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REPORT ON THE POLISH PILOTS



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Reflection on proceedings and lessons learned from the Polish pilots.

Description of all the preparations and delivery of APL pilots according to APL-Bud methodology.

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REPORT ON THE POLISH PILOTS

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TABLE OF CONTENTS

<i>I. The aim of the Project</i>	4
<i>II. Procedure of pilot examination</i>	5
<i>III. Sources of information on pilot examination</i>	9
<i>IV. Choice of candidates for pilot examination</i>	9
<i>V. Characteristics of candidates</i>	14
<i>VI. Results of pilot examination</i>	15
<i>a. General results</i>	15
<i>b. Correlations</i>	17
<i>VII. Comments concerning pilot examination</i>	21
<i>a. Candidates</i>	21
<i>b. Examiners</i>	21
<i>c. Experts and observers</i>	22
<i>VIII. Conclusions</i>	22
<i>IX. Recommendations</i>	23

I. THE AIM OF THE PROJECT

The aim of APL-Bud Project is, *inter alia*, to distinguish and popularize the best experiences in the field of recognition and/certification of the skills, acquired as a result of vocational practice in construction sector in Poland. The mentioned Project includes the workers of construction sector, who acquired their skills in the way of practice.

Within the overall qualification systems, constituting a key development in the recent years in a number of countries, a new social phenomenon of qualification framework has appeared on regional or/and national level. The framework of qualifications covers both education and training and is independent on the pathway leading to the award of the qualifications included in it. The national framework of qualification (NFQ) has been defined as the single, nationally and internationally accepted entity¹, through which all learning achievements may be measured and related to each other in a coherent way and which define the relationship between all education and training awards².

In consequence, conducting a pilot examination for the persons, who possess the qualifications, obtained by work has been recognized as purposeful. Such examination will be carried out not only in Poland but also in the countries of the selected partners³

The pilot examination was carried out on June, 18-19, 2010

II. PROCEDURE OF PILOT EXAMINATION

¹ The entity can take a form of the organization/body, or regulatory document. It stipulates the qualifications and the bodies that provide or deliver the qualification (awarding bodies) that are a part of the National Framework of Qualifications

² Eurostat, European Commission (2005), *Classification for Learning Activities, Draft manual*, May 2005, p.17

³ Results of examinations carried out by other partners are described by Nigel Lloyd, IFCOS.

Conducting the pilot examination from the side of APL-Bud Project was formally the task of Confederation of Building and Real Estate (KBiN) and Trade Union "Budowlani" – ZZB. The preparation to the examination and examination itself were also assisted by the National Centre of Support for Vocational and Lifelong Education – KOWEziU, represented by Mrs. Elżbieta Hejłasz and "Education and Labour" – EP, represented by Mr Michał Butkiewicz. We should also mention a significant involvement of Director of the Marian Osiński State Construction Schools in Gdańsk – Mr Andrzej Jachnik and Manager of Workshops – Mr Wojciech Szczepański.

It should be stressed that the pilot examination in Poland, as a result of action, undertaken by the representative of KBiN, Mr Waldemar Mazan, was implemented under the patronage of the following entities:

- The Ministry of Infrastructure;
- Ministry of Labour and Social Policy;
- National Labour Inspectorate;
- President of Polish Federation of Engineering Associations (NOT);
- Education Superintendent of Pomerania (kurator) region.

The pilotage was supervised by inspector of the Pomeranian Education Superintendent's Office in Gdańsk.

The institution which issued the certificates was legal entity, independent on the legal body, which organized and carried out the examination. It was ZETOM-CERT Ltd., accredited by Polish Centre for Accreditation.

It was adopted that the pilot confirmation of vocational qualifications in Poland would be carried out based on the decisions of and in conformity with the requirements of standard PN-EN ISO/ICE 17024:2004 "Conformity assessment – General requirement for bodies operating certification of person". INTERNATIONAL STANDARD ISO/IEC 17024 First edition 2003-04-01.

A lot of information as submitted below was obtained as a result of analysis of application forms – 22 copies and questionnaires filled by candidates – 41 copies, including 16 copies filled after examination, 15 forms filled by examiners and 10 questionnaires filled by organizers of the examination and experts – observers of the examination.

Examination aimed at confirmation of qualifications was divided into two parts:

- A. theoretical part and B. practical part.

Theoretical part was divided into two parts: tests concerning the knowledge of safety and hygiene of work (*bhp*) and knowledge of vocational qualifications. The limit of passing the theoretical examination from *bhp* was constituted by minimum 14 correct answers to 20 questions in the test. There were three answers to choose for each question; one of them was correct.

Before theoretical examination from vocational knowledge, it was necessary to pass examination from the knowledge of *bhp*. Test concerning vocational knowledge was passed after giving 14 correct answers to 20 questions.

There were distinguished partial qualifications in professions.

In profession *mason*, 2 partial qualifications were distinguished:

- performance, repair and maintenance of walls and partition walls;
- performance of plaster and cladding work and their repair and maintenance

In profession *roofer*, 2 partial qualifications were distinguished:

- performance of roofing and its repair and maintenance;
- performance of finishing roofer's work and its repair and maintenance

In profession *fitter of sanitary installations and equipment*, 3 partial qualifications were distinguished⁴:

- assembling, maintenance and repair of water supply and sewage systems;
- assembling, maintenance and repair of heating installations;
- assembling, maintenance and repair of ventilation and air conditioning installations.

In case of professions: Mason (*mason*) and roofer, there were two separate tests for each from two qualifications, ascribed to the mentioned above professions; for fitter of sanitary installations and equipment – there were 3 vocational tests as it included three qualifications.

On the second day, there was a practical examination and, similarly as in case of theoretical examination, there were two tests for profession: *Mason* and two tests for profession: *roofer* and three for profession: *fitter of sanitary installations and equipment*. In order to

⁴ Fourth qualification – assembling, maintenance and repair of gas installations was not the subject of pilots because performance of the mentioned above installations requires the so-called gas qualifications

pass practical examination for a given qualification, it was necessary to obtain minimum 75% of the total number of scores, i.e. 60 what constituted 45 scores.

When assessing the passage of practical examination, the examining commission employed the following criteria:

1. Demand on materials for performance of practical task	maximum number of scores	6
2. Preparatory operations before performance of practical task	maximum number of scores	6
3. Organization and keeping of order on work post	maximum number of scores	6
4. Observing the BHP rules during performance of practical task	maximum number of scores	6
5. Esthetics of performing practical task	maximum number of scores	6
6. Performance of practical task in accordance with the obligatory rules	maximum number of scores	30

The time of theoretical examination for professions of *Mason* and *roofer* was equal to 1 hour and 45 minutes and for profession: *fitter of sanitary installations and equipment* it was 2 hours and 15 minutes.

In case of practical examination the discussed time was equal to 1 hour and 15 minutes.

The organizer of pilot examination, i.e. Confederation of Building and Real Estate (KBiN) concluded individual agreement concerning the participation in examination, with every participant. Sixteen such agreements were concluded in total. Similarly, the agreements were concluded with the examiners and organizers of technical and substantial infrastructure and also, with the administrative-financial service.

The staff of examiners consisted of the persons who are actually the members of the State Examination Commission in the Pomeranian voivodeship and one person who possessed such competences, granted by the Association of Polish Craftsmanship. All examiners

possessed the appropriate pedagogic qualifications. There was adopted the rule of utilizing the knowledge and experience of the persons already proven in respect of examining and not in running the whole system of training and allowing the entrance of new persons from a very beginning.

The composition of the Examination Commission was approved by the Program Council of pilots, together with the collection of questions for examination. After approval of the questions, they were available only for the Chairman of the Program Council until the day of examination. The members of the Examination Commission received the document of their appointment by the President of the Board of ZETOM-CERT Ltd.

All examiners were the participants of seminar, dedicated to pilots in the in APL-Bud Programme, during which they received, *inter alia*, CD on organization and run of pilots.

Besides it, each examiner submitted the questionnaire and the appropriate declarations, required from the examiners of SEC (State Examination Commission).

As the aim of the pilots was not to prepare but to confirm the possessed qualifications, the informatory brochure was prepared for the candidates concerned. The mentioned brochure contained information about the subject of the examination, the range of the examination, the requirements for the participants and the examples of examination tasks and the information about the run of the examination. It enabled also obtaining further information by e-mail coming from the resources of KOWEZiU as well as the answers from the persons, representing organizer of the examination, i.e. KBiN.

III. SOURCES OF INFORMATION OF PILOT EXAMINATION

Information on the possibility to attend the examination was popularized by electronic way since the end of April until 5th of June 2010. Apart from it, the mentioned information was published in bimonthly construction magazine PROFIE, in publication of ZZB. The following bodies were also informed:

- 14 non-governmental organizations, associating legal entities in construction sector;
- 250 legal entities, i.e. construction companies and professional associations, acting in the professions, connected with the pilot examinations;
- 16 Voivodeship Labour Offices;
- Poviats Labour Offices in Pomeranian and Mazovian Voivodeships.

The legal entities, i.e. construction companies proposed 15 persons; 14 of them were qualified to examination. Four persons were suggested with the participation of Poviats Labour Offices and two of them were qualified for the examination. Two persons derived from press announcement but both were not qualified.

The candidates stated that the possibility of recognizing their acquired professional qualifications and the possibility of vocational promotion was the main reason for their application for the examination. Acquiring vocational qualifications lasted usually 4 – 5 years.

IV. THE CHOICE OF CANDIDATES FOR PILOT EXAMINATION

According to the assumptions of APL-Bud Project, the pilot examination was planned to cover 15 persons, including 5 candidates in each of the following professions: *Mason, roofer and fitter of sanitary installations and equipment*. As a result of the conducted recruitment, 22 candidates applied for the examination, including for profession: Mason – 9 persons; roofer – 6 persons and *fitter of sanitary installations and equipment* – 7 persons.

When considering the length of employment, character of the performed work (i.e. whether a candidate performed the professional tasks for at least 3 years in the field of a given profession) and reliability of the documentation, obtained from candidates, the Team which had assessed the participation in the pilot examination, recommended 16 candidates (the

pilot examination was free-of-charge and was carried out at the cost of APL-Bud Project and the specified costs of the project did not allow to cover all candidates with the examination).

The list of candidates and information about the length of work period, and information about education and character of work of the candidates have been given below.

LIST OF CANDIDATES FOR PARTICIPATION IN PILOTAGE, ACCORDING TO PROFESSIONS

(State on 16.06. 2010)

No.	Name	Year of birth	The possessed education	Length of work, years	The occupied position in work place	Decision about qualification YES or NO
1	2	3	4	5	6	7
MASON						
1.	Zbigniew	1953	Primary school	39	Welder-Mason	YES
2.	Adam	1957	Basic vocational school in profession: Mason	32	Concrete placer-Mason	YES
3.	Daniel	1979	Basic vocational school in profession: Mason	9	Mason – plaster worker	YES
4.	Marek	1974	Primary school	6	Glaze placer, plaster placer	YES
5.	Jan	1966	Technical school Technician-chemist	Lack of documentation	farmer	NO
6.	Sławomir	1968	Basic vocational school in profession: lock-smith	25	Fitter of construction insulations	YES
7.	Tadeusz	1949	Basic vocational school in profession: lock-	16	Painter	NO (to

			smith			supplement documents on work: name of employer and his address or place of work)
8.	Dariusz	1979	Technical school - Farmer University of nature – agro-chemistry	6 years, incl. 3 years in construction company	Mason, roofer and store keeper	YES
9.	Łukasz	1985	Basic vocational school Journeyman-Mason	2.7 years (30.6 months)	Mason, fitter of plaster-cardboard panels	NO (too short period of work)
ROOFER						
1	Dariusz	1981	Basic vocational school in profession: locksmith – welder Technical school – construction of machines	7	Rofer, carpenter	YES
2	Leszek	1938	Primary school	Lack of documentation	Rofer	NO (to supply documents on work: name of employer, his address or place of work and certificate about health state)
3	Krzysztof	1965	Technical school Technician- in	23	Tinman, roofer	YES

			mechanics Training BRASS, RUPP, application of ISOLA foil, assembling of windows			
4	Emil	1975	Basic vocational school; training: roofing BRASS, RUPP, application of foil	18	Roofer	YES
5	Stanisław	1957	Technical school, construction technician; roofing master, Polish Association of Roofers	26	Roofer	YES
6	Rafał	1979	Basic vocational school, electro- mechanics, gutter systems, roofing, Marma, BRASS, RUPP	11	Roofer, Tinman	YES
FITTER OF SANITARY INSTALLATIONS AND EQUIPMENT						
1	Tomasz	1982	Secondary school and course of welder	4 years, incl. 3 years as fitter of water and sewage systems	Fitter of water and sewage installations, welder	YES
2	Stefan	1958	Basic vocational school in profession fitter of industrial pipelines Technical school, technician of sanitary	37	Fitter of water and sewage installations, welder	YES

			installations; course of welder			
3	Dariusz	1967	Basic vocational school in profession fitter of sanitary installations - plumber	26	Fitter of sanitary installations	YES
4	Robert	1990	Lack of records in application	Lack of records	Lack of records in application	NO
5	Andrzej	1965	Basic vocational school in profession: technician of industrial machines and equipment Qualifications: welder, crane and lift trucks' operation	He worked in 6 companies, including abroad in Sweden, however lack of documentation on work years	Lock-smith, mechanics of machines and equipment	NO (lack of information on the years of work)
6	Mariusz	1963	Basic vocational school in profession: turner (lathe hand); Qualifications: Supervision and operation of equipment, installations and network	21	Fitter of water and sewage installations and of central heating system	YES
7	Piotr	1978	Basic vocational school in profession: lock-smith – welder	3	Assistant of plumber	YES

Comments and suggestions concerning the persons, not recommended to the participation in the pilots;

In the exam for *Mason*, the following candidates were rejected:

- Jan due to lack of documentation about the work experience in the profession of Mason. It results from documents that J. worked in wicker industry plant; he did not give any information was he was doing there; apart from it, the candidate worked as farmer. Lack of information on the length of work period.
- Tadeusz due to a lack of information on work/ experience in profession. It results from documents that T. worked as painter and lock-smith of railway wagons.
- Łukasz due to a too short period of work - only to three years.

In profession: *roofer*, the candidate Leszek was rejected because the pilot examination covers 5 persons and the number of candidates was 6. He was the weakest of the candidates.

In profession: *fitter of sanitary installations and equipment*, the following was rejected:

- Robert. R. did not give the answer to many questions which were found in the application form, it is not known how long and where he worked, or even whether he graduated primary school.

V. CHARACTERISTICS OF CANDIDATES

The candidates derived from few voivodeships, including first of all, Mazovian, Podlaskie, Pomeranian, Warmińsko-Mazurskie and Lubelskie voivodeships.

The mean period of work of the candidates amounted to almost 17 years of work; the range was from 3 to 39 years of work. One candidate worked in few foreign companies.

As a rule, the candidates possessed vocational education but did not have certificates on the possessed qualifications. Most frequently, they changed their qualifications from profession *locksmith*.

The candidates worked usually in the field of housing construction and performed repair work. Any of the candidates did not work in construction of office buildings, construction of bridged, TV towers or other branches of construction industry. Three candidates managed a team of workers. Very seldom, the candidates took an advantage of improving their qualifications, e.g. writing professional magazines or books at home, visiting exhibitions or

participating in lectures, attending in training concerning work in the enterprise or those ones, being organized by the producers of new materials or new equipment, or participating in distance learning (Internet), etc.

VI. RESULTS OF PILOT EXAMINATION

a) General results

Sixteen persons participated in pilot examination in total, including 6 persons in profession *Mason* – all candidates attended in two partial qualifications; 5 persons in profession: *roofer* – all candidates entered two partial qualifications and 5 persons in profession: *fitter of sanitary installations and equipment* – all candidates participated in three partial qualifications.

All candidates passed examination from safety and hygiene of work (bhp). Examination from vocational knowledge was passed by all candidates in professions: *Mason* and *roofer* whereas in the profession: *fitter of sanitary installations and equipment*, two candidates did not pass theoretical examination form partial qualification: *assembling, maintenance and repair of ventilation and air conditions installation*. In consequence, the mentioned candidates obtained the right to enter practical examination but only from two partial qualifications and they were not allowed to participate in non-passed partial qualification concerning ventilation.

Practical examination was passed by all of the candidates.

Tab.2. RESULTS OF OILOTAGE EXAMINATION

PROFESSION/PARTIAL QUALIFICATION	Theoretical examination		Practical examination ³ <u>Scores %</u>
	bhp ¹ <u>scores %</u>	Vocational knowledge ² <u>Scores %</u>	
1	2	3	4
Mason	8,4 84,0	15,9 79,5	52,7 87,9
- performance, repair and maintenance of walls and partition walls	X	16,3 81,7	53,5 89,2
- performance of plaster and cladding work and their repair and maintenance	X	15,5 77,5	52,0 86,7
Roofer	8,7 87,0	19,0 95,0	49,8 83,0
- performance of roofing and its repair and maintenance	X	19,8 99,0	48,6 81,0
- performance of finishing roofer's work and its repair and maintenance	X	18,2 91,0	51,0 85,0
Fitter of sanitary installations and equipment	8,8 88,0	17,3 86,6	54,2 90,4
- assembling, maintenance and repair of water supply and sewage systems	X	18,0 90,0	58,0 96,7
- assembling, maintenance and repair of heating installations	X	18,4 92,0	52,2 87,0
- assembling, maintenance and repair of ventilation and air conditioning installations	X	15,6 78,0	51,3 85,5
TOTALLY in three professions	8,62 86,2	17,3 86,6	52,4 87,4

1 – maximum number of scores, which was possible to obtain, amounted to 10 points and in order to pass, it was necessary to obtain at least 7 points, that is 70% of correct answers

2- maximum number of scores which was possible to obtain, amounted to 20 points and in order to pass, it was necessary to obtain at least 14 points, that is 70% of correct answers

3 - maximum number of scores which was possible to obtain was equal to 60 points and in order to pass, it was necessary to obtain at least 45 points, that is 70% of correct answers.

The results of the examination indicate a high level of knowledge and of qualifications of the candidates who passed pilot examination. The candidates obtained more than 86% possible points from all examinations. The exam from bhp brought the following results: the mean of the results was equal to 86.2%, including in profession: *Mason* – 84.2%; *roofer* – 87.0% and in profession: *fitter of sanitary installations and equipment* – 88.0% of the possible points.

The examination from professional knowledge was as follows: the candidates obtained also high mean value of the results amounting to 86.6%. The highest mean was equal to 99.0% of possible points; it was obtained by roofers who passed examination from partial qualification: *performance of roofing and their repair and maintenance* and the lowest one (77.5%) was found in case of the Masons in partial qualification: *performance of plaster work and cladding work and their repair and maintenance*.

The best results – 87.4% of possible points was obtained by the candidates during practical examination. The best mean, amounting to 90.4% was obtained by the candidates in profession: *fitter of sanitary installations and equipment*, including partial qualification *assembling, maintenance and repair of water pipe and sewage system installations* (96.7%).

b) Correlations

The individual results of pilot examination, which were obtained by the candidates, are given below. The population of 16 persons is too small in order to draw far-reaching conclusions, it is, however, worthy to find out whether any correlations exist between the features of the candidates, including their age, education and work length period and the results, obtained during the pilot examination.

Tab.3. INDIVIDUAL RESULTS OF PILOTAGE EXAMINATION ACCORDING TO PROFESSIONS

No.	Name	Year of birth	Possessed education	Length of work, in years	Occupied position in work place	Scores obtained during examination		
						Total	Theory	Practice
1	2	3	4	5	6	7	8	9
MASON								
1.	Dariusz	1979	Technical	6	Mason, roofer	155,5	41,5	114

			school - Farmer University of nature – agro- chemistry		and store keeper			
2.	Adam	1957	Basic vocational school in profession: mason	32	Concrete placer-Mason	145,5	37,5	108
3.	Marek	1974	Primary school	6	Glaze placer, plaster placer	147,5	40,5	107
4.	Sławomir	1968	Basic vocational school in profession: lock-smith	25	Fitter of construction insulations	143,0	VII. 41,0	VIII. 102
5.	Zbigniew	1953	Primary school	39	Welder-Mason	137,5	41,5	96
6.	Daniel	1979	Basic vocational school in profession: mason	9	Mason – plaster worker	135,5	39,5	96
ROOFER								
1.	Krzysztof	1965	Technical school Technician- in mechanics	23	Tinman-roofer	151,0	IX. 47,0	X. 104
2.	Stanisław	1957	Technical school, construction technician; roofing master, Polish Association of Roofers	26	Roofer	150,0	48,0	102
3.	Emil	1975	Basic vocational school; training: roofing BRASS, RUPP,	18	Roofer	148,0	47,0	101

			application of foil					
4.	Rafał	1979	Basic vocational school, electro-mechanics, gutter systems, roofing, Marma, BRASS, RUPP	11	Rofer , Tinman	142,5	46,5	96
5.	Dariusz	1981	Basic vocational school in profession: lock-smith – welder Technical school – construction of machines	7	Rofer, carpenter	140,5	45,5	95
FITTER OF SANITARY INSTALLATIONS AND EQUIPMENT 1								
1.	Mariusz	1963	Basic vocational school in profession: turner (lathe hand); Qualifications: Supervision and operation of equipment, installations and network	21	Fitter of water and sewage installations and of central heating system	233,5	67,5	166
2.	Piotr	1978	Basic vocational school in profession: lock-smith – welder	3	Assistant of plumber	232,5	68,5	164
3.	Tomasz	1982	Secondary school and	4 years, incl. 3	Fitter of water and sewage	221,0	63,0	158,0

			course of welder	years as fitter of water and sewage systems	installations, welder			
4.	Stefan	1958	Basic vocational school in profession fitter of industrial pipelines Technical school, technician of sanitary installations; course of welder	37	Fitter of water and sewage installations, welder	161,5	51,5	110
5.	Dariusz	1967	Basic vocational school in profession fitter of sanitary installations - plumber	26	Fitter of sanitary installations	161,0	54,0	161,0

1. In profession: *fitter of sanitary installations and equipment*, practical examination was composed of three partial qualifications, and not as in professions: Mason and roofer, therefore the score results of the examination are higher.

The analysis of the data from tab.3 indicates that there is a correlation between the level of education of the candidates and the results, obtained during the examination (theoretical and practical). Three candidates had technical education and they all obtained the best results of exams in their professional groups. The candidates with the basic education passed their examinations with the relatively weaker results.

Analysis of relation length of work period – results of practical examination does not indicate such correlation. The best results were obtained by the candidates with the work period equal to 20 years, as well as those ones with 6 years of experience.

Similarly, a lack of correlation between the age of the candidates and the results, obtained during the examination, was recorded.

Generally, it may be stated that there were no distinct correlations between the properties of the candidates, including age, education and work length period and the results obtained during the pilot examination.

VII. COMMENTS CONCERNING PILOT EXAMINATION

a) Candidates

Candidates considered the information on examination as being clear and precise – 77 % of candidates expressed such opinion. The candidates evaluated run of the pilot examination as very good. The organization of the examination was evaluated as very good by 60% of candidates and as good – by 40% of candidates. On the other hand, 61% of the candidates expressed the opinion that the time destined for the examination was appropriate and 38% stated that it was too short; it was generally recognized that the time period for theoretical examination was sufficient; however, the time for practical examination should be longer, depending on the qualification, distinguished in a given profession.

Test of the knowledge on safety and hygiene of work was considered as difficult by 61% of candidates. The test of vocational knowledge was evaluated as somewhat easier (50% of candidates: easy; 50% of candidates: difficult). Practical examination was considered as easy by 58% of candidates and as difficult – by 42% of candidates. The candidates paid also attention to the fact that the quality of performing the practical examination task was especially carefully evaluated.

The candidates stated that the principles of evaluation intended for confirming the qualifications motivate decisively for further professional development.

All candidates expressed the opinion that the examination was useful and appropriate in relation to the level of knowledge of candidates and that they were very well prepared.

b) Examiners

The questionnaire was filled by all examiners, i.e. 15 persons. 93.3% of them recognized that the examination enabled checking the skills in the particular types of work and it was possible to evaluate well the qualifications in respect of new technologies, employed in

construction industry. The subjects were understandable. Only one examiner considered the tasks as being too easy.

The examiners paid the attention that too little time was destined for practical examination. They suggest also conducting the training in safety and hygiene of work earlier. It stays, however, in contradiction with the formula of confirming the qualifications, obtained by non-formal way.

c) Experts and observers

Experts and observers have also confirmed the opinion of the examiners that the examination enables checking of qualifications. The conditions for examination run were very good; all enveloped with the examination tasks were opened at the presence of the examined persons and the Examining Commission. The obligatory time of the examination was written down on a blackboard.

Experts indicated that it was also possible to evaluate the behavior of the candidates during the process of work (performance of practical tasks).

The examination places were prepared for each candidate, applying for confirmation of his qualifications; all the candidates were furnished with the appropriate materials, tools and equipment.

The examination ran without problems.

Experts indicated that a few vocational branch examination centers should be prepared in Poland; they would enable confirmation of partial qualifications in such a way as it was conducted within the frames of APL-Bud Project and the examinations should be organized e.g. twice or three times a year.

VIII. CONCLUSIONS

In Poland, there is no system of recognizing the qualification, acquired by work. The experiences obtained during the conducted pilot examination facilitate development of legislation background for confirmation of non-formal qualifications.

Participation of the candidates from few voivodeships is an evidence of good popularization of information on the examination, especially if we consider a relatively short period of promoting the information on the pilot examination.

Assessment of the candidates should be carried out on the ground of reliable documents, confirmed by the employer, e.g. work certificate. It would decrease "black" work and in consequence, it would counteract development of "grey" sphere because everybody who would like to pass the examination, confirming his qualifications, will be interested in possessing the certificates, which document the appropriate length of work period.

IX. RECOMMENDATIONS

It is advisable that after completion of work in KOWEzIU concerning the national framework of qualifications for professions in construction sector, the model created in the mentioned above project could be utilized in conducting pilots for them.

The other problems are:

- preparation of the appropriate changes in code of labour, the law on education, and in case of construction – building law and act of management of real estate in favor of popularization of recognizing professional qualifications as a distinguished element, confirmed e.g. by certificate by the entity, accredited by Polish Centre of Accreditation based on the document equivalent to certificate;
- consideration of amendments in Regulation of the Minister of Education and Science of 3 February 2006 on obtaining and supplementing general knowledge by adult persons, professional skills and qualifications in out-of school form (Official Journal of Laws 06.31....216) and in the Regulation of the Minister of labour and Social Policy dated 5 April 2009 on vocational preparation of adult persons (Official Journal of Laws 09.61...602) towards recognition of qualifications in the professions and not of professions. Besides it, there are also necessary the changes which would concern not only the unemployed persons but which would be firstly related to the needs of the local labour market.

The example of pilots has also indicated a lack of sufficient number of education units, being prepared to recognition of vocational qualifications in a complex way, in theoretical and practical aspects. There is a need – especially in the field of technical infrastructure resources – to normalize creation of partnership on the line: education – employers – producers of construction products – construction production engineering and technologies.