



IMPROVING THE COMPETENCES  
AND QUALIFICATIONS OF EMPLOYEES  
AND EMPLOYERS.

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# National Training Fund

## POLAND

The National Training Fund (NTF) is intended to co-finance lifelong learning for employees and employers, undertaken on the initiative or with the consent of the employer. Employers are supported in the process of securing adequate and required competencies among employees, thus supporting both the adaption to a changing economy and encouraging lifelong learning among employees. The measure helps the employees to remain in employment and prevent potential job loss.

Name of the PES

Ministry of Economic Development, Labour and Technology, Poland.

Scope of measure  
(a pilot project or a national reform)

National reform – The National Training Fund is an established and in-demand instrument.

When was the practice implemented?

The practice was established in 2014 and is still currently being implemented.

What was the driver for introducing the practice? Was it internal or external?

Internal driver – an initiative of the former Ministry of Family, Labour and Social Policy.

Which organisation was involved in its implementation?

Local labour offices implement the measure in cooperation with employers, social partners and training providers.

At the local level, the Labour Market Council conducts an independent evaluation of applications. At a central level, the Labour Market Council defines the priorities on NTF expenditures in cooperation with the Minister competent for work.

Which groups were targeted by the practice?

Employers (directly targeted) and employees (indirectly targeted) of all sectors, priority is given to vulnerable groups i.e., disabled, low-qualified, and older workers.

What were the practice's main objectives?

The aim of creating the NTF is to prevent the loss of employment due to competencies that are inadequate for meeting the requirements of a dynamically changing economy.

What activities were carried out?

The NTF supports employers to meet their company's lifelong learning needs by co-financing:

- ▶ courses and post-graduate studies carried out at the employer's initiative or with their consent;
- ▶ examinations enabling the obtainment of diplomas confirming the acquisition of professional skills, qualifications or rights;
- ▶ medical and psychological examinations required to undertake education or professional work after graduation or accident insurance in connection with the undertaken training.

<p>What resources and other relevant organisational aspects were involved?</p>	<p>The National Training Fund (NTF) is a distinct part of the Labour Fund. Every year, the Labour Market Council and the minister competent for labour define spending priorities i.e., areas or industries in which lifelong learning institutions have priority in receiving funding. Employers are currently free in choosing the most suitable training provider.</p>
<p>What were the source(s) of funding?</p>	<p>Funding is granted by the local labour offices. The Act on Promotion of Employment and Labour Market Institutions and executive regulations define the principles and procedure of granting NTF funds for lifelong learning of employees and employers by labour offices. The Board of the Region divides the NTF funds allocated to a given province and transfers them to the districts.</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>Annually, approx. 45 million euro for lifelong learning activities, 20 thousand companies supported, 110 thousand persons engaged in upskilling/reskilling.</p>
<p>What outcomes have been identified?</p>	<p>Due to the availability of small-scale regional analyses, there is no comprehensive evaluation of this practice, yet.</p>
<p>What are the lessons learnt and success factors?</p>	<ul style="list-style-type: none"> <li>▶ Drawing employers' attention to the possibilities and benefits for employees and the enterprise itself thanks to lifelong learning.</li> <li>▶ Possibility of adjusting the skills of employees to the needs of the enterprise, providing the company with proven and experienced employees.</li> <li>▶ Offering the possibility of preventing job loss and thus protecting less flexible employees, i.e., older or less qualified.</li> <li>▶ Encouraging employers to invest in modern technologies through the possibility of acquiring new skills or qualifications.</li> </ul>



**Contact details for further information**

**Name:** Izabela Kaczmarska-Sawicka, *Head of the Lifelong Learning Division in the Labour Market Department, Ministry of Economic Development, Labour and Technology*

**Email:** [izabela.kaczmarska@mr.gov.pl](mailto:izabela.kaczmarska@mr.gov.pl)

**Phone:** +48224616417