

APPENDIX A

Results of survey to poviats labour offices

Section 1: Local collaboration

1. In addition to the local council, please indicate the intensity of your collaboration with the following organisations at the poviats level:

	No collaboration	Sharing information only	Some co-ordination of programmes and client services	Comprehensive joint programme/strategy development
Regional or local economic development agencies	31.3	42.3	12.5	13.9
Local government	1.0	21.2	23.6	54.3
Vocational schools	7.7	63.5	13.0	15.9
Post-secondary schools	21.6	60.1	7.7	10.6
State Higher School of Vocational Education)	32.7	43.3	9.6	14.4
Private or public training facilities	7.2	23.1	42.8	26.9
Universities	29.3	43.3	11.1	16.3
Employers	0.5	13.5	25.5	60.6
Private sector employment agencies	13.5	41.8	24.0	20.7
Non-government organisations working with disadvantaged populations (immigrants, disabled, ethnic minorities, etc.)	22.1	38.0	20.2	19.7
Welfare and social integration institutions (Social Assistance Centre, County Family Assistance Centre, Social economy entities)	3.4	13.5	25.5	57.7

Section 2: Working with employers

2. Does the training available locally (e.g. through PES, post-secondary schools and colleges) meet employer needs/demand for skilled workers? (please check applicable box with an x)?

No efforts are made to align training with local employer needs	1.0
Some efforts are made, but employers report significant problems with training not being aligned to their needs	3.4
Generally, training is geared towards meeting employer demand but improvements could still be made	67.3
Training is very well-aligned with the needs of employers	28.4

3. How often does your office/organisation² conduct outreach with employers (please choose one from the list below by checking applicable box with an x)?

We have no communication with employers	0.5
We have infrequent communication with employers	1.0
We have some communication with employers but it could be improved	15.9
We have regular and frequent communication with employers	82.7

4. Who usually initiates the contact between your labour office and employers (please check applicable box with an x)?

Local labour office initiates contact	82.7
Employers initiate contact	17.3

5. Please indicate what types of employer engagement activities your office/organisation undertakes (please select all that apply by marking box with an x if applicable):

Conduct outreach to see what job opportunities are available	89.4
Place unemployed individuals into local job opportunities (vacancies)	98.1
Promote apprenticeships and other work-based training opportunities	94.7
Provide clear career pathways between training and local work opportunities	79.3
Providing training to upskill existing employers' current employees	82.2
Advise employers on better human resources/workplace organisation management	31.2

Section 3: Targeting disadvantaged groups

6. Are there specific employment programmes delivered by your office designed to meet the needs of local disadvantaged groups?

	Yes
Older workers	96.6
Youth	98.1
Women	84.6
Immigrants	6.7
Ethnic minorities	7.7
Long-term unemployed	97.6
People with disabilities	96.2
Displaced Workers	57.7

Section 4: Adjusting programmes to regional and local needs

7. In your opinion, what is the level flexibility available at the local level in managing programmes and services?

On a scale from 1-4, please put 1 if you have no flexibility (i.e., completely centrally determined) and 4 if you have high flexibility (i.e., local level has complete freedom to determine)

	No flexibility	Limited flexibility	Some flexibility	High flexibility
Programme and strategy design	6.3	18.8	45.2	29.8
Budget management	6.7	16.3	46.6	30.3
Performance management	12.5	38.5	38.9	10.1
Choice of target groups/eligibility criteria	13.5	30.3	37.0	19.2
Contracting/outsourcing arrangements	27.4	25.0	27.9	19.7

8. Recently a new law on promotion of employment and institutions of labour market was introduced. To what extent did the new regulation increase your flexibility in delivering programmes and services.

	No increase	Minimal increase	Some increase	Significant increase
Programme and strategy design	13.5	27.9	40.9	17.8
Budget management	12.0	31.7	40.9	15.4
Performance management	23.1	37.0	31.3	8.7
Choice of target groups/eligibility criteria	17.8	36.5	31.3	14.4
Contracting/outsourcing arrangements	25.0	37.5	25.5	12.0

9. If your office was to have greater flexibility in delivering programmes and services, where would you find this most useful?

	Not useful	A little useful	Somehow useful	Very useful
Programme and strategy design	6.3	17.3	33.7	42.8
Budget management	6.7	19.7	38.0	35.6
Performance management	9.1	30.3	34.1	26.4
Choice of target groups/eligibility criteria	8.2	18.3	35.6	38.0
Contracting/outsourcing arrangements	16.8	33.7	32.2	17.3

10. In your opinion, does your organisation have sufficient financial and human resources to achieve its goals? Please rank each from 1 - insufficient to 4 - fully sufficient

	Not at all sufficient	Somewhat sufficient	Adequate	Fully sufficient
Financial resources	15.9	26.4	40.4	17.3
Staffing levels	25.0	32.7	33.2	9.1
Skills of employees	0.5	4.8	48.1	46.6
Labour market knowledge of staff	0.5	4.8	48.1	46.6



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