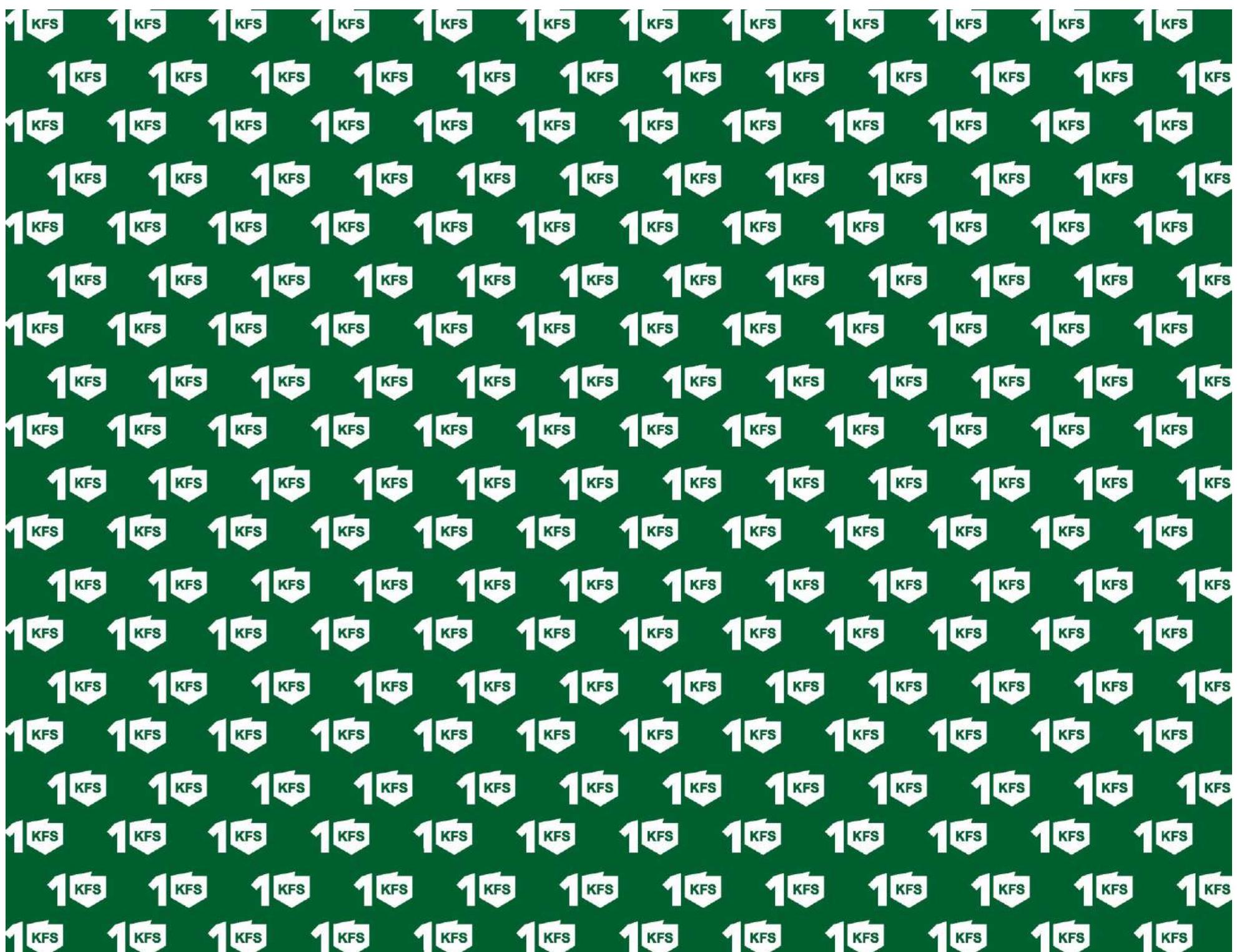
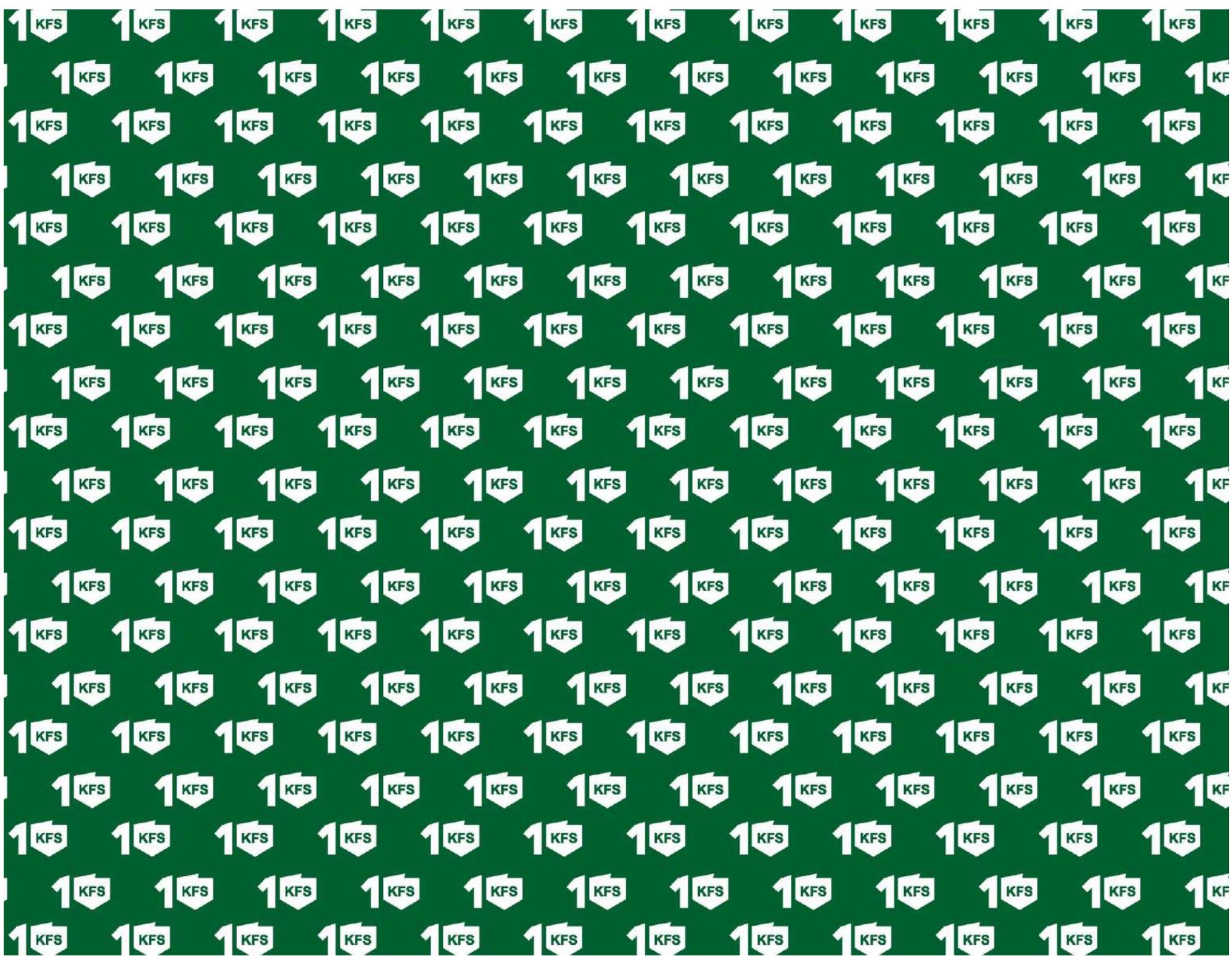




10 YEARS OF THE NATIONAL TRAINING FUND









**10 YEARS OF THE
NATIONAL
TRAINING FUND**



10 YEARS OF THE NATIONAL TRAINING FUND

Ladies and Gentlemen, we would like to present an album released to commemorate the ten years of the National Training Fund. It showcases best practices collected and developed with the help of poviats and voivodship labour offices. These are examples of the various forms of continuing education financed thanks to the Fund. With this publication, we wanted to present the National Training Fund, showcase the variety of measures implemented thanks to it and thus encourage everybody to take advantage of this possibility in the future.

The Fund is one of the forms of support for the concept of lifelong learning. This concept implies continuous improvement of skills and the acquisition of new competencies after completing formal education. With the rapid changes affecting almost all aspects of life, it is becoming necessary to constantly update our qualifications and acquire new skills, including those that allow us to realise our full personal potential. Lifelong learning not only enables rapid adaptation to change, but also opens the door to career opportunities, job change or re-entry into the labour market after a long leave. Participation of adult Poles in education and training opportunities has been remaining at a significantly lower level than the average for other European Union member states. In 2023, the participation of adults

(aged 25-64) in education or training amounted to 8.7% in Poland, compared to an EU average of 12.8%¹. Virtually all studies identify lack of motivation to continue learning or the belief that there is no need to do so as the main barriers to adult participation in learning, followed by lack of time and insufficient funding, as well as lack of appropriate training offering. The Fund was set up in an attempt to counteract these challenges to some extent. It is a labour market tool aimed at employers who can use it to retain workers in the labour market, as their skills or qualifications no longer match the changing needs of businesses and the demands of employers. The Fund offers funding, in full or in part, for upskilling measures and acquiring new skills, as well as covering the costs of examinations and medical examinations necessary for work. As such, on the one hand, it enables employees to remain in the labour market despite a lack of up-to-date qualifications and, on the other, it supports employers in developing the skills of their staff to meet the current needs of the company.

¹ Eurostat, https://iyec.europa.eu/eurostat/databrowser/view/trng_lfs_09__custom_12531636/default/table?lang=en, retrieved on 12.11.2024.

With employers commonly reporting difficulties in finding suitable candidates, the Fund serves as an important support in building a skilled workforce.

The Fund is a dedicated part of the Labour Fund for the financing of various forms of lifelong learning. The budget is set annually and, on average, amounts to around 300 million PLN, which corresponds to 4-6% of the Labour Fund's revenue generated from contributions in the year preceding the development of its financial plan. In 2024, an amount of 294.4 million PLN has been earmarked for the Fund's activities. The Fund is handled by the poviats labour offices.

They launch calls for funding applications, allocate funds, sign the relevant contracts with employers, monitor spending and then account for the funds spent. The transfer of funds takes place in accordance with the priorities set annually by the Minister of Labour in consultation with the Labour Market Council, which enables an efficient response to the training needs of individual industries or regions. Examples of popular priorities include support for lifelong learning concerning the use of new technologies in companies; lifelong learning in deficit occupations identified in a given poviats or voivodeship; lifelong learning for people returning to the labour market after a break due to childcare;

digital skills e-learning or education for people with disabilities and aged 45+.

The Fund is based on the principle that the application for funding is prepared and submitted by the employer. Since they have the best knowledge of their company's training needs, it is up to them to decide on the provider of the chosen form of training (in addition to training, this can include courses, postgraduate studies, examinations, as well as necessary medical examinations). On average, some 22,000 to 23,000 employers and entities (out of 30,000 applications in total) receive support each year and an average of 110,000 people undergo training.

The album is at the same time a tribute to the employees of the poviats and provincial labour offices, who have been carrying out tasks concerning the implementation of the Fund's mission for a decade, and the employers who invest in the skills and qualifications of their employees.

Labour Market Department
Ministry of Family, Labour and Social Policy

Warsaw, November 2024

DOLNOŚLĄSKIE

VOIVODESHIP

DOLNO ŚLĄ SKIE



POVIAT LABOUR OFFICE

GŁOGÓW

YEAR OF FUNDING

2018

FINANCING PRIORITY

Support for lifelong learning in connection with the deployment of new technologies and working tools in companies.

APPLICANT NAME

Praktyka Stomatologiczna Ewa i Jacek Górscy

FUNDING AMOUNT

9200 PLN

NUMBER OF PARTICIPANTS

2 participants

ACTION DESCRIPTION

Thanks to the funding from the National Training Fund, one person completed the training course on 'Soft tissue management, periodontal plastic surgery'. The training was conducted by Dental Holding Sp. z o.o. The course comprised 16 hours of training content. The second person attended the training course on 'Comprehensive aesthetic planning with respect for function', organised by non-public health care institution SPS Dentist. The course comprised 18 hours of training



RESULTS

Prior to applying for training funding, the company had taken steps to expand its business by investing in modern dental technology and diversifying horizontally to offer new services to customers. This has resulted in the need to both improve and expand existing skills of the staff.

Organised training has enhanced the skills of the practice's staff to include:

- techniques for covering up root exposures;
- techniques for covering soft tissue atrophy around implants;
- tunnel techniques;
- techniques for obtaining autogenous soft tissue grafts;
- shaping the gingival line and lengthening the crown;
- temporomandibular joint diagnosis;
- muscle palpation technique;
- methods of occlusion registration in various clinical situations;
- tooth decay - causes, diagnosis,
- facial arch creation and articulation;
- occlusal splint therapy.

POVIAT LABOUR OFFICE

LEGNICA

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Zakład Rehabilitacji Leczniczej REH - MED Anna Mysyk

FUNDING AMOUNT

43 200 PLN

NUMBER OF PARTICIPANTS

1 employer and 7 employees

ACTION DESCRIPTION

All course participants are physiotherapists.

Course names:

- Visceral disorders and their correlation to the musculoskeletal system - osteopathic manual work - 16 hours;
- Disorders typical in neonates and infants in physiotherapist practice - 16 hours;
- Upper limbs - osteopathic diagnosis and therapy - 16 hours.



RESULTS

The following skills were acquired during the courses:

- knowledge about the correlation of disorders of the musculoskeletal system and internal organs, exploring the cause of visceral disorders, their impact on the musculoskeletal system and concepts of manual work on internal organs;
- diagnosis based on the principles of safe palpation in the abdominal shell area; effective work in the internal organ area; practical and safe skills in palpation and manual work on internal organs;
- presenting the diagnostic steps to be followed for an accurate diagnosis of the young patient and, consequently, for safe and effective work with the child in the first 12 months of life;
- knowledge of the components of the osteopathic history of both pregnancy and birth, the first days of life and the current state of the newborn and infant, which cause disorders of the muscular system as well as other systems;
- techniques enabling effective work on the patient's upper limbs.

All courses were aimed at maintaining employment and extending knowledge, which consequently increased professional competencies and allowed therapists to work at a higher level using state-of-the-art methods.

KUJAWSKO-POMORSKIE

VOIVODESHIP

KUJAWSKO POMOR SKIE



VOIVODESHIP LABOUR OFFICE

TORUŃ

YEAR OF FUNDING

2023

FINANCING PRIORITY

Identification of workforce needs (jobs, qualifications, competencies) in various areas of the economy. Identification of training needs of employers in the Kuyavian-Pomeranian Voivodeship.

APPLICANT NAME

Pracownia Badań Soma Monika Kwiecińska -
Zdrenka

FUNDING AMOUNT

110 000 PLN

ACTION DESCRIPTION

The aim was to determine the demand for employees (jobs, qualifications, competencies) in various areas of the economy and to identify the training needs of employers in the Kuyavian-Pomeranian Voivodeship.

Telephone interviews were conducted with a random sample of 700 employers in the region, as well as focus group interviews: 12 groups of entrepreneurs representing key industries, 96 respondents in total.

KUJAW
SKOPO
MORSKIE

RESULTS

The survey found which employees are most in demand on the local labour market (technicians - 23.9%, specialists - 20.7%, office workers - 16.6%) and that employers want to hire employees who are trained for work (72.6%). The report shows that 42.6% of employers do not have the capacity to offer further development opportunities to their employees, this is especially true for micro-enterprises. The problem of financial accessibility of training is to be addressed by the National Training Fund. Unfortunately, familiarity with Fund is moderate, with 34.3% of respondents not having heard of it, in particular micro-entrepreneurs. The report therefore shows that more promotion of the Fund is sorely needed.

The report is available at:

<https://wuptorun.praca.gov.pl/documents/5078407/22541888/Raport%20KFS/9b2e6f75-4443-43df-b0ee-16a75bd6f7b4?t=1704193563439>.

POVIAT LABOUR OFFICE

ŻNIN

YEAR OF FUNDING

2017

FUNDING PRIORITY

Support for vocational training in the sectors of industrial processing, transport and warehousing, as well as health care and social assistance.

APPLICANT NAME

Tonowo Nursing Home

FUNDING COST

2560 PLN

NUMBER OF PARTICIPANTS

5 participants

ACTION DESCRIPTION

Staff participating in the training actively organise and take part in cabaret shows. They write the scripts themselves, create the set design and take on a wide range of roles.

They are amateurs - so the workshop has greatly enriched the knowledge and skills of the staff who make up the group. The classes ran for a total of 60 hours and provided an introduction to mime work by introducing its history, explaining the importance of the actor's role in silent theatre. An important element was learning about basic pantomime tools, other means of expression and looking for symbols in gestures. The practical knowledge part focused mainly on acting, positions, expressing emotions and the message. The next stage involved working on short scenes and etudes to improve acting using the new tools. The workshop culminated in the preparation of a short performance.



RESULTS

The To i Owo cabaret has been active at the Tonowo Nursing Home for more than 15 years, staging its shows based on comedy scenes several times a year. The group is made up of both staff and residents who enjoy participating in artistic projects. The knowledge and skills gained were used for developing their own performance, which fully presented the fruits of the work carried out during the workshops. The participants developed new scenes entirely dedicated to the art of pantomime. The project - entitled "One Love Story" was shown to the nursing home community on 13 February on the occasion of Valentine's Day. The event garnered a lot of attention and interest. It was very well-received, and the change from previous performances came as a big surprise to the residents, as evidenced by the reaction of the audience. The innovation and success of the project encouraged the group to show it to a wider audience. At the invitation of the director of the Żnin Special School Complex, the show was reprised. It was not only the acting that was appreciated, but also the costumes, make-up and decorations that reflected the character of the pantomime. The work with the residents focuses on the development of artistic skills and creativity. The experiences to date show that acting has a positive impact on the emotions, foster the practice of expressing feelings and promote activity. In addition, acting enables working on imagination, focus, memory, body awareness, breathing, and diction. It also improves communication and cooperation in a group and foster the residents' mental and physical well-being. The skills learnt are used in working with residents.



LUBELSKIE

VOIVODESHIP

LUBELSKIE



POVIAT LABOUR OFFICE

HRUBIESZÓW

YEAR OF FUNDING

2022**FINANCING PRIORITY**

Support for the lifelong education of people employed by companies that had to take action to adapt to the changed market situation as a result of the COVID-19 pandemic.

APPLICANT NAME

Koło - Polish Association for Persons with Intellectual Disabilities in Werbkowice

FUNDING AMOUNT**19 855 PLN****NUMBER OF PARTICIPANTS**

5 participants (4 employees and the employer)

ACTION DESCRIPTION

Funding for the 'Sensory integration - diagnosis and therapy' postgraduate course. The postgraduate course was organised in a blended education model, combining classroom and remote activities. The programme included theoretical as well as practical classes taught by therapy practitioners.



RESULTS

The staff of the Polish Association for Persons with Intellectual Disabilities work on a daily basis with children, young people and adults with disabilities, as well as people diagnosed with autism spectrum disorders. They provide their wards with therapy and rehabilitation, aiming to achieve the maximum level of independence to improve their quality of life.

Thanks to the 'Sensory Integration - Diagnosis and Therapy' postgraduate course and placements at the 'Niedźwiadek' Centre for Sensory Integration Therapy in Lublin, which were carried out under the supervision of therapists during their studies, graduates have acquired the ability to look holistically at children, their development and the abnormalities they encounter in their daily therapeutic work. Using sensory integration therapy, they work on the sensory systems and nervous system processes that underpin the development of specific skills in children, including reading, writing and riding a bike. Upskilling thanks to completing postgraduate studies has resulted in better functioning of the centre, which translates into more effective work with children with disabilities. The continued education has also contributed to the children's success in more complex activities, which improves their self-confidence and makes them more willing to participate in activities led by the staff.

POVIAT LABOUR OFFICE

OPOLE LUBELSKIE

YEAR OF FUNDING

2023

FUNDING PRIORITY

Support for lifelong learning for individuals returning to the labour market after a break due to childcare and for those who are members of families with multiple children.

APPLICANT NAME

Kwiaciarnia "Frezja" Agnieszka Pyda-Mędyk

FUNDING AMOUNT

10 000 PLN

NUMBER OF PARTICIPANTS

1 participant (employer)

ACTION DESCRIPTION

A 480-hour Master Florist training course, preparing for the examination at a Master Florist level. The training was conducted by the International Institute of Floristry.



RESULTS

The training helped to broaden the participant's knowledge of floristry at an advanced level and prepare for the florist master's exam. The high level of training prepared participants for the master of floristry exam and for participation in international competitions and floristry shows. Obtaining a master's title enabled the business to expand into floristry training services.

Applicant Agnieszka Pyda-Mędyk described the benefits of participating in a training course funded by the National Training Fund as follows: *My adventure with floristry started in 2007. In 2009, I started my own business. At the very beginning it was a job that turned into a passion. I wanted more and more. Thanks to the National Training Fund, I was able to fulfil one of my dreams.*

I was able to embark on an adventure that will be a beautiful memory, as well as a strong foundation to expand and grow in the industry. The funding helped me to start my training at the International Florist Institute in Turza Śląska, a unique point on the map of Poland, where I became familiar with various florist techniques and where I learned different perspectives on my profession. I was able to work on beautiful plants. There, I also had the opportunity to work with aspiring Master Florists from different countries. Working with many people from my industry was something special. I cannot express how much it has positively influenced a new outlook on my work, how much it has opened my eyes to the possibilities that exist in this profession. After completing the training, work became easier for me, and I have gained confidence in what I do. I feel new energy and a desire to be creative that allows me to continue enjoying my work. I hope that soon I will be able to share my knowledge with others and infect them with my love of flowers.



POVIAT LABOUR OFFICE

PARCZEW

YEARS OF FUNDING

2022 and 2023

FINANCING PRIORITIES

Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Monika Katarzyna Wróblewska-Gryciuk Non-Public Health Care Institution 'Dentamed'

FUNDING AMOUNT

2022 - **3600 PLN**

2023 - **2400 PLN**

NUMBER OF PARTICIPANTS

2 participants (employees)

ACTION DESCRIPTION

Dental prosthetics, radiology and CT scan training.

LUBELSKIE

RESULTS

Before, impressions made using a prosthetic compound have been used for prosthetic work. Today, a digital scanner is being used to image the area and take relevant measurements. It is currently the best synergistic solution combining an oral scanner with a digital laboratory. Thanks to advanced technologies such as the oral scanner and CAD/CAM software, it is possible to process patient data and design prosthetics accurately and quickly. This significantly reduces the time needed for diagnosis, treatment planning and prosthetic work, which translates into patient comfort and convenience, as well as higher work efficiency.

The training course titled 'Tomography in endodontic treatment compendium' (October 2023), coupled with the purchase of a state-of-the-art panoramic and cone-beam computed tomography (CBCT) scanner, enabled the introduction of modern diagnostics, mainly used in endodontic treatment as well as in surgery and implantology. Thanks to modern diagnostics, the medical professionals are given the tools to work ever more precisely, which at the same time makes it possible to carry out treatment in a predictable and less traumatic manner.

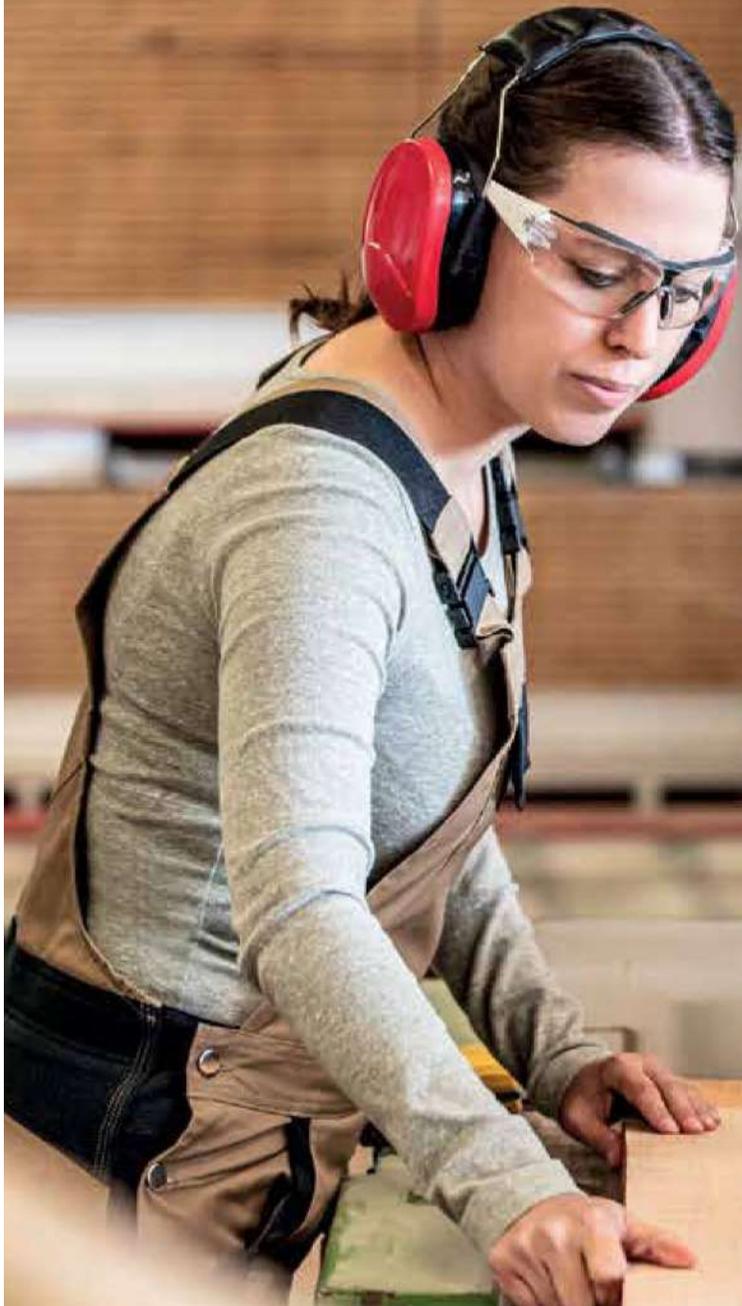
In today's rapidly changing world of dentistry, the company strives to adapt to the constantly evolving needs of the market. The training was a way of learning about and implementing new technologies and capabilities, but at the same time increasing the motivation and commitment of employees and the employer to continuously improve the standard of services provided.

It is also an investment offering long-term benefits for staff and patients. Thanks to the training with the support of the Fund, the use of modern technologies is not reserved for large centres, but is also possible in smaller towns and companies.

LUBUSKIE

VOIVODESHIP

LUBUS KIE



POVIAT LABOUR OFFICE

KROSNO ODRZAŃSKIE

YEARS OF FUNDING

2021, 2022, 2023

FINANCING PRIORITIES

2021 - support for lifelong education aimed at employers of foreign nationals;

2022 - support for lifelong learning in deficit occupations identified in the poviata and voivodeship;

2023 - support for lifelong education in deficit occupations identified in the poviata and voivodeship.

APPLICANT NAME

P.P.U.H. "Inter-Castor" Sp. z o.o.

FUNDING AMOUNT

2021 - **34 560 PLN**2022 - **35 200 PLN**2023 - **35 200 PLN**

NUMBER OF PARTICIPANTS

2021 - 9 participants, 2022 - 8 participants, 2023 - 8 participants

ACTION DESCRIPTION

2021 - welder and fitter installer training course 'Welded joint quality assessment and joint quality improvement';

2022 - training course 'FW and BW welded joints in classes B and C according to EN ISO 5817';

2023 - training course 'Quality assessment of welded joints with joint quality improvement on a semi-automated workplace'.



RESULTS

PPUH "Inter-Castor" Sp. z o.o. has benefited on three occasions from funding under the National Training Fund implemented by the Krosno Odrzańskie Labour Office. Under the guidance of instructors with well-documented competences and practical skills, the welders acquired the necessary knowledge, which significantly helped them in their day-to-day work. Most of the trainees have improved their skills enough through active participation in the course to enable them to do jobs previously too difficult for them. The company specialises in manufacturing steel structures, where welding is the main process. The company has been working with Canadian client Nitrex - a manufacturer of industrial furnaces for some 20 years.



POVIAT LABOUR OFFICE

ŚWIEBODZIN

YEARS OF FUNDING

2017 – PRIORITY 1,

2021 - PRIORITIES 3, 4

APPLICANT NAME

RECARO Aircraft Seating Polska Sp. z o.o.

FUNDING AMOUNT

2017 - **16 128 PLN**

2021 - **11 840 PLN**

NUMBER OF PARTICIPANTS

2017 - 30 participants; 2021 - 17 participants

ACTION DESCRIPTION

2017 - training - driver - forklift operator and crane operator;
2021 - training - crane operator and electrical qualifications.

ACTION DESCRIPTION

2021 - welder and fitter installer training course 'Welded joint quality assessment and joint quality improvement';
2022 - training course 'FW and BW welded joints in classes B and C according to EN ISO 5817';
2023 - training course 'Quality assessment of welded joints with joint quality improvement on a semi-automated workplace'.



RESULTS

Above all, participation in the training courses resulted in increased awareness of workplace safety. Employees trained in forklift and crane operation have become more aware of health and safety regulations and safe working procedures. This, in turn, has helped to reduce the number of accidents and increase overall safety in the workplace. Employees referred for training have become more flexible in line with the concept developed by the company. Their efficiency translates into completing tasks faster and in a more economic way, thereby increasing the productivity of the company. These training courses provide professional development opportunities for employees, which influences their motivation and job satisfaction.

By learning new skills, employees feel more confident in their professional roles and are more committed to their work. Over the long term, investing in employee training contributes to building a strong employer brand, attracting the best candidates in the market and increasing the loyalty of existing employees. Moreover, companies become more innovative and flexible in the context of changing market conditions if their human resources are constantly developed and updated with new skills and competences.

POVIAT LABOUR OFFICE
WSCHOWA

YEAR OF FUNDING
2017

FINANCING PRIORITY

Support for lifelong vocational training in the health and social care sector. PKD 86.23 Z Dentist medical practice.

APPLICANT NAME

NZOZ Stomatologia Rodzinna "Ka-Dent" S.C.

FUNDING AMOUNT

37 702.40 PLN

NUMBER OF PARTICIPANTS

13 participants

ACTION DESCRIPTION

In May 2017, Dental Holding in cooperation with Cemed Sp. z o.o. organised a very interesting training course titled 'Cadaver course - practical activities'.

The course differed from all commercially available training courses in that it was conducted on cadavers, or deep-frozen human heads (at -20°C to -30°C) shortly after death. Modern models, simulators or animal material make it impossible to thoroughly learn facial anatomy and the behaviour of the human body.

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RESULTS

The training allows doctors to become more proficient when performing tooth implantation or augmentation with an actual patient. The total cost of the training in 2017 was 12,000 PLN, of which 9600 PLN was funded by the National Training Fund.

It was a two-day intensive training course, which was full of emotions. At the time, this type of training was not yet as popular as it is nowadays, because a number of procedures and conditions similar to operational conditions had to be met in order for it to take place.

The non-public health care institution Stomatologia Rodzinna Ka-Dent S.C benefits from funding from the National Training Fund. The facility offers a large range of services, helping all patients. It also has well-equipped treatment rooms featuring emerging innovations in dentistry. All employees benefit from the training - from secretaries, dental assistants and hygienists to dentists who are eager to go on training courses. The knowledge they have gained allows them to be more confident in what they do, which results in increased patient satisfaction.



ŁÓDZKIE

VOIVODESHIP

A woman with long dark hair, wearing a light green button-down shirt over a white t-shirt, is focused on measuring a blue garment on a mannequin. She is holding a yellow measuring tape against the fabric. The background shows a factory or workshop environment with various pieces of fabric and equipment. A sewing machine is visible on the left side of the frame.

ŁÓDZ
KIE

POVIAT LABOUR OFFICE

ŁĘCZYCA

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in deficit occupations identified in a given voivodeship and poviats - 2023 Job Barometer and support for lifelong learning for people under 30 in digital skills and those related to the energy and waste management industry.

APPLICANT NAME

"SAW-POL" Przedsiębiorstwo Produkcyjno-
Handlowo-Usługowe Maria Tomow

FUNDING AMOUNT

1278.40 PLN

NUMBER OF PARTICIPANTS

2 participants (employees)

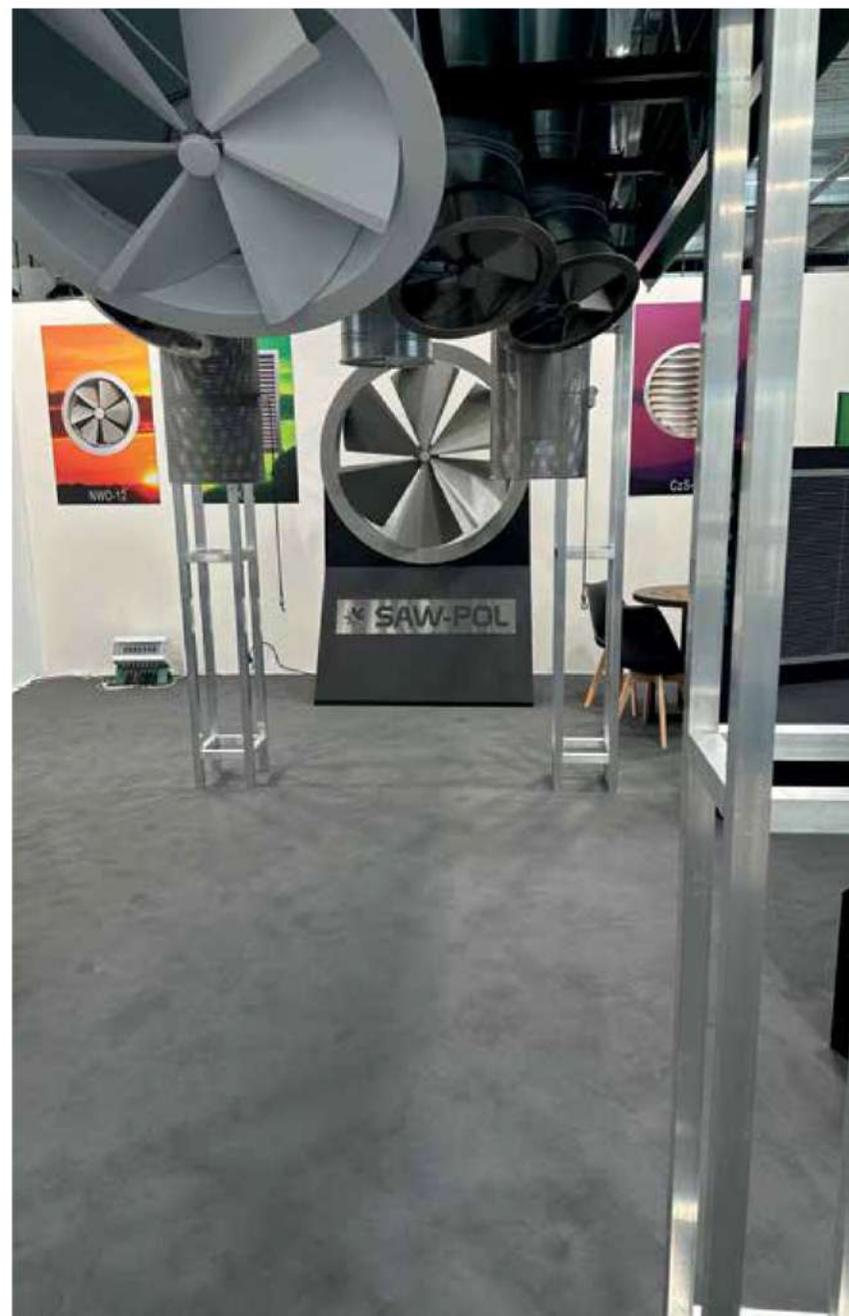
ACTION DESCRIPTION

Auto CAD training, 21 hours. The training was aimed at broadening the skills of employees working as machine tool operators. The employees are tasked with working with CNC machine, which combined with programming skills, enables preparing detailed product quotations.



RESULTS

The customer acquisition process starts at the stage of presenting the company's product range on the website and then preparing and describing the offering accordingly. An attractive addition to the offer is the drawings showcasing the components. Thanks to the knowledge gained from the training, employees follow the technological innovations in drawing preparation as well as skilfully reading construction projects, which is an asset in the construction/HVAC industry. Thanks to Auto CAD, the company has a varied library of files available for download on the website, which enables it to attract new clients and establish partnerships with architects. Proper preparation of a drawing by an employee at the quotation stage makes it easier for CNC machine operators to prepare drawings for making the relevant parts and eliminates the likelihood of making products that do not meet customer expectations. Employees who have completed Auto CAD training have been promoted and, consequently, have gained job stability, as the acquisition of new competences has translated into the employee's abilities and skills.



POVIAT LABOUR OFFICE

SIERADZ

YEAR OF FUNDING

2020

FINANCING PRIORITY

Support for lifelong learning in areas/industries of key importance for the development of the poviats/voivodeship, as indicated in strategic documents/development plans.

APPLICANT NAME

Praktyka Lekarska Joanna Gralińska-Wyrębska

FUNDING AMOUNT

5499 PLN

NUMBER OF PARTICIPANTS

1 participant (employee)

ACTION DESCRIPTION

Trichology training at levels 1-Basic, 2-Advanced, 3-Expert, Master.
Duration: 36 hours (15 hours of theory, 21 hours of practice).



RESULTS

Trichology specialises in treatment of hair and scalp. Improving hair condition and stopping hair loss are usually the main issues that patients are reporting with to these health care institutions. Growing hair loss problems was noticed during the COVID-19 pandemic. Among the many complications of coronavirus, hair loss is estimated to affect up to 25% of recovering patients. Balding usually starts to appear 2-3 months after the illness. The training allowed the clinic to meet the expectations of patients and the post-pandemic situation and to expand the practice's offering with a new service. In 2020, there was no clinic offering diagnosis and specialised therapy for hair diseases in the Sieradz powiat. The training also influenced the development of the employee's competences and was a foundation for gaining further qualification in this field. The clinic now offers a range of treatments for hair disease and hair loss prevention.



POVIAT LABOUR OFFICE
ZDUŃSKA WOLA

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in connection with the deployment of new processes, technologies and working tools in companies.

APPLICANT NAME

Marcin Werner VORSTER

FUNDING AMOUNT

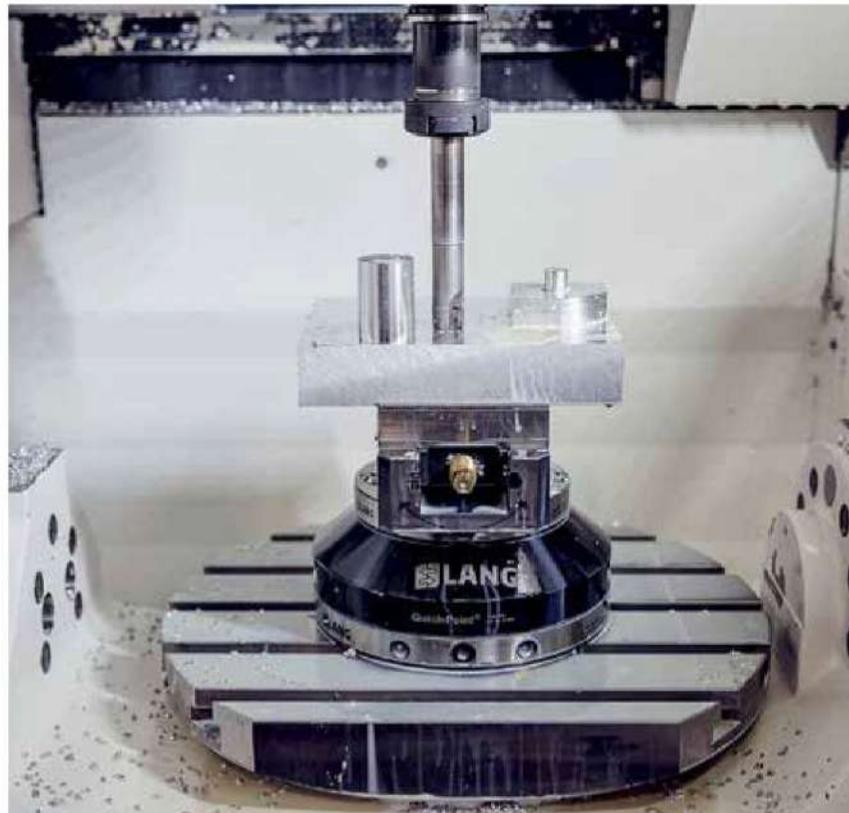
880 PLN

NUMBER OF PARTICIPANTS

1 participant (employee)

ACTION DESCRIPTION

The training was conducted by CE2 Centrum Edukacji M. Dziewa, E. Tarnas-Szwed Sp. j. training company. It dealt with chemical pH, conductivity, gravimetric and volumetric analyses, uncertainty estimation, ensuring metrological consistency of measurement and practical aspects of the aforementioned analyses.



RESULTS

Marcin Werner VORSTER designs, builds and implements complex solutions tailored to individual client needs. The company focuses on designing and building bespoke machines and the development and production of complete assembly lines, CNC machining, as well as automation and aluminium anodising. The company offers an aluminium anodising service, which involves processing aluminium that improves its properties. The company has two state-of-the-art anodising lines. The anodising process and the expert staff, who have gained additional knowledge and skills thanks to the training, ensure that the services provided are of high quality and timely. The chemical analysis training has enabled the employee to gain the ability to correctly and accurately operate a spectrophotometer, a device used to measure the transmission or reflection of light through a sample, which is used in the chemical laboratory to test the concentration of substances in solutions and to study the composition of waste water. The control of these parameters is important for the proper functioning of the anodising department. The enhanced knowledge in the field provided by the training has greatly improved the work of the laboratory.



POVIAT LABOUR OFFICE

ZGIERZ

YEARS OF FUNDING

2021, 2023

FINANCING PRIORITIES

2021 - Support for lifelong education in deficit occupations identified in the poviats and voivodeship; deficit occupation - vocational subject teachers and support for people over 45;

2023 - Support for lifelong learning in connection with the deployment of new processes, technologies and working tools in companies.

APPLICANT NAME

John Paul II Secondary School Complex in Zgierz

FUNDING AMOUNT

2021 - **14 400 PLN**2023 - **15 600 PLN**

NUMBER OF PARTICIPANTS

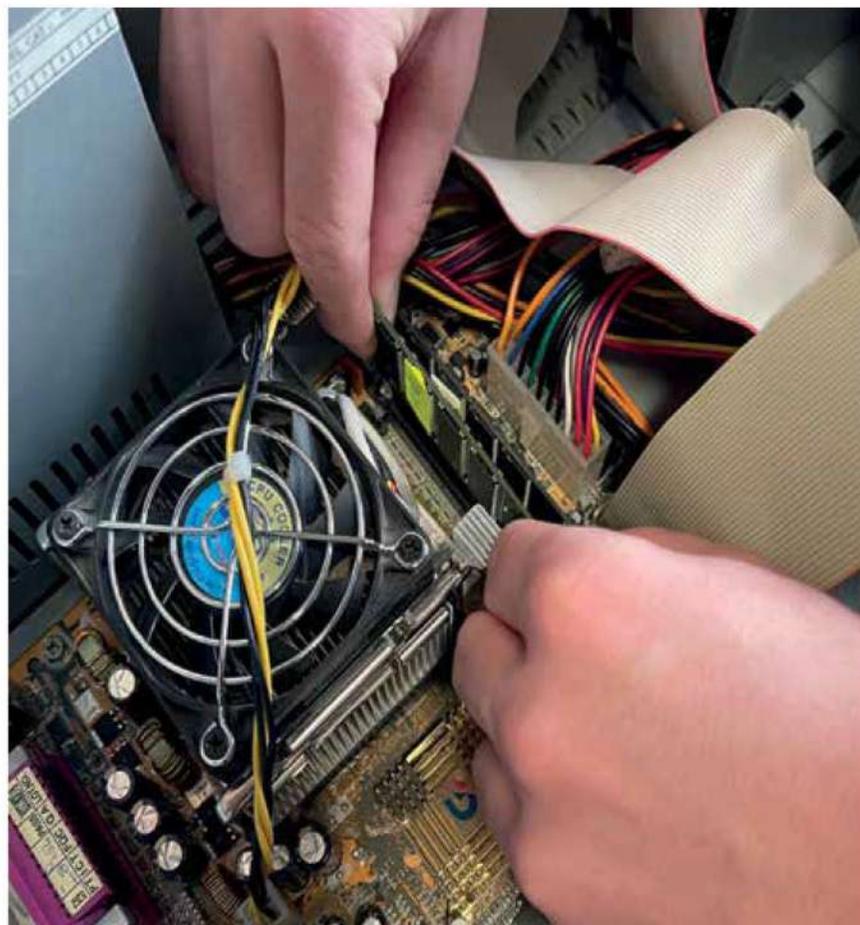
2021 - 3 participants

2023 - 3 participants

ACTION DESCRIPTION

2021 - construction and installation of building structures.

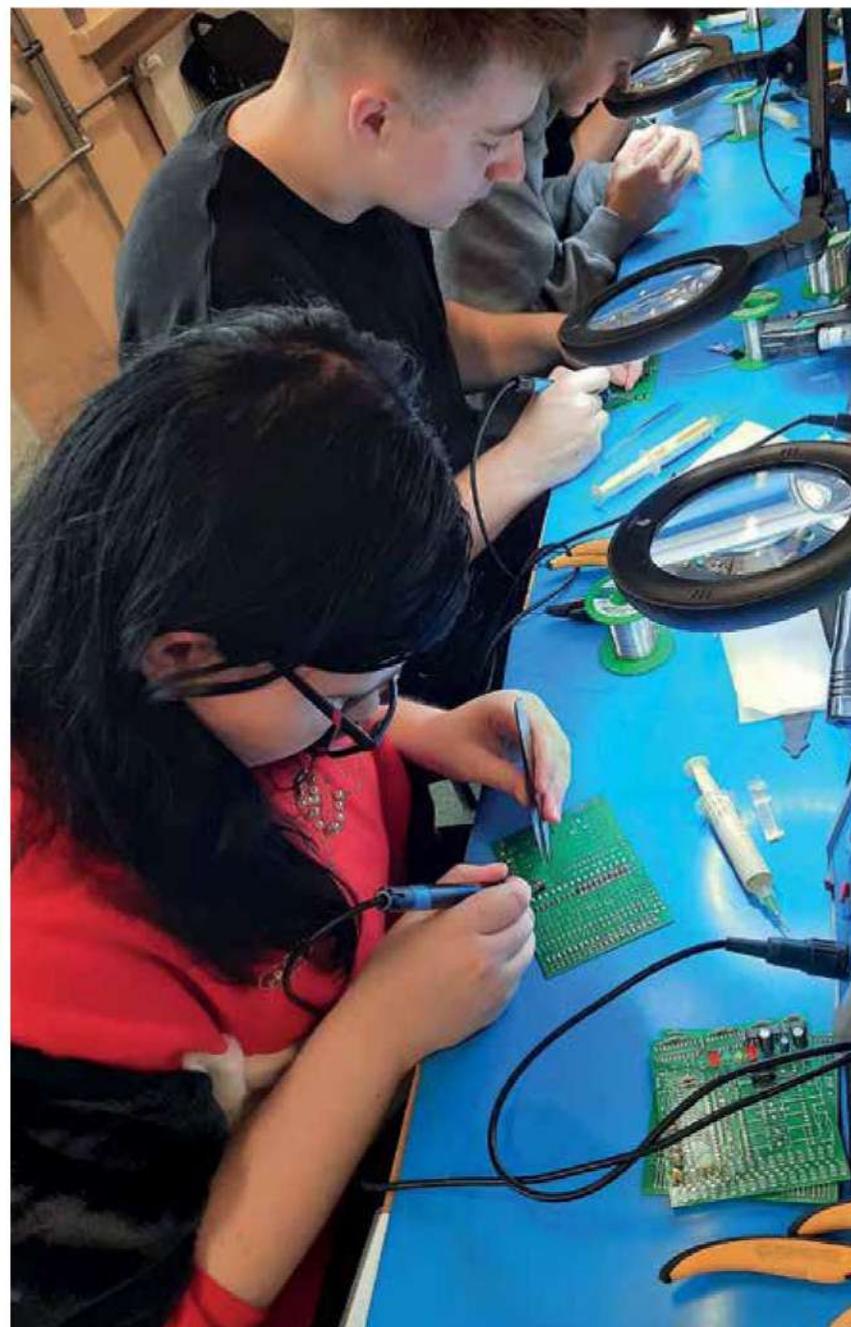
2023 - repair and modification of electronic circuits and printed circuit boards.



RESULTS

The training has reduced the operating costs of the facility. Repairs and modifications that the school previously outsourced are now carried out in-house, which has significantly reduced costs and the money saved can be used for other purposes. Maintenance staff and vocational teachers participated in the training and updated their knowledge, which translated directly into the quality of education offered by the school. With the skills they have acquired, the maintenance staff and teachers, together with the students participating in their vocational training, have prepared the new rooms, which have come in very handy due to the needs of the school. Teachers participating in the training are keen to share the knowledge they have gained and introduce new techniques and working methods in teaching young people! preparing students for the careers they are likely to undertake after graduating.

Without financial support from the Fund, teachers would not have the opportunity to keep their knowledge up-to-date due to the high cost of training. Consequently, teachers whose competences have remained unchanged for years would have no chance of preparing young people for their future jobs.



MAŁOPOLSKIE

VOIVODESHIP

MAŁO POLSKIE KIE



POVIAT LABOUR OFFICE

MYŚLENICE

YEAR OF FUNDING

2019

FINANCING PRIORITY

Supporting lifelong learning for people over 45.

APPLICANT NAME

Sylwia Bała, MonoDe

FUNDING AMOUNT

6207 PLN

NUMBER OF PARTICIPANTS

1 person

ACTION DESCRIPTION

Confectionery training:

- Nina Tarasova - Master Class
- Wokół Czekolady, Monoporcje
- Daniel Alvarez "SweetDerotin" - baking.



RESULTS

Thanks to its training, the MonoDe patisserie and café is known for good quality, great taste and elegance. Sylwia Bała's story:

Taking advantage of the National Training Fund's offer, I could take my first steps in the confectionery industry, running a so-called home workshop. Thanks to the financial support I received, I was able to attend confectionery training courses offered by internationally renowned masters, including Daniel Alvarez, a master of puff pastry baking.

Today I bake the only true artisan croissants in the whole area in my own patisserie.

I am the owner of the MonoDe patisserie and café, a place known for the good quality, great taste and elegance.

MonoDe is my own confectionery concept that is constantly evolving. Thanks to the knowledge I have gained in the training courses, my determination combined with my passion, my cakes and single servings find their way to special tables and are served during special occasions, including to the Prime Minister and the President of Poland. Looking back, I can see how much I owe to the National Training Fund, but above all to the competent and kind ladies at the Poviát Labour Office who helped me fill in the documents. I think money has been well invested and will



POVIAT LABOUR OFFICE
MYŚLENICE

YEAR OF FUNDING
2018

FINANCING PRIORITY

Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Zaczarowane Wzgórze S.C. Barbara Draus,
Agnieszka Grochal Gil

FUNDING AMOUNT

9250 PLN

NUMBER OF PARTICIPANTS

1 person

ACTION DESCRIPTION

Training courses:

- a series of regional cuisine workshops
- a course for chefs
- level II chef course
- level I confectionery course.



RESULTS

The employer summarised the Fund-subsidised training as follows:

Zaczarowane Wzgórze is a place where dreams combine with passion. It is a dream come true - a beautiful place, full of good people, smiling guests and a passion for cooking, hosting organising unusual events, combined with and a passion for horses, over 50 of which graze on our meadows. This is what Zaczarowane Wzgórze is like. The funds received for culinary training were fully used for improving our day-to-day operations. Those who stand still are in fact going backwards, which is why we are constantly improving our skills, trying to follow trends, inviting coaches and trainers. Development combined with committed and passionate employees - this is the foundation for success.



MAZOWIECKIE

VOIVODESHIP

MAZO WIEC KIE



POVIAT LABOUR OFFICE

MŁAWA

YEARS OF FUNDING

2020, 2021, 2022

FINANCING PRIORITY

Support for lifelong vocational education in deficit occupations identified in the poviats and voivodeship (hairdressers).

APPLICANT NAME

Katarzyna Jarzębska Przedsiębiorstwo Usługowo--Handlowe "Katrin"

FUNDING AMOUNT

2020- **29 467.38 PLN**2021 - **16 000 PLN**2022- **12 000 PLN**

NUMBER OF PARTICIPANTS

2020 - 8 participants, 2021 - 4 participants, 2022 - 3 participants

ACTION DESCRIPTION

Training of young hairdressing students in current trends in cutting, combing, etc., including:

- 'Master level men's haircuts with elements of beard trimming and razor shaving' (2 participants - employer and employee);
- 'Creating beauty with hair' (2 participants - employer and employee);
- 'The magic of colours' (2 employees);
- 'Master level men's haircuts with elements of beard trimming, razor shaving and barbering' (2 employees);
- 'Hairdressing TOP Trends in 2021' (4 participants - employer and 3 employees);
- 'ABCs of women's haircuts' (employer);
- 'ABCs of women's haircuts' (2 employees).

RESULTS

The received training enabled the company to broaden the scope of services and increase their level.

The employer's story:

I have been working in the profession for more than twenty years, but my passion for hairdressing was born much earlier and it is certainly more than just a job for me. I treat my work not just as a craft, but as an art through which I can showcase my ideas and creativity with hair. I have always focused on my professional development and have regularly attended hairdressing training courses from the very beginning. Thanks to them, I have been expanding my services and this has had a tangible effect - the number of people coming to my salon is growing. As my training needs increased, the cost of the courses I was interested in also went up. The higher the level of training, including master courses, the higher the price. I graduated from the world's top academies, such as Vidal Sasson and Toni & Guy, which have enabled me to develop further, but I make no secret of the fact that this has put a strain on my budget. I found out about the National Training Fund in early 2020 and immediately knew it was something for me. After obtaining the necessary information at the Poviát Labour Office in Mława, I immediately submitted all relevant documents and my application was successful. I was already quite skilled in hairdressing, and I always aspired to learn from the best. I decided to opt for training at the highest level from an authority in the hairdressing industry not only in Poland, but also internationally - the coach of the Polish Hairdressing Team from Olsztyn. After the first training session in Olsztyn, I knew that it was the best decision I could make. I got into the Polish Hairdressing Team, and my salon became even more popular on the local market - it was seen as prestigious, providing services at the highest level. This led me to training all my staff in Olsztyn with support from the Fund. I submitted additional applications for funding, which could relieve the strain on my budget. After the successful application and participation in training courses, I was able to use my own funds for other purposes, such as overhauling and enlarging my salon. In addition, I work with the television industry by styling the hair of celebrities that we can see on TV every day in various shows, concerts and festivals. I am a coach and trainer after becoming the Polish ambassador for two global hairdressing brands in 2022.

POVIAT LABOUR OFFICE

OSTRÓW MAZOWIECKA

YEAR OF FUNDING

2022

FINANCING PRIORITY

Support for lifelong learning in connection with the deployment of new technologies and working tools in companies, including digital technologies and tools, and the improvement of digital competences.

APPLICANT NAME

Municipal Public Library in Ostrów Mazowiecka, headquartered in Nagoszewo

FUNDING AMOUNT

8000 PLN

NUMBER OF PARTICIPANTS

7 participants

ACTION DESCRIPTION

'Virtual reality in the library' training.

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RESULTS

The course featured virtual reality and possible ways to use it to promote reading and expand the library offering. Staff taking part in the course learned that VR goggles can fit into almost any library activity. From reading work to library activities to visiting museums, galleries and cities around the world. VR also suits every type of reader - from children to seniors. It is such a new and interesting technology that everyone wants to test it for themselves. Thanks to the availability of virtual reality in the library, readers have the opportunity to use apps where they can explore the depths of the oceans, train their dexterity, ride a rollercoaster car or play tennis. Thanks to VR technology, library staff and users alike are learning that using the internet does not have to be boring or a waste of time. Technological innovations and trends in libraries are key to their success in the modern world. In order to meet the ever-growing demands of readers, the library has been expanding its offerings in various ways for many years in order to promote reading and encourage the use of the library's growing range of services. The competences acquired during the course enabled library staff to implement a new tool in their work - the world of virtual reality. The library is not only online, but also "on-VR."

POVIAT LABOUR OFFICE

SIEDLCE

YEARS OF FUNDING

2019, 2021

FINANCING PRIORITIES

2019 - Support for lifelong learning for people with a recognised disability.

2021 - Support for lifelong learning for employees working in social enterprises listed in the register of social enterprises kept by the Ministry of Family, Labour and Social Policy, members or employees of social cooperatives or employees of vocational activity centres.

APPLICANT NAME

Vocational Activity Centre in Siedlce

FUNDING AMOUNT

2019 - **19 200 PLN**2021 - **20 400 PLN**

NUMBER OF PARTICIPANTS

2019 - 6 participants

2021 - 6 participants

ACTION DESCRIPTION

Training courses:

2019 - 'Modern confectionery' course (25 hours);

2021 - 'Modern confectionery: healthy desserts without flour and sugar' course (30 hours).



RESULTS

The courses have contributed to the development of employees with disabilities, increasing their confidence and knowledge and enhancing their skills.

Amongst other things, the Vocational Activity Centre offers catering and gastronomy services provided to both individuals and institutions, and the confectionery products, which are offered as part of the so-called sweet table, are very popular and in high demand.

Thanks to courses in modern confectionery and raising the level of confectionery production, the VAC has developed cooperation with the Centre for Culture and the Arts in Siedlce, serving them during the intermissions. In addition, within the framework of cooperation with kindergartens and nurseries in the area of feeding children aged 1-3 and 4-6, the courses have contributed to diversifying and enriching menus by introducing healthy and nutrient-rich products into children's diets (including healthy substitutes for wheat flour and sugar). A comprehensive introduction to the ins and outs of confectionery work, including both theory and practice, enabled the workers to gain new skills in using different techniques. It offered a more multifaceted view of the confectioner's workshop using local and seasonal products



POVIAT LABOUR OFFICE

Capital City of **WARSAW**

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in areas/industries of key importance for the development of the poviats/voivodeships, as indicated in strategic documents/development plans, namely health and social care.

APPLICANT NAME

LUX MED spółka z o.o.

FUNDING AMOUNT

192 000 PLN

NUMBER OF PARTICIPANTS

32 participants

ACTION DESCRIPTION

'Developing the competencies of doctors and nurses with a view to improving the quality of healthcare services in e-medicine' course.

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RESULTS

The LUX MED Group is the market leader in private healthcare services in Poland and part of Bupa Medical Insurance, an insurer and healthcare provider operating worldwide. The company has been offering its services in Poland for more than 30 years, providing comprehensive care for more than 2,500,000 patients. The year 2020 was a big challenge for most sectors of the economy, but it was the medical sector that faced the toughest challenges - ensuring continuity of patient care while ensuring maximum safety for medical staff, administrative staff as well as patients and their relatives. The COVID-19 pandemic has forced LUX MED to accelerate its work on cutting-edge solutions - expanding its range of e-health services and enabling as many employees as possible to work remotely.

In order to be able to provide services at the highest level, it was necessary to expand the competences of key staff (doctors and nurses) in the provision of telemedicine services.

LUX MED's use of support from the National Training Fund is a model example of how the synergy of public funds and the business expertise of private entities can create better living and working conditions in Poland, according to Warsaw's Poviats Labour Office. Thanks to the grants, LUX MED has been able to offer training to more employees, reinforcing its brand as an employer that invests in the professional development of its people by offering training that is relevant to patient needs and market requirements. The training has also had a significant impact on increasing staff motivation and commitment, thereby improving the quality of medical services provided and keeping the patient satisfaction score high.

OPOLSKIE

VOIVODESHIP

OPOLSKIE



POVIAT LABOUR OFFICE

OLEŚNO

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Special School Complex in Praszka

FUNDING AMOUNT

30 520 PLN

NUMBER OF PARTICIPANTS

7 participants

ACTION DESCRIPTION

'...we never know who we will meet in a child' therapy course.



RESULTS

Staff at the Special School Complex have gained competences for the future and have been certified as VR Therapists. The lifelong learning objective achieved through the VR Therapist Certification Course was extremely important for them to support and develop the competencies of staff members working with children, especially those with special educational needs. The course has been designed so that participants can not only explore the theoretical underpinnings of Virtual Reality (VR) technology, but more importantly gain practical skills that can be applied to real-life educational and therapeutic situations. In addition, the course included independent practice, which the trainees carried out under the guidance of experienced supervisors. This part of the course was crucial as it allowed the practical application of the skills and working methods acquired in real-life settings, which is an invaluable added value of the programme.

The course participants were able to learn more about using VR and its possibilities in a practical way for two months, including in work with patients. It was the only VR Therapist Certificate giving access to Therapy VR, the latest innovative VR application supporting the development and therapy of children with special educational needs.

The course programme has been carefully designed so that participants could learn how to effectively implement VR in their work with children. Special attention was given to the use of VR as a tool to support the development and education of children with a variety of challenges, such as autism spectrum disorders, learning disabilities and sensory impairments. Through the use of VR, therapists and educators can create a safe, controlled environment that stimulates a child's development, while offering unique experiences that can be tailored to the individual needs and abilities of each client.

The VR Therapist Certification Course is an innovative and practical educational programme that responds to the growing demand for specialist skills in the use of new technologies in education and therapy. By focusing on the practical application of VR in working with children, particularly those with special educational needs, this course provides valuable support for professionals seeking to develop their competencies and improve the quality of support offered to children.

POVIAT LABOUR OFFICE

OPOLE

YEARS OF FUNDING

2016, 2017, 2022 and 2023.

FINANCING PRIORITIES

2016 - Support for lifelong vocational education directly linked to a trade or profession, aimed at acquiring or updating competences for professional purposes;

2017 - Support for vocational training in the industrial processing, transport and warehousing, as well as health care and social assistance sectors;

2022 - Support for lifelong education of employees working in the automotive industry;

2023 - Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Polaris Poland Sp. z o.o.

FUNDING AMOUNT

278 309.67 PLN

NUMBER OF PARTICIPANTS

117 participants

ACTION DESCRIPTION

Company employees attended the following training courses:

- 'Effective management and teamwork - Management 3.0'
- 'Development Academy for Managers'
- 'Microsoft Excel Course'
- 'VAT Advanced Course'
- 'Manufacturing Profit'
- 'MAG 135 welding exam'
- 'PN11 - Pneumatics Fundamentals'



RESULTS

Polaris is the world's leading manufacturer of off-road vehicles (ATVs, SxS) and Indian-brand motorbikes. Driven by passion and constantly seeking innovation, in line with the brand's Think Outside slogan, the Opole plant was established in 2014 as the first plant outside North America. It employs more than 500 people.

Vehicles with the Made in Poland label are mainly designed for customers in the EMEA market. Polaris is also the winner of many awards such as the Opole Brand in the Employer of the Year category or the Well-Received Company contest.

The employer has successively used subsidies from the National Training Fund, receiving support in 2016, 2017, 2022 and 2023. Both line workers and management took advantage of the support.

PODKARPACKIE

VOIVODESHIP



POD KAR PAC KIE

POVIAT LABOUR OFFICE

JAROSŁAW

YEARS OF FUNDING

2021-2023

FINANCING PRIORITIES

- Support for lifelong education in deficit occupations identified in the poviast and voivodeship;
- Supporting lifelong learning for people over 45;
- Support for lifelong training of employees of social integration centres, social integration clubs, and occupational therapy workshops;
- Support for lifelong learning for people with a recognised disability;
- Support for lifelong learning for employees of social enterprises, social cooperatives or vocational activity centres;
- Support for lifelong learning in areas/industries of key importance for the development of the poviast/voivodeship as indicated in strategic documents/development plans.

APPLICANT NAME

Koło - Polish Association for Persons with Intellectual Disabilities in Jarosław

FUNDING AMOUNT

2021 - **42 833.20 PLN**2022 - **72 074.40 PLN**2023 - **102 642.40 PLN**

NUMBER OF PARTICIPANTS

2021 - 49, 2022 - 49, 2023 - 88

ACTION DESCRIPTION

Occupations covered by the National Training Fund activities in 2021 included psychologist, educator, therapist, physiotherapist, carer, nurse, disability assistant, accountant, gardener. The provided training included: 'Introducing alternative and assistive communication in people with multiple disabilities' and 'Examination and therapy of adult patients with neurological disorders according to the BOBATH concept'. Occupations covered by the National Training Fund activities in 2022 included chef, occupational coach, physiotherapist, educator, therapist, health and safety officer and investment specialist. Trainings carried out included ballistics, integration of dynamic and postural reflexes, traditional Polish catering in a modern setting, behavioural therapy, theory and practice, SAZ techniques in developing independence for people with developmental disorders, creating a therapeutic environment, Gestalt school of psychotherapy. Occupations covered by the National Training Fund activities in 2023 included oligophrenopedagogue, carer, disability assistant, physiotherapist, educator, social worker, occupational therapist, psychologist, nurse, chef, catering manager, gardener. Training courses conducted included 'Physiotherapy using Dunag suits' and 'Examination and therapy of adult patients with neurological disorders according to the BOBATH concept'.

RESULTS

The Koło - Polish Association for People with Intellectual Disabilities in Jarosław, an organisation active for more than forty years, supports more than a thousand children, young people and adults with disabilities on a daily basis.

The organisation employs a total of 598 employees, including 240 employees with disabilities, in its facilities, in various forms of comprehensive social and vocational rehabilitation and social enterprises. Among the employees, there are teachers, physiotherapists, psychologists, carers and assistants for people with disabilities, therapists, occupational coaches, administrative staff, production workers, kitchen helpers.

The Association is a learning organisation - it is capable of acquiring new knowledge and experience, adapting to changing operating conditions. A significant role in this model is played by the National Training Fund, which makes it possible to subsidise the training of employees and to invest in the development of staff and to improve competence in key areas.

In total, over the last three years the organisation has received a total of 217 550 PLN from the National Training Fund to deliver 186 training courses.

Nowadays, in the era of the employee market, the greatest difficulty in maintaining a proper staffing policy is the recruitment and retention of employees in the so-called 'deficit occupations'. The Association's activities require employees from this group. This is why it is so important to have the right staffing policy in the organisation to continually recruit new employees and invest in those already employed.



POVIAT LABOUR OFFICE

LEŻAJSK

YEAR OF FUNDING

2017

FINANCING PRIORITY

Support for lifelong vocational education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME "Bajkolandia" Social Cooperative

FUNDING AMOUNT

7200 PLN

NUMBER OF PARTICIPANTS

3 participants

ACTION DESCRIPTION

A series of four training courses: 'Creative line with rhythm and music', 'Line, rhythm and dot for children under the age of 3', 'Developmental inspirations as the way to an effective KLANZA', 'Integrative methods in working with children'.



RESULTS

Following the series of training courses, the employer has seen a number of benefits and positive changes that have had a significant impact on the development of the company and the local labour market, including increased productivity of employees; increased competitiveness in the labour market; development of the local labour market; professional development of employees; increased employment and the opening of an additional branch office. The training has opened up new career opportunities for staff, enabling them to learn new skills and qualifications. This not only contributes to job satisfaction, but also motivates employees to continue their development and commitment.



PODLASKIE

VOIVODESHIP

A photograph of a man with a beard and a plaid shirt, smiling as he feeds a cow with hay. The cow is black and white with a yellow tag on its ear. Other cows are visible in the background, slightly out of focus. The scene is set in a barn with natural light coming from the windows.

POD LAS KIE

POVIAT LABOUR OFFICE

SEJNY

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong education aimed at employers of foreign nationals.

APPLICANT NAME

Klub sportowy nad Wigrami Sp. z o.o.

FUNDING AMOUNT

5640 PLN and **3045.60 PLN**
under two contracts

NUMBER OF PARTICIPANTS

3 participants (employees)

ACTION DESCRIPTION

Three members of staff gained the following qualifications:

- Driver's license: Category B (1 participant - stable worker);
- Driver's license: Categories B and B+E (1 participant - rider);
- Driver's license: Category C (1 participant - rider).



RESULTS

The employees who benefited from the funding in 2023 are foreign nationals employed by the Club. They were able to benefit from support under Priority 1- Support for lifelong education aimed at employers of foreign nationals. Their upskilling has resulted in the fact that they could have continued their work with the sports club. In addition, obtaining driving licences by the designated employees has allowed them to work more efficiently, as they are able to drive to competitions and transport the horses themselves, without having to outsource these services.

This is a major benefit and convenience for the employer. The training subsidised by the National Training Fund enabled staff retraining and reducing labour costs, as no additional people have to be employed to transport the horses.

Training funded by the National Training Fund not only has a positive impact on the employer, who could reduce labour costs, increase safety and make work more efficient, but also had a positive impact on the local labour market. This was due to strengthening the company's position in the market, increasing its competitiveness or enhancing its offering. The local labour market is thus becoming more attractive.



POVIAT LABOUR OFFICE

WYSOKIE MAZOWIECKIE

YEAR OF FUNDING

2020

FINANCING PRIORITY

According to the 2020 Job Barometer for the Wysokie Mazowieckie Poviats - chef, a shortage occupation.

APPLICANT NAME

Manor House in Brzóska, Zenon Drewnowski

FUNDING AMOUNT

28 800 PLN

NUMBER OF PARTICIPANTS

9 participants

ACTION DESCRIPTION

'Asian Cuisine Chef' course.



RESULTS

As part of the course, chefs were able to learn about Chinese, Japanese, Korean, Thai and Vietnamese cuisine. During the training, the crew was not only introduced to new recipes and flavours, but learned how to combine them properly. The training also included interesting facts about traditional Asian dishes, spices and products used in Asian cuisine. Thanks to the training carried out with the support of the Fund, the Manor House in Brzóski has experienced and trained staff who identify with the workplace. The owners believe that training is not only a way to learn new skills, but also to increase employee engagement and motivation. An employee who sees that the company is investing in their development perceives this as a sign of trust and appreciation. This attitude translates into better work performance and increased efficiency for the company as a whole. Staff training contributes to increasing reliance on the staff, improving customer service and effective problem solving. It also results in a family atmosphere at the Manor House, which comes from good cooperation and shared activities.

The venue is highly rated by clients; the Banquet Hall has changed over the recent years, which is undoubtedly due to the participation of staff in training courses funded by the National Training Fund. Today, in addition to the banquet hall, the venue offers a hotel, a children's playroom and a beautiful garden. Customers appreciate the Manor House for its delicious dishes, as well as friendly and professional staff who are always there to help. The knowledge and skills that employees acquire through National Training Fund courses translate into tangible benefits - more satisfied customers, popularity of the venue and an always-full schedule of special events.



POVIAT LABOUR OFFICE

ZAMBRÓW

YEARS OF FUNDING

2022-2024

FINANCING PRIORITIES

2022 and 2024 - Support for lifelong learning in deficit occupations identified in the poviats and voivodeship;

2022 and 2024 - Support for lifelong learning in deficit occupations identified in the poviats and voivodeship; Support for lifelong learning for individuals returning to the labour market after a break due to childcare and for those who are members of families with multiple children.

APPLICANT NAME

Zakład Produkcji Kruszyw Rupiński Sp.j,

FUNDING AMOUNT

2022-**48 184 PLN**

2023-**21 067.20 PLN**

2024-**29 717.76 PLN**

NUMBER OF PARTICIPANTS

2022 - 29 participants; 2023 - 23 participants; 2024 - 69 participants

ACTION DESCRIPTION

Training courses in each year:

- 2022 - operator courses, driving licence courses;
- 2023 - courses for forklift and single loader operators; QGIS basic training; advanced Microsoft Excel training; traffic management;
- 2024 - operator courses.



RESULTS

Zakłady Produkcji Kruszyw Rupińscy is a mining and construction company that started its operations in 1995. The company currently employs 440 people and consistently invests in the development of its staff. A major pillar of support for the company is the organisation of continuing education funded by the National Training Fund. The various courses taken by employees cover a range of skills, from specialised technical qualifications, such as operating various types of machinery, including loaders, excavators, bulldozers, through category C and C+E driving classes, to IT training - such as advanced Microsoft Excel or traffic management. These training courses help employees to acquire and update their knowledge and broaden their skills, which has a direct impact on their work efficiency and flexibility in assigning tasks. As a result, employees can take on new, often more senior roles within the company, which not only enhances their professional prospects, but also contributes to the company's operational efficiency. It also enables continuity planning, even in the event of changes in the market or organisational structure, increasing job stability. These measures are not only beneficial for the employees, but also for the company.

Rather than engaging new employees, ZPK Rupińscy prefers to invest in its existing staff, which translates into savings on recruitment costs and ensures the continuation of an experienced team that is familiar with the company. Training initiatives have a positive impact on the development of both individual employees and the company as a whole, fostering its stability and growth opportunities in the mining and construction market. The company subsidises the acquisition of skills and qualifications for a large number of employees, ensuring job stability. It also continues to apply for National Training Fund subsidies in line with the stated objectives.



POMORSKIE

VOIVODESHIP

PO MOR SKIE



POVIAT LABOUR OFFICE

GDAŃSK

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in connection with the deployment of new processes, technologies and working tools in companies.

APPLICANT NAME

Gdańsk Archipelago of Culture

FUNDING AMOUNT

4329.60 PLN

NUMBER OF PARTICIPANTS

35 participants (employees)

ACTION DESCRIPTION

For Premium Users (15 employees)

- Training for project managers on the basic functions of Asana Premium:
 - learning Asana Premium's features enabling efficient planning, prioritisation and execution of tasks;
 - learning about good practice in planning their own work;
 - learning how to collaborate and communicate effectively with others using the tool;
 - learning about non-obvious time-saving features;
 - learning how Asana Basic differs from Premium;
 - exchanging good practices already in place.
- Training for managers on effective project and team management (15 employees, Asana PRO users): learning how to analyse and summarise the work of the teams;
 - learning about the different types of projects in Asana and how to adapt them to ongoing projects and processes;
 - learning how to automate project work using the tool;
 - learning about best practices in project and team management using Asana;
 - exchanging good practices already in place.

For Basic Users (20 employees)

- Training for team members:
 - learning the features of Asana Premium, as an Asana Basic- Guest user in a project, enabling efficient planning, prioritisation and execution of tasks;
 - learning about good practice in planning their own work;
 - learning how to collaborate and communicate effectively with others using the tool;
 - learning about non-obvious time-saving features.

RESULTS

The Gdańsk Archipelago of Culture is in the process of changing its work paradigm from a traditional one to a more agile project-based system. By providing in-depth training on the ASANA suite, the employer was able to make changes to the organisational chart by implementing programme project teams. The implementation of the training supported the process of institutional change and improved communication and work in a network institution, with locations in eight poviats of the City of Gdańsk.



POVIAT LABOUR OFFICE

GDYNIA

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong education in deficit occupations identified in the poviats and voivodeships; deficit occupation: chef.

APPLICANT NAME

Centrum Kształcenia Profilaktyka Zdrowotna Marzena Usarek

FUNDING AMOUNT

16 000 PLN

NUMBER OF PARTICIPANTS

2 participants

ACTION DESCRIPTION

'Chef with dietary cooking skills and artisanal meat, sausage and fish processing' course.



RESULTS

Thanks to the training, the business has expanded by introducing artisanal meat, fish and charcuterie dishes and diversifying the range of dishes and diets. By completing the training, the employer and employee have acquired the necessary competences to create different types of diets, including gluten-free, dairy-free, vegan, and diabetic. They have also gained knowledge of the principles of child nutrition, which allowed them to run cooking workshops for children, something that is in high demand these days. They also gained skills in making home-made processed meats, fish and regional cold cuts, such as white sausages, Polish sausages, dried sausages, Toruń sausages, cured meats, pâté, long-ageing hams, smoked loins and gammons. The introduction of regional, high-quality products, free of unnecessary chemical ingredients, has broadened not only the range of activities but also the clientele. This has increased the company's profitability and enabled it to maintain current employment levels.



POVIAT LABOUR OFFICE
**NOWY DWÓR
GDAŃSKI**

YEAR OF FUNDING
2022

FINANCING PRIORITY
Supporting lifelong learning for people over 45.

APPLICANT NAME
Bondi Anna Dominiak

FUNDING AMOUNT
4200 PLN

NUMBER OF PARTICIPANTS
1 participant (employer)

ACTION DESCRIPTION

Social media training for business with elements of Canva.



RESULTS

The social media in business training with elements of Canva was an interesting experience, according to the employer. During the course, the participants were made aware of the importance of conducting social media activities, especially on platforms such as Facebook, Instagram and LinkedIn. Firstly, the effectiveness of the company's marketing activities has increased beyond social media. Brand awareness in the local market has increased. Professional graphic designs created using Canva have attracted the attention of customers, resulting in more interested parties and increased sales.

Secondly, the training benefited the professional development of the owner who attended the course. New skills in social media marketing and the handling of graphic tools have opened up new prospects.

Thirdly, the company has become more competitive in the local labour market, as having up-to-date social media skills is becoming increasingly important for companies in every industry.

It also resulted in meeting Aneta Pupek, a photographer, during a training session. The acquaintance made it possible to barter services - professional photographs in return for a stay at the venue.



POVIAT LABOUR OFFICE **SZTUM**
branch office in **DZIERZGOŃ**

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in areas/industries of key importance for the development of the poviát/voivodeship, as indicated in strategic documents/development plans; training linked to the development of an industries of key importance for the Sztum Poviát - ecology, construction.

APPLICANT NAME

"Dachvolt" Dariusz Langowski,

FUNDING AMOUNT

10 000 PLN

NUMBER OF PARTICIPANTS

2 participants (employer and employee)

ACTION DESCRIPTION

'Drone pilot n-STS 05 BVLOS < 4kg + Innovations in construction - thermal imaging and inspections' courses.



RESULTS

Dachvolt is a local service company. It has been providing comprehensive services in the field of solar power installations since 2015. In addition to sales, it offers system design, installation, technical support and service. Completion of the training resulted in the ability to perform VLOS and BVLOS medium risk flights over populated areas and people, maintaining a safe distance up to an altitude of 120 AGL. The acquisition of new qualifications and the use of a drone in the company has aided the design process. Drone photographs of roofs and infrastructure made it much easier and less time-consuming to estimate the dimensions of the projects, create visualisations and document the works. In addition, the use of a drone works well for performing inspections of solar installations. With a thermal imaging camera, it is much easier to find damage that is not visible to the human eye. Thanks to the knowledge gained during the training, it became possible to use technology to check the solar panels very easily after installation and during operation.

In addition, by using a drone for photographic documentation and inspections, some of the risk associated with working at heights has been eliminated.



ŚLĄSKIE

VOIVODESHIP

ŚLAŚ KIE



POVIAT LABOUR OFFICE

CHORZOW

YEARS OF FUNDING

2017, 2019, 2020 and 2023.

FINANCING PRIORITIES

2017 - Support for lifelong learning for working people aged 45 and over;

2019 - Support for lifelong education in deficit occupations identified in the poviats and voivodeship;

2020 and 2023 - Support for lifelong learning in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Chorzowsko-Świętochłowickie Przedsiębiorstwo Wodociągów i Kanalizacji Sp. z o.o.

FUNDING AMOUNT

13 926.40 PLN

NUMBER OF PARTICIPANTS

2017 - 30 participants

2019 - 51 participants

2020 - 57 participants

2023 - 59 participants

ACTION DESCRIPTION

Examinations enabling the acquisition of documents confirming the acquisition of skills, qualifications or professional authorisations necessary for the performance of work by employees who already have these professional qualifications, but who require the updating, renewal of the authorisations (the so-called verification); vocational courses, among others. courses in welding, paving, sawing, crane hooking, scaffolding assembly; electrotechnical courses in the operation of equipment, installations and heat networks; courses for operators of light construction machinery; courses for operators of specialised vehicles for cleaning and maintenance of sewage systems, traffic management; in the field of personal protective equipment against falling from a height, inspection and maintenance of hydrants.



RESULTS

All training courses and examinations delivered and co-financed by the Fund have directly translated into an increase in employees' professional competences, the development and improvement of their professional skills and thus the quality and effectiveness of their work, as well as the ability to handle a wider variety of tasks.

The company supports employees in adapting their competences to the dynamically developing market and the company's own qualification needs, and thanks to the National Training Fund subsidies for lifelong learning, it was able to significantly increase the number of training courses for all employees, expand, maintain and adapt employees' professional skills, and support their development. Employees with multiple professional credentials, upgrading their qualifications, have a sense of specialisation in their profession, which influences motivation and commitment and gives a sense of stability and security.

Thanks to the participation of employees in lifelong learning co-financed by the National Training Fund, the company has gained more qualified employees, which reduces turnover, further stabilises jobs and increases the competitiveness of the company both as a current and future employer and in the business environment. A high level of staff qualification stabilises the company's position, and developing its own employees, especially in deficit occupations, means that the company does not face the need to acquire external, unavailable human resources with specific professional qualifications.



POVIAT LABOUR OFFICE

JASTRZĘBIE-ZDRÓJ

YEARS OF FUNDING

2022 and 2023

FINANCING PRIORITY

- Support for lifelong education of employees working in the automotive industry;
- Support for lifelong learning in connection with the deployment of new processes, technologies and working tools in companies.

APPLICANT NAME

Szerewicz Auto Detailing

FUNDING AMOUNT

2022- **14 130 PLN**2023 - **8000 PLN**

NUMBER OF PARTICIPANTS

2022 - 2 participants

2023 - 2 participants

ACTION DESCRIPTION

- 2022 - 'Advanced training in colour change and car styling with 3M self-adhesive cast film and vehicle paint protection with PPF polyurethane protective film' course;
- 2023 - colourlock leather cleaning and restoration training.



RESULTS

The 2022 training was delivered by The Wrap Center, which is the first certified 3M training centre in Central and Eastern Europe. New competencies and determination proved to be the key to success.

The company has established relationships with new partners and is up to date with new technologies and market trends. It is gaining new, satisfied customers every day, and the studio has joined the ranks of the few companies providing car body wrapping services with PPF protective film.

Nowadays, a very important aspect, valued by the company's customers, is the comprehensive offering. Customers appreciate being able to access an extended range of products in one place without incurring additional travel costs.

In 2023, the company was able to achieve the goal of acquiring competence in leather restoration thanks to the National Training Fund subsidies. During the training, the employees were able to explore the service procedure, cleaning techniques, impregnation and restoration of leather upholstery.

The completed training has increased their knowledge, improved their confidence and allowed them to bring in new ideas and innovations.

Continuous upskilling, higher quality, investment, commitment and precision are the guarantee for growth and a stable market position. The result achieved by the employer with thanks to the National Training Fund pays off every day.



POVIAT LABOUR OFFICE

MIKOŁÓW

YEARS OF FUNDING

2022 and 2023

FINANCING PRIORITIES

Support for lifelong learning in deficit occupations identified in the poviats and voivodeship; support for lifelong learning of workers who are members of families with many children; support for lifelong learning of persons over 45 years of age; support for lifelong learning of persons with a recognised degree of disability; support for lifelong learning in key areas/industries for the development of the poviats /voivodeship indicated in strategic documents/development plans.

APPLICANT NAME

Przedsiębiorstwo Gospodarki Komunalnej i Mieszkaniowej Sp. z o.o. in Łaziska Górne

FUNDING AMOUNT

66 358.40 PLN

NUMBER OF PARTICIPANTS

25 participants

ACTION DESCRIPTION

Class II road roller operator course; hand impact tool operator course; compactor and vibratory rammer operator course; class III diesel powered road cutter operator course; comprehensive sewage treatment plant operator course; driving licence courses in categories C, C+E and B+E, category C driving licence course and accelerated initial qualification course for categories C, C1 and C1E; Class III backhoe loader operator course; GDPR in IT course; Wordpress course; G3 (E/D) qualification; 'Activated sludge microorganisms' course; training for operators of specialised sewer cleaning vehicles in terms of maintenance, operation and occupational safety.



RESULTS

The training has increased the attractiveness of the company, the ability to upskill the company's employees which enabled maintaining the employment level and alleviated the risk of possible layoffs, increased flexibility in filling gaps caused by illness and absenteeism, raising the availability of qualified staff during each shift.

WOJEWÓDZTWO
ŚLĄSKIE



POVIAT LABOUR OFFICE

SIEMIANOWICE ŚLĄSKIE

YEARS OF FUNDING

2019, 2020, 2021, 2022 and 2023

FINANCING PRIORITIES

2019 - support for vocational lifelong learning in deficit occupations identified in the given poviats and voivodeship; 2020 - support for lifelong learning in areas / industries of key importance for the development of the poviats / voivodeship indicated in strategic documents / development plans;

2021, 2022 and 2023 - support for lifelong learning of adults in the area of digital skills; 2022 - support for lifelong vocational education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Dr. Stanisław Sakiel Burn Treatment Centre in Siemianowice Śląskie

FUNDING AMOUNT

2019-2023 - **236 000 PLN**

NUMBER OF PARTICIPANTS

2019 - 20 participants

2020 - 1 participant

2021 - 20 participants

2022 - 15 participants

2023 - 41 participants

ACTION DESCRIPTION

2019 - Lean Six Sigma Yellow Belt course - postgraduate International Master in Donation and Transplantation of Organs, Tissues and Cells Unieversitat de Barcelona;

2021 - Specialist course for nurses 'Glucometer use with an educator app in diabetes management'; 2022 - 'Compression therapy' course for nurses;

2023 - specialised courses (10) for doctors and nurses: 'Aesthetic Medicine'; 'Enteral and parenteral nutrition'; 'Medical law and bioethics', 'Podiatry for beginners - extended course'; qualification course for Central Sterilisation Room managers and supervisors of sterile medical devices production; 'Statistics for non-statisticians' course; training in electricity licenses in connection with the introduction of new energy efficiency technologies at the Centre; postgraduate studies in 'Taxation and tax consultancy' and 'Public procurement'.

RESULTS

Over the past five years, thanks to funding from the National Training Fund of more than 236 000, PLN, the Burn Treatment Centre has trained nearly 100 employees, and the forms of support carried out have had a significant positive impact on the operation of the facility, both in terms of the quality of medical services provided, the effectiveness of treatment, as well as the professional development of the staff and its position in the labour market. As a result of the funding received, Centre has achieved significant benefits in the following areas:

- Improving the quality of patient care - the training has helped to improve the competence of medical staff in the treatment of burns and chronic wounds, resulting in higher quality medical services. Improving the quality of care, in turn, contributes to faster patient recovery and a reduced risk of complications. Increased treatment efficiency - through training, staff are better equipped to respond quickly, helping to reduce the time it takes to assist and treat patients. This, in turn, reduces hospitalisation times and the associated costs and burden on the healthcare system.
- Improving quality and public trust - improving the quality of the Burn Treatment Centre's medical services translates into a positive patient experience and increased public trust in public health services.
- Increased competitiveness in the local labour market - the Burn Treatment Centre, with its qualified staff, is more competitive in the local labour market, attracting highly qualified professionals to work there.
- Supporting staff professional development - training is an important part of supporting staff professional development. With the new skills and knowledge acquired, employees have the opportunity for career advancement.



ŚWIĘTOKRZYSKIE

VOIVODESHIP

A construction worker wearing a yellow hard hat, a high-visibility green vest, and work gloves is leaning over a grid of steel rebar. The worker is focused on their task, with their hands positioned on the bars. The background shows a blurred construction site with another worker in the distance. The text 'ŚWIĘTO KRZYSKIE' is overlaid in large, white, bold letters on the right side of the image.

ŚWIĘTO
KRZYSKIE

POVIAT LABOUR OFFICE

BUSKO-ZDRÓJ

YEAR OF FUNDING

2022

FINANCING PRIORITIES

2021 - Support for lifelong education in deficit occupations identified in the poviats and voivodeship;

2022 - Support for lifelong learning for workers who are members of large families.

APPLICANT NAME

"Włókniarz" Health Resort in Busko-Zdrój

FUNDING AMOUNT

9835 PLN

NUMBER OF PARTICIPANTS

15 participants

ACTION DESCRIPTION

'Water gymnastics with equipment. Rehabilitation in water' course.

ŚWIĘ
TO
KRZYS
KIE

RESULTS

Through the completed training, the workers acquired the professional skills necessary to perform the new tasks on the job. The need for the training was prompted by the dynamic development of rehabilitation services in Busko Poviát. In connection with the launch of the 'Albatros' rehabilitation pool at the "Włókniarz" Sanatorium and Health Resort and in order to meet the requirements and needs of patients, the employer has extended the services offered by conducting professional gymnastics exercises with elements of rehabilitation in the pool by trained physiotherapists. For many years, physiotherapists have been among the shortage professions in Busko Poviát. The qualifications and skills gained during training are an investment in the personal development of employees and the ability to adapt them quickly to the dynamic service market. Training has also had added benefits for the employer. In addition to the financial aspect, it helped to increase competitiveness in the local service market, promoted physical activity, exercise and health-promoting activities popular with patients and clients, and diversified the treatment offer.



POVIAT LABOUR OFFICE

JĘDRZEJÓW

YEARS OF FUNDING

2021-2022

FINANCING PRIORITY

2021 - support for lifelong learning in deficit occupations identified in the poviats and voivodeship;

2022 - Support for lifelong learning for workers who are members of large families.

APPLICANT NAME

Complex of Świętokrzyskie and Nida Landscape Parks in Kielce

FUNDING AMOUNT

6968 PLN

NUMBER OF PARTICIPANTS

4 participants

ACTION DESCRIPTION

Training courses:

- VAT course for local government bodies;
- 'Supervision of energy equipment';
- 'Fillet welding of sheets and tubes using MAG 135-1';
- 'Driving railway vehicles on railway lines'.



RESULTS

The historic railway has been restored, the employment of staff has been maintained, enabling the possibility of promoting the unique qualities of the Jędrzejów area. Training carried out thanks to the support of the National Training Fund, is an important part of institutional capacity building. The high qualifications of the staff, including technical staff as well as unique skills related to the operation of historic rolling stock, are a prerequisite for the efficient functioning of the unit, and at the same time an opportunity to promote the key tourist products of the region.

In 2020, Complex of Świętokrzyskie and Nida Landscape Parks in Kielce took over the Ciuchcia Expres po Nidzie Railway, which had been operating for many years in the town of Jędrzejów. Among other things, the acquired competencies enabled carrying out repair and maintenance activities, which in subsequent years led to an increase in the number of narrow-gauge railway trips and an increased flow of tourists to the region. All these activities are part of the Jędrzejów County Development Strategy 2021-2027, namely the development of the county's tourism potential and the creation of integrated tourism products.



POVIAT LABOUR OFFICE

KAZIMIERZA WIELKA

YEAR OF FUNDING

2022

FINANCING PRIORITY

Support for lifelong education of employees working in the automotive industry.

APPLICANT NAME

Caffaro Sp. z o.o. Sp. K.

FUNDING AMOUNT

8000 PLN

NUMBER OF PARTICIPANTS

15 participants

ACTION DESCRIPTION

Three training courses:

- PPAP - Production Part Approval in accordance with ZVDA22020;
- Product liability;
- F-gases.



RESULTS

The training courses are typical of the industry in which the applicant operates. Acquired qualifications are essential for working with clients who require evidence that the employees carrying out the company's processes have the competences required by them and imposed by rigorous standards. Completion of training is a prerequisite for an air conditioning and heat pump installer. Due to the expansion of the company's electrical installation services business, the employer decided to train employees in the installation, maintenance, servicing of refrigeration and air conditioning equipment and heat pumps to provide related services.

The result of support from the National Training Fund was boosting the professional character of the company's services and offering. The added value was bolstering the company's image as an entity that employs professional and highly qualified staff and takes care of its personnel.



POVIAT LABOUR OFFICE

OSTROWIEC ŚWIĘTOKRZYSKI

YEAR OF FUNDING

2020

FINANCING PRIORITIES

Support for the education of people over 45 years of age; support for lifelong learning in areas/industries of key importance for the development of the poviats/voivodeship as indicated in strategic documents/development plans.

APPLICANT NAME

DLF INVEST Sp. z o.o. with registered office in Bałtów

FUNDING AMOUNT

111 000 PLN

NUMBER OF PARTICIPANTS

47 participants

ACTION DESCRIPTION

11 courses related to the applicant's tourism and hotel services:

- Thai and Indian cuisine - a wealth of flavours, original recipes and the intense aroma of curry;
- Buffet breakfast and dinners;
- Production of own products - cold cuts, pickles and cured meats; cheese-making workshops;
- Google Adwords marketing analytics and offer writing workshops for individual visitors and business guests;
- Sweet joy at parties - preparing a unique candy bar for any occasion, including sweet wedding tables;
- FIT sweets, or delicious, healthy and low-calorie food - cakes and desserts with sugar substitutes, gluten-free flours and plant-based milk;
- Comprehensive table waiting course - technical knowledge and skills, service and professional guest handling;
- Level II barista course;
- Professional reception desk as the showcase of a hotel;
- Cleanliness standards in rooms and hotel areas, cleaning procedures, rules of conduct during cleaning, self-monitoring using check-lists;
- Emotional intelligence and assertiveness of the manager - how not to allow people to walk over you while using your employees to their full potential?

RESULTS

The training has had a positive impact on both internal relations and the company's operations. A series of catering training courses helped to improve the team's culinary skills.

The knowledge gained has led to a better understanding of Thai and Indian cuisine, as well as that of traditional and artisanal products such as cured meats and pickled foods. There was also an improvement in feedback regarding the breakfast offer at the company's catering outlets, as there has been a significant diversification of the dishes served and adaptation to guests' dietary preferences.

At the same time, the employees learned more about the specifics and possibilities offered by online marketing tools. They increased their knowledge of Google marketing analytics and gained awareness of the use of keywords in published content. The skills acquired provide a solid foundation to enable the company's employees to deal effectively with a variety of professional challenges and to work efficiently as part of a team.



WARMIŃSKO-MAZURSKIE

VOIVODESHIP

WARMIŃSKO MAZURSKIE



POVIAT LABOUR OFFICE

GIŻYCKO

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in connection with the deployment of new processes, technologies and working tools in companies; support for lifelong learning in deficit occupations identified in the poviats or voivodeship.

APPLICANT NAME

Międzynarodowe Centrum Żeglarstwa i Turystyki Wodnej Sp. z o.o.

FUNDING AMOUNT

10 580 PLN

NUMBER OF PARTICIPANTS

2 participants (employees)

ACTION DESCRIPTION

Courses:

- NSTS-06 drone pilot course for filming and photography;
- accounting assistant.



RESULTS

The marketing aspect, combined with the promotion of the assets of the Great Masurian Lakes region, where Giżycko is located, is crucial to the employer's activities.

Thanks to the funding for the employee's training received from the National Training Fund, it was possible to introduce a new working tool in the company in the form of a drone and specialised programmes for digital editing of photos and films. This enabled the creation of attractive advertising materials from a bird's eye view and the documentation and promotion of organised events on a national scale, especially those of great importance to society, such as the Polish Championships of Sailors with Disabilities.

The training, supported by the National Training Fund subsidies, made it possible to integrate new tools into the daily work as a marketing and sales specialist (unmanned aerial vehicle, Adobe Creative Suite) and targeted the development of the employee digital competences in terms of publishing the created content on social media or effective data search, retrieval and analysis.

The Centre's operations require both the cooperation of an external accounting office and a person employed as an accountant. Therefore, the accounting training course financed by the National Training fund made it possible to hire the employee and broaden her professional qualifications. The vast majority of the training courses that the Centre would like to send staff to were significantly beyond its budget. Therefore, taking advantage of Fund was an excellent opportunity to improve the qualifications of employees and to implement new innovative solutions in the company.



MUNICIPAL LABOUR OFFICE

OLSZTYN

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong learning in connection with the deployment of new processes, technologies and working tools in companies.

APPLICANT NAME

Smart Idea Sp. z o.o.

FUNDING AMOUNT

28 160 PLN

NUMBER OF PARTICIPANTS

11 participants (employees)

ACTION DESCRIPTION

'Active sales of charter services using an online system' course. The company was in the midst of a project to expand the business by adding new boat rental services. The request concerned training for staff in charter service sales, including the booking system and CRM network, following the purchase of a cruise yacht with a saloon cockpit and internal combustion engine as part of a project co-financed by the European Union.



RESULTS

Following the training, the company reported positive changes to its business, particularly with the introduction of new cruise yacht charter services and the use of an online booking system.

Training on the charter service sales has resulted in increased staff skills in engaging with customers and convincing them to take advantage of the company's offerings. This has enabled the company to attract new customers more efficiently, which has contributed to an increase in the fulfilment of yacht charter orders. The implementation of an internal customer service system and an online booking system has allowed the company to take a more professional approach to customer service. This has made the process of booking its services more transparent and easier for customers, which in turn has improved their experience and increased loyalty.

With the introduction of an event calendar and calculation and billing tools, the company can better manage its resources and monitor the costs and revenues associated with its cruise yacht charter business. This has enabled more efficient planning of activities and optimisation of processes.

Yacht charters have proved attractive to customers, which has contributed to increased interest in the company's offerings. With more effective sales techniques and better use of social media and email communication, a company can reach a wider range of potential customers and gain visibility in the market.



MUNICIPAL LABOUR OFFICE

SZCZYTNO

YEAR OF FUNDING

2023

FINANCING PRIORITY

Supporting lifelong education for employees of social cooperatives.

APPLICANT NAME

Bulwar Social Cooperative

FUNDING AMOUNT

10 600 PLN

NUMBER OF PARTICIPANTS

2 participants (employees)

ACTION DESCRIPTION

The range of services offered by the cooperative is very broad, and one of them concerns the organisation of special events by the Bulwar Inn. The funding concerned a course in 'Floristry and professional event decoration with elements of carving' - a total of 30 hours for two employees. The training was delivered by the Warmia and Mazury Vocational Training Institute in Olsztyn, Education Centre in Szczytno. The entity ensured the high quality of the training. The art of decorating food was introduced to the participants by a carving trainer, a Polish and world champion in this field. In addition to elements of carving, the training programme included classes in creating centerpieces and bouquets for conferences, weddings and communions. There was also an eight-hour class on decorating halls. The training was attended by two employees - care services coordinator and a chef.



RESULTS

The training allowed participants to improve, develop and update their existing knowledge and skills in the area of food and event decoration. The training has increased the attractiveness of the services provided by the Bulwar Inn. The special events organised have gained in attractiveness, which has translated into growing number of customers. The workers have maintained employment thanks to the acquisition of new qualifications. One employee had her contract extended indefinitely. The second was offered a position change and a raise.

Supporting social cooperatives has a huge impact on the local labour market. The goals of the Bulwar Cooperative include:

- bringing people at risk of social exclusion back into the labour market by running a joint venture and enabling unemployed and disabled people to become active in the labour market;
- carrying out educational and cultural activities in the form of training, courses, workshops, as well as running a business;
- implementing socially important goals, such as bonding and social reintegration.

The cooperative undertakes activities aimed at rebuilding and maintaining the ability of its members to participate in the local community and perform social roles in their place of work, residence or stay. The development of the social economy is important to counteract and reverse the negative effects of marginalisation.



WIELKOPOLSKIE

VOIVODESHIP

WIELKO POLSKIE



POVIAT LABOUR OFFICE

KALISZ

YEAR OF FUNDING

2022

FINANCING PRIORITY

Supporting lifelong learning for people over 45.

APPLICANT NAME

Regional Centre for Blood Donation and Haemotherapy in Kalisz

FUNDING AMOUNT

30 000 PLN

NUMBER OF PARTICIPANTS

10 participants

ACTION DESCRIPTION

Specialist course in crisis management and cybersecurity.

WIEL
KOPOL
SKIE

RESULTS

The participation of the staff of the Regional Blood Donation and Haemotherapy Centre in Kalisz in crisis management and cybersecurity training benefited both the staff who attended the classes - as well as the patients, who indirectly benefited from better service standards.

The aim of the training was to strengthen the participants' skills in dealing with crisis situations at the blood centre, including soft cybersecurity.

During the course, participants learned how to assess both external and internal data security threats. The positive impact of the measure was noted in the safety and public order assurance system. Participants learned about risk assessment processes in crisis management. Their knowledge of cybersecurity in everyday work with computers and the internet has been increased.

The participants learnt more about data processing connected with blood donation, secure online meetings and events, as well as breach reporting and informing data subjects. Crisis management topics were also presented to the participants, in particular working with the media in crisis situations.

A very important element of the training was the presentation of effective principles for managing time and organising one's own work. The training also contributed to the possibility of diagnosing employee burnout.

POVIAT LABOUR OFFICE

PLESZEW

YEAR OF FUNDING

2023

FINANCING PRIORITIES

Support for lifelong learning of persons with a recognised degree of disability; support for lifelong learning in areas/industries of key importance for the development of the poviats/voivodeship, as indicated in strategic documents/development plans; support for lifelong learning of instructors of practical vocational education or persons intending to join their ranks, supervisors of professional training and student internship supervisors, as well as industry-specific training for vocational education teachers.

APPLICANT NAME

Brager Sp. z o.o.

FUNDING AMOUNT

45 000 PLN

NUMBER OF PARTICIPANTS

9 participants

ACTION DESCRIPTION

Training: Academy of Skills - developing competences for selected jobs. The participants gained knowledge on optimising company processes, implementing and analysing new solutions in selected jobs, avoiding mistakes in support processes, developing team competencies with the help of a competence matrix, effectively managing processes in a given position and dealing with internal customer service.

WIELKOPOLSKIE

RESULTS

The training enabled making better use of available resources and optimising the ongoing processes, resulting in streamlining operations at the individual sites.

The streamlining of operations through the development of staff competencies has brought tangible benefits to the company in the form of saved time and efficiently executed processes.

Brager Sp. z o.o. is a Polish company creating innovative solutions on a national and global scale. It takes the latest scientific and research developments and translates them into practical technological solutions. Together with the Poznań University of Technology, it runs numerous studies. It also operates a research and development department, which is responsible for analysing trends, developing new patents and continuously improving new products to make them even more friendly to people and the environment. All activities are supervised by CEO Dr. Rafał Urbaniak, who has been studying combustion processes for many years. He holds numerous patents and worked on multiple publications, he is also an expert witness and an external expert for PARP.



POVIAT LABOUR OFFICE

SZAMOTUŁY

YEAR OF FUNDING

2023

FINANCING PRIORITY

Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Tegometall

FUNDING AMOUNT

20 000 PLN

NUMBER OF PARTICIPANTS

10 participants

ACTION DESCRIPTION

Training: Stamping - presses and sheet metal forming



RESULTS

Thanks to the support from the National Training Fund, a stamping training course was organised in 2023. During the training, employees learned about the theory and practice of stamping process engineering, which supports them in their daily work on hydraulic and eccentric presses. The vast majority of the trainees were retraining as part of their careers, which meant that the information on material parameters and the principles of basic press diagnostics improved their knowledge. This has optimised processes and reduced production costs. Trainees now have the opportunity to pass on the knowledge they have gained to new employees during internal training sessions. This practice remains very popular. In addition, in the case of one participant, the training enabled further developing his career. He is currently preparing for his role as a master in his department.

The National Training Fund offers support to both employees and employers. By subsidising training, it enables retraining, as well as expanding knowledge, skills and qualifications necessary to function in a rapidly changing labour market and to maintain employment.

POVIAT LABOUR OFFICE

TUREK

YEAR OF FUNDING

2021

FINANCING PRIORITY

Support for lifelong education in deficit occupations identified in the poviats and voivodeship.

APPLICANT NAME

Turek Chamber of Commerce

FUNDING AMOUNT

4900 PLN

NUMBER OF PARTICIPANTS

1 participant

ACTION DESCRIPTION

The training organised by the Set Online School of Coaching was designed to equip the participants with knowledge of coaching models, processes and techniques. It was carried out through supervised

WIEL
KOPOL
SKIE

RESULTS

Participation in the course allowed the employee to acquire new competences to provide coaching services thanks to the internationally-recognised International Education Society, Ltd certificate. The knowledge and skills acquired translate into more effective performance of tasks and monitoring of the progress of activities. What is more, broadening the offering of the Chamber's services resulted in growing customer confidence and the building of a positive image of the company as a professional business partner. This has also increased the company's competitiveness in the local and regional labour market. In addition, there was a marked growth in effective communication and effective problem-solving within the Chamber's team, which leads to faster achievement of business goals.



ZACHODNIOPOMORSKIE

VOIVODESHIP

ZACHOD NIOPO MOR SKIE



POVIAT LABOUR OFFICE

GRYFINO

YEAR OF FUNDING

2023

FINANCING PRIORITY

Key industries.

APPLICANT NAME

Bielin Manor House

FUNDING AMOUNT

15 000 PLN

NUMBER OF PARTICIPANTS

15 participants

ACTION DESCRIPTION

'Excellence in tourism and quality of life: how chefs, bartenders, managers, entertainers and massage therapists are working together to raise industry standards, impacting on the attractiveness of tourism in the region' training course.



RESULTS

The knowledge gained allowed the staff to develop their creativity and discover new possibilities in the culinary craft. Thanks to a modern twist on Polish cuisine, they stand out from the competition and gain an edge in the catering market.



POVIAT LABOUR OFFICE

KOSZALIN

YEAR OF FUNDING

2023

FINANCING PRIORITY

support for lifelong learning of instructors of practical vocational education or persons intending to join their ranks, apprenticeship supervisors and student internship supervisors, and sector-specific training for vocational training teachers.

APPLICANT NAME

Salon Fryzjerski "VISION" Magdalena Szczurowska

FUNDING AMOUNT

3920 PLN

NUMBER OF PARTICIPANTS

1 participant (employer)

ACTION DESCRIPTION

Innovative techniques - psychology in hairdressing.



RESULTS

The training enabled participants to learn new techniques and trends, including personalised haircuts and matching the colouring to the client's personality type based on a previous colour analysis and psychological profile. The qualified staff pointed out any mistakes that can be made when working with clients and the advantages of using new techniques and trends. In addition, the knowledge acquired and new skills are provided to the young workers on an ongoing basis so that they can use them effectively in their work with clients.



POVIAT LABOUR OFFICE
KOSZALIN

YEAR OF FUNDING
2023

FINANCING PRIORITY
Support for lifelong education in deficit occupations identified in the poviats and voivodeships.

APPLICANT NAME
OrthoFoot Agnieszka Ochim

FUNDING AMOUNT
7890 PLN

NUMBER OF PARTICIPANTS
4 participants

ACTION DESCRIPTION

Training courses: deep tissue massage; TMJ temporomandibular joint therapy; sensory disorders in infants and toddlers under 4 years of age - guidance for diagnosis and therapy; global foot therapy.

ZACHODNIOPOMORSKIE

RESULTS

The training courses were led by top professionals, who touched on a wide range of body work topics. Thanks to the participation in the courses, the company could expand its offering. Both the diagnosis and rehabilitation of patients are now more detailed and successful. The employer and employees have improved their knowledge of physical therapy.



POVIAT LABOUR OFFICE ŚWIDWIN

YEAR OF FUNDING
2023

FINANCING PRIORITY

Supporting lifelong education for recently employed people (and people who have recently switched positions) over the age of 50.

APPLICANT NAME

AGNES FASHION GROUP sp. z o.o. sp. kom.

FUNDING AMOUNT
17 600 PLN

NUMBER OF PARTICIPANTS
10 participants

ACTION DESCRIPTION

Seamstress professional preparation course - company reorganisation.



RESULTS

Due to the reorganisation of the company, the company applied for retraining support for 10 employees without sewing experience from the National Training Fund. Employees have gained new skills and the factory has been able to expand its product range.

Thanks to keeping the production process, which is carried out by seamstresses, the company sells its wedding dresses not only in Poland, but also abroad and is expanding production with the new brands - ICON and Ma-Maison.

For 32 years, the company has been showcasing its collections at major industry events, attending Polish and international wedding fashion fairs. Today, its dresses can be found in more than 300 stores and boutiques across Europe, as well as in the company's showrooms in Poland.



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