



Involving social partners in dual VET governance: exploring the contribution of social partners in the design, renewal and implementation of dual VET

Visions of improving social partners' involvement in dual VET governance in Poland

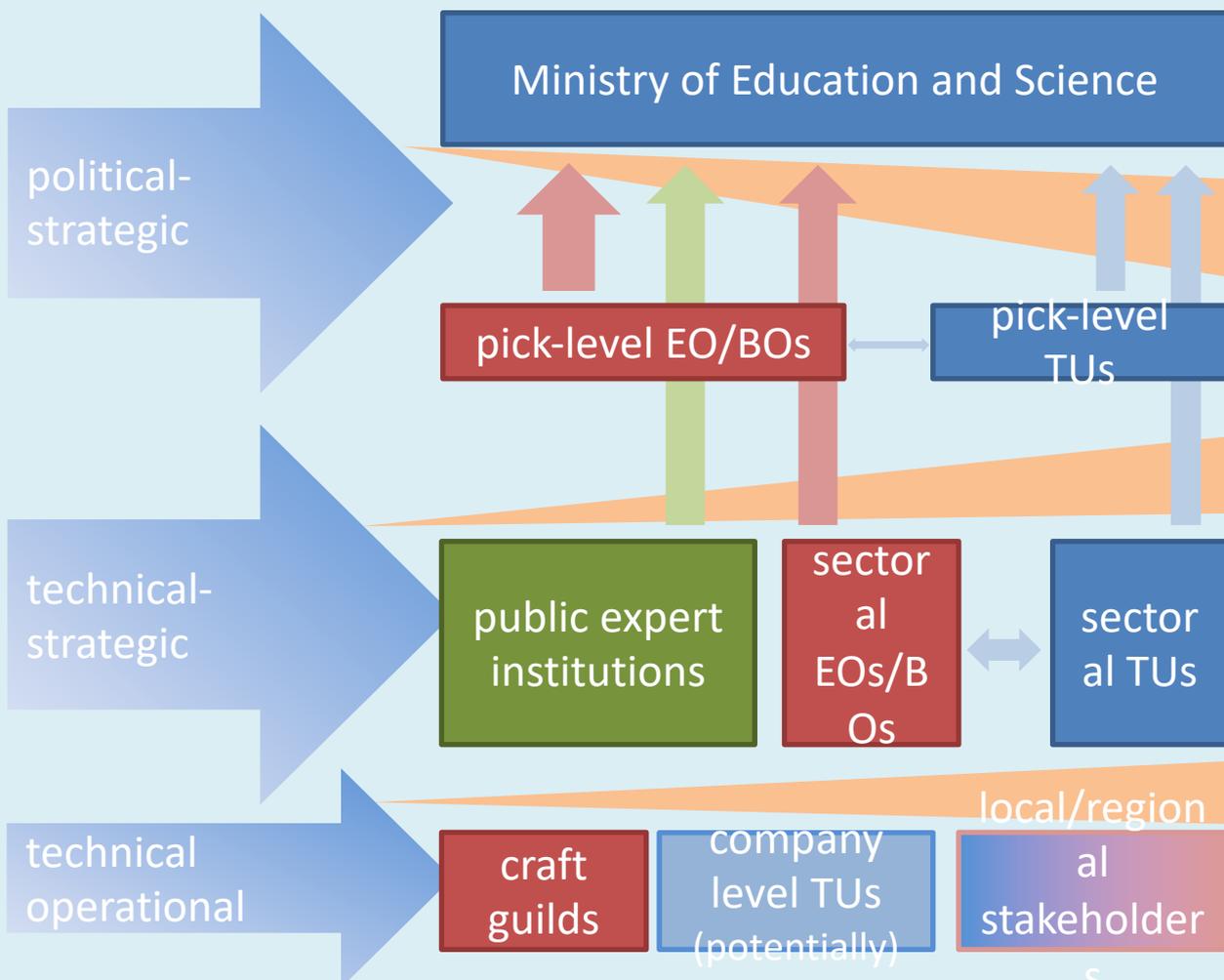
Maciej Pańków, Institute of Public Affairs

Final Conference Madrid, June 3rd 2022



The project is co-financed by the European Commission, DG Employment, Social Affairs and Inclusion

CONTEXT OF SOCIAL DIALOGUE ON DUAL VET IN Poland



- Weak tripartite social dialogue conducted *ad hoc*
- **No body dedicated to VET**
- Predominance of public consultations
- Weakness of trade unions
- Different visions of dual VET
- + **Reforms of VET** in recent years
- + Increasing pressure of social partners on the Government to improve
- Weak sectoral social dialogue
- Very low collective bargaining density, especially at the sectoral level
- + Involvement in introducing new occupations and renewing core curricula
- + Sectoral Councils for Competencies
- Low TU density and weak social dialogue at the company level
- + Involvement of craft in dual VET
- + Local and regional bodies influencing the educational offer of vocational schools

CONTEXT OF SOCIAL DIALOGUE ON DUAL VET IN Poland

Conclusion:

- Improving social dialogue on dual VET at the political-strategic level is very unlikely - it would require a fundamental reconstruction of the social dialogue system at the national level and the will of top-level policy-makers.
- The most promising in terms of possible involvement of social partners is the technical-strategic level, thanks to the introduction in recent years of mechanisms enabling business organisations, in cooperation with trade unions and with the support of public institutions, to propose new VET occupations or modify the core curricula of already existing ones.
- At the technical operational level, business/employer organisations should encourage companies to get involved in dual VET and provide them with information on all relevant aspects of cooperation with schools

0 , 2021

- 15 participants (not counting the IPA representatives):
 - **Employer organisations** representing: craft, steel industry, transport sector, food industry, textile industry
 - **Trade unions** representing: construction, steel industry, transport sector
 - **Public institutions:** Ministry of Education and Science, Institute of Sustainable Technologies, Centre for Social Partnership 'Dialogue'
- Deliberative methodology proposed by CEDEFOP
- Scenarios discussed:
 - **Scenario 1:** Increasing the involvement of social partners in shaping the educational offer of vocational schools
 - **Scenario 2:** Increasing the involvement of social partners in supporting companies providing practical training

Scenario 1:

Increasing the involvement of social partners in shaping the educational offer of vocational schools

- **What** social partners can be involved in:
 - Submitting a proposal to add a new VET occupation,
 - Developing new VET occupations,
 - Developing/renewing core curricula,
 - Developing examination tasks
 - Promoting all these activities
- **How** social partners can be involved:
 - Initiating the process, coordination, leading role – employer organisations
 - Providing knowledge about the specificity of the occupation (e.g. required competences) – employer organisations
 - Providing employees' perspective (e.g. needs/employment problems of workers representing given profession/sector) – trade unions
 - Participating in public consultations – both employers and trade unions
 - Knowledge of the methodology of education, education law – public institutions
- The general consensus of participants as to the frequent **lack of knowledge** among entrepreneurs and organisations about the basic issues concerning VET, education, and the opportunities offered in this field by law
 - Strategy to improve the situation: **Running information campaigns** as well as **routine information activities** (websites, social media, printed materials)

Scenario 2:

Increasing the involvement of social partners in supporting companies providing practical training

- **What** social partners can be involved in:
 - Informing companies and businnes/social organisations on possibilities to engage in dual VET, showing benefits of involvement
 - Informing companies on costs of involvement in dual VET, recources needed, existing schemes of dual VET, legal provisions
 - Promoting VET, showing its usefulness, **improving image** of vocational schools
 - Involvement in **early career counselling**
- **How** social partners can be involved:
 - Running information campaigns (peak-level and big sectoral TUs and EOs, some public institutions)
 - Running routine information activities (social media, websites, printed materials) (all actors)
 - Visiting primary schools, conducting/involvement in educational fairs
- Again: the general consensus of participants as to the **frequent lack of knowledge about dual VET**, legal framework, existing possibilities for companies to be involved

Thank you.

maciej.pankow@isp.org.pl