

Voivodship Labour Office in Bialystok

**Constant education in the aspect of public
employment services in podlaskie voivodship
2006-2008**

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1. Constant education concept.

Fast economic growth and changing demands of the labour market started to lay greater emphasis on constant improvement of qualification and vocational skills. From the earliest childhood we learn new things all the time, not necessarily connected with the school education, but through interests development, self-education, or later on, further vocational education. Nowadays, the task of schools is to raise students awareness of informing pupils about the fact that formal education is only a basis for further learning and knowledge acquisition. According to the rule that a human being learns through the whole life one should explain the concept of constant education.

The term “constant education” is often used as a synonym of: lifelong learning, permanent education, constant learning. All the terms suggest gaining knowledge over the period of many years without any breaks. The definition of constant education shows that it should “follow the development and serve to the needs of development”. Constant education is one of the most important elements of the strategy of development of modern economies because it makes people obliged to complete their vocational qualifications: it is also a greater innovation, productivity of work and a greater number of vacancies. All these skills make the economy more competitive and give more possibilities of a flexible adaptation to the changing reality. This also has an impact on the development of modern technologies and on more effective usage of technological achievements.

Among all the definitions of “constant education”, the most general term which gained the credit of the public is the term of permanent education, which means the educational process lasting throughout life in all the possible organizational and programme forms and in all the situations of interpersonal contacts.

In the term “permanent education” one can notice four basic streams of educational activities:

- Natural education – (family home, local environment),
- School education – (kindergarten – university),
- Parallel education – (non-school organizational and programme forms),
- Lifelong learning – (post graduation education, constant education of adults).

This shows that the constant education of adults is treated as non-school education and is not the main responsibility of a person in a given period of time. One can notice the following variants of constant education of adults:

- Self-education (it is the process of extended and widened education which leads to enrichment of both the intellect and personality of the individual according to her/his ideological, social, vocational and personal needs),
- Training (the process of raising formal qualifications, particularly the process of theoretical vocational qualifications completing, which ends with issuing a certificate or diploma),
- Improvement (the process of systematic updating, broadening and deepening knowledge and skills, as well as general and vocational skills),
- Open education (the process of acquiring the presupposed knowledge and skills, as well as the process of personality improvement, undertaken by the individuals own initiative and for her/his pleasure. The factors that induce this kind of education in its non-institutionalized form are mainly abilities and interests of the individual; whereas in the institutionalized forms such as: open universities, courses, technical universities, language studies, colleges and other organizational forms which give a possibility to deepen the level of knowledge and skills, but which do not result in vocational skills).

The area of undertaken activities and initiatives is defined in the national and foreign

documents and directives. There is no specific, self-contained legal act which regulates these matters.

Basic Polish legal acts concerning the matters connected with constant education define this term as:

- *“education which takes place in the schools for adults, also gaining and supplementing the general knowledge, skills and vocational qualifications in the non-school forms, undertaken by people who fulfilled school obligation”.*(*The Educational System Act, September 7th, 1991, article 3, section 17*).
- *“Public Authorities lead up the policy whose aim is to achieve full, productive employment through realization of programmes working against unemployment, as well as: organizing and supporting the vocational guidance and vocational training; public works and interventional works”.*(*The Republic of Poland Constitution, April 2nd, 1997, article 65, section 5*).

More information about the constant education idea, which is identified with the idea of lifelong learning is presented in the international documents. In the Council of European Union Resolution dated of June 27th, 2002 one can find the entry: *“lifelong learning must cover learning from the pre-school age to that of post-retirement, including the entire spectrum of formal, non-formal and informal learning. Furthermore, lifelong learning must be understood as all learning activity undertaken throughout life, with the aim of improving knowledge, skills and competences within a personal, civic, social and/or employment-related perspective. Finally, the principles in this context should be: the individual as the subject of learning, highlighting the importance of an authentic equality of opportunities, and quality in learning¹”.*

Summing up one can say that the idea of constant education is the following:

- The comprehensive concept that contains formal and non-formal learning throughout the lifetime of the individual, which give the individual a possibility of achieving the fullest development in his/her personal, social and vocational life,
- The idea which includes a set of perspectives, ways and educational tools, thanks to which every person can better develop his/her abilities and aspirations throughout life,
- It is a lifelong system in the meaning that it includes all the lifelong learning forms.

The constant education is realized through: trainings, vocational or hobby-related courses, post-graduate studies, study visits, conferences, seminars, through reading educational newspapers and magazines, via educational programmes on TV and on the radio.

Public Employment Services realize constant education in the field of organizing trainings, on-site vocational preparation, and internships and also through popularization of the lifelong learning idea, through a social dialogue in the field of employment and constant learning policy.

¹ “Realization of the idea of lifelong learning”, the statement of the European Commission.

2. Strategies and programmes connected with the issue of constant education.

2.1 Constant education in the European Union – selected documents.

Constant education takes an important position in many strategic EU programmes, including the Lisbon Strategy, the most important social and economic programme of the Union. In this Strategy it is established that “the European economy should become the most competitive and dynamic economy in the world – the economy based on knowledge, able to develop constantly, creating a greater number of jobs and enlarging the social cohesion.” The way to achieve the goal is to transit to the economy based on the knowledge. It means investing in science and technology development, and in education and training.

The issues of education and constant education were also stressed in the European Employment Strategy. Gaining qualifications is one of the most important ways of realization of the guidelines, especially those in pillar one - enlarging the ability of employment training. Also, qualifications acquisition plays an important role in realization of both the second pillar - the entrepreneurship development and the third pillar – improvement of workers adaptation abilities. Education has also an important meaning in realization of the Social Integration Strategy and the Social Protection European Strategy.

The cooperation between the EU member states in the field of education and training is realized through different programmes of the Community (e.g. Socrates, Leonardo da Vinci) and is based on the political agreements (The Bologna Process whose aim is to create The European Area of Higher Education; The Copenhagen Process whose aim is to create The European Area of Constant Education).

The actions taken in the field of education were integrated in the Single Comprehensive Strategy for Education and Training, which is also called “Education and Training 2010”.

In 2000 in Lisbon the European Council called the member states to enlarge per capita investments in human resources to reduce by half by 2010 the number of people aged 18-24 with incomplete secondary education (those not attending school or training). The European Council pointed to the necessity of popularizing education and training by using the information technologies, and also in connection with science and business. In 2001 in Stockholm the report was accepted in which the European Council shaped the goals for the systems of education and training. To fulfil the three strategic goals thirteen particular goals were adopted. The strategic goals are the following: to improve education and training effectiveness, to enable the universal access to education and training systems, to open these systems to the world. On May 5th, 2003 the Education Council defined five indicators for the areas in which there should be an improvement of education and training by 2010. The evaluation of the progress of the Lisbon Strategy done at the midpoint of its realization was not good. Neither was the Statement of the Commission called “Education and Training 2010” in November 2003. In March 2004 on the basis of this Statement the European Council and the Commission for the European Council elaborated a report. In the Statement of October 23rd, 2006 entitled “Adult Education: It’s never too late to learn”, the European Commission pointed out that the situation was not acceptable in the field of realization of the activities connected with education and training, and formulated five key guidelines for the EU member states: eliminating the barriers connected with participation in constant education, assuring the quality of adult education, recognizing and confirming the results of education, enlarging outlays connected with ageing and migration, creating the system of monitoring for the adult education system.

2.2 Strategies and programmes of the national policy in the field of constant education.

The **key national strategic documents** in the field of constant education policy are to found below. They appoint the main direction for all initiatives and activities undertaken to improve the citizens' education, to develop human resources and to build the society based on knowledge.

The Strategy of Country Development 2007-2015 – it is the main strategic document of the social and economic development of the country; it is the reference for all the other strategies and governmental programmes, and those elaborated by territorial self-governments. The strategy, according to the rule of balanced development, is based on three pillars: social, economical, and environmental. It also defines the conditions which should assure this development. The main goal of the Strategy is to raise the level and quality of life of Polish citizens and their families. The development of constant education is one of the goals in 3rd Priority: the growth of employment and its quality. To assure the adequate level of competitiveness of the economy, as it is pointed out in the document, it is necessary to have the growth of adaptation skills of the workers and enterprises, and supporting lifelong learning both within the educational system, and outside it.

The National Reform Programme 2008-2011 – it is a document which shows the activities that are to be undertaken by the Polish government to realize the basic goals of the renewed Lisbon Strategy. The main goal is to create the best European circumstances for economic activities in Poland, simultaneously assuring the development ability and high standard of life to the citizens. In the priority area of the active society, The National Reform Programme shows activities mentioned below, which are to reach the main goal: the development of education in the society and economy based on knowledge, modernization of the social security system, active labour market policies, the development of institutions enabling the growth of activeness of the civic society, supporting and development of entrepreneurship and enlarging the role of social partners and social dialogue mechanisms, the development of information society and deepening the information skills. In Activity I it was presupposed to elaborate and to implement the Strategy of lifelong learning, to implement systemic solutions serving to the development of the level of education and competence of the citizens as well as building the economy based on knowledge and the society based on knowledge.

The directions of the national policy in the field of employment and labour market are laid down in the **National Employment Strategy 2007-2013**. Its main goals are: employment growth, unemployment delimitation, the growth in the quality of employment. These goals are to be initiated through the activities mentioned below:

- supporting the creation of new jobs,
- developing constant education and rise in the quality of education,
- improving adaptation abilities of workers and enterprises and the flexibility of labour markets,
- leading an active labour market policy towards people threatened with unemployment,
- leveling regional differences and counteracting the discrimination on the labour market.

The questions of education and training are described in the following documents:

Education Development Strategy 2007-2013, which states that the main goal is to raise the level of society's education, and also guaranteeing a high quality of education. Simultaneously, the Strategy forecasts a constant raising of the level of qualifications of

adults, mainly vocational qualifications and basic competence necessary to function well in the contemporary society.

Higher Education Development Strategy until 2010 – it initiates the growth of significance of higher education within the general educational system. The goal is to improve the quality of higher education, to adapt teaching to the labour markets' requirements, and to harmonize in the framework of the European Area of Higher Education.

Constant Education Development Strategy until 2010 – it shows the directions of development of constant education in the context of idea of lifelong learning and building the society based on knowledge. The strategic goal of development of constant education process and lifelong learning is to help and direct the development of personality, stimulating innovativeness and creativity of the individual. The strategic goal will be realized through: a better access to constant education, raising the quality of constant education, cooperation and partnership, the growth of the investments in human resources, being aware of the role and meaning of constant education, facilitating the access to information, counselling and guidance.

Constant education plays also a great role in the **Operational Programme Human Capital**. It says about constant education in the following areas of support: growth of adaptation skills of enterprises and workers, growth in access to employment, reinforcement of social integration and development of education and competence.

The main goal of the Operational Programme Human Capital is growth in the level of employment and social cohesion. To fulfil this goal, the following specific goals are to be realized:

- to raise the level of vocational activity and ability to employ unemployed and vocationally passive,
- to reduce the areas of social exclusion,
- to make education universal on every stage of education simultaneously enlarging the quality of educational service and its stronger connection with the needs of economy based on knowledge,
- to raise the potential of public administration in the field of elaborating the policy and giving service of high standard, as well as to reinforce the partnership mechanisms,
- to increase the territorial cohesion.

In the framework of the Operational Programme Human Capital, in the regional component, there will be realized, inter alia, the activities whose aim is to activate the unemployed and those vocationally passive, preventing the social exclusion and enabling an equal access to employment for people and groups being discriminated on the labour market, through development of alternative forms of employment, raising or changing vocational qualifications, supporting employment in the sector of social economy and promotion of entrepreneurship and self-employment. In the context of constant education the emphasis should be laid on Priority IX. The development of education level and competence in the regions aimed at raising the quality of services offered by institutions of constant education, the practical and vocational education, and a promotion of benefits from raising and supplementing education and vocational qualifications.

The support aimed at enterprises and their workers will include the reinforcement of their potential and adaptation of qualifications to the needs of the regional development strategy, also: supporting the transfer of knowledge in the framework of cooperation of the enterprise workers, and both the scientific units and research and development units.

Equating the educational chances on all the stages of education will be one of the main directions of activities realized on the regional level. Moreover, the support offered is aimed at developing the new model of school work, which will allow broadening the educational offer with the key issues for pupils' development. Also, there will be actions undertaken to aim at popularizing constant education of adults who raise qualifications and supplement education level in school and non-school forms, as well as the actions leading to the development of the higher education schools of regional importance.

A very significant issue is the assistance given to the development of human resources in the rural areas, by giving access to high-quality education and training through support for an increase in employment outside the agriculture sector and the development of entrepreneurship.

Among the operational programmes which support the development of human resources in podlaskie voivodship we should mention the **Operational Programme for Development of Eastern Poland**, whose main intention is to create the instrument of support for eastern Poland's voivodships, and the goal is to counteract the social-economic problems of this part of the country, with the use of the existing potentials for the development of regions of Eastern Poland. The goal of the programme is "to accelerate the rate of social-economic development of Eastern Poland". The range of the intervention of the programme will include the questions connected with creating modern economy and supporting the voivodship centres of growth and the infrastructure of the roads. The impulse for the new economy creation will be the undertakings connected, among others, with the development of higher schools infrastructure, the information society infrastructure, supporting the innovations, as well as promotion and cooperation. The realization of the Programme will cause the modernization of many walks of social – economic life of Eastern Poland: in science, economy, communication, and generating new jobs.

2.3. Regional strategic and programme documents designing the directions of constant education.

On the regional level the issues connected with constant education were placed in the following documents:

Podlaskie Voivodship Development Strategy 2020– one of the main components and aims of regional Policy is the development of human resources according to the needs of labour market. This goal is to support the return to the vocational activity of the people being in a very difficult situation, unemployed for a long period of time. The key element of the development of human potential, especially in the village areas, according to the Strategy, is to stimulate the active attitude of the civil society and to support the bottom local initiatives. The Strategy also mentions the activities which are to cause the arising of new jobs and to create convenient circumstances to preserve the already existing ones, giving also a possibility to plan and adapt the work environment to the needs of disabled people when there is a necessity and possibility. In the field of constant education an offer containing the training and vocational qualifications change was proposed both for the employed, the unemployed and also for the didactic personnel taking part, which will enlarge the vocational mobility of the citizens. The chance to lower the unemployment level is to widen the educational offer and to adapt this process to changing social-economic circumstances considering the local needs. The activities planned in the Strategy are to cause a reinforcement of the institutional service and the active labour market policy created on the local and regional level, an improvement of information and the vocational guidance accessibility, an adaptation of

vocational education system to the labour market needs, which should have a positive impact on the social-economic development of the region.

The instrument that realizes the Podlaskie Voivodship Development Strategy is the **Regional Operational Programme of Podlaskie Voivodship 2007-2013**. The podlaskie voivodship has to cope with the challenges which are brought with the integration with the European Union, especially in the field of competitiveness of enterprises on the homogeneous market and in connection with the fast process of a transition from the industrial society to the information society. The main goal of the programme is: to enlarge the rate of economic growth aimed at creating new jobs, respecting and preserving the natural and cultural heritage of the region. The basic area of intervention in the framework of the Regional Operational Programme is the activities aimed at the creation of the regional economic potential and the growth of social integration. **The support will be connected with enlarging the educational offer and binding the educational directions with the needs of the regional economy.** The undertaken activities will stimulate the development and improvement of the material base of educational institutions on all levels of education, including constant education.

The document which gives the goals and the activities directions in the field of education policy in the voivodship is the **Programme of Education Development of Podlaskie Voivodship until 2013**. Strategic goal II is directly connected with constant education. It is called: Supporting constant education in accordance with the innovativeness and entrepreneurship development in the region. In the framework of this goal the following actions were adopted :

- reinforcement of constant education system integrated with the traditional education system,
- supporting education in the vocations sought-after on the labour market,
- raising the quality of vocational education,
- reinforcing the cooperation between higher education schools and the economic sector in the field of innovations.

The Polish Employment Strategy until 2015 designs the directions of podlaskie voivodship self-government's policy in the scope of the actions undertaken on the labour market, having an impact on the labour market. The Strategy is set on the basic strategic goals of the European Union, the country and voivodship, and it shows the directions and priorities for undertaking suitable activities on the regional labour market, also connected with constant education. One of the basic goals shaped in the Strategy is a **better education and higher vocational qualifications**, because the qualitative dimension of human resources, which decides about its own potential, being strictly connected with education, was acknowledged as an important element supporting the positive changes on the regional labour market. The Strategy also emphasizes the meaning of popularizing the idea of constant education, based on education and training, in the voivodship. The low level of awareness of the regional community about the significance of constant learning, and also the low quality of this learning is thought to be the determinant of the actions within this goal. According to the above, within the goal there is a priority named **raising the education quality and the equipment of vocational schools**. Within this priority the following detailed goals were adopted:

- to support constant education and the actions for the vocational development according to the labour market needs,
- to support the training in the vocations and skills which are sought-after by employers on the labour market,
- to reinforce the development and innovation potential of vocational schools.

The activities mentioned in the Strategy will be undertaken between 2007 and 2015 in the framework of the regional action plans for employment elaborated yearly, which according to the propositions placed in the Polish Employment Strategy until 2015 will be its operationalization. The plan, as a operational part of the strategy will narrow the goals and priorities described in the Podlaskie Employment Strategy until 2015 in the scope of development and supporting human resources in the region, vocational activation and counteracting unemployment.

3. The current situation in podlaskie voivodship in the context of constant education.

3.1 The situation on the Labour market in podlaskie vovivodship

3.1.1 The employed and the unemployed

At the end of 2007 in the national economy of Podlasie region there were 410.8 thousand people **employed**², which is 54.9% of the people being at the productive age. In comparison to the previous year, the number of the employed increased by 16.4 thousand people, which is 4.2%. Podlaskie voivodship is a typically agricultural region and the number of the employed in agriculture is high. In 2007 it was 33.3%, which is twice the national average (15.5%). Compared to the previous year, the indicator lowered (it was 34.7%), which means that the unfavourable employment structure in the village areas is changing systematically. Generally speaking, in the structure of the employed in Podlasie region the services sector dominates - 45.7% and its contribution enlarges; by analogy the contribution of the industrial sector also enlarges - 20.3% at the end of 2007.

Over a few years the constant improvement of the labour market situation has been noticed both at the level of the country and the region. The year 2008 brought further positive changes although their tempo lowered. The evidence is both in the unemployment and employment indicators in the region. In 2007 the **registered unemployment**³ lowered by 13.0 thousand people, which is 26.6%, and in 2008 – by further 3 thousand people, which is 6.1%, and remained at the end of the year on the level of 45.8 thousand people (whereas at the end of 2007– 48.8 thousand people). The registered unemployed in labour offices of podlaskie region at the end of 2008 made up 9.8% of the vocationally active (in the previous year it was 10.7%). The unemployment rate in the voivodship was, for the first time over a few years, higher than the national average – by 0.3 percentage point (lower by 0.7% in the previous year).

Simultaneously, the number of the employed was growing. **The average employment level**⁴ in the industrial sector was 94.8 thousand people in 2007, which is 1.5% more than the year earlier. In 2008 the employment grew by further 5.4% and amounted to 99.9 thousand people. The growth was connected with the employment in the private sector (by 7.8%), and a simultaneous fall was noticed in the public sector (by 10.6%). Taking into account particular areas of the economic activity, the employment grew mainly in the mining industry (by 11.7%), in hotels and restaurants (by 10,0%), in transport, warehouse economy and telecommunications (by 9.5%), in the construction sector (by 7.9%) and in trade and renovation sectors (by 6.6%). The drop in the average employment was noticed in the production and supplying sector of electricity, gas and water (by 2.4%).

The improvement on the labour market is the result of the **vocational activity growth**⁵ of the voivodship's population. The number of vocationally active was 551 thousand people in the fourth quarter of 2008, which is 4.6% more than the year before. The indicator of the vocational activity in the group of population aged above 15 was 55.4%, which is by 0.3 point more than in the previous year, and the indicator of employment was 51.5%, which is

² Podlaskie Voivodship Statistical Yearbook 2008, Statistical Office In Białystok 2008, p.113,

³ Polish Labour Market December 2008, Voivodship Labour Office in Białystok, Białystok 2008, p.3

⁴ The statement about social-economic situation in podlaskie voivodship 2008, Statistic Office in Białystok, December 2008, p.2 and further.

⁵ Economic activity of the population In the podlaskie voivodship in the 4th quarter of 2008, Statistical Office in Białystok, Białystok December 2008, p.2 and further, www.stat.gov.pl/urzedy/bialystok

by 1.0 point more. It should be emphasized that both indicators are higher than the national average (the indicator of vocational activity - 54.7%, the employment indicator – 51.0%).

The statistical data show that podlaskie voivodship is presented positively in the perspective of the country. In the perspective of the EU member states the unemployment is still high (unemployment rate in the group of the EU 27 countries⁶ at the end of November 2008 was 7.8%) and refers to people with low qualifications or those having skills and education which are not needed on the present labour market. That is why, although there is high labour resources supply, the employers from the podlaskie region, like the employers in other regions of the country, have troubles with employing workers of particular occupations, those having both experience and practical skills. This phenomenon is increased by the migration processes of people, labour emigration abroad of young, well-educated people with the qualifications needed also on Poland's labour market. The data of the Main Statistical Office show that at the end of 2007 outside Poland there were temporarily about 2270 thousand people and the number grew by 320 thousands within one year only and doubled in the period of Poland being a member of the EU (1,000 thousand in 2004 and 1,950 thousand in 2006), of which 1,925 thousand Polish citizens stayed in Europe (770 thousand in 2004 and 1,610 thousand in 2006). Most of emigrants from Poland stayed in the member states of the EU – about 1,860 thousand at the end of 2007. This estimates include also those Polish citizens who for a long period of time were staying outside Poland, also in the EU countries, irrespective of the status of their residence. Although the scale of emigration was growing later on, the dynamics of it was falling dramatically⁷.

In 2008 the number of citizens in the voivodship was still falling. At the end of 2008 in podlaskie voivodship there lived 1 192.7 thousand people and it was by 0.7 thousand less than at the end of 2007. The negative natural growth within the previous years become positive (+0.6‰) in 2008, which was the effect of the number of births growing and deaths falling. The scale of migration outside the region also fell, although the balance of internal and external migrations for permanent residence was negative and within the period of 9 months of 2008 it was -1,353 (the year earlier the migration balance was -1,901). The migration phenomenon still has an impact on lowering the number of population, but the migration now is more within the country than abroad⁸.

A worrying phenomenon is the deterioration of age structure of voivodship' population: there is a lower number of people at the pre-productive age (under 17) – by 59.4 thousand people, which was by 19.7% between 2001 and 2007, and there is a higher number of population at the productive age (women aged 18-59 and men aged 18-64) - by 25.3 thousand people, which means by 3.4%, and the number of population at the post-productive age (women aged 60 and more and men aged 65 and more) - by 6.8 thousand people, which means by 3.4% (table 1).

⁶ Eurostat

⁷ Information about the number and directions of emigration from Poland 2004-2007. Main Statistical Office, July 2008,

http://www.stat.gov.pl/cps/rde/xbcr/gus/PUBL_Informacja_o_rozmiarach_i_kierunk_emigra_z_Polski_w_lata_ch_2004_2007.pdf

⁸ Initial results. The statement about the social-economic situation In podlaskie vovivodship, 11/2008, Statistic Office in Białystok November 2008, p. 2

Table 1**Population of podlaskie voivodship with the division into age groups 2001-2007**

Year	Population number in thousands (on December 31)			
	total	Pre-productive age	Productive age	Post-productive age
2001	1219.9	301.7	722.4	195.8
2002	1207.7	291.6	719.0	197.0
2003	1205.1	279.7	727.3	198.1
2004	1202.4	269.1	734.6	199.0
2005	1199.7	259.8	740.4	199.5
2006	1196.1	250.6	744.7	200.8
2007	1192.7	242.3	747.7	202.6

Source: The Statistical Yearbook of Podlaskie Voivodship 2003-2008, Statistical Office in Białystok, Białystok.

A disadvantageous feature of Podlasie region's labour market is also the territorial differentiation of the unemployment level. The highest local indicator of the unemployment rate (17.4% - Sejny powiat) was almost three times higher than the lowest indicator (6.2% - Siemiatycze powiat).

3.1.2 Labour market and education

The positive phenomenon of Podlasie region's labour market is the rise in the level of education of its inhabitants. The percentage of people with post-elementary education grew from 45.5% to 60.5%, taking into account the data from 1988 and 2002 from the censuses. The percentage of people with elementary education, incomplete elementary education and without any education at all dropped – by 19.6%. The biggest growth referred to the people with higher education – from 5.3% to 9.5%. The group of people with secondary and post-secondary education grew – by 55.5% and those with basic vocational education- by almost 21%. A significant growth of percentage of people with post-elementary education was stated in villages – from 27.9% in 1988 to about 45% in 2002, together with higher education there – from almost 2% to almost 4%. The percentage of people without any school education dropped by half (table 2).

Table 2**Population aged 15 and more by sex and education level**

Education level	1988		2002				
	In thousands	Percentage	In thousands	Percentage	1988 =100	men	women
						percentage	
Altogether	879.6	100.0	975.0	100.0	110.8	100.0	100.0
Higher	47.0	5.3	92.8	9.5	197.2	8.3	10.6
Secondary and post-secondary	201.1	22.9	312.8	32.1	155.5	28.0	35.9
Basic vocational	152.4	17.3	184.2	18.9	120.9	24.9	13.3
Elementary complete	357.3	40.6	313.9	32.2	87.9	33.1	31.3
Elementary incomplete and without school education	121.8 ^a	13.8 ^a	56.8	5.8	46.7	4.2	7.3
Unspecified	x	x	14.5	1.5	x	1.4	1.5

a - together with the unspecified education (no data)

Source: Population. Quantity and demographic and social-economic structure. Podlaskie Voivodship 2002, National Public Registration of Population and Flats. Public Agricultural Registration 2002, Statistical Office in Białystok 2003, p. 33

In the **educational system of podlaskie voivodship**⁹, for some years, the number of students in secondary schools has been dropping. In the school year 2007/08 in secondary schools there were 55.5 thousand students. On the level of secondary education the highest number of students learnt in general schools – 24.9 thousand students, 3.8 thousand students learnt in profiled (specialised) schools. 20.2 thousand students attended technical schools and 5.9 thousand learners belonged to basic vocational schools.

The number of those attending secondary schools dropped by 1.5 thousand students (2.6%). This was caused by the demographic depression in schools. In comparison with the previous year the number of students of general secondary schools dropped (by 2.2%) and the number of students in profiled secondary schools by 31.2%. After initial growth of interest in education in profiled schools, giving chances to obtain the matura examination certificate, students and their parents verified their aspirations and the ability to manage the syllabus itself. On the other hand, the number of students taught in vocational schools grew by 5.7% and the number of students in technical secondary schools- by 3.8%.

The number of students in post-secondary schools dropped. In the school year 2007/08 post-secondary education included 11.2 thousand students (by 7.4% less than in the previous school year). The interest in education in social profiles, IT, medical, social care, security and transport was falling. The areas of rising interests are the following: pedagogy, economy and administration, engineering and technology, architecture and construction, agriculture and services for people.

Between 2005 and 2008 in the region there was the growth observed in the education ratio, which indicates whether the education system is accessible and whether people are interested to educate themselves formally, and also through different forms of constant education. The aspirations of society grow in the field of education on higher levels.

In the analyzed period the interest in and the accessibility of education on the vocational level dropped, and it is the result of the education reform (Table 3). However, one can notice the tendencies of vocational education restoration.

Table 3

Education ratios gross 2005/2006-2007/2008

Indicator	School year 2005/06 (%)	School year 2006/07 (%)	School year 2007/08 (%)
Pre-school education (6-years-old)	-	96.2	92.4
Elementary schools	97.2	96.7	96.0
Gimnazjum (Lower secondary schools)	99.1	99.0	98.5
Vocational secondary schools	10.2	10.2	11.1
General secondary schools	55.2	56.4	56.1
Technical schools and specialized secondary and technical schools	51.9	48.5	46.6
Post secondary schools	17.8	19.6	19.0
Higher schools	41.4	41.6	41.7

Source: Statistical Yearbook of Podlaskie Voivodship 2006,2007,2008, Statistical Office in Białystok, Białystok

The value of education ratio gross depends, on the one hand, on the number of people learning on a given education level, on the other hand, it depends on the number of people aged for the given education level. Over the last few years there has been a constant drop in the number of learners and graduates from elementary schools, which is considered as an

⁹ Statistical Yearbook of Podlaskie Voivodship 2008, Statistic Office in Białystok, Białystok 2008, p.163 and further.

effect of the demographic depression. In podlaskie voivodship, comparing the school year 2007/08 with the school year 2005/06, the number of learners dropped by 9.4 thousand. As a consequence, in the years to come one will observe a constant drop in the number of learners on all the levels of the educational system.

The structure of education in the podlaskie voivodship's population is changing. Unfortunately, there are no fully reliable data on this issue. The synthetic information in this field, gained from the questionnaire analyses, does not reflect, as it seems, the actual educational structure of the inhabitants in the Podlasie region.

The accessibility of the educational system and the growth of aspirations of the society resulted in a growing level of education of podlaskie voivodship. More and more people continue learning on higher levels. There is a rise in the number of students in post-secondary schools, colleges and universities. Although, in general, the condition of basic vocational education is far from good, the interest in education on this level is on the increase. Table 4 shows the level of education of the podlaskie voivodship's population between 2006 and 2008.

Table 4

Population of podlaskie voivodship aged 15 and more according to the level of education between 2006 and 2008

Education level	2006 (IV quarter)		2007 (IV quarter)		2008 (IV quarter)	
	Number in thousands	%	Number in thousands	%	Number in thousands	%
Higher	120	13.4	139	14.5	161	16.2
Post-secondary and vocational secondary	198	22.1	214	22.4	220	22.1
General secondary	86	9.6	99	10.4	115	11.6
Basic vocational	178	19.9	184	19.2	186	18.7
Lower-secondary (gimnazjum), elementary, incomplete elementary, and without school education	313	35.0	319	33.4	312	31.4
Total	895	100	956	100	995	100

Source: Statistical Office in Białystok, Białystok.

The education level has an important impact on labour market indicators (Table 5). People with higher education are in a far better situation on the labour market, although, even in this group, there is a growing threat with unemployment. Despite this, in the group of people with higher education the unemployment rates are much different from the unemployment rates in the remaining groups. The lack of qualifications makes the risk of unemployment higher and has an impact on how long the unemployment lasts.

Table 5

Vocational activity of the people in podlaskie voivodship BAEL 2006-2008 (IV quarter) according to the level of education

Level of education	2006	2007	2008
Vocational activity rate (%)			
Higher	85.0	84.9	82.6
Post-secondary and vocational secondary	64.1	71.5	73.2
General secondary	38.4	47.5	53.9

Basic vocational	71.3	70.1	67.2
Lower-secondary (gimnazjum), elementary, incomplete elementary, and without school education	26.2	25.1	22.4
Employment rate (%)			
Higher	81.7	82.7	79.5
Post-secondary and vocational secondary	56.6	65.4	67.7
General secondary	33.7	44.4	49.6
Basic vocational	62.9	59.8	61.8
Lower-secondary (gimnazjum), elementary, incomplete elementary, and without school education	22.0	23.5	20.5
Unemployment rate (%)			
Higher	3.9	1.7	3.8
Post-secondary and vocational secondary	12.6	8.5	7.5
General secondary	12.1	8.5	8.1
Basic vocational	11.0	14.7	8.0
Lower-secondary (gimnazjum), elementary, incomplete elementary, and without school education	15.9	6.3	8.6

Data: Economic Activity of the Population in Podlaskie Voivodship in the 4th Quarter 2006,2007,2008, Statistical Office in Białystok, Białystok, March 2007, 2008, 2009.

The unemployed according to the education level and qualifications gained

The highest number of unemployed is characterized by the level of education and qualifications gained, which confirms the dependencies between education and the position on the labour market.

Table 6

**The unemployed registered in podlaskie voivodship according to the level of education
2001-2008 (data of the end of the year)**

YEARS	Total	With the education:				
		higher	Post-secondary and vocational secondary	General-secondary	Basic vocational	Lower-secondary (Gimnazjum) and lower*
In absolute numbers						
2001	86471	3431	20834	6193	29005	27008
2002	86074	4049	20434	6083	28323	27185
2003	81274	4478	19132	6141	25817	25706
2004	76125	4927	18379	6172	22974	23673
2005	73193	5321	17677	6430	20930	22835
2006	61773	4920	14827	5875	16502	19649
2007	48796	4036	11240	4947	12853	15720
2008	45821	4595	10418	5097	11516	14195
Percentages						
2001	100.0	4.0	24.1	7.2	33.5	31.2
2002	100.0	4.7	23.7	7.1	32.9	31.6
2003	100.0	5.5	23.5	7.6	31.8	31.6
2004	100.0	6.5	24.1	8.1	30.2	31.1
2005	100.0	7.3	24.1	8.8	28.6	31.2
2006	100.0	8.0	24.0	9.5	26.7	31.8

2007	100.0	8.3	23.0	10.1	26.3	32.2
2008	100.0	10.0	22.7	11.1	25.1	31.0

*including: until 2002 – with elementary and incomplete elementary

Source: Voivodship Labour Office in Białystok.

The highest number among the registered unemployed are the people with gymnasium education and lower, and those with basic vocational education, whose contribution in the general number of the unemployed at the end of 2008 was **31.0% and 25.1%, respectively**. During the 12 months of 2008 the percentage of people with education lower than secondary was decreased by 2.4 percentage point. The percentage of people with **post-secondary and vocational secondary education** also dropped by 0.3 percentage point and amounted to 22.7%. There was also growth in the percentage of the unemployed with **higher education** – by 1.7 percentage points, reaching as high as 10.0% . The growth was also noticeable – by 1 percentage point - in the number of the unemployed with general secondary education, which reached the level of 11.1%.

However, as one can notice from the above, the total percentage of people with the lowest levels of education (basic vocational, lower-secondary and yet lower) is dropping systematically; between 2001 and 2008 it dropped even by 8.6 percentage points - from 64.7% at the end of 2001 to 56.1% at the end of 2008. Simultaneously, in the population of the unemployed in the podlaskie region there is a growing percentage of people without any vocational qualifications, it means the graduates of general secondary schools (from 7.2% at the end of 2001 to 11.1% at the end of 2008). The lowest number of the unemployed are the graduates from higher education schools (4.6 thousand people – 10.0%), although the percentage of the unemployed specialists is growing dramatically (in 2001 it was only 4%).

3.2 The education service market

3.2.1 Constant education of adults in schools

According to the act on the educational system¹⁰ constant education is meant as education in schools for adults and also gaining and supplementing the general knowledge, skills, and vocational qualifications. Constant education within the educational system is organized and conducted in:

- schools for adults,
- institutions of constant education, practical education institutions and centres of supplementary education and vocational improvement which enable people to gain and to supplement their general knowledge, skills, and vocational qualifications.

What is more, constant education can be realized by so called commercial principles or by the regulations specified in other legal acts.¹¹

On the national level the person responsible for the coordination in the field of constant learning (adult education) is the Minister of National Education, who cooperates with other ministers in the given field of education, for example: labour, economy, culture and health.

Public schools for adults are organized and conducted by the central (governmental) administration units and territorial self-government units. The Minister of National Education can create and conduct public education institutions on the national level.

⁹ article 3 section 17 of the Act on the educational system, September 7th 1991.

¹¹ Adults learning. Topic Review, Ministry of Economy and Labour, Warsaw 2005.

Non-public schools are organized and conducted by legal and natural persons (e.g. social organizations and associations).

Constant education in non-school forms is organized by schools, employers, social organizations and associations, religious organizations. The participation of adults in constant education in non-school forms is characterized by relatively low participation ratio (in comparison with the other EU countries).

Adult constant education in school forms takes place in elementary, lower-secondary, basic vocational schools, secondary, post-secondary and higher education.

Schools for adults

Schools for adults give a possibility of raising the formal education after fulfilling the school obligation (until the age of 18 in Poland). In the last period the number of secondary schools for adults rose significantly, which can be connected with a higher awareness of people being on the labour market as to the role of education and the necessity to raise the level of education (Table 7).

Table 7

Schools for adults according to the level of education in the school years 2005/2006-2007/2008

School type	2005/2006	2006/2007	2007/2008
	The number of schools for adults		
Total	154	168	156
Lower-secondary	4	4	2
Basic vocational	2	2	2
General secondary	95	109	109
Specialized secondary	3	3	1
Technical secondary	50	50	42

*together with supplementary general-secondary schools and supplementary technical schools.

Source: Main Statistical Office, Teaching and education 2006, 2007, 2008

The number of schools for adults shows the need for this form of education. Compared to other types of schools, the biggest interest was in general secondary schools in contrast to secondary technical schools, the number of which dropped significantly (Table 8).

Table 8

The number of students in the schools for adults, learning on a day basis, evening basis, extramural basis in the school years 2005/2006-2007/2008

School type	2005/2006	2006/2007	2007/2008
	Number of students In the schools for adults		
Total	10392	9431	8473
Lower-secondary	226	208	72
Basic vocational	29	34	33
General secondary	7123	6963	6614
Specialized secondary	235	232	153
Technical secondary	2779*	1994*	1601*

* Together with supplementary general secondary schools and supplementary technical schools.

Source: Main Statistical Office, Teaching and education 2006, 2007, 2008

The students of adult schools were mostly learning in the evenings and extramurally (Table 9). The situation can result from the fact that a high number of employed people supplement their qualifications by studying in the schools for adults because the labour market demands this and besides, there is a greater awareness of the necessity of learning.

Table 9

Students in schools for adults according to the education forms in the school year 2007/2007-2007/2008

School type	2005/2006			2006/2007			2007/2008		
	Students								
	d	e	ex	d	e	ex	d	e	Ex
Total	-	-	-	-	-	-	72	-	-
Lower-secondary	-	-	29	-	-	34	-	-	33
Basic vocational	-	23	280	-	-	-	130	206	6278
General secondary	-	2985		-	32	200	-	-	153
Specialized secondary				-	89	1905	-	118	1483

d – day, e – evening, ex- extramural

Source: Main Statistical Office, Teaching and education 2006, 2007, 2008.

Higher schools

At the beginning of the 1990s, the educational aspirations of Polish people were awakened (likewise of the inhabitants of Podlasie region). This led to significant growth in the number of people studying in higher education schools. Now, 19 higher education schools operate in podlaskie voivodship. In 2000/01-2007/08 seven new higher education schools were set up in the region. In the academic year 2007/08 on the territory of podlaskie voivodship 53.4 thousand students were studying, which is by 458 people fewer than the year before. In the structure of educational courses there is a bigger interest in humanities.

In contrast to the previous years, in the academic year 2007/08 the number of students of higher education schools dropped. But higher education is still treated as a better vocational perspective. In the academic year 2007/08 on the territory of podlaskie voivodship 19 higher education schools were run, with 53.4 thousand students there, which was 0.8% less than the year before. Considering all the students of the podlaskie region, most of them, 26.8% studied at the University in Białystok (14.3 thousand people), 22,8% of students (12.2 thousand students) at the Technical University. Medical Academy, one of the oldest higher education schools in the region, had 7.8% of the podlaskie region's students (4.2 thousand people).

Table 10

Number of student of higher education schools in school year 2005/2006-2007/2008

Type of higher education school	2005/2006	2006/2007	2007/2008
	Number of students of higher education schools		
Total	53306	53905	53447
Universities	13248	13907	14306
Higher technical schools	13706	12623	12192
Higher agricultural schools	1675	1695	1685

Higher economic schools	10591	9730	8830
Higher pedagogical schools	952	1470	1841
Medical academies	3707	3928	4150
Higher vocational schools	3097	4514	5190
Other schools	6330	6038	5253

Source: Main Statistical Office, Teaching and education 2006, 2007, 2008.

Higher education schools offer education in the stationary system (day studies) or non-stationary (evening, extramural). The high number of students studies non-stationary (Table 11). It can be the result of the fact that a high number of working people treats higher education as the supplementation of qualifications, which are needed on the job position they have. It is not meaningless that the costs of studying themselves make people go to work to be able to pay for the education.

Table 11
Students according to the form of education in the school years 2005/2006-2007/2008

Type of higher school	2005/2006		2006/2007		2007/2008	
	Percentage of studying by given form					
	Stationary	Non-stationary	Stationary	Non-stationary	Stationary	Non-stationary
Altogether	24047	29259	24463	29442	24404	29043
Universities	6496	6752	6898	7009	7385	6921
Higher technical schools	8037	5669	7920	4703	7909	4283
Higher agricultural schools	386	1289	337	1358	318	1367
Higher economic schools	2709	7882	2355	7375	1694	7136
Higher pedagogical schools	157	795	200	1270	200	1641
Medical academies	2911	796	3061	867	3289	861
Higher vocational schools	1316	1781	1937	2577	2205	2985
Other schools	2035	4295	1755	4283	1404	3849

Stationary – day, non-stationary – evening, extramural.

Source: Main Statistical Office, Teaching and education 2006, 2007, 2008.

In the academic year 2006/07 higher education schools of the podlaskie region were finished by 11.8 thousands of graduates, which is 10.1% more than the year earlier. Among all the students of higher education schools there were more graduates of non-stationary schools – 54.3%. In the podlaskie voivodship there is a broad offer of private schools which is an alternative to public ones – 2.2 thousand of graduates graduated from private higher economic schools.

The constant education form is post-graduate studies organized by state and private higher education schools, research institutions and the agencies of Polish Academy of Science and Technology.

3.2.2 Non-school education forms

Raising vocational qualifications and general education in non-school forms (besides the post-graduation studies) can be provided by: state and non-state education institutions. Among the state institutions of constant education there are mostly centres of constant education, centres of practical education, and supplementary training and vocational improvement centres. The centres of constant education can run the schools for adults. In 2008 (data of the system of Educational Information, March 2009) in the podlaskie voivodship there were 2 centres of

constant education, offering school education forms and 20 centres of constant education, which offered only non-school forms. What is more, on the territory of the voivodship there were 25 non-state (non-public) organizations of constant education and practical education, 11 centres of practical education and 37 centres of supplementary education and vocational improvement.

The Centres of Constant Education offer school and non-school forms of education. Among the school forms there are evening schools and extramural schools for adults. Among the non-school forms there are courses and qualifications examinations, which lead to a given vocational title (for example: skilled worker), courses that prepare for distance learning examinations based on the syllabus of general secondary school for adults, both in its day and extramural forms, technical schools and vocational secondary schools. In the centres of constant education people can also attend courses which prepare for the given occupation and supplementary courses which upgrade the current knowledge. The Centres of supplementary education and vocational improvement provide supplementary education for juvenile employees and realize tasks connected with the supplementary vocational education for adults. The goal of centres of practical education is to prepare practically to work in a given specialization (e.g. Electrician, IT specialist). The Centres of practical education also organize practical classes and vocational practices for students of vocational secondary schools and practices for students of higher education schools. They take an important place in the structure of vocational education, provide with suitable didactic, technical and personnel environment for a fuller realization of the syllabus guidelines for vocational education.

Courses and trainings can be also organized by non-state, non-profit training institutions, like: associations, foundations, partnerships, co-operatives, natural and legal persons who conduct an educational activity.

There is a lack of data in the voivodship which would fully characterize educational services offered by subjects according to the commercial principles.

Training institutions register

Since December 1st 2004 in the voivodship labour offices, accordingly to the regulations of the law on employment promotion and labour market institutions of April 20th 2004, training institutions have been registered¹². The register plays the role of a tool which has an impact on greater accessibility and quality improvement of the services of training institutions. Training institutions which offer trainings for the unemployed and job-seekers can obtain commissions, financed from public resources, to provide trainings, after being registered in the training institutions register.

The number of training institutions registered in podlaskie voivodship has been rising systematically since 2006, from 249 to 317 training institutions. There are significantly more non-state institutions, and the organizational form of running the company is mostly a natural person or association, a foundation or a partnership, and another legal person. Those forms make up together 80% of all organizational forms. What is more, the most popular forms of educational offers over the previous 3 years in the voivodship were: courses, training workshops, seminars and conferences, and practices, internships and vocational preparations. The institutions with accreditation or quality mark stand for about 20% of all training institutions in the region, and about 30% of institutions are those registered in the territorial self-government.

¹² Journal of Laws of 2008 No. 69, item 415 with further changes.

Table 12

Training institutions registered in the training institutions register 2006-2008 – selected data

Range	2006	2007	2008
Number of institutions including branches	249	301	317
Including the state ones	22	28	27
Training institutions with accreditation or quality mark	53	59	63
Training institutions which are registered in by territorial self-government unit	89	96	97
Most offered educational forms:			
courses	241	289	301
Training workshops	137	170	180
Seminars, conferences	128	153	158
Practices, internships, vocational preparation	98	119	133
Number of the unemployed and job-seekers supported in finding employment	1464	1707	1592
Total number of people trained (the unemployed and job-seekers) in the voivodship structure	14062	14916	14781
Divided into:			
On the labour offices initiative	6049	6217	6237
On the individual initiative of the unemployed.	4141	4259	4188
On the initiatives of other institutions or organizations	5114	5227	5392

Source: Department of Labour Market reports for the training institutions 01.01.2006-31.12.2006, 01.01.2007-31.12.2007, 01.01.2008-31.12.2008, Training Institutions Register.

The number of the unemployed and job-seekers who received employment or other paid job after attending a training was 1464 in 2006, 1707 in 2007 and 1592 in 2008.

The number of the unemployed and jobseekers who received support in finding employment is stable and amounts to almost 15 thousand people. Most of the people from this group attend trainings on the initiative of labour offices, the smaller number of people are in the group of those learning on their own initiative. In podlaskie voivodship the most frequently organized trainings are those connected with: transport services, such as: driving licence courses, other training areas, information technology and computer usage, accountancy, banking, insurance, investment analysis, technology and trade in technical articles, and development of personality and vocational career. The above mentioned enjoyed the greatest popularity among trainings and in 2006 the sector of administration was very popular.

Accreditation of organizations which offer constant education

The constant education organizations accreditation was first introduced in 2004 in the regulation of the Minister of National Education and Sport of December 20, 2003 on accreditation of organizations providing constant education in non-school forms¹³. The

¹³ Journal of Laws No. 227, item 2247

centres of constant education, supplementary education and vocational improvement (state and non-state) and the subjects which provide the educational activity in accordance with the regulations on economic activity freedom¹⁴, can apply for accreditation of the education board whose aim is to confirm that the institution fulfils the requirements and quality criteria. In podlaskie voivodship according to the data of May 25 2008, the accreditation was given to 17 institutions. Most of them are situated in Białystok.

3.2.3 Trainings for the employees of enterprises in podlaskie voivodship

Entrepreneurs are also involved in the process of constant learning. Enterprises which want to be competitive on the market must develop and educate their employees. Training and development of the workers become more and more valued by modern companies, which consider them as something necessary for the company. The survey¹⁵ conducted in 2007 in podlaskie voivodship shows that the employers from the region are eager to send their employees to trainings. The percentage of enterprises which directed their workers to trainings was 42% (excluding the obligatory trainings such as work safety regulations). Employees from the surveyed companies mostly participated in the trainings like: labour law, new legal acts and human resources (18.3%), professional selling techniques and customer service (17.6%) and accountancy and finances (16.5%).

The most common reason for not sending workers to the trainings was a high financial cost, 44.4% of the respondents thought that the trainings were too expensive. Unfortunately, 39.9% of those responding saw no reason why to train workers, and 20.9% send no workers to trainings because there were no trainings which would suit the needs of the company.

The employees most often upgraded their qualifications on courses (trainings, seminars) – this response was chosen by 70.6% of respondents. 35.4% of workers attended higher education schools, and 17.5% were the students of post-graduate studies. Almost one in ten of the respondents indicated other forms of raising qualifications. The most frequent ones were the following: gaining the experience/practical skills – 34.0%, self-education – 34.0%, internal trainings – 31.9% (Table 13).

Table 13

Ways of upgrading qualifications by employees

Responses	Number of indications	% of responses	% of the responding indicating the given response
Courses (trainings, seminars)	355	53.0%	70.6%
Higher studies	178	26.6%	35.4%
Post-graduate studies	88	13.1%	17.5%
Other	49	7.3%	9.7%
Total	670	100.0%	133.2%

* Percentages do not sum to a 100 because the respondents could choose even three responses in one question.

The most popular form of support given to the employees who wanted to upgrade their qualifications was financial support in the area of supplementing education (59.4% of

¹⁴ Act on the economic activity freedom, July 2, 2004 (Journal of Laws of 2007 No. 155, item 1095 with further changes)

¹⁵ Dynamics and needs of regional labour market in the opinion of employers from podlaskie region, VLO in Białystok, 2007.

responses). Among other forms of support given to employees the most frequent response was that of unpaid training leaves, which made up the half of all responses.

Employers were interested in the rise in workers' qualifications. Among the surveyed enterprises, 41.2% planned to send workers to trainings in one year's time. Employers were mostly interested in sending their workers to such trainings as: accountancy, banking and insurance (20.1%), sale, marketing, customer service and cash-deck service (16.9%); new technologies in industry/construction (11.5%). A high number of trainings were vocational trainings connected with the type activity of workers in question.

It is important to notice that the level of education of the workers taking part in the survey was quite high. As many as 73% of the workers had graduated from post-secondary schools and secondary schools, but only 8% were the graduates from higher education schools. There were also 17% of the workers with basic vocational education.

4. Constant education in the aspect of public employment services

Public employment services, to which belong voivodship and powiat labour offices, implementing the tasks of the territorial self-government in the framework of labour market policy, realize the tasks in the field of constant education by enlarging the accessibility to information about education, trainings, raising qualifications and supporting the development of the unemployed and job-seekers.

In the podlaskie region there is the Voivodship Labour Office in Białystok together with its branches in Suwałki and Łomża, and also 14 powiat labour offices. The system of employment organs is of territorial and self-governmental character, and its essential feature is independence of each entity. The main finance source for public employment services is the Labour Found. This Found is to finance: benefits for the unemployed, internships, grants for studying, activating allocations, integration funds, counter-unemployment programmes, promotion and legal assistance for the employed abroad and the costs of equipping and running work clubs.

The tasks of Voivodship Labour Office in Białystok (VLO) in the context of constant education are, inter alia, cooperation with powiat labour offices in the region in the field of training organization, vocational preparation of adults and internships, dividing the Labour Found resources with respect to directions and priorities stated in the regional action plan for employment, actions connected with employment promotion, human resources development and the unemployed activation.

The tasks in the field of cooperation with powiat labour offices for the constant education of the unemployed and job-seekers are the following:

- 1) survey of demands in qualifications and vocational skills on the voivodship labour market, and making them known for the public.
- 2) methodological support of the actions of powiat labour offices in the field of trainings organization, vocational preparation of adults and internships and conducting analyses of effectiveness of these instruments on the labour market,
- 3) keeping the training institutions register,
- 4) social dialogue in the field of employment policy and constant education,
- 5) popularization of the lifelong learning idea and good practices in the field of trainings organization, vocational preparation of adults and internships.

Powiat Labour Offices take actions in the field of employment promotion, unemployment effects softening and vocational activation. The tasks of PLO in the field of constant education are, among others the following:

- informing about occupations and professions, labour market and training and education possibilities,
- counselling and guidance whose aim is to select the vocation, change in qualifications, changing or finding employment more easily,
- organizing trainings for the unemployed and others eligible,
- organizing internships and vocational preparation for the unemployed ,
- co-financing post-graduate studies – on the demand of the unemployed.

The half of Powiat Labour Offices organize trainings only by commissioning them to external units, and the other half also organize trainings by themselves, apart from those commissioned

ones. Mostly these are the trainings connected with the active job-searching provided by Work Clubs.

Powiat Labour Offices in cooperation with employers in the field of raising qualifications of the unemployed, adopt such a policy of training organization to mainly suit the needs of employers. These needs are regarded in the Yearly Plan or in the framework of three-party agreement. Certain offices use questionnaires connected with training which survey the needs of the employers seeking workers.

Most frequently, there is a vocational development specialist, of higher education, employed to deal with training organization. In the podlaskie region itself there are 16 such specialists. Most of them are employed in PLO in Białystok – 4 specialists and 2 senior supervisors, PLO in Zambrów and PLO Suwałki – 2 specialists and PLO Łomża- 1 specialist and 1 training organization worker. Other positions which have to do with trainings are: training worker (4 people: in PLO Grajewo and PLO Sokółka) and a powiat supervisor (PLO Hajnówka). In PLO Siemiatycze there is one person employed part-time as a vocational development supervisor. Positions of supervisor are often connected with post-secondary education and vocational secondary education, or with the degree of bachelor of higher education.

4.1 Trainings and other forms of support for the unemployed and job-seekers 2006-2008.

Trainings are a very important element of constant education, or lifelong learning. The learning process does not end at the stage of school education, but it lasts throughout the lifetime and, as such, is a chance to broaden the knowledge, gain new vocational qualifications, give a possibility to develop personality and teach how to adapt to changes in the external world.

According to the definition of the European Commission, this form of knowledge acquisition is treated as a category of formal education, provided by educational institutions and training centres, which ends with getting a diploma or qualifications certificate.

The act¹⁶ stipulates that training is a non-school form whose goal is to gain or improve skills and vocational qualifications or general qualifications necessary to work and seek employment.

Gaining new skills can also occur during practical activities. There are two active forms realized by labour offices which serve to this goal: internship and vocational preparation in the workplace. The internship means gaining, by the unemployed, practical skills needed to perform work by doing tasks in the workplace without the need to sign an agreement with the employer. The vocational preparation in the workplace means gaining new qualifications or vocational skills by doing practical tasks in the held position, according to the programme agreed among the starost, the employer and the unemployed.

Realization of the tasks connected with trainings organization for the unemployed and job-seekers, as well as using other services and instruments of labour market which support raising qualifications, is regulated in the following legal acts:

¹⁶ Act of employment promotion and labour market institutions, April 20, 2004 (Journal of Laws dated 2008, No. 69, item 415 with further changes)

- the Act on employment promotion and labour market institutions, April 20th 2004 (Journal of Laws dated 2008, No. 69, item 415 with further changes),
- the Regulation of the Minister of Labour and Social Policy of March 2, 2007 on detailed conditions of providing labour market services by public employment services, (Journal of Laws, No. 47, item 315), the regulation defines, inter alia, the condition that should be met by powiat labour offices to offer services in trainings organization in an optional way,
- the Regulation of the Minister of Labour and Social Policy of March 2, 2007 on the labour market services standards, March 2nd 2007 (Journal of Laws, No. 47, item 314).

4.1.1 Vocational training organization

Trainings and qualification changing give the unemployed and others a chance to find employment by acquiring new skills needed on the labour market or by raising vocational qualifications aimed at preserving the positions already held, which in effect may result in interesting the vocational activity of these people.

The people interested (the unemployed, the persons receiving a training pension, the soldiers of the army reserve) are directed to the vocational training once they lack vocational qualifications, if they have to change or supplement their qualifications because it is difficult to find employment or because they lose their abilities to do the given work in the position held so far. Such training can last for the maximum of 12 months, and in the case of people without vocational qualifications – maximum 24 months. The unemployed can be directed to group trainings organized by a powiat labour office or they can attend a chosen individual training.

In the period when the unemployed is under training, he/she can obtain a training allowance – it is 20% of the unemployment benefit.

4.1.1.1. Participation in the trainings organized by powiat labour offices

Between 2006 and 2008 there were 12458 unemployed and job-seekers who were directed to trainings and qualification changing activities organized by powiat labour offices in podlaskie voivodship. The number of the people directed grew by 16% during the analyzed years. The trainings were completed by 96% of the participants (11,955 people). The indicator of the unemployed attendance in the trainings has still been growing and it totalled 5.8% in 2006, and 9.4% in 2008 (percentage of the unemployed being in the labour offices' registers). In comparison, in the whole country the indicator was between 5.5% to 9.6%.

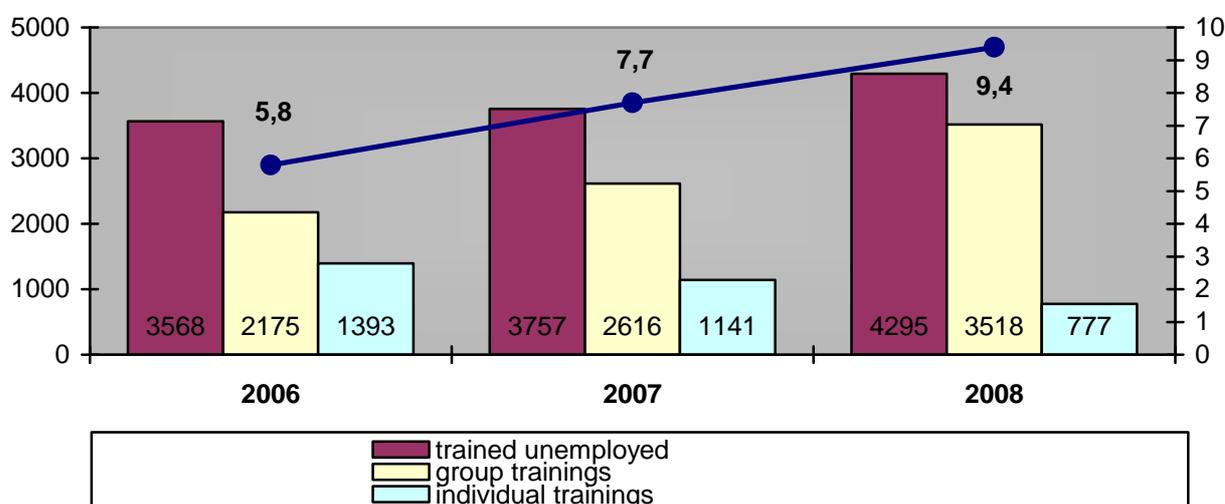
Tab. 1 Participation of the unemployed and job-seekers in the trainings organized by powiat labour offices 2006-2008

Details	2006	2007	2008
Number of people who started attending training, :	3841	4150	4467
▪ the unemployed	3725	4023	4352
▪ job-seekers	116	123	108

Number of people who accomplished the training, :	3681	3869	4405
▪ the unemployed, :	3568	3757	4295
- those attending group trainings	2175	2616	3518
- those attending individual trainings	1393	1141	777
- the trained on the trainings partially granted	290	116	2
Percentage of the trained people in the general number of the unemployed	5.8%	7.7%	9.4%
▪ job-seekers	113	109	102

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008.

Graph 1. Trainings for the unemployed in podlaskie voivodship 2006-2008



The highest number of people attending the trainings acquired qualifications and skills in the framework of group trainings, the content of which was allotted by labour office, and which were provided by the contracted training institution. The number of the trained during the group trainings, in general number of the trained, is growing and between 2006 and 2008 fluctuated between 61% and 82%. The number of the people directed to individual trainings (chosen by the unemployed able to prove that this training will result in finding proper employment or setting up an own business with the cost of the training not higher than 200% of the average wage) has been on the decrease although this form of training is very effective. The number of the unemployed trained individually, in general number of the trained, dropped during the analyzed period from 39% in 2006 to 18% in 2008.

There is also a possibility to get co-financing, from the resources of Labour Found, the costs of training if the unemployed were directed to this training on his/her demand or on demand of the institution co-financing the partial costs of such training. The number of the unemployed attending such trainings dropped drastically (from 290 people trained in 2006 to 2 people trained in 2008).

Table. 2 Employment effectiveness of the trainings organized by powiat labour offices 2006-2008

Specifications	2006		2007		2008	
	Number of persons	Effectiveness in %	Number of persons	Effectiveness in %	Number of persons	Effectiveness in %
People who started to work during or after max. 3 months after graduating from the training, :	1806	49.1	1942	50.2	1738	39.5
▪ unemployed, of which:	1779	49.9	1932	51.4	1727	40.2
- trained during group trainings	680	31.3	1278	48.9	1192	33.9
- trained during individual trainings	920	66.0	588	51.5	387	49.,8
- of which: trained during co-financed trainings	180	62.1	46	39.7	2	100.0
▪ job-seekers	27	23.9	10	9.1	11	10.8

Source: Appendix 4 to the Report about labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008.
2008

The employment effectiveness of trainings which means the percentage number of people attending trainings who got jobs during the training or maximum 3 months after accomplishing the training, in the general number of those accomplishing the training, dropped and in 2008 amounted to 39.5%. The individual trainings were more effective although the number of people trained this way dropped significantly.

4.1.1.2 The structure of the unemployed and job-seekers attending trainings organized by powiat labour offices

Table. 3 Structure of people attending trainings according to sex

Specification	2006	2007	2008
<i>In numbers</i>			
People who accomplished trainings, :	3681	3869	4405
▪ women	1443	1540	1931
▪ men	2238	2329	2474
<i>In %</i>			
People who accomplished trainings, :	100,0	100,0	100,0
▪ women	39.2%	40.0%	43.8%
▪ men	60.8%	60.0%	56.2%

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for unemployed and job-seekers" 2006-2008.

During the previous three years the activity of both men and women grew when it comes to acquiring new qualifications and skills. In the structure of trainings participants, there are more men, but their participation drops systematically. In 2008 they amounted to 56% of the trained by labour offices (in contrast to 44% of women).

Table. 4 Structure of trainings participants according to age

Specification	2006	2007	2008
<i>In numbers</i>			
People who accomplished the training, aged:	3681	3869	4405
▪ 18-24	1419	1208	1196
▪ 25 – 34	1174	1258	1460
▪ 35 – 44	559	716	775
▪ 45 and more	529	687	974
<i>In %</i>			
People who accomplished the training, aged:	100.0	100.0	100.0
▪ 18-24	38.5%	31.2%	27.2%
▪ 25 – 34	31.9%	32.5%	33.1%
▪ 35 – 44	15.2%	18.5%	17.6%
▪ 45 and more	14.4%	17.8%	22.1%

Source: Appendix 4 to the Report on labour market, MPiPS-01 “Vocational counselling, work clubs, trainings for the unemployed and job-seekers” 2006-2008.

The activity of the unemployed and job-seekers partaking in the trainings is growing together with age. It is partly the result of public employment services policy, taking heed of the activation of the unemployed under older age, especially the group above 50. Partly it is connected with a better situation on the labour market and a higher outflow of young people from the unemployment register. In 2006 the biggest number of the trained was in the group of people aged 18-24 (38.5%), and in 2008 the biggest number was in the group of people aged 25-34 (about 33%). During the previous three years the number of people of older age groups among those attending trainings grew slightly, and it was mostly in the group of people above 44 years old (growth by 7.7%). The number of training participants aged 24 dropped (by 11.3%).

Table. 5 The structure of people attending trainings according to the education level

Details	2006	2007	2008
<i>In numbers</i>			
People who accomplished training – general number, and according to education level:	3681	3869	4405
▪ higher	478	481	610
▪ post- secondary and vocational secondary	1268	1237	1450
▪ general secondary	616	605	707
▪ basic vocational	804	836	926
▪ lower secondary (gimnazjum) and lower	515	710	712
<i>In %</i>			
People who accomplished training – general number, and according to education level:	100.0	100.0	100.0

▪ higher	13.0%	12.4%	13.8%
▪ post- secondary and vocational secondary	34.5%	32.0%	32.9%
▪ general secondary	16.7%	15.6%	16.1%
▪ vocational	21.8%	21.6%	21.0%
▪ gimnazjum and lower	14.0%	18.4%	16.2%

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008.

Among all the trainings participants, we can see a higher participation indicator in two groups: people with post-secondary education and with basic vocational education (about 33% of the trained people in 2008) and with vocational education (21%). Simultaneously the percentage of these groups in the general number of the trained is regularly dropping. On the other hand, we can see growth in the number of people with higher and gimnazjum level (lower-secondary) education and lower.

In general, certain growth in the number of trainings organized by labour offices was noticed on all levels of education.

Table. 6 People being in a special situation on the labour market those who accomplished training

Specification	2006	2007	2008
<i>In numbers</i>			
Unemployed who finished training – general number and particular categories:	3681	3869	4405
▪ people aged 25 and less	1519	1258	1289
▪ the long-term unemployed	1429	1407	1534
▪ women who did not go to work after giving birth to a child *)	x	x	296
▪ people without vocational qualifications, without vocational experience and without secondary education (**)	666	1126	2823
▪ people aged 50 and more	219	388	513
▪ people raising up at least 1 child aged 18 and less single-handedly***)	77	77	250
▪ people who did not go to work after going out from the prison*)	x	x	34
▪ the disabled	155	132	97
<i>In %</i>			
Unemployed who finished training – general number and particular categories:	100,0	100,0	100,0
▪ people aged 25 and less	41.3%	32.5%	29.3%
▪ the long-term unemployed	38.8%	36.4%	34.8%
▪ women who did not go to work after giving birth to the child *)	x	x	6.7%

▪ people without vocational qualifications, without vocational experience and without secondary education (**)	18.1%	29.1%	64.1%
▪ people aged 50 and more	5.9%	10.0%	11.6%
▪ people raising up At least 1 child aged 18 and less single-handedly (***)	2.1%	2.0%	5.7%
▪ people who did not go to work after being released from prison (*)	x	x	0.8%
▪ the disabled	4.2%	3.4%	2.2%

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008.

*) these groups of the unemployed were considered as people being in special situation on the labour market from 2008.

***) between 2006 and 2007 in the reports on the labour market there were included only the unemployed without vocational qualifications.

**) between 2006 and 2007 in the reports on the labour market there were the unemployed raising up at least one child aged 7 and less single-handedly.

4.1.1.3 Vocational areas of trainings

Between 2006 and 2008 the trainings organized by powiat labour offices were accomplished by almost 12 thousand of the unemployed and job-seekers. The biggest number of them was trained in the following fields:

- transport services (like e.g.: driving licence courses) – 19.3% of all the accomplished trainings,
- selling, marketing, public relations, trade in real estate – 8.2%,
- information technology and computer use – 6.8%,
- secretarial work and office work – 5.3%,
- architecture and construction – 5.1%,
- accountancy, banking, insurance, investment analysis – 4.6%.

During the three analyzed years the interest was higher in the courses connected with secretarial and office work, active job-searching, accountancy, banking, insurance, investment analysis and in the field of IT and computer use.

Table. 7 Vocational areas of trainings organized by powiat labour office 2006-2008 and their effectiveness

Vocational areas of trainings	People who finished training in:					
	2006		2007		2008	
	number	% of the employed after training	number	% of the employed after training	number	% of the employed after training
Personality and vocational career development	16	18.8	-	-	10	20.0
Trainings for teachers and learning about education	8	62.5	7	28.6	2	50.0
Art, culture, art craft	0	-	8	75.0	16	0.0
Foreign languages	193	24.9	120	37.5	99	26.3
Selling, marketing, public relations, marketing, public relations, real estate dealing	369	32.2	306	34.3	311	26.4
Accountancy, banking, insurance, investment analysis	155	40.0	163	40.5	235	21.3

Vocational areas of trainings	People who finished training in:					
	2006		2007		2008	
	number	% of the employed after training	number	% of the employed after training	number	% of the employed after training
Administration	119	54.6	66	84.8	57	47.4
Secretarial and office work	148	18.9	179	34.1	305	33.1
IT and computer use	273	22.7	186	21.5	349	18.9
Technology and trade in the field of technical equipment (e.g.: mechanics, metallurgy, energetic, electricity, electronics, telecommunications, measuring, and car repair and maintenance)	47	57.4	69	49.3	44	52.3
Mining industry and industrial processing (In it: food processing, pharmaceutical, chemical)	20	0.0	31	119.4	0	-
Architecture and construction	169	38.5	263	46.0	177	25.4
Agriculture, forestry and fishing	14	50.0	9	55.6	5	80.0
Health care	40	75.0	21	66.7	49	40.8
Social welfare (including: disabled care, elderly people and children care, voluntary work)	27	22.2	92	16.3	80	36.3
Security and protection (of person and property)	63	33.3	11	127.3	37	27.0
Environment protection	3	66.7	10	40.0	0	-
Hotelry, tourism and recreation	8	0.0	24	45.8	41	17.1
Catering	155	27.7	113	22.1	107	21.5
Hairdressing, beautician's services	17	29.4	64	25.0	78	20.5
Sewing, shoe making	62	33.9	58	65.5	9	55.6
Carpentry, glazing	21	52.4	14	85.7	24	37.5
Transportation (including: driving licence course)	719	54.7	818	46.3	769	41.4
Other services	206	43.2	184	58.7	286	28.7
Active job-searching	0	-	25	84.0	100	21.0
Other training areas	829	59.5	1028	62.2	1215	65.3

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008

Among trainings organized by PLO between 2006 and 2008 the most effective were:

- security and protection – in 2007 employment was gained by 100% of the training participants,
- carpentry and glazing - in 2007 employment was gained by 85.7% of the training participants,
- administration - in 2007 employment was gained by 84.8% of the training participants,
- health care - in 2007 employment was gained by 75.0% of the training participants,
- sewing and shoe making - in 2007 employment was gained by 65.5% of the training participants,
- teacher trainings and teaching about education - in 2006 employment was gained by 62.5% of the training participants,

- technology and trade in the field of technical equipment- in 2006 employment was gained by 57.4% of the training participants,
- transport services - in 2006 employment was gained by 54.7% of the training participants.

4.1.1.4 Institutions providing trainings contracted by powiat labour offices

Tab. 8 Training institutions which provide trainings for unemployed and job-seekers

Type of training institution	2006 – Number:			2007 – Number:			2008 – Number:		
	Institutions	Trainings	Participants	Institutions	Trainings	Participants	Institutions	Trainings	Participants
Total, including:	307	1775	3841	339	1989	4150	282	1213	4467
Secondary and post-secondary schools	2	6	56	12	19	85	1	2	9
Centres of Constant Education and Centres of Practical Education	9	35	206	17	71	264	10	53	348
Centre of supplementary education and vocational improvement	34	168	511	42	274	963	35	214	949
Employer	4	5	8	12	12	80	4	5	21
Association, foundation and another legal person	44	728	814	47	737	757	41	240	844
Natural person	31	162	201	33	334	442	33	257	590
Specialist Training-Rehabilitation Centre	-	-	-	3	3	4	2	3	3
Other form	183	671	2045	173	539	1555	156	439	1703

Source: Appendix 4 to the Report on labour market, MPiPS-01 “Vocational counselling, work clubs, trainings for the unemployed and job-seekers” 2006-2008

In 2008 powiat labour offices commissioned the realization of trainings for the unemployed and job-seekers to 282 training institutions. Most often they were, associations, foundations and other legal persons – 41 institutions of this type provided 240 trainings for 844 people in 2008, the centre of supplementary education and vocational improvement - 35 institutions of this type provided 214 trainings for 949 people in 2008, and natural persons – 33 institutions of this type provided 257 trainings for 590 people in 2008.

A small percentage of the participation in realization of trainings for the unemployed was on the part of Centres of Constant Education and Centres of Practical Education in cooperation with powiat labour offices – it was 3.5% of all training institutions which provided trainings to people seeking assistance from PLO in 2008.

Table. 9 Structure of trainings organized by PLO according to the duration

Duration of trainings	2006		2007		2008	
	Number of trainings	Number of participants	Number of trainings	Number of participants	Number of trainings	Number of participants
Total	1775	3841	1989	4150	1213	4467

Do 1 month	756	1527	910	2095	622	2259
1-3 months	933	2196	967	1850	520	2092
3-6 months	75	109	110	142	70	115
6-12 months	11	9	1	60	-	-
12-24 months	-	-	1	3	1	1

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008

Between 2006 and 2008 local labour offices organized 4,981 trainings for the unemployed and job-seekers. Among those trainings there was the highest number of short, one-month trainings and three-month. In total, the percentage of the participants in the trainings lasting up to three months was the highest of all and amounted to 96%.

4.1.2 Internships and vocational preparation

The internship and vocational preparation in the workplace are more and more popular forms of gaining or supplementing vocational experience and give a possibility to supplement theoretical knowledge gained by youth during learning at school and receive practical knowledge (internships), verifying competence by older people or acquiring new qualifications by the people without vocational qualifications.

To be able to obtain an internship in the employer's company which can last up to 12 months only, one has to be under 25 or eventually under 27 years old in the case of a person with a diploma, certificate or other document, stating that the person actually graduated from higher education school within these 12 last months.

The starost can also direct the unemployed to the vocational preparation without the need to sign a job contract for the period of 6 months. This form of activation concerns mainly the groups of people who are in a special situation on the labour market: the long-term unemployed, the unemployed aged 50 and more, the unemployed without vocational qualifications, the unemployed raising up at least 1 child under 7 year old single-handedly, the disabled unemployed.

Internship and vocational preparation in the workplace are provided on the basis of an agreement signed by the starost and the employer, according to the programme drafted in this agreement. While under internship and vocational preparation in the workplace, the unemployed receives a grant, which is equal the amount of the unemployment benefit, and the social insurance is paid as well.

4.1.2.1 Participation in internships and vocational preparation in the workplace organized by powiat labour offices

Table. 10 Participation of the unemployed and job-seekers in internships and vocational preparation in the workplace 2006-2008

Specification	People who in the reported time:			Employment effectiveness in %
	Started the programme	Finished the programme	Found a job during or up to 3 months after finishing the programme	

People participating in the internship programme	2006	5246	4606	2502	54.3
	2007	5147	4704	2622	55.7
	2008	5946	5025	2911	57.9
People participating in vocational preparation in the workplace programme	2006	1188	980	543	55.4
	2007	1537	1377	757	55.0
	2008	2193	1751	921	52.6

Source: Appendix 6 to The Report on the Labour Market MPiPS-01, "Active programmes of the labour market" 2006-2008.

More and more young unemployed are directed to the internship programme. Between 2006 and 2008 14,335 people attended internships. The effectiveness of the internships also grew: from 54.3% in 2006 to 57.9% in 2008.

There is also a higher number of people taking part in the vocational preparation in the workplace programme, but the effectiveness of it drops. In the analyzed period this from of activation was successfully taken by 4,108 people, and the effectiveness was 54.1% only.

4.1.2.2. Vocational areas of internships and vocational preparation in the workplace.

Table. 11. The most popular vocational areas in which the unemployed participated in the internship programme 2006-2008 and its vocational effectiveness

Most popular vocational areas	People who in:					
	2006		2007		2008	
	Finished the internship	% of employed after internship	Finished the internship	% of employed after internship	Finished the internship	% of employed after internship
Trainings for teachers and teaching about education	52	28.8	41	56.1	66	57.6
Selling, marketing, PR, dealing in real estate	650	43.8	578	48.3	686	45.0
Accountancy, banking, insurance, investment analysis	268	35.8	230	54.3	202	47.5
Administration	68	45.6	25	72.0	26	34.6
Secretarial and office work	1697	35.6	2262	43.2	2334	57.2
IT and computer use	63	52.4	43	65.1	59	39.0
Architecture and construction	56	69.6	42	64.3	62	32.3
Health care	133	57.9	127	49.6	181	52.5
Social welfare (including: care for the disabled, older people, children, and voluntary work)	125	36.8	99	52.5	99	42.4
catering	131	42.0	135	48.1	129	50.4
Hairdressers and beautician's services	31	32.3	59	49.2	70	41.4

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008

Among the internships, to which there was the highest number of people directed by powiat labour offices, most effective, in terms of employment, were those from the fields of:

- Architecture and construction,
- Administration and management,
- IT and computer use,
- Trainings for teachers and teaching about education,
- Secretarial and office work,
- Health care.

Table. 12 The most popular vocational areas in which the unemployed had the vocational preparation in the workplace 2006-2008 and its employment effectiveness

Vocational areas	People who in:					
	2006		2007		2008	
	Finished vocational preparation	% of employed	Finished vocational preparation	% of employed	Finished vocational preparation	% of employed
Total including: the areas of:	980	55.4	1377	55.0	1751	52.6
Selling, marketing, PR, real estate dealing	130	56.2	188	55.3	178	52.2
Accountancy, banking, insurance, investment analysis	21	71.4	26	73.1	37	73.0
Secretarial and office work	204	42.2	254	43.7	385	36.6
Architecture and construction	20	25.0	14	92.9	37	48.6
Health care	11	90.9	29	41.4	56	44.6
Social welfare (including: care for disabled, older people, children, and voluntary work)	20	70.0	35	54.3	59	64.4
Catering	47	53.2	73	49.3	108	46.3
Hairdressers and beautician's services	8	50.0	5	60.0	24	25.0
Carpentry and glazing services	23	17.4	16	18.8	13	61.5

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008

In the vocational preparation in the workplace programme, to which powiat labour offices directed the highest number of the young, the most effective were those in the fields of:

- accountancy, banking, insurance, investment analysis,
- social welfare,
- health care,
- selling, marketing, PR, real estate dealing,
- architecture and construction,
- hairdressing and beautician's services.

Table. 13 People being in a special situation on the labour market - those who finished vocational preparation in the workplace programme

Specification	2006	2007	2008
<i>In numbers</i>			
The unemployed who finished vocational preparation in the workplace programme , including:	980	1377	1751
▪ People without vocational qualifications, without vocational experience or without secondary education **)	305	480	1295
▪ Long-term unemployed	716	1092	1195
▪ Women who did not go to work after giving birth to a child *)	x	x	193
▪ People aged 50 and more	48	153	279
▪ People who raise up at least on child aged 18 and less single-handedly ***)	37	40	127
▪ The released from prison who did not find employment *)	x	x	11
▪ The disabled	21	36	57
<i>in %</i>			
The unemployed who finished vocational preparation in the workplace programme , including :	100.0	100.0	100.0
▪ People without vocational qualifications, without vocational experience or without secondary education **)	31.1	34.9	74.0
▪ The long-term unemployed	73.1	79.3	68.2
▪ Women who did not go to work after giving birth to a child *)	x	x	11,0
▪ People aged 50 and more	4.9	11.1	15.9
▪ People who raise up at least on child aged 18 and less single-handedly ***)	3.8	2.9	7.3
▪ The released from prison who did not find employment *)	x	x	0.6
▪ The disabled	2.1	2.6	3.3

Source: Appendix 4 to the Report on labour market, MPiPS-01 "Vocational counselling, work clubs, trainings for the unemployed and job-seekers" 2006-2008

*) these groups of unemployed were considered as people being in a special situation on the labour market since 2008.

***) between 2006 and 2007 in the reports on the labour market there were indicated only unemployed without vocational qualifications.

****) between 2006 and 2007 in the reports on the labour market there were the unemployed raising up at least one child aged 7 and less single-handedly.

4.1.2.3 The characteristics of employers who organize internships and vocational preparation in the workplace

Internships were most frequently organized at the companies of employers who employed 49 people and fewer – 80.7% of all internships organized in 2008, 15.1% of people took part in internship programme at the companies of employers who employed between 50 and 249 people, and 4.2% - in big companies employing 250 and more workers.

The biggest number of internships was organized in the workplaces from the sector of non-market services: almost 1/3 of the internships (29%) took place in public administration and

national security, 10.7% - in health care, and 7.9% - in education. Also, employers from the sector of trade and renovation (18.6%) and employers active in the field of social/municipal/individual services (9.3%) were very interested in having young people on internships.

Also, the programme of vocational preparation in the workplace was organized, especially in the small companies employing up to 49 people (84.3% of the people attending), 12.7% - in the companies which employ 50-249 employees and almost 3% - in big companies employing 250 and more workers. In terms of the type of activity, they were mainly workplaces in the sector of public administration and national security -19.1%, trade and renovation – 18%, health care -13.1%, education- 11.5% and social/municipal/individual services – 8%.

4.1.3 Additional forms of support for people interested in education

Other supporting instruments for the unemployed and others who want to raise their vocational qualifications, given in the act on employment promotion, are rarely used by powiat labour offices .

Table. 14 Grants for continuing education, examination costs financing, co-financing the costs of post-graduate studies

Support forms		2006	2007	2008
The unemployed who received grants to continue education	- Total, including:	41	19	13
	- In post-elementary school or in post-gymnasium school	25	5	9
	- in higher education school (non-stationary studies))	16	14	4
People who had their costs of examinations or vocational licences financed	- Total, including:	279	522	236
	- Including those being trained	279	516	230
People who had post-graduate studies co-financed from the Labour Fund	- People who started post-graduate studies	5	8	11
	- People who finished post-graduate studies	1	4	6
	- People who found employment	3	4	5

Source: Appendix 4 to the Report on labour market, MPiPS-01 “Vocational counselling, work clubs, trainings for the unemployed and job-seekers” 2006-2008

Among the support forms, the biggest number of people used the possibility to have the costs of examinations financed (examinations which help to gain vocational qualifications, certificates, vocational titles), and the costs of licences which are necessary to perform work – altogether between 2006 and 2008 there were 1,037 people, mainly those attending trainings.

Grants for continuing education in non-stationary form were given to 73 unemployed under 25 years old, who did not have vocational qualifications. The grant amounts to 50% of the unemployment benefit and is awarded for the period of 12 months.

The possibility of co-financing the costs of post-graduate studies from the Labour Fund was used by 24 people in the period of the 3 years in question..

Other support forms (inter alia, training loans, refunding employers the costs of specialist training) were not used at all.

4.1.4 Labour Fund expenses

The Labour Fund expenses are growing in the field of active forms of dealing with unemployment, including: training financing. In 2008 powiat labour offices spent 6057.2 thousand zlotys to finance the costs of trainings, which gives 1,356 zlotys per person taking part in this active form (to compare: in 2006 it was about 1,172 zlotys per person under training).

Expenses in the field of internships and vocational preparation grow as well. Grants for the period of internship for young people amounted to 30391.3 thousand zlotys in 2008, which gives the amount of about 5,111 zlotys per internship participant (in 2006 – it was about 3,791 zlotys). The grants for the period of vocational preparation in the workplace covered 9323.9 thousand zlotys in 2008, which gives the amount of about 4,251 zlotys per participant (in 2006 it was 3,242 zlotys).

Table. 15 Labour Fund expenses 2006-2008

Labour Fund expenses	2006		2007		2008	
	Amount (in thousand zlotys)	%	Amount (in thousand zlotys)	%	Amount (in thousand zlotys)	%
Total, including:	121152.8	100.0	120153.7	100.0	141 604.0	100.0
▪ Benefits and allowances	59658.9	49.2	46579.8	38.8	40741.1	28.8
▪ Active forms (programme, employment promotion), including:	55403.8	45.7	67211.1	55.9	93143.3	65.8
- Trainings costs	4502.6	8.1*	5451.5	8.1*	6057.2	6.5*
- Internships	19890.2	35.9*	19415.7	28.9*	30391.3	32.6*
- Vocational preparation in the workplace	3851.5	7.0*	5188.7	7.7*	9323.9	10.0*

* % percentage of all the costs on active forms

Source: Reports MPiPS-02 on incomes and expenses of the Labour Fund 2006-2008

The expenses on trainings in 2008 were only 6.5% of all the expenses on active forms (in 2006 – 8.1%), the expenses on internships were 10% of all the Labour Fund expenses, and the contribution of the costs of vocational preparation in all expenses on active forms was approximately 1/3 (in 2006 almost 36%).

