

Social dialogue and cooperation in the field of education and labour market (on the basis of Podlaskie Voivodeship)

PORTO, March 2014



Photo: Building of Voivodesip Labour Office in Białystok

Plan

- Podlaskie Voivodeship – general information
- Social dialogue in Poland – general background (partners and stakeholders)
- Voivodeship Labour Office as a social dialogue partner – good practices of cooperation in the Podlaskie region
- Education and LLL – directions of development in the new programming period 2014-2020

General information about Podlaskie Voivodeship compared to Poland's



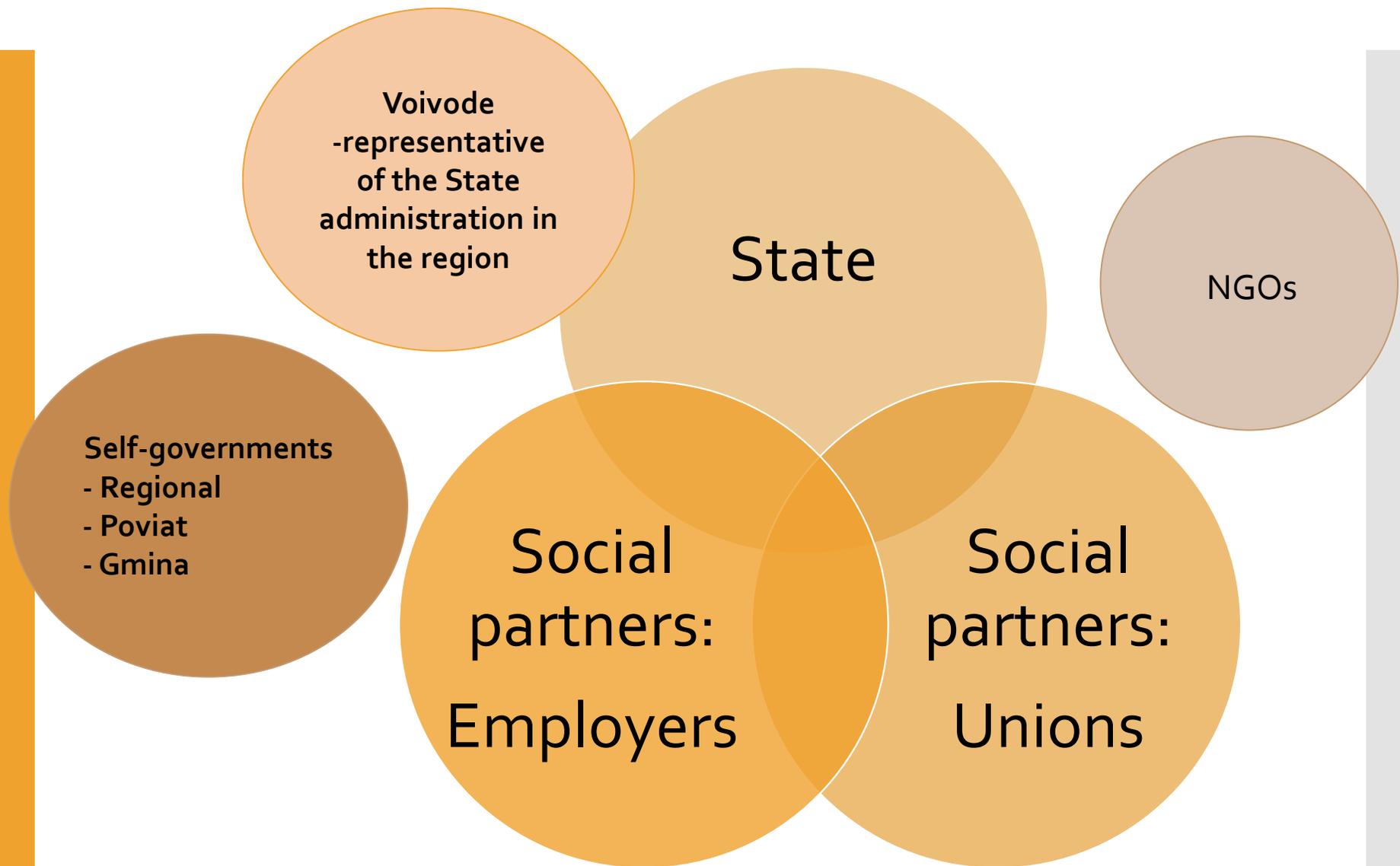
Bison from Białowieża Forest

- Podlaskie Voivodeship is located in north-eastern Poland
- Territory – 20 187 km² (6.5% of the country)
- Population – 1 198.69 thous (3.1% of the country) – 14th place in Poland
- The rural area inhabited by 471,000 inhabitants (39.6% of the voivodeship population)
- Average population density – 59 persons per km² (in Poland 122)
- Employed in the national economy – 409 thous (3.0% of the Poland's employed)
- Agriculture employs 138.8 thous persons (33.9% of all employed)
- Gross Domestic Product – PLN 29124 mln (2.3% of Poland's GDP)

Podlaskie

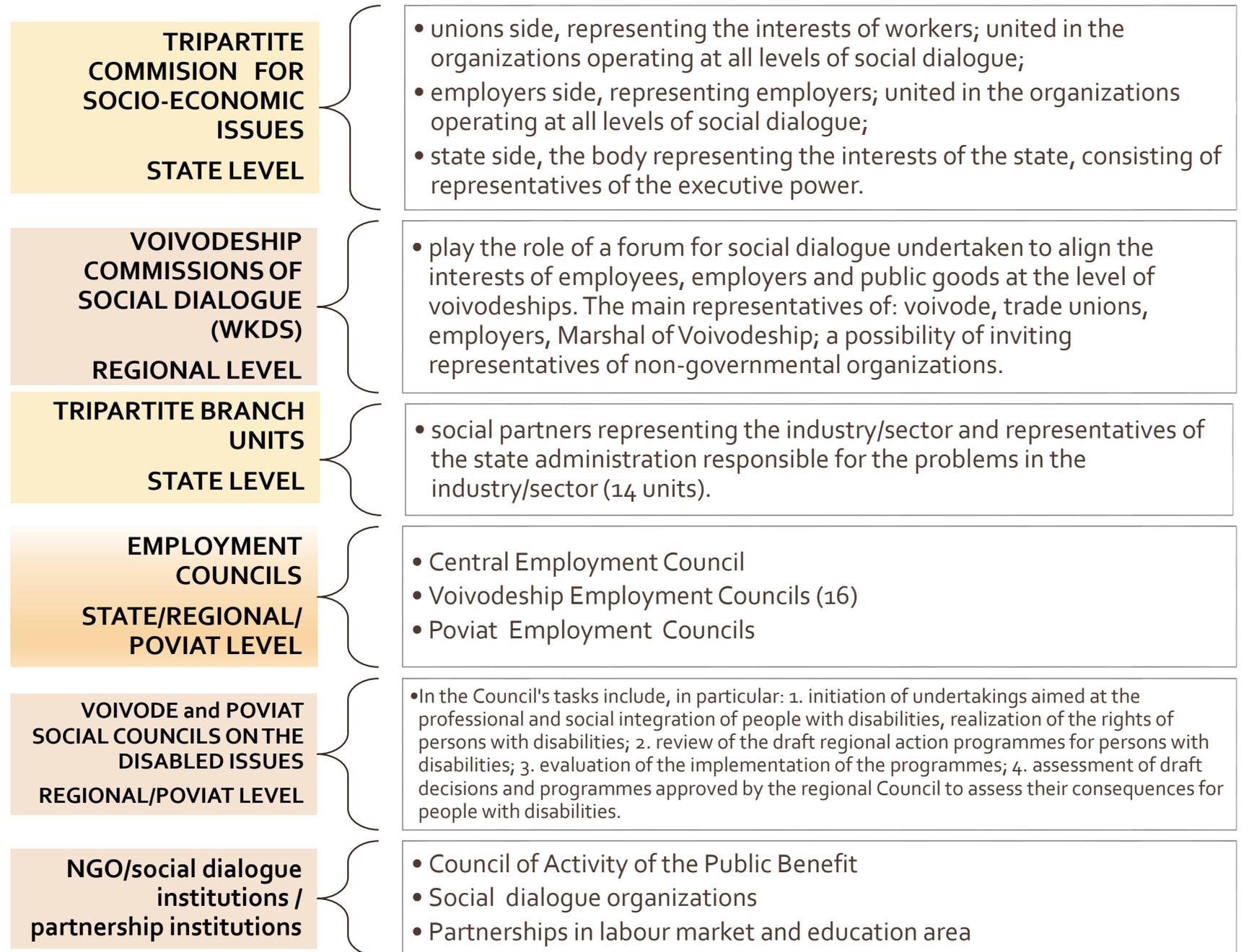


Parties of social dialogue and stakeholders



Social dialogue – main entities

Partners of social dialogue are the following: self-governing bodies, professional self-governing bodies, trade unions, employers' organizations and other social organizations. Their rights and obligations as well as position and role in the dialogue are specified by separate actions. In Poland there is no single formal definition of social dialogue.



Labour Market Institutions

The labour market policy implemented by the public authorities is based on dialogue and cooperation with social partners

The labour market institutions implementing the tasks determined in the Act on employment promotion and labour market institutions include:

PUBLIC EMPLOYMENT SERVICES

- as poviats and voivodeship labour offices, the Minister for Labour and Social Policy and the voivode;

VOLUNTARY LABOUR CORPS

- are state units specialising in youth-oriented activities aimed, in particular, at the youth at the risk of social exclusion and the unemployed under 25;

EMPLOYMENT AGENCIES

- are entities contained in the register of entities conducting employment agencies providing services within the scope of job broking, job broking for foreign employers, vocational counselling, personal counselling or temporary work agencies.

TRAINING INSTITUTIONS

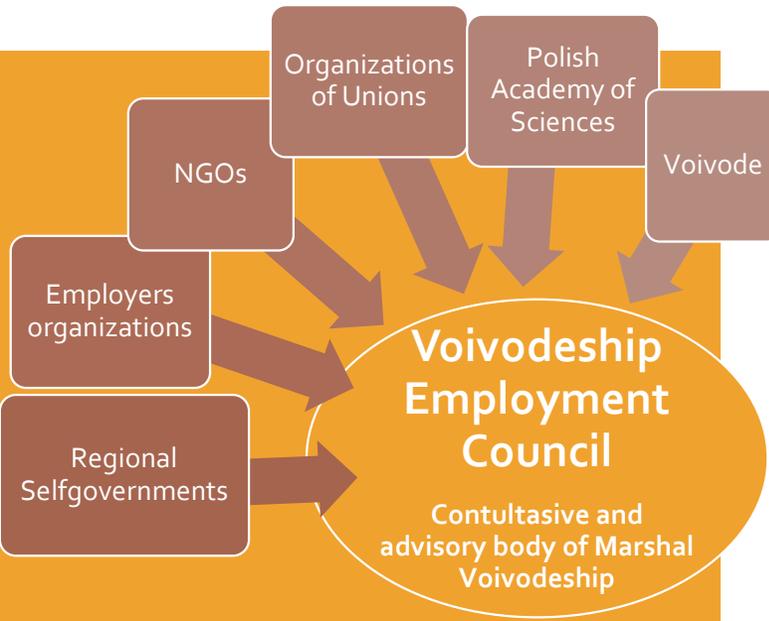
- are public and non-public entities conducting out-of school education based on separate provisions;

SOCIAL DIALOGUE INSTITUTIONS

- social dialogue institutions in labour market include:
 - - trade unions and organisations of trade unions,
 - - employers' organisations,
 - - organisations of the unemployed,
 - - non-governmental organisations - if their statutory tasks include implementation of tasks concerning employment promotion, mitigation of the effects of unemployment and vocational activation.

LOCAL PARTNERSHIP INSTITUTIONS

- cover a group of institutions implementing labour market undertakings and projects under agreement.



VLO as
a partner in
social dialogue

I. COOPERATION WITH VOIVODESHIP EMPLOYMENT COUNCIL in the following areas:

- 1) inspiring projects aimed at full and productive employment in the voivodeship;
- 2) assessment of the rationality of the Labour Fund resources management;
- 3) issuing opinions on the criteria of dividing the Labour Fund resources for local governments of poviats in a given voivodeship for the financing of programmes on the employment promotion and other optional tasks, as well as issuing opinions on proposals drawn-up by the voivodeship labour offices concerning the allocation of the Labour Fund resources being at the disposal of the local government of a voivodeship;
- 4) **submitting applications and issuing opinions in cases concerning the directions of education, vocational training and employment in the voivodeship;**

VLO is involved in opinion-giving on creation of new education faculties/courses in vocational schools in the region on request of supervisory education authorities – on the basis of a law regulation

- 5) Cooperation with Central Employment Council – submitting recommendations in the area of education and labour market policy

II. LOCAL PARTNERSHIP FOR EMPLOYMENT PROMOTION AND HUMAN RESOURCES DEVELOPMENT IN PODLASKIE VOIVODESHIP – SIGNED on 20.03.2013

- Initiator – VLO (Voivodeship Labour Office); Aim: promoting employment and human resource development in Podlaskie voivodeship through the exchange of information, realization of enterprises, promoting and developing constant education and vocational education in the region, supporting activities for development of vocational guidance services and disseminating good practices for labour market development.

The members of the Partnership are the various actors in the labour market – about 30 entities:

- Poviats Labour Offices, Regional Center of Social Policy, Podlasie Foundation of Regional Development, Center of Supporting Non-governmental Organisations, Podlaskie Employers Union, Powiat Psychological-Pedagogical Counselling Center, higher education schools (5), including technical university, medical university, Vocational Training Institution (Zakład Doskonalenia Zawodowego), Constant Learning Center (Centrum Kształcenia Ustawicznego), Vocational Schools (2), Voivodeship Head of Voluntary Labour Corps (the unit supports young people up to 25 years of age), Podlasie Chamber of Agriculture,

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**Assumptions of the project:
Podlaskie Center of Competence**

Support for the unemployed

– analyses of gaps of competence and education needs matching the labour market needs, diagnosis of psychophysical functionality;

vocational therapist – new profession – contains vocational guidance and rehabilitation.

Support for the employers in the two areas:

- Supporting the firm in the restructuring process through analysis of gaps of competence and educational needs matching a new workplace.

- in preparation of a candidate to work in the scope of needed qualifications and skills matching the workplace of a firm;

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III. Participation in the discussion on vocational education in the region

Cyclical vocational conferences in Białystok **"Vocational education-external exams-labour market"** - in 2014 , 10th edition;

- Main organiser – President of Białystok under the auspices of the Ministry of National Education ;

- In 2014 key theme: **„From motivation to workplace“** - March 2014

Effects of the conferences:

Development of recommendations on specific subjects:

- The Ministry Of National Education, The Central Commission for Examination,
 - Employers,
 - Centres for Training Teachers,
 - The bodies leading schools and school principals
 - other legal entities
- Awarded Employers **„Employer Friendly for Education“**

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research and analysis area



IV. PROJECTS: PODLASKIE OBSERVATORY OF LABOUR MARKET AND ECONOMIC FORECAST

- **Main activities:** development of a regional model of forecasting of economic transformations (in the sense of a regional system of data collection and socio-economic analysis required for the assessment of current trends and forecasting economic changes).
- **Stage I:** study of the information needs of the entities of the province economy (there were selected information gaps, that is, what particular information is sought by institutions). Also, there were defined those gaps which have the greatest influence on the development of the region);
- **Stage II:** elaborating the system of management of economic information that includes defining the type of information and channels of its distribution among stakeholders, and also determining the frequency of information delivery.
- Conducting systematic analysis, research, forecasts, collecting and updating information in the databases, distribution of information in accordance with the selected distribution channels.
- **Cooperation with Programming Council as a supporting entity;**

Members of the Programming Council:

- Dean of the Faculty of Economics and Management at University of Białystok; Director of the Chamber of Crafts and Entrepreneurship; Director of Regional Policy Department in the Office of the Marshal of Voivodeship; The Representative of The Podlaskie Supervisory Office of Education; The Representative of the Statistical Office in Białystok;
- Representatives of associations of employers: The Representative of the Podlasie Society of Female Owners of Enterprises - Business Women's Club; The President of the Podlaskie Business Club; Chairman of the Board of Podlaskie Employers' Union
- **The Council's tasks:** identification of areas/regions for this year, evaluation of techniques of research, evaluation of the realized products, support in obtaining data, participation in the promotion of the Observatory and its products



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Product name	Model research	Research frequency
Indicators of the Podlaskie Economy	A set of basic indicators characterizing the province	Once a month
Podlasie Economic Observer	Informatory publication of socio-economic situation of the province	Once a quarter
Analysis of key sectors of the Podlaskie Province	E.G.: sector attractiveness, qualifications and staff potential in a given sector, investment needs	2-3 areas per year
The Podlasie Map of Professions and qualifications	Systematic monitoring of labour market	Once a year
The Podlaskie Monitor of Payments	Databases for payments information as to sectors, vocations, and various forms of employment	Once a year
The Podlaskie Graduate	Inter alia: monitoring and analysing the professional career paths of the graduates of high schools and those of higher education, and establishing which qualifications and additional skills may prove useful for the graduates in labour market	Once a year
Key areas of the Podlaskie Economy	Inter alia: establishing main determinants and barriers of development occurring in a given area of growth	2-3 areas a year
Professions of the Future	Research based on innovative methods of acquiring data from foreign recruitment portals (job offers). Main benefits – opportunities of creating and developing systems of educations and career paths in promising faculties of the future.	Expert analysis once a year
Other		
Monitoring Model of the Situation of Young persons in Labour Market	Monitoring and comparing the situation of young persons aged 15-34. The analysis of influence and effects of the influence of variables such as: economy, demography, education, living conditions, social activity on appearance of the youths in labour market. The variables in the area of education: early dropout from the educational system, vocational examination passing rate, matriculation examination passing rate, university graduates, stationary studies per 10,000 inhabitants	

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IV. PROJECTS: PARTNERSHIP ON DEVELOPMENT AND PROMOTION OF GREEN WORK PLACE

- **Goal:** creating conditions for the development of professional activity within the green jobs through the development of public-social partnership and cooperation for the development of green jobs in the region by the end of 2013 (from 01 April 2011)
- **Tasks:** - creation of conditions for gaining experience and knowledge of proven solutions in the field of green jobs through a transnational partnership; creation of regional partnership of public-social character for the development of human resources within green jobs; upgrading qualifications and raising awareness within green jobs on the territory of the Podlaskie voivodship.

EFFECTS:

- development and edition of the publication: **„Recommendations on the development of green jobs in Podlaskie Voivodeship”** - publication occurred as a result of participation and cooperation of public- social partners of the project: „Gaming green ” - publication developed by partners of the transnational project
- creation of a network of consultants for green jobs functioning in labour market institutions on the territory of the Podlaskie voivodship;
- providing education and apprenticeship with 150 people without work, living on the territory of the Podlaskie voivodship (in the topics of trainings such as:an installation engineer and a maintenance engineer of renewable devices, an installation engineer and a maintenance engineer of the household sewage purification system, recycling line worker with a skill of lift-truck driver, a specialist on nutrition and a healthy lifestyle, a professional tourist guide.

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IV. PROJECTS: FUTURE OF VOCATIONAL EDUCATION – LOCAL PARTNERSHIP FOR INCREASE IN ADAPTABILITY OF VOCATIONAL TEACHERS; realization period: 2013-2015.

- **LEADER:** The Chamber of Crafts and Entrepreneurship in Białystok
- **The Trade Union of NSZZ „Solidarity”** of schooling and education workers in Białystok
- **Partners:** VLO Białystok, Poviát Labour Office in Białystok, Centre of Permanent Education in Białystok, employers, teachers of vocations
- **Creating a local partnership** for modernisation of vocational schools and adaptability of education workers in cooperation with their trade union, representative of crafts and education governing organs, labour market institutions
- **Concluding a partnership contract** with the operational strategy for the years 2014-2020;
- **Research conducting:** 3 studies FGI (in the areas: formal and legal aspects of school cooperation with its environment, combining flexible forms and solutions of work organization with the Statutory Teacher's Charter and school modernisation on the basis of development programmes ;
- **Research conducting and making legal expertise** in the scope of organization and form of providing employment in the common area of education, crafts, and labour market institutions as well as a better combining of professional career with their family life by education workers;
- **Training realisation:** Administering Education by local partnerships for the education governing organ employees and vocational schools administration staff; Organization and forms of providing employment in the vocational education in the context of financing education and cooperation at the junction of education, crafts and training institutions- for the administrative staff of vocational schools; Programs of development for vocational schools based on the cooperation with employers and crafts for the administrative and didactic staff of vocational schools;
- **Report preparation:** „Formal and legal aspects of vocational school modernisation.”
- **Popularization of solutions of the local cooperation;**
- **Preparing/Editing a handbook:** „Future of vocational education – methods of school modernisation and increasing the employees' adaptability.”
- **Transnational cooperation** in the implementation of the following activities: study visits and transnational conferences „The future of vocational education – the future of regions” with participation of at least 4 countries of Hansa and preparing/editing a final publication of the same title – promoting good practices and tried and trusted solutions as an instrument for counteracting the elimination of vocational schools and development of labour market teachers of vocations.

VLO as a unit
responsible for
implementing
Operational
Programme
Human Capital
2007-2013

V. IMPLEMENTING TASK 8.1.3 OPHC

- Support in setting up local partnerships which aim at devising and implementing strategies of anticipation and management of economic change at local and regional levels.
- Support in devising and implementing outplacement programs for employers who undergo restructuring, including training and vocational counselling,
- Training and measures aimed at setting up cooperation networks (partnerships) in respect of strengthening the social dialogue and joint initiatives undertaken at local and regional levels, in particular, with the aim of delivering the Lisbon Strategy.

EFFECTS:

Number of partnerships (network of partnerships) which were tightened on the local and regional levels
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Directions of development of education and LLL in Podlaskie

A high quality education system therefore constitutes a fundamental challenge, including lifelong learning, it must be suited to social and economic needs



OPERATIONAL OBJECTIVE:
DEVELOPMENT OF COMPETENCES FOR WORK AND SUPPORT FOR PROFESSIONAL ACTIVITY OF THE REGION'S CITIZENS

Main directions of intervention:

- Improvement in access to high quality education and training adapted to the needs of labour market
- Professional development of persons with hindered access to labour market



PRIORITY AXIS: THE COMPETENCE AND QUALIFICATIONS TRAINING AND EDUCATION

Directions: - ensuring equal access to the high quality preschool education, training, primary and secondary education;
 - enhancing attractiveness and improving the quality of the educational offer in the field of general education, aimed at developing key competence and strengthening the ability of students for future employment;
 - improving the digital competence.

FORMATION AND DEVELOPMENT OF THE REGION STUFF COMPETENCE

Directions: - Increasing adult participation in permanent education;
 Improving the quality and attractiveness of the permanent education offer adapted to the needs of labour market;
 - Strengthening the attractiveness of vocational education by improving the quality of education and adapting it to the needs of the regional labour market; - development of the information society by adapting digital competence.

Thank you for your attention

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