



INTACT

“Integration of newly arrived migrants by means of competency assessment and high-quality further vocational training”

Program Erasmus+



Warmińsko-Mazurska
Izba Rzemiosła
i Przedsiębiorczości
w Olsztynie

Experience with competence assessments and qualifications in Poland

Justyna Kaczorek

Warmia and Mazury Chamber of Crafts
and Small Business in Olsztyn

**a few words about
our organization...**



We are an organization of economic self-government of craftsmanship and small and medium-sized enterprises. We have been operating since 1945 and since 1984 the seat of our Chamber is located at 38 Prosta Street in Olsztyn. Currently we have 15 Guilds and 2 Craft Cooperatives.



&





We conduct journeymen's exams for juveniles and adults in nearly forty professions.

As the only one in Poland we have established an examination board in the profession of a horse shoemaker!

We also conduct master exams.



**Warminsko-Mazurska
Izba Rzemiosła
i Przedsiębiorczości
w Olsztynie**



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The first task of the Warmia and Mazury Chamber of Crafts and Entrepreneurship was to test the competence assessment tool developed within the framework of the INTACT project.



First of all, we went to Schwerin, where the Chamber of Crafts - partners of the INTACT project - is located. We were invited to participate in the Competence Assessment.



On 27.02.2019 we were able to be present during the tests, which started with the filling in of the online questionnaires. The participants were then interviewed.

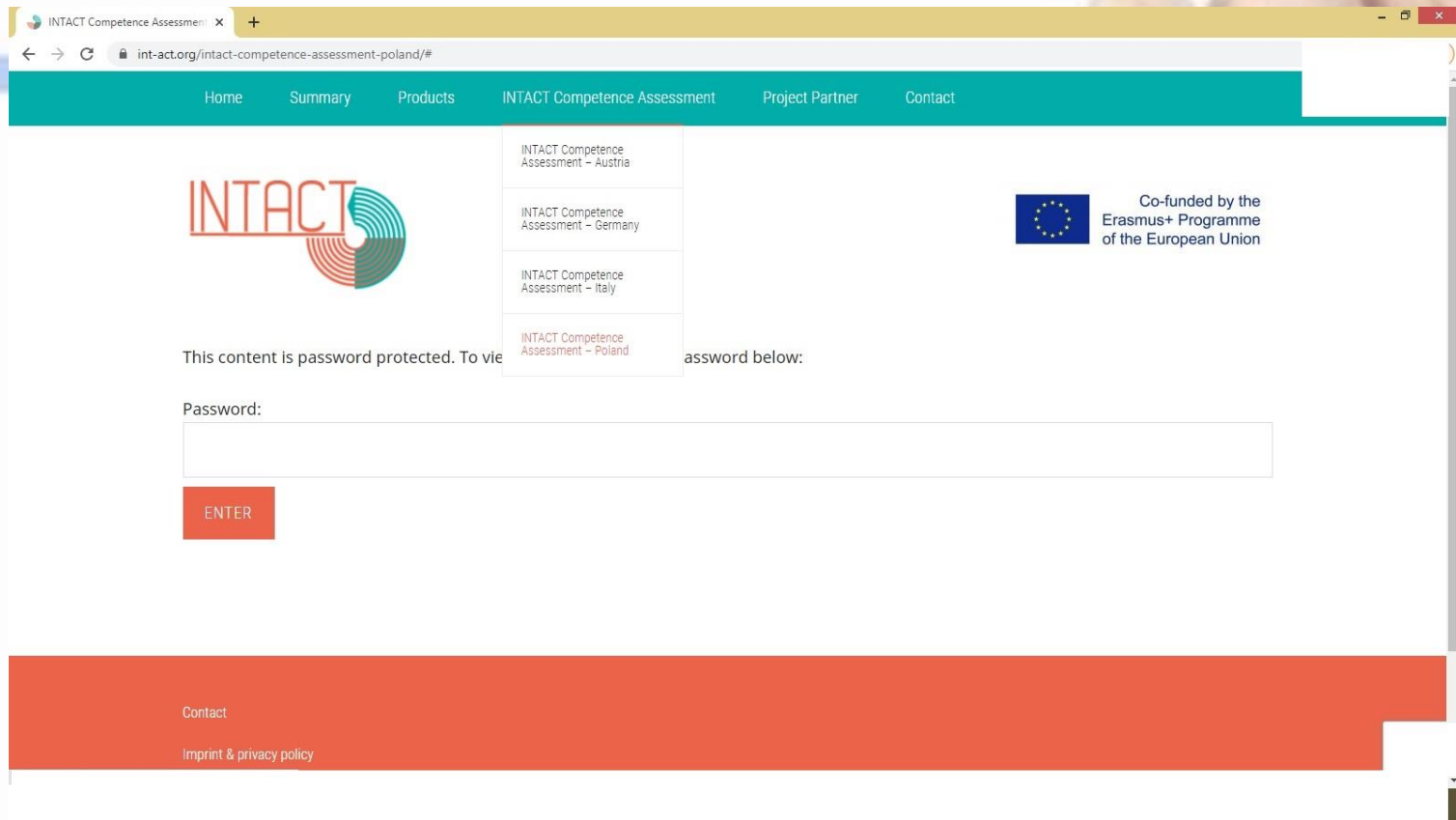
Bildungs - und Technologiezentrum der Handwerkskammer Schwerin



Thank You Schwerin!



The first step was to translate the online questionnaire into Polish. Then the questionnaire was placed on the official website of the INTACT project.



The screenshot shows a web browser window with the URL `int-act.org/intact-competence-assessment-poland/#`. The page features a teal navigation bar with links: Home, Summary, Products, INTACT Competence Assessment, Project Partner, and Contact. On the left, the INTACT logo is displayed. To its right, a vertical list of links includes: INTACT Competence Assessment – Austria, INTACT Competence Assessment – Germany, INTACT Competence Assessment – Italy, and INTACT Competence Assessment – Poland. Further right, the European Union flag is shown with the text "Co-funded by the Erasmus+ Programme of the European Union". The main content area contains the message "This content is password protected. To view this content please enter your password below:" followed by a "Password:" label, a text input field, and a red "ENTER" button. The footer is a solid red bar containing the links "Contact" and "Imprint & privacy policy".

INTACT Competence Assessment – Poland

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This content is password protected. To view this content please enter your password below:

Password:

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Contact

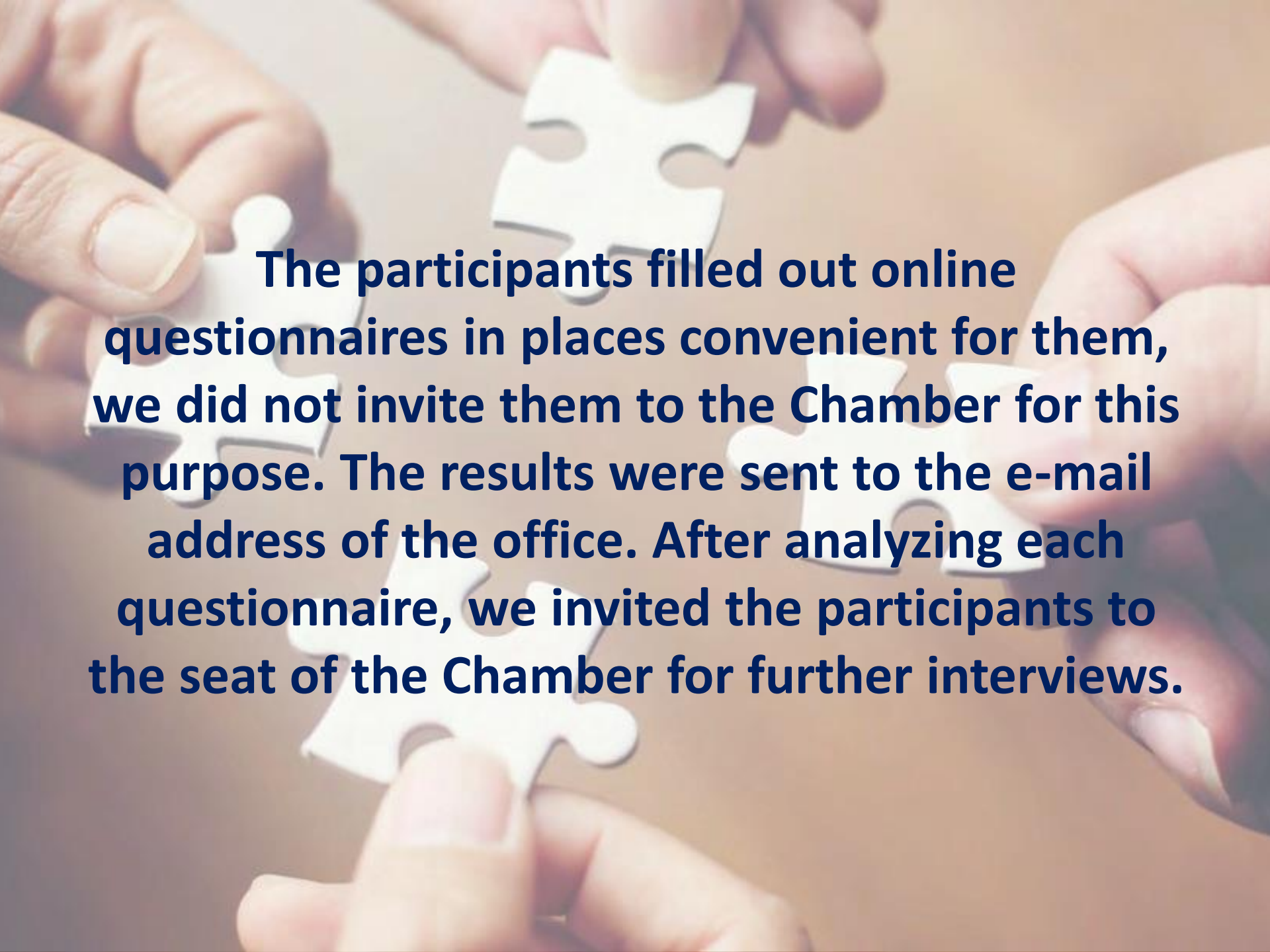
Imprint & privacy policy



**We invited 22 people (11 women and 11 men)
of different nationalities:**

**Poland - 14 people,
Ukraine - 4 people,
Kazakhstan - 1 person,
Belarus - 1 person,
Sweden - 1 person,
Egypt - 1 person**

to take part in the tests.

A close-up photograph of several hands assembling white puzzle pieces. The hands are positioned around the pieces, with fingers visible as they fit the pieces together. The background is a soft, out-of-focus light brown or beige color. The text is overlaid in the center of the image.

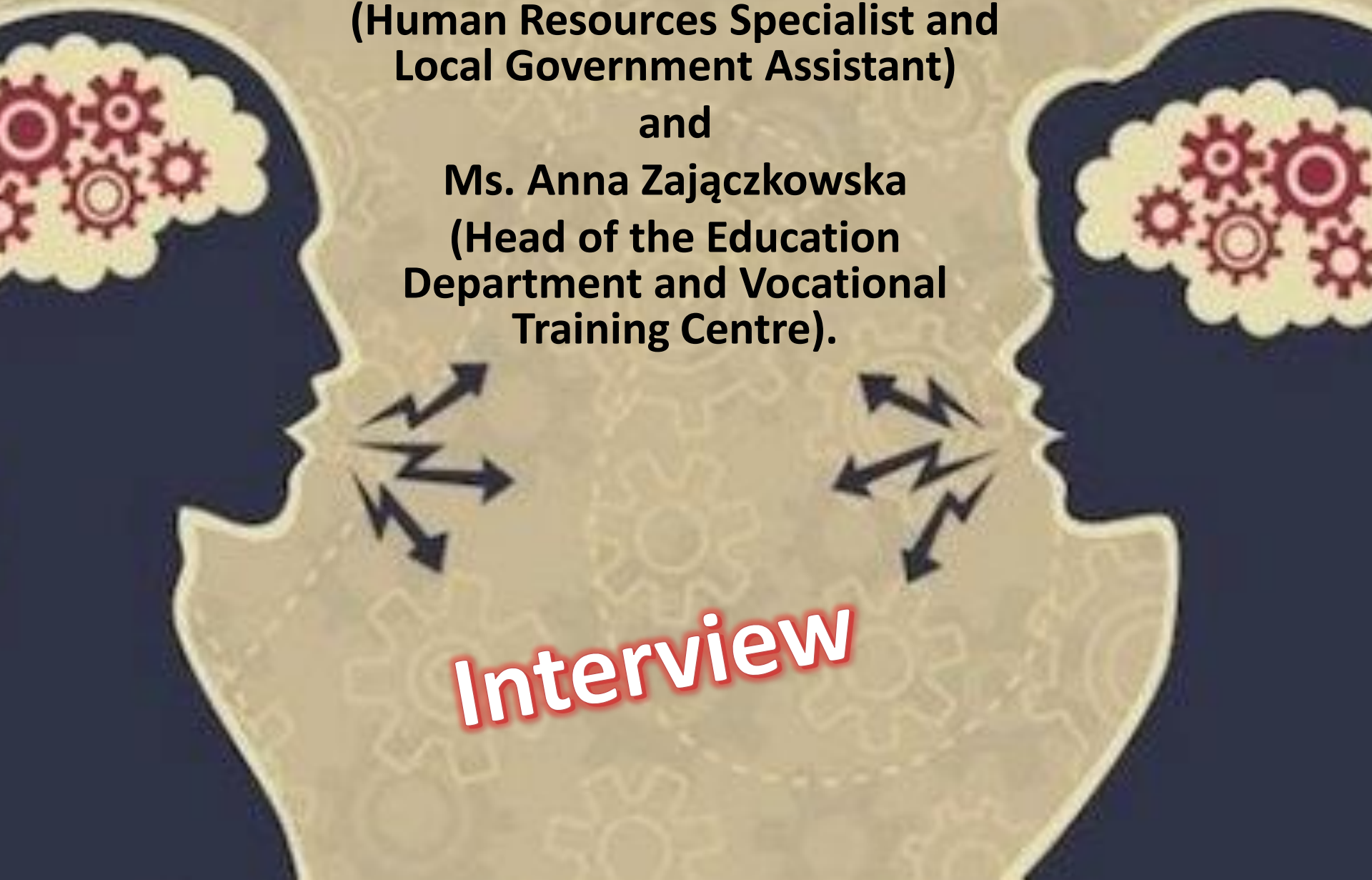
The participants filled out online questionnaires in places convenient for them, we did not invite them to the Chamber for this purpose. The results were sent to the e-mail address of the office. After analyzing each questionnaire, we invited the participants to the seat of the Chamber for further interviews.

**The interviews were conducted by
Ms. Justyna Kaczorek
(Human Resources Specialist and
Local Government Assistant)**

and

**Ms. Anna Zajączkowska
(Head of the Education
Department and Vocational
Training Centre).**

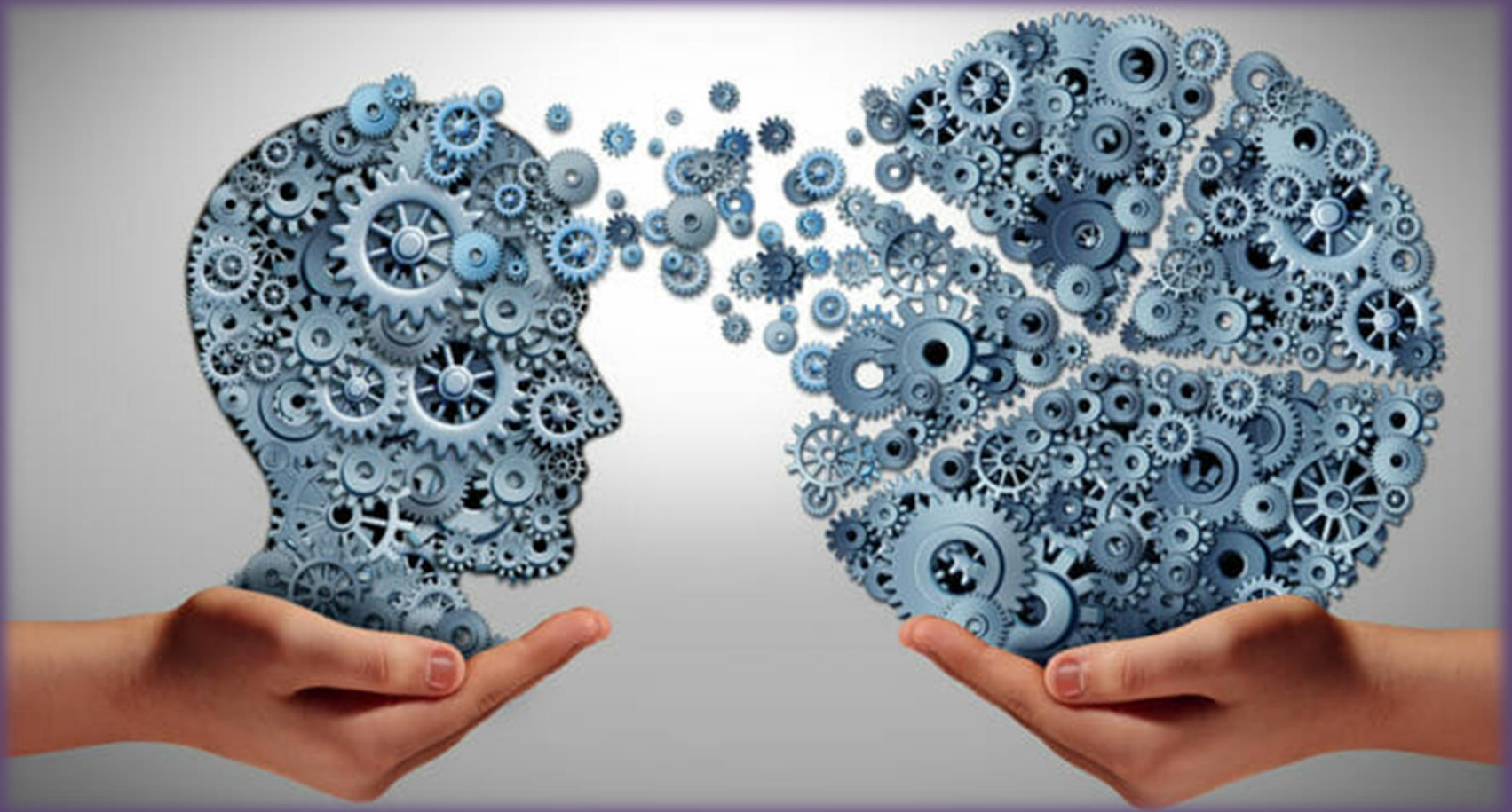
Interview





The respondents were informed about the rules of personal data processing in our organization, the purpose for which the data were collected and how they will be stored.

The interviews made it possible to collect supplementary information and personal impressions as well as to assess to what extent the information provided in the questionnaire is true.



Analysis



Conclusions and recommendations



Further training and professional career

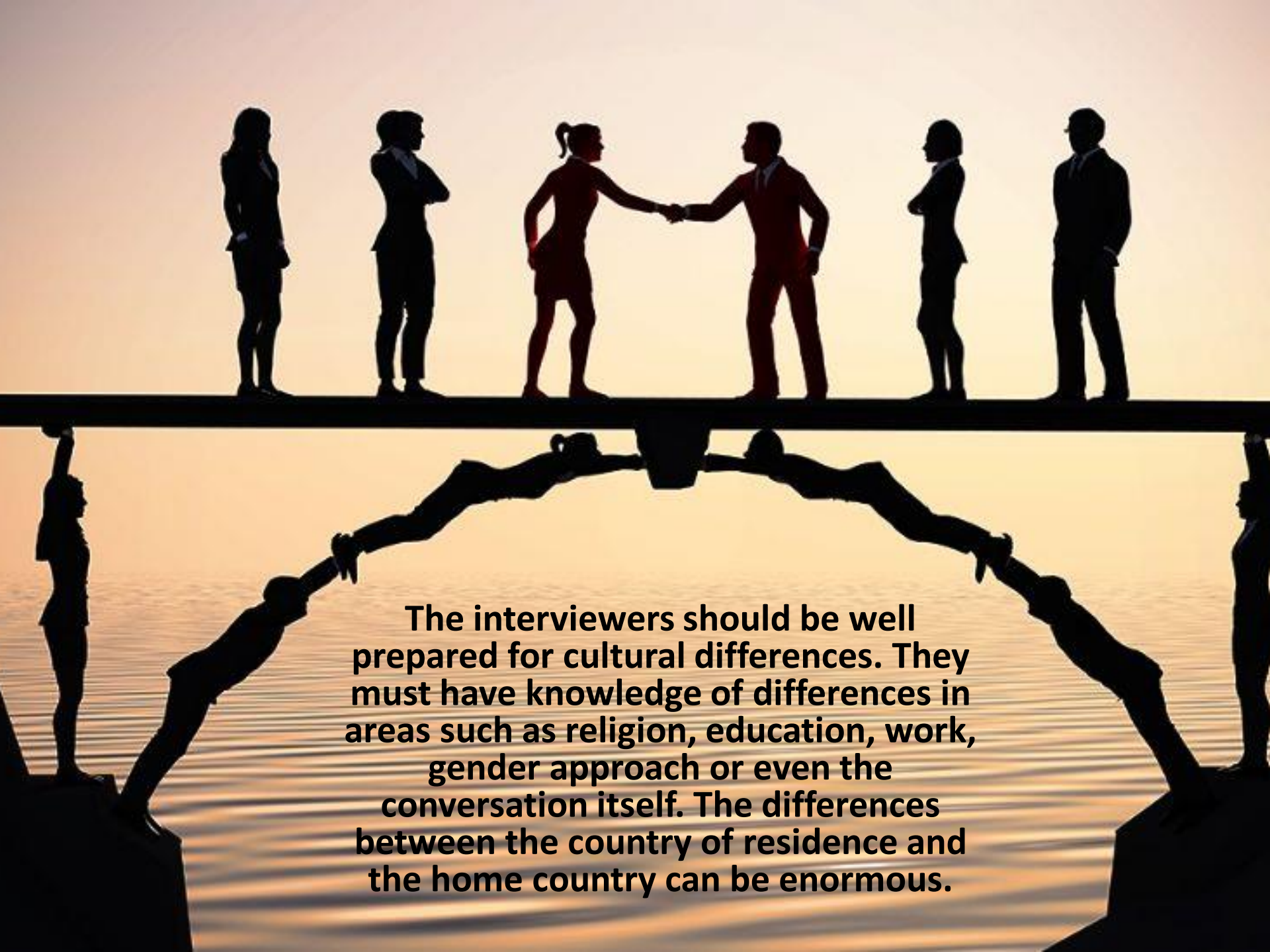


*** some participants overstated their answers**



*** doubts about the level
of education**

*** the question of a socially
recognised/respected position
was also problematic**



The interviewers should be well prepared for cultural differences. They must have knowledge of differences in areas such as religion, education, work, gender approach or even the conversation itself. The differences between the country of residence and the home country can be enormous.

Trying to find your own place and to arrange your life in a foreign country is an extremely stressful situation anyway. That is why people working with foreigners must be very well prepared at every level of cooperation.



The experience gained with competence assessment will be very beneficial for the further functioning and work of our organization in a changing reality. The results of the experience will improve, in particular, the work of the Department of Education in the area of vocational counseling, especially taking into account the increasing percentage of foreigners coming to our country, who represent an opportunity for the small and medium enterprises sector.



Within the INTACT project our Chamber was obliged to test the training programs created within the project.

The first training carried out was:

Health and safety at work.



This training was developed and tested first in Italy, Treviso, by one of the project partners - Transferimento Tecnologico e Innovazione Scarl. During the preparation of our training we were guided by the experience of this partner. We have reviewed the training program prepared by the partner, which was then adapted to our needs.

Our Chamber conducted periodic health and safety training, which was aimed at updating and strengthening knowledge and skills in the field of health and safety at work, risks associated with work and methods of protection against those risks, as well as procedures to be followed in the event of accidents and emergency situations.



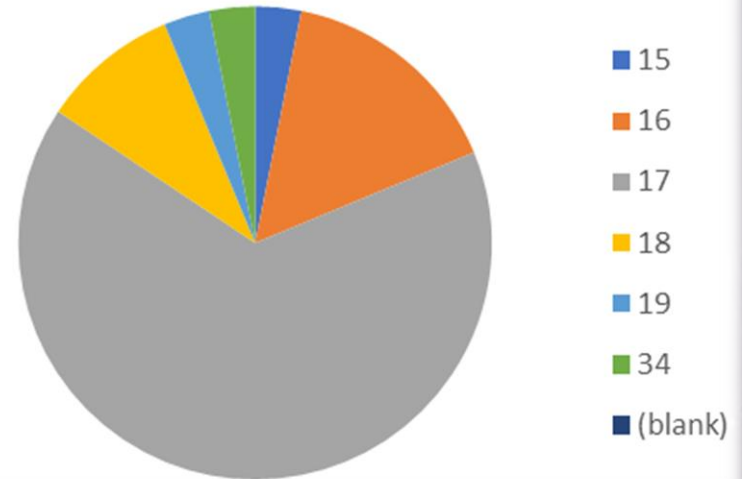


The training took place on 7 October 2019 and included 8 teaching hours. The training was organized in the form of guided self-study.



**The training was
attended by 32
participants.
Participants were aged
from 15 to 34 years:
15 years - 1 person,
16 years - 7 persons,
17 years - 19 persons,
18 years - 3 persons,
19 years - 1 person,
34 years - 1 person**

Age of participants



The participants of the training were studying in the following professions: cook (3), car mechanic (1), car electromechanic (1), hairdresser (23), tailor (1), confectioner (2), electrician (1).



**The gender classification was as follows:
women - 23 people
men - 9 people**

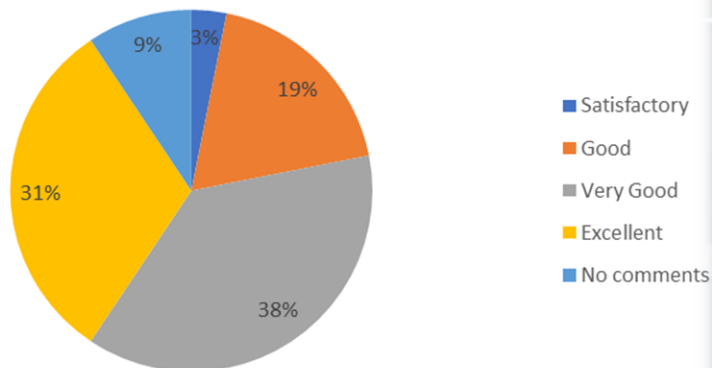
**The trainees have
therefore
completed the
examination
tests. The results
of all tests were
positive.**

**Each participant
has received a
certificate.**



Among the strong points of the training were: training material including presentations and films; usefulness of the presented information in further work and everyday life; first aid; employment rights, working hours and the right to holiday leave; increasing the possibilities of finding a job and increasing the effectiveness of work. Weak points are mainly the duration of the training - participants would like the training to last longer.

Overall grade of the course



The participants were satisfied with the training and rated the individual aspects of the course highly.

WORK SAFETY

The lecturer evaluated very positively all aspects of the training indicated in the questionnaire.

For the migrants it is so important that the rules of health and safety at work may be different in the country of origin of the training participant. Lack of appropriate trainings may lead to misunderstandings or dangerous situations in the workplace. We believe that trainings addressed to migrants should indicate the existing differences in health and safety at work between their home country and their current place of residence.



A man in a dark suit and tie stands on the left side of the frame, looking out over a city skyline. The background is a grayscale image of a city with many skyscrapers. On the right side, there is a large, stylized, hand-drawn arrow pointing upwards and to the right, made of a rough, sketchy line.

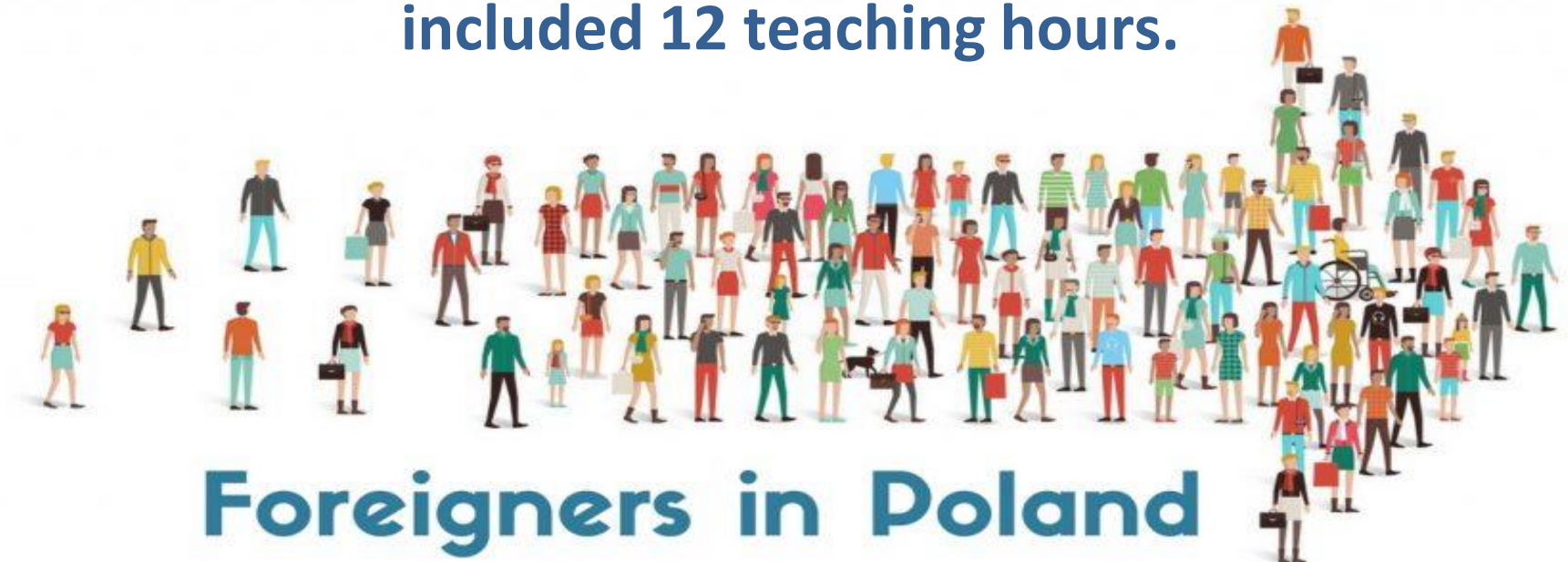
**The second training was conducted:
"ABC of running a business".**

Such a training was developed and tested first in Germany by one of the project partners. During the preparation of our training, we were guided by the experiences of the project partners.



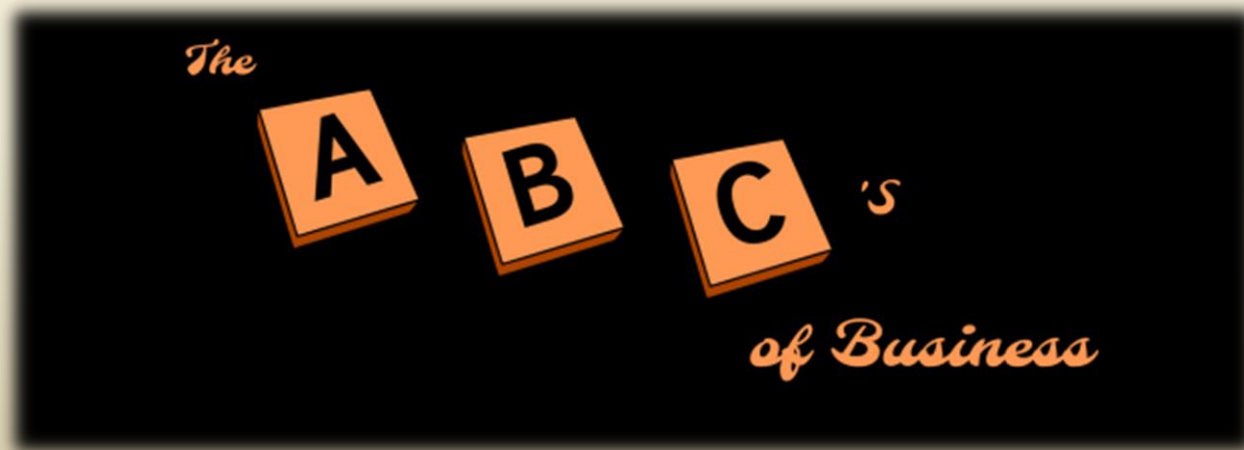
Our Chamber has conducted a training on setting up a business in Poland and all procedures related to it. The training was addressed to foreigners who wanted to expand their knowledge of labour law in Poland and think about running their own business in the future. The training was carried out in the form of a two-day course.

The training took place on 6-7 March 2020 and included 12 teaching hours.



Foreigners in Poland

The training covered primarily issues related to labor law, running your own company, personal data protection, issues related to the conclusion of various types of contracts and verification of contractors and the most important control authorities in the country.



The training was attended by 22 people.

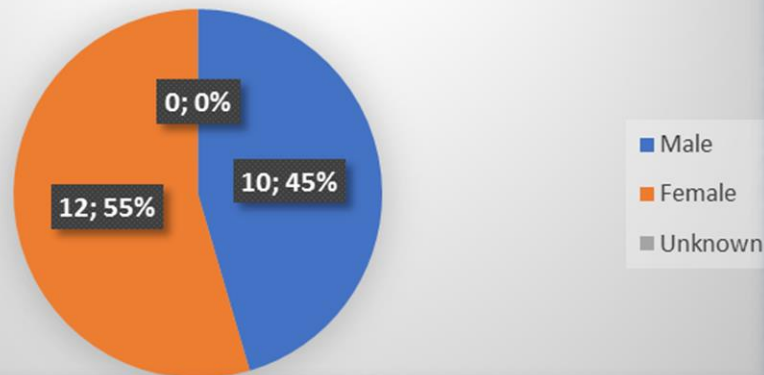
The country of origin of foreigners was mainly Ukraine (19), but there were also people from other countries, namely: Belarus (1), Germany (1) and Russia (1).



Participants were aged between 21 and 51 (21, 25, 27, 28, 29, 32, 33, 35, 37, 42, 43, 44, 48, 51 - 1 person each; 23, 24, 40, 41 - 2 people each).

Majority of students were female (12), 10 students were male.

Gender of participants



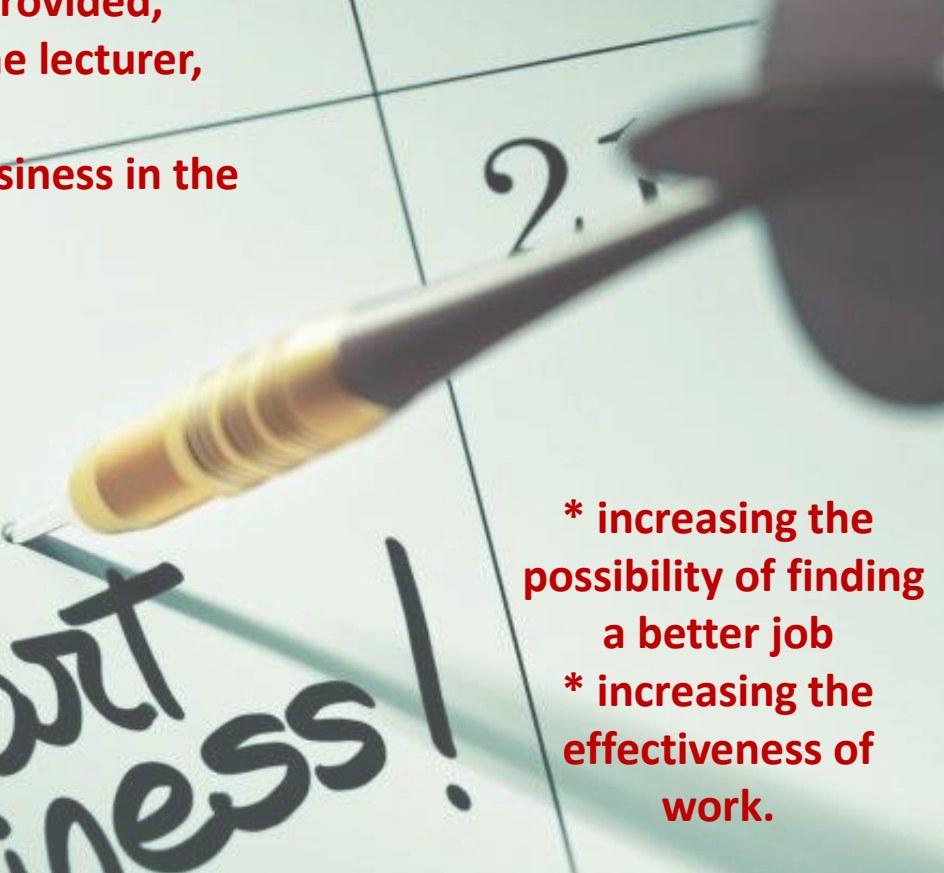
The course ended with an exam testing the participants' knowledge of the program and their ability to perform or organize work or hire employees in accordance with regulations. In connection with the above, the participants filled in the verification tests. The results of all tests were positive.

The organizer of the training confirmed the course by issuing a certificate to each participant.

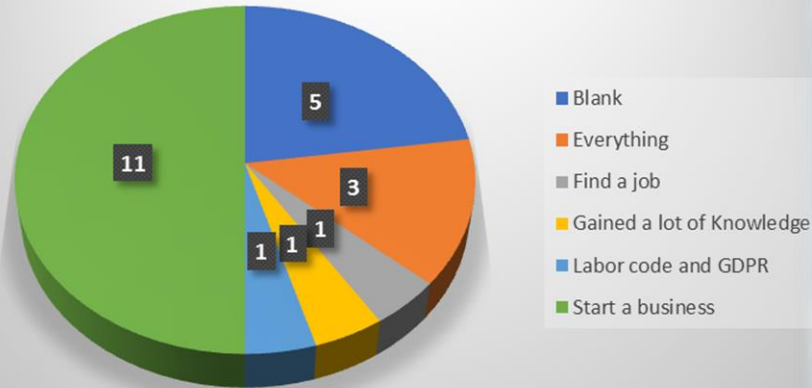


The participants were satisfied with the training and rated the various aspects of the course high.

Among the strengths of the training they pointed out:

- * transparency of the information provided,
 - * good explanation of the topics by the lecturer,
 - * motivation,
 - * encouragement to start one's own business in the future,
- 
- The background of the slide is a calendar grid. A yellow and black pen is shown writing the words 'Start Business!' in a bold, black, cursive font on one of the dates. The numbers 20, 21, and 26 are visible on the calendar grid.
- * usefulness of the presented information for further work and everyday life,
 - * knowledge of workers' rights,
 - * increasing the possibility of finding a better job
 - * increasing the effectiveness of work.

The most beneficial issue



They did not notice any weaknesses.

The participants pointed out that they would not change anything in the course.


The lecturer also very positively evaluated all aspects of the training indicated in the questionnaire.

Overall grade for the course



Training in setting up and running a business in Poland is very important for people from other countries. As we know, there may be many differences between the labour law or regulations on running a business in their home country and the one they are currently in. It can often be difficult to find yourself in a new reality and dare to run a business in a foreign country among people who speak a foreign language.

Lack of proper training can lead to many misunderstandings, discouragement, failure or dangerous situations in the workplace. We believe that training for migrants should also indicate the existing differences in health and safety at work and the processing of personal data between their home country and their current place of residence.

The background of the slide features a blue sky with scattered white clouds. In the foreground, the dark silhouettes of several people are shown climbing a jagged, rocky mountain. One person on the left is giving a thumbs-up. Two people in the center are holding hands, and another person on the right is reaching out. The overall scene conveys a sense of teamwork and achievement.

**Participation in the INTACT project was a
fascinating adventure.**

**I would like to thank Hanse Parlament and all
project partners for the excellent cooperation.
Your work has been a great inspiration for us.**



HANSE-PARLAMENT

Network for Small and Medium Enterprises



Erasmus+



SME



Together we can
do everything!



Thank
you!!



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