeholders

LORP was incorporated into the structure of the Voivodship Labour Office in Lublin.

Transferability

EASILY TRANSFERABLE

Exchange of good practices. Elements that could be transferred are the methodology of research and the method of analysis of: (i) the graduates' fate, (ii) the industry labour markets, (iii) Internet research tool.

Sustainability

Yes

Study of Human Capital in Poland (BKL)

Bilans Kapitału Ludzkiego (BKL)

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

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.

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.

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).

Vocational education modernization in Małopolska region

Modernizacja kształcenia zawodowego w Małopolsce - two editions of the project financed from

two budgetary periods of the EU.

Description

Timespan

1st edition: 2010-2015 and 2nd edition: 2016-2021

Stage

FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

Foundations

Policy area



INITIAL VOCATIONAL EDUCATION AND TRAINING

The project is focused on (1) support for internships, apprenticeships and study visits to foreign education centres; (2) education sector industry cooperation (internships and traineeships); (3) modernization of the didactic base; (4) acquisition of additional qualifications to enhance the employability (specialist courses and training).

Policy goal

Comprehensive support for vocational education in the Małopolska region, aimed at improving its quality. The Strategy prepared by Małopolska Voivodesip (Małopolska Voivodship is a regional government unit/regional public authority) is aimed at comprehensive support for the vocational education system in the region, with the use of instruments available in the Human Capital OP and in the Regional Operational Programme. The emphasis is especially put on co-operation between schools and enterprises, as well as organising internships.

Mismatch

PART OF BROAD POLICY MEASURE OF WHICH SKILL MISMATCH IS ONLY A MINOR PART

The main aim includes modernization of the vocational education system and the creation of a positive image of the vocational school.

Aim of policy instrument



MATCH SKILLS OF YOUNG GRADUATES

● ● ● OTHER

To improve education industry partnership, to create a positive image of vocational training and improve the quality of education.

Legal basis

OTHER

Project based activity.


Administrative level


REGIONAL

Main responsible body

Marshal's Office of the Malopolska Region

Stakeholders

 GOVERNMENT (CENTRAL & REGIONAL)

 TRAINING PROVIDERS (PUBLIC/PRIVATE)

 EMPLOYER FEDERATIONS

 TRADE UNIONS

 CHAMBERS OF COMMERCE AND INDUSTRY

 GUIDANCE COUNSELLORS

 RESEARCH CENTRES AND UNIVERSITIES

The project is implemented in partnership and co-operation with the regional VET institutions (about 33 institutions are involved, including private and public entities conducting vocational schools in the Małopolska region, higher institutes and universities), which guarantees a wide range and impact in the region. The Malopolska Region coordinates actions, monitors, controls and evaluates. Governing bodies of vocational schools and universities implement the actions, purchase equipment. Employers organize internships and apprenticeships.

Funding

PLN 154m in the years 2010-2015, coming from the Human Capital Operational Programme. In the years 2016-2021, PLN 54m for the 2nd edition of the project managed regionally and PLN 300m for Vocational Centres of Competences created by authorities conducting vocational schools in the Małopolska region.

Intended beneficiaries

Students gain new skills and qualifications.
Schools are equipped with proper infrastructure and didactic base.
Teachers can improve their competences.
Enterprises have qualified workers that meet the requirements of the job market.

Processes

Use of labour market intelligence



INFORM AND TRAIN CAREER GUIDANCE AND COUNSELLORS



INFORM CAREER-MAKING DECISIONS OF STUDENTS



OTHER

They were used to support internships, apprenticeships and study visits to foreign education centres. The school career guidance points were founded and new career guidance counsellors were trained. Regional professional councils were established, consisting of vocational schools, employers and other educational organisations.

Financial schemes

Additional courses and practical trainings are organised and financed (from the project) by the conducting authorities of schools. Only willingly students can join them without financial contribution.
Paid internships are organised directly in companies, and students receive scholarships financed from the project (about €420 per 150 hours).

Frequency of updates

When the need arises instruments are updated. Each partner can propose a problem and the need for change.

Development

There has been no development.

Barriers

Problems:

- Wide scope partnership structure, which is difficult to govern in terms of monitoring and the project and financial management.
- Not enough students willing to choose vocational schools, due to the public perception of the vocational education, which is perceived as an inferior form of education.

Solutions:

- Promotional actions envisaged for students and their parents to convince them to choose vocational schools.
 - Partnership meetings in order to exchange knowledge between partners and be informed about all activities and problems.
 - Internal rules of the partnerships were created.
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Success factors

Compliance with norms and rules of the partnership.
Various types of actors involved.

Monitoring

Management teams prepare progress reports and evaluate planned indicators 4 times a year: the number of pupils benefited from support for internships, traineeships, vocational courses and study visits to foreign education centres; the number of entrepreneurs involved in organizing internships and traineeships; the number of pupils under career guidance; and the number of pupils benefited from innovative courses.

Innovativeness

VERY INNOVATIVE

Connecting private and public institutions (from different fields) in the process of staff training. Engaging actors from different educational levels ranging from primary to higher education.

Sustainability

Evidence of effectiveness

In the first phase of the project (2010-2015), 77,000 pupils benefited from support for internships, traineeships, vocational courses and study visits to foreign education centres, and over 1,000 entrepreneurs organised internships. The second edition of the project has been operational since 2016.

Engagement of stakeholders

Decision of the Marshal's Office of the Malopolska Region.

Transferability

EASILY TRANSFERABLE

Vital for the transferability of the project are: (i) well-tailored scope and structure of planned activities to the needs of specific target groups; (ii) the development of fruitful synergies with the business community and private and public schools/universities for establishing an innovative approach, customised to the particularities of the educational system and model of teaching and learning; (iii) strong support and involvement of regional stakeholders.

Sustainability

The involvement of the regional government can guarantee the sustainability of introduced changes in the VET system in the region.

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