



# Adults training system as an important form of support for young enterprises

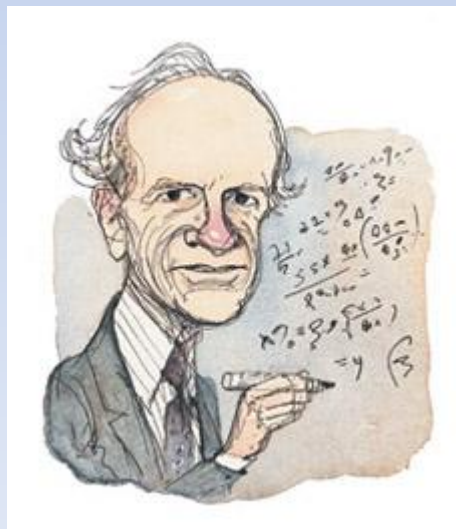
Andrzej Stępnikowski  
Polish Craft Association (ZRP)



# „Economy of life”

*„Every person creates it’s own human capital through using part of their time and products for „learning in school, upgrading qualifications during work, etc. ”*

Gary Becker (noblist)



# UNESCO

## Recommendation from **Nairobi (1976)** + **Hamburg Declaration (1997)**

- „**Education of adults** – all ongoing processes of learning, formal or other, thanks to which people perceived by their community as adults , develop their knowledge, upgrade vocational and technical qualifications or direct them in a new way – to realize their needs and the needs of society”



# Political surrounding

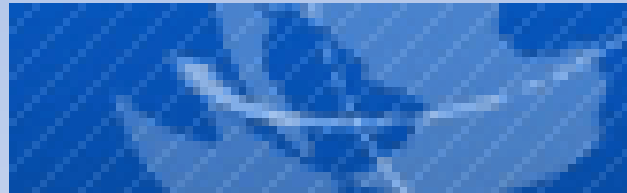
**UNESCO 'Belem Framework Action' (CONFITEA VI, XII.2009) - Harnessing the power&potential of adult learning**

**EUROPEAN UNION**

**Europe 2020 Strategy**

(...) enhancements for using „second chance” enabling every adult to upgrade their vocational qualifications (...)

- **EC Communicate – dot. Adults education„It’s never to late to learn”**
  - **EC Communicate „New skills for new jobs”**



# ADULTS EDUCATION IN POLAND



- „In Poland, adult education is often referred to as ‘**Continuing Education**’, which is defined as ‘education in schools for adults as well as the development of general knowledge, vocational skills formation and ability development in out-of-school forms by persons who have graduated from compulsory education’. Often the main focus of adult education is **centred on the labour market** (especially true in previous decades), and getting unemployed people into work. Over the past few years changes are emerging which show a new desire to make adult education more accessible, by developing systems - for example - **e-learning**. However it is still true that most Continuing Education is aimed towards **vocational training** in one form or another, especially in relation to helping people adjust their skills to the needs of a rapidly developing market. **(PL National Report)**



# 'Non-Formal' Learning



- The main providers of **'out-of-school' continuing education** in Poland are **Continuing Education Centres** and **Practical Training Centres**. Practical training centres are more focussed on offering the **unemployed** and those registered with the Labour Office as a **'job seeker' training** and programmes to help them find employment. Great role to play have also craft organizations.

# Adults education in Poland - overview

- OECD research „Thematic review on Adults Learning” (ang. TRAL) showed, that
- Poland (comparing to other analysed countries) has low indicators of adults learning LLL – on the level of Mexico, Portugal and Hungary

# Legal basis of continuing education

- **The Education System Act of 7/09/1991** (and further amendments) i.a. introducing **new types of post-gymnasium schools**
- **Perspectives of LLL (strategic document) - 2011**
- **The Act on Promotion of Employment and Institutions of the Labour Market of 20/04/2004** includes legal regulations concerning institutions of the labour market with an amendment (XII.2008)
- **Labour Code**





# VOCATIONAL PREPARATION OF ADULTS

- The Act on Promotion of Employment and Institutions of the Labour Market (Art. 53m)
- Executive Act of Minister of Labour&Social Affairs concerning adults vocational preparation - 7/04/2009
- Craft Act  
(this solution was inspired by craft organizations )

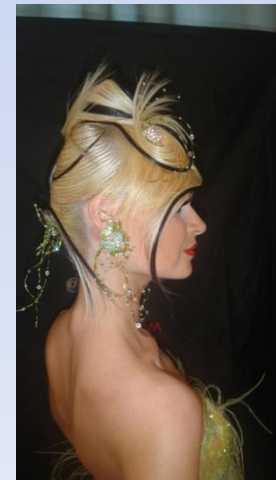


# Polish Craft Association (1933)



# Crafts - the Biggest vocational educator in Poland

- We have potential of **8000** high rank specialists: master craftsmen, technicians, engineers and vocational teachers.
- **26,000** craft-masters is involved in VET processes in Poland.
- **93.000** juveniles learns in craft.





- Each year craft organisations conduct about **28,000** journeyman exams and **3,500** exams for master.
- Craft chambers and guilds run their own schools
- We remain an active participant in the process of reforming the education system



# BASIC RULES

- Practice in the company (80% of the time) training „on the eye“ of the master
- stypendium up to 120% (of unemployment benefit) – in the case of low-skilled, disabled and 50+
- Financial enhancements for employers

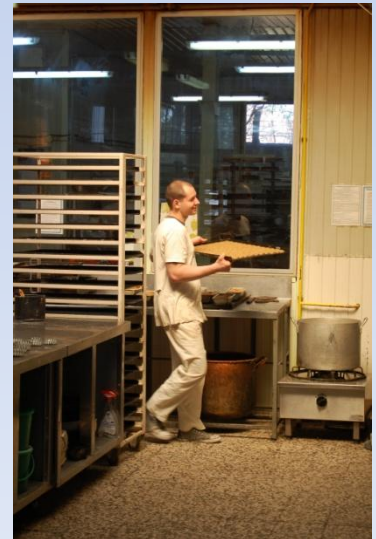


- **Practical learning of profession** (12-18 months) enabling to go for journeyman exam in the craft chamber (or on professional title)



# Pre-learning (anlernen) for work

- **Adults pre-learning**(3-6 months) – training to acquire specific vocational qualifications in order to accomplish some professional tasks (ended by exam in front of commission of training institution)



# First conclusions

- Predicted benefits of this instrument
- In the year 2009 – Vocational preparation of adults was attended by 336 people (8 months)
- „implementation difficulties”
- Troubles with Labour Fund (2010-2011)

