

## Training in the retail sector

### Training opportunities in the retail sector for unskilled people

Please analyse the situation in your country and collect the following information about the training opportunities offered to young unskilled adults (people between 18 and 30 years without a basic VET qualification) to gain a VET qualification in the retail sector.

Country: Poland

#### 1) Training pathways to get a VET qualification in the retail sector

Educational qualification (title/Name)	Description of the training pathway. Training modality, duration (number of years), structure and organization, type of the training, ...	Requirements in terms of basic education, competences and practices to access the training for adults	Main Target group profile referred to adults (who are the typical participants to this pathway?)
1) post-secondary vocational school (formal)	<p>It is a chance for people without professional degree, who graduated secondary general or technical school (with or without passing the final exam).</p> <p>It lasts mostly 2 years – 1 or more separate qualifications, it depends of the occupation, 700 hours of vocational training at school in extra-mural system, 160 hours of practice in firms. After completing every qualification, students have to take external exam to get the title of technician. It's available for majority of occupations, included in classification of occupations worked out by Ministry of Education, except, among others, retail - occupations in this sector are available for people at age 16-18 in basic vocational or secondary technical school (IVET level). Adults can gain retail professions on vocational qualification courses.</p>	secondary general school, secondary technical school or secondary general school for adults.	<p>adults over 18 years old, there is no upper limit of age.</p> <p>The typical participants are</p> <ul style="list-style-type: none"> <li>- people at age 18-20, who graduated secondary general school or people at age 25-30 who graduated university and haven't gained professional qualifications needed on the labour market so far;</li> <li>- people at age 45 and more, who has to requalify because their qualifications are no longer valid or needed</li> </ul>
2) vocational qualification courses (informal)	<p>It is an alternative option for post-secondary vocational school and it's much shorter than education in formal system – it takes 60% of hours foreseen in formal curriculum.</p> <p>In retail sector:</p> <ul style="list-style-type: none"> <li>- 1 qualification (shop assistant), which takes 586 hours in extra-mural system. For comparison: 2768 hours, 3 years in basic vocational school (IVET, formal education).</li> <li>- 3 qualifications (retailer technician), 1238 hours in extra-mural system. For comparison: 3 years in secondary technical school (IVET, formal education).</li> </ul> <p>Completing a vocational qualification course allows to take an external examination confirming vocational qualification, conducted under the same conditions and according to the same rules as for students of basic vocational school or secondary technical school.</p> <p>This training pathway allows to skip qualifications within particular occupation, which have been already gained before, e.g. in another school or educational center.</p>	basic requirements are lower secondary school or lower secondary school for adults (diploma confirming professional qualifications). Graduates of secondary general or technical school can gain diploma of technician	<p>adults over 18 years old. Typical participants are:</p> <ul style="list-style-type: none"> <li>- people at age 18-30, who has to change their career pathway, requalify, formalize or complete they vocational skills earned e.g. previously at work.</li> </ul> <p>A lot of them are long term unemployed with partial or none qualifications.</p>
3) Apprenticeship for Adults: active labour market programme, provided by the Local Labour Offices,	The aim of this particular active labour market programme, provided by the Local Labour Offices, is to improve employability of unemployed and job seekers, by helping them to confirm their skills and qualifications formally.	basic requirements: lower secondary school	<p>People over 18, there is no upper limit of age.</p> <p>Long term unemployed, unqualified, without professional degree.</p>

responsibility of the Minister of Labour and Social Policy (informal)	It is based on the agreement between employer and local government officer (pl: starosta) and takes 3 -12 months. 80% of learning time is practical training by employer, 20% - theoretical training in training center.		
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**2) Referring to the EPRO modularized model, please identify and describe similar training pathways in the retail sector and eventually in other sectors in your country.**

The reform of vocational education in Poland since 2012 allows us to use modular training pathway in vocational education, but the public schools consider the innovation as too complicated and do not use it. Meanwhile, it is possible to adapt the EPRO model in Poland and the best form is vocational qualification course, which is available for most of the professions, including retail, for adults at age 18-30 or more. It helps them gain new qualifications or complete their skills in informal way and shorter time, taking into consideration previous experience and education. They have also a chance to confirm they qualifications formally.

**3) Referring to the situation described in question 1 and 2, please identify and shortly describe the target group on which would you like to focus the transfer of the adapted EPRO model in your country.**

young adults at age 18-30, graduates of lower secondary school and graduates or drop outs from secondary general school; unqualified, partially qualified, or people without formal confirmation of vocational skills (finished school, but did not pass the external vocational exam); long term unemployed;

**4) Excluding retail, in which sector do you think it will be most suitable and profitable to transfer the model in your country?**

Social/medical care sector, occupation: elderly's care assistant. There is huge need either in Poland or in Germany for polish specialist in this sector, but their qualifications must be formally confirmed by external examination, so that they can work legally in both countries. However, they are mostly people at age 18-50, who has professional experience but no formal confirmation of their skills and they do not want to go back to school, because it is time-consuming.