

Implemented actions

Target groups / No. from the Polish EURES Action Plan for 2010-2013 / Results indicators and quantitative results:

Target groups:

Pupils, the unemployed and job seekers from border areas, cross-border workers

Implemented actions:

EURES 2010-2013 Guideline: No 1 – Improving access to EURES

1.1 Organisation of training, workshops for staff from partner labour offices from cross-border regions

EURES Poprad-Dunajec

Within 10-12.09.2014, a language training in Slovak has been conducted, and it covered mainly the terminology pertaining to labour market, educational and occupational mobility, entrepreneurship and social economy. The training was completed by 13 people, of which 6 persons were employment agents/career advisers from partner agencies of the Nowy Sącz subregion and 7 persons were employees of the VLO Kraków. The training lasted for a total of 24 teaching hours (3 training modules, 8 teaching hours each). The training participants have acquired practical skills in Slovak language in order to use it in their work with the client from the Polish-Slovak cross-border area and to co-operate with the institutions of the "Poprad-Dunajec" Partnership.

Number of trainings for VLO and PLO employees: 3 training days; Number of trained VLO employees: 7, Number of trained PLO employees: 6

EURES Odra-Oder (the Lubuskie Voivodeship)

Three working meetings with the representatives of the German PES from the border region have been prepared and held in the PLO in Słubice on: 16.10.2014, 29.10.2014, 05.11.2014.

Number of employees of the PLO in Słubice participating in working meetings:16

2.2 Providing information on EURES services to young people entering the labour market and interested in working abroad in cross-border regions

EURES Karpaty

An informational meeting about how to search for work by means of the EURES network and cross-border mobility was organised on 25.05.2014, and it was attended by 126 students.

Number of young people from Poland covered by information actions: 126

EURES Poprad-Dunajec

Information about living and working conditions in the Nowy Sącz subregion in the Malopolskie Voivodeship has been developed, including the information on education and culture. This information has been drawn up in the form of a multimedia presentation and translated into Slovak. The presentation has been saved on 50 CDs. The publication has been sent for further promotion to partner border labour offices and education institutions in the border region on the Slovak side. The VLO in Kraków disseminated a similar study on the Slovak labour market, education and working conditions among young people entering the labour market of the Nowy Sącz subregion, and it was drawn up and translated into Polish by the Slovak partner – the Central Office of Labour, Social Affairs and Family in Kežmarok. The CDs will be distributed to young people at job and education fairs and other events on the Polish-Slovak border labour market. The information on living and working conditions in Slovakia was presented in total to ca. 300 young people and jobseekers during various meetings, training sessions, seminars and job and education fairs.

Number of young people from Poland covered by information actions: 300

Number of guidebooks (CDs) – 1, circulation – 50 copies.

3.1. Providing information on EURES services in cross-border regions in VLO publications

EURES Biały Las

Inclusion of information about cross-border EURES actions and services on the VLO website – publication of information on the conference organised for employers in border regions

EURES Odra-Oder (the Lubuskie Voivodeship)

Publication of information about events associated with the activities of the EURES Odra-Oder in the VLO newsletter.

Number of VLO internal publications in the intranet with information on EURES: 1; Number of VLO external publications with information on EURES: 1.

Results achieved with the use own financial resources of the VLOs

5.1 Information and communication activities of EURES in cross-border regions

EURES Karpaty

The action covered update of the website of the VLO in Rzeszów on cross-border co-operation <http://www.pswwp.wup-rzeszow.pl/> with information on opportunities for job search in border poviats of the Prešov region.

The VLO in Kraków managed the website of the "Poprad-Dunajec" Partnership (www.praca-plsk.eu), where information about EURES has been provided.

Number of views of the website about cross border co-operation: 180,000 (*EURES Karpaty*)

Number of views of the website about cross border co-operation (www.praca-plsk.eu): 60,000 (*EURES Poprad-Dunajec*)

Results achieved with the use own financial resources of the VLOs

EURES 2010-2013 Guideline: No 2 – Ensuring services to employers

1.1 Regional strategies/information activities for Polish employers in cross-border regions

EURES Biały Las

A conference has been organised for employers of border regions about new instruments to support employers on the Polish and Lithuanian labour market, employment opportunities in border areas, the situation on the Lithuanian labour market with the involvement of EURES advisers from Lithuania, the current regulations on the employment of foreigners.

Number of participants: 42. Number of information events for Polish employers: 1.

EURES Odra-Oder (the Lubuskie Voivodeship)

A conference has been organised for Polish employers (by the PLO in Żagań) on EURES services. The conference was attended by employees of the VLO in Zielona Góra on 28.11 2014.

Number of information events for Polish employers: 1; Number of contacts with Polish employers: 298

Number of information campaigns about the conference provided in the local media in the border area: 1

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

Information about international job placement for Polish employers interested in recruitment of employees from Germany was provided on a regular basis.

Number of contacts with Polish employers: 15

Results achieved partially with the use own financial resources of the VLOs

1.2 European job placement for Polish employers in cross-border regions

EURES Odra-Oder (the Lubuskie Voivodeship)

Support to Polish employers from the border regions willing to employ German citizens from border areas in Poland. Reception and

dissemination of job offers within the territory of the voivodeship. Provision of assistance and support in 1 recruitment in Germany in a border region for a Polish employer. The action has been implemented by means of dissemination of a job offer of a Polish employer during a job fair in Berlin. The employer from Gubin – Fructo Fresh – sought a candidate for the position of sales representative. Despite interest of candidates, no-one decided to take up the job because of too low salary offered by the employer.

Number of vacancies managed by VLO, declared by Polish employers interested in recruitment of foreigners from border regions: 1;
Number of foreigners from border regions employed by Polish employers under international/European job placement services provided by VLOs: 0

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

Job vacancies reported by Polish employers interested in recruiting workers from Germany were accepted for implementation according to the demand.

Number of vacancies managed by VLO, declared by Polish employers interested in recruitment of foreigners from border regions: 3;
Number of foreigners from border regions employed by Polish employers under international/European job placement services provided by VLOs: 0

Results achieved with the use own financial resources of the VLOs

2.1 Mobility packages for Polish employers in cross-border regions

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

Polish employers were offered international the job placement service with information and advisory support adapted to their current needs for the recruitment of Germany.

Number of Polish employers to use international cross-border job placement services: 1; Number of Polish employers from border regions who where provided information: 15

Results achieved with the use own financial resources of the VLOs

2.2 Participation in conferences and seminars organised by German PES and Trade Unions (DGB)

EURES Odra-Oder (the Lubuskie Voivodeship)

Participation of two VLO employees in a two-day Polish-German-Czech seminar on "Current issues of cross-border workers from Poland and the Czech Republic in Saxony", organised by the DGB Bezirk Sachsen, Dresden.

Number of participants of VLO representatives: 2

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

On 16 April 2014, EURES staff from the VLO and partners of the system project entitled "The best in their trade" (teachers of practical vocational education from schools supported under the above-mentioned project and employers co-operating with the schools) participated in a meeting in Berlin on the dual system of vocational education. The meeting was organised by the Regional Directorate of the Federal Employment Agency in Berlin – Brandenburg. During the meeting, the representatives of the Chamber of Industry and Commerce and the Chamber of Handicraft acquainted the participants with the dual vocational education in the hospitality and catering sector and in the automotive industry. With visit was also paid to Hellmann GmbH, where work placement is implemented.

Number of participants of VLO representatives: 2

EURES Guideline 2010-2013 No 3 – Providing services to jobseekers, job changers and the unemployed

1.1 Regional information strategies/actions for the Polish unemployed and jobseekers from cross-border regions

EURES Poprad-Dunajec

An information campaign has been implemented in the local/regional media for the people of the Nowy Sącz subregion (the unemployed, job seekers, employers, young people entering the labour market, persons at risk of social and professional exclusion in the cross-border region) about EURES services, cross-border services and the Slovak labour market:

- 3 radio broadcasts:

- ESKA Małopolska, duration: 01-06.10.2014 (30 radio spots);
- RDN Małopolska, duration: 12-17.11.2014 (35 radio spots);

- Eska Małopolska, duration: 03-10.12.2014 (30 radio spots);
- 4 advertisements in the Regional Cable Television and on the website of the Regional Cable Television, including three reports on the events during which EURES cross-border services were promoted, and living and working conditions in Slovakia and 1 animated board promoting cross-border EURES services were presented:
 - 2 reports on the Cross-border Labour and Education Fair, Conference entitled. "Education and Job Mobility" and Meetings of the Councils of Partners of the "POPRAD-DUNAJEC" Partnership, which were held on 10.07.2014 in Nowy Sącz;
 - a report on the seminar that promoted living and working conditions in Slovakia, including the opportunity to start a business, which took place on 18.11.2014 in Nowy Sącz;
 - animated board during 13-19.10.2014;
- 3 promotions in the public transport buses of the MPK Nowy Sącz in the form of a poster:
 - 27.09-11.10.2014 (45 posters);
 - 11.10-25.10.2014 (45 posters);
 - 08.11-22.11.2014 (45 posters);
- 2 articles and 2 advertisements in the press – in two editions of local newspapers of Gazeta Krakowska within the area of the Nowy Sącz sub-region on 11.21.2014;
- placarding (60 A2 posters) within the territory of 6 poviats of the Nowy Sącz subregion within 2 weeks: 08-21.12.2014.

Number of information campaigns about EURES provided in the local media in the border area:1

Information campaign, including the number of radio programmes: 3 (95 radio spots).

Number of television commercials: 4

Number of press articles/announcements:4

Number of promotions in the means of city transport: 3

Number of posters: 1 (circulation: 64 copies)

Number of press articles: 2 articles, 2 announcements.

EURES Odra-Oder (the Lubuskie Voivodeship)

3 working meetings and 1 meetings of the Steering Committee of the EURES Odra-Oder have been implemented. During the working meetings, action plans for 2013/2014 and co-operation framework have been discussed. During a meeting with representatives of the AA in Cottbus, the parties to the meeting got acquainted with the principles of functioning of the offices on the Polish and German side and with the scope of responsibilities in labour offices. The talks also covered the extension of the previous co-operation between the offices, consisting in ensuring a duty of employees of both institutions in order to assure high quality of the Polish and German customer service.

The EURES Odra-Oder Steering Committee meeting was held at the headquarters of the VLO in Zielona Góra on 12 June 2014. It was participated in by the representatives of: Regionaldirektion Berlin-Brandenburg (RD BB), Agentur für Arbeit Pasewalk, Agentur für Arbeit Eberswalde und Frankfurt (Oder), Bundesagentur für Arbeit Bonn, Ministerium für Umwelt, Gesundheit und Verbraucherschutz (MUGV) Potsdam, Industrie- und Handelskammer (IHK) Cottbus, Eurojob Viadrina IHK Frankfurt/O, Voivodeship VLC Headquarters in Zielona Góra, Zachodniopomorskie Voivodeship VLC Headquarters in Szczecin, Voivodeship Institution for Continued Training in Gorzów Wielkopolski, the VLO in Szczecin, Medical Vocational School (Medic) and Zielona Góra and the VLO in Zielona Góra. The following subjects were addressed during the meeting:

1. EURES reform in the context of the reform of Public Employment Services,
2. Medical professions – training and recognition of professional qualifications,
3. Eurojob – Viadrina project,
4. A qualified employee.

The system of education in the health professions is completely different than the Polish education system in similar professions in the medical sector. Programme differences are so huge that people who have accomplished education in the profession of health care assistant or assistant in a social assistance house have little chance of having their professional qualifications from Poland recognised in Germany. With regard to the foregoing, it was found that further steps would be made in order to deepen the diagnosis of the situation in these professions. Because of changes in the staff, an employee of the PLO in Żagań did not take part in the events organised by the VLO in Zielona Góra.

The PLO in Żagań organised two *Polish-German Advice Days* on the services provided by the EURES network and mobility on the

German labour market, which were attended by the representatives of the VLO in Zielona Góra. Each meeting lasted one day. Specialists from the Polish and German labour market were invited for the Advice Day.

The PLO in Słubice has organised *Cross-border Recruitment Days* for the Polish unemployed within the territory of the PLO in Słubice on 10.03.2014 and 03.11.2014.

Action financed by own funds of the PLO

Number of information events for the Polish unemployed and jobseekers in border areas: 8, Number of persons attending events and informed about border labour market: 505; Number of information campaigns about EURES provided in the local media in the border area: 12; Number of information meetings oriented to action partners: 2, Number of participants of working meetings.

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

The Polish unemployed and job seekers were being informed on a regular basis about the German labour market. The VLO in Szczecin continued the operation of the German-Polish Information Point, where every Tuesday a EURES adviser from Germany provided information about living and working in Germany and training opportunities in the dual system in Germany. The consulting services at the point were used by 560 people from 1 June 2013 to 31 December 2014.

The print of the regional publication entitled "A Practical Guide to the German labour market" has been commissioned, and it contained useful information and contact details of the partner labour offices from Germany.

EURES staff from the VLO took an active part in the *information events* organised by the PLOs, universities/colleges, schools (participation in total in *9 job fairs* and *2 information meetings*). During the events, the staff provided information about job offers and living, working and studying conditions in Germany.

On 20 November 2014, the PLO in Police organised a Polish-German conference entitled: "*Prospects for employment on the German labour market.*" The people interested in it (250 people) had an opportunity to get acquainted with the education system in Germany, to apply for job at German employers, to run their own business in Germany and to learn the provisions of the German labour law and insurance system.

Number of regional publications for Polish unemployed and jobseekers in border regions: 1 (circulation: 3,000 copies);

Number of information events for the Polish unemployed and jobseekers in border areas: 1, Number of persons attending events and informed about border labour market: 250; Number of press articles: 2

2.1 Mobility packages for the unemployed and jobseekers in cross-border regions

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

Advisory and information services were provided to the unemployed and job seekers in the field of mobility on the European labour market on a regular basis. They were adapted to the current needs of the persons interested in it.

The PLO in Police has updated and printed (circulation of 4,000 copies) the Guidebook entitled "How to live and earn in Germany" for people interested in finding a job or running a business in Germany and for the people considering the likelihood of living in Germany.

Number of contacts on cross-border mobility with the unemployed and jobseekers from: - Poland: 74 – Germany: 2.

Number of information materials: (circulation: 4,000 copies)

Results achieved with the use own financial resources of the VLOs

3.1. Cross-border European Job Fair

EURES Poprad-Dunajec

Cross-Border Education and Entrepreneurship Fair has been organised in co-operation with Youth Education and Work Centre of the VLCs in Nowy Sącz. The event took place at the European Job Days in Małopolska Voivodeship on 07.10.2014 in Nowy Sącz.

The fair has been visited by nearly *400 job seekers* and people interested in employment abroad. At 21 exhibition stands, the visitors could get acquainted with the job offers of Polish employers seeking candidates for job e.g. in construction, furniture industry, catering, care for the elderly, casual work and job offers from Slovakia e.g. for waiters, cooks, bakers and tailors. The fair has been attended by representatives of the labour offices from Poland and Slovakia, VLCs, universities, training centres, temporary employment agencies, business incubator and other institutions associated with the labour market, education and entrepreneurship.

An informational meeting "Working in Europe – what you should know before you go to work in the EU/EEA and after returning to the country" has been held for young people. The meeting was attended by 25 people. At the same time as the exhibition, there were meetings held with a professional adviser, during which one could benefit from consultations in CV preparation or counselling interview and obtain information about how to operate a business. Fair participants were presented with the current information about the services offered under the EURES network, and services were promoted that are provided by the Information Point about the border labour market of Slovakia, which is located in Nowy Sącz.

Number of international cross-border job fairs: 1; Number of visitors to the fairs: 400, Number of employers who used international cross-border job placement services: 17.

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

On 20 February 2014, the PLO in Świnoujście has organised the International Cross-border job fair with the involvement of Polish and German employers. During the fair, the employer presented job offers from the local labour market and from Germany. The fair was attended by 67 exhibitors who presented more than 1,000 job offers. Employers had openings in the following sectors: hospitality, tourism, catering, construction, transport, shipbuilding industry, banking, medical sector and office job. 2,000 people took part in the fair.

On 20 May 2014, the PLO in Police has organised *Polish-German Job Fair* in Police, during which 500 people had an opportunity to get acquainted with job offers of the Polish and German employers and to obtain comprehensive information on living and working conditions in Germany. The invited Polish and German employers represented numerous sectors (e.g. manufacturing, construction, trade, caring, healthcare, hospitality, transport, services and catering).

On 21 October 2014, the PLO in Police has organised *Polish-German Cross-border Job Fair* in the Gmina of Dobra, during which 250 people had an opportunity to get acquainted with job offers of the Polish and German employers.

On 24 October 2014, the PLO in Police has organised *Polish-German Cross-border Job Fair* in the Gmina of Kołbaskowo, during which 250 people had an opportunity to get acquainted with job offers of the Polish and German employers.

On 5 June 2014, the PLO in Gryfino has organised *Polish-German Job Fair* in Gryfino. During the fair, people interested in taking up a job could establish direct contact with the German and Polish employers. The fair has been organised in co-operation with the Starosty of the Poviát of Gryfino. The event was attended by 27 exhibitors, who offered dozens of jobs in various sectors. During the fair, one could get information about jobs offered by companies from the catering and retail sectors, manufacturing and construction, healthcare, automotive industry and services.

Job offers in Poland and abroad were also presented by employment agencies and by the Zachodniopomorskie Voivodeship VLC Headquarters, the PLO in Szczecin. During the fair one could also meet the representatives of the uniformed services (Headquarters of the Poviát Fire Service in Gryfino), who offered vacancies in the services. The people interested in using the assistance in the preparation of application documents could benefit from aid of employees of the PLO in Gryfino and Agentur für Arbeit Frankfurt (Oder). During the fair, it was also possible to seek legal advice at the stand of the District Labour Inspectorate and to obtain information on social insurance in Poland and Germany at the stand of the Social Insurance Institution. Exhibitors participating in the Fair expressed their positive opinion about the effects of their participation in it. Most of them attracted people interested in taking up a job at the offered positions. They also appreciated the organisation of the event by expressing their willingness to participate in the next such event.

Number of organised international cross-border job fairs:5.; Number of persons visiting fairs: 3,500

EURES Odra-Oder (the Lubuskie Voivodeship)

EURES staff from the VLO in Zielona Góra have participated in the Job and Science Fair for young people, which took place on 1 September 2014 in Berlin. The fair has been organised by the Employment Agency Berlin Nord. About 15,000 people have visited the fair.

4.1 European (cross-border) job placement for foreign employers

EURES Odra-Oder (Zachodniopomorskie Voivodeship), EURES Poprad-Dunajec

International job placement services were provided on a regular basis to employers interested in recruiting workers from Poland.

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

Number of vacancies managed by the VLOs, notified by foreign employers interested in recruitment of Polish workers – 111
Number of CVs of Polish candidates received by the VLOs in reply to announced foreign job offers – 0
Number of Polish workers employed by foreign employers under the international job placement services provided by VLOs – 2

EURES Poprad-Dunajec

Number of vacancies managed by the VLOs, notified by foreign employers interested in recruitment of Polish workers – 160
Number of CVs of Polish candidates received by the VLOs in reply to announced foreign job offers – 62
Number of Polish workers employed by foreign employers under the international job placement services provided by VLOs – 3
On 30.09.2014 there were a total of 623 Slovak nationals employed in the border region of Slovakia. This type of employment takes place on the basis of free access to job offers, with no job offers published in the EURES system.

Results achieved with the use own financial resources of the VLOs

4.2 Job Fairs for employers from Germany

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

The PLO in Świnoujście has organised 9 Job Exchanges for employers from Germany. The exchanges were organised in 2014 on: 16 January, 10 April, May 9, 26 June, 24 July, 11 September, 9 October, 6 November and 4 December. They were addressed to Polish citizens willing to take up a job in Germany. During the Job Exchanges, the participants had an opportunity to get acquainted with the current situation on the German labour market, job offers in Germany that were submitted to Agentur für Arbeit Greifswald and information about which formalities must be attended to in order to be able to legally exercise work in Germany. Besides, during the meetings, an employee of the Agentur für Arbeit Greifswald received application documents from the people who expressed interest in receiving job offers by e-mail. On 9 October 2014, workshops on drafting proper application documents have been organised during job exchanges. Participants could benefit from the support in translation of the application documents into German. 200 people took part in the exchanges.

Number of organised job exchanges: 9; Number of offered foreign vacancies: not available (job offers were presented by Agentur für Arbeit Greifswald employee and were not made available to the PLO in Świnoujście); Number of persons employed by the German employers: not available (after preliminary talks during job exchange, an Agentur für Arbeit Greifswald employee provided the interested persons with job offers directly at the meeting or by e-mail. We do not have any information about the effects of candidates' job interviews with employers. The Agentur für Arbeit Greifswald also does not have such data.

EURES Guideline 2010-2013 No 4 – Networking with other stakeholders

1.1 Events carried out jointly with other stakeholders on the border of the labour market

EURES Poprad-Dunajec

On 7 October 2014, the "Day of Educational and Occupational Mobility" has been organised in Nowy Sącz. It was an event held in parallel with *Cross-border Job, Education and Entrepreneurship Fair* and the conference entitled "Educational and occupational mobility", during which the issues concerning the educational and occupational mobility on the cross-border labour market, the opportunities and benefits of cross-border education of Polish students in Slovakia have been discussed. Council of Partners meetings were held under the partnership in 3 focus areas:

1. "Education for the labour market" – the aim of the meeting was to plan actions for the exchange of information about the cross-border labour market, including the information about the opportunities of acquiring knowledge and skills by the inhabitants of the cross-border region of Poland and Slovakia on both sides of the border. Internet portal Partnership "POPARD-DUNAJEC" www.praca-plsk.eu, where information about cross-border education on the labour market in Polish and Slovak is published and updated, will be further developed.
2. "Occupational mobility" – the goal of the meeting was to plan actions for professional activation of the inhabitants of cross-border regions, including an increase in their professional mobility and business development, as well as co-operation in cross-border exchange of job offers and applications for jobs. It was agreed that labour offices in Bardejov, Kežmarok, Poprad and Stará Ľubovňa will continue the study entitled: "Barometer of professions" for the analysis of deficit and surplus professions, and besides job fairs and exchanges will be organised, information about the labour market and entrepreneurship will be updated on the Polish-Slovak www.praca-plsk.eu portal.
3. "Social and professional integration" – the goal of the meeting was to plan actions for the exchange of information about the cross-border labour market, including the provision of advice on geographical and occupational mobility of people at risk of social exclusion in the cross-border region (increasing labour market participation and independence in search for job). It was agreed that a Polish-Slovak concept of effective support to marginalised people on the cross-border labour market would be developed (including the excluded groups and at risk of social exclusion within the cross-border area).

The Councils of Partner meetings in the above-mentioned areas served the preparation of employees of PES and other labour market institutions to implement actions aimed at making the Polish unemployed and job seekers to take up job from Slovak employers and making the Slovak unemployed to take up job at Polish employers. It is strictly related to the improvement of the functioning of cross-border labour market and facilitating access to jobs. Materials to carry out individual meetings and materials developed by individual partner teams were translated at the meeting in order to publish them on the Polish-Slovak www.praca-plsk.eu portal.

2 working meetings have been held with partner institutions on the Polish side in order to plan joint actions on cross-border labour market in 2015.

- A working meeting on 05.09.2014 in Nowy Sącz with representatives of the PLO for the Nowosądecki Powiat, the Social Assistance Centre in Nowy Sącz and the Centre of Education and Youth Work of the VLC in Nowy Sącz about the tasks performed within the three focus areas of the partnership and the ones to be implemented in 2015. In total, the meeting was attended by 10 people.
- Working meeting on 11.18.2014 in Nowy Sącz with representatives of educational institutions, Nowy Sącz Labour Office, Nowy Sącz Business Incubator, The Office of the Marshal of the Małopolska Voivodeship (FEM) about the discussion of the opportunities for joint implementation of projects on the cross-border labour market in the context of occupational mobility and education for the labour market. The meeting was attended by 21 people.

Number of events – 5 meetings; Number of institutions participating in the events: 55

EURES Guideline 2010-2013 No 5 – Functioning of EURES network

9.1 Participation of representatives of MLSP in strategic meetings for the implementation of cross-border initiative EURES Odra-Oder

On 14 March 2014 there was a meeting of the Steering Committee of the EURES cross-border Odra-Oder initiative partners in Berlin (DE), which was attended by a representative of the MLSP. During the meeting, the initiatives implemented by the Polish and German partners and future proposals for action after 2015 have been discussed.

On 25 September 2014 in Walbrzych (PL) – during training in the EURES reform (Guideline No. 7) – a meeting was held with Polish partners from PES for the EURES Odra-Oder cross-border initiative. During the meeting, the changes that involved in the EURES reform for this type of EURES cross-border initiatives, the situation in labour migration in the Polish-German border area and the plans for further Polish-German co-operation have been discussed.

Participation in a total of 2 EURES Odra-Oder meetings

9.2 Participation of representatives of MLSP in meetings of the Steering Committees, Working Groups and other partners of EURES-T Beskydy and EURES TriRegio

EURES co-ordinating staff representatives in the MLSP participated in:

- 1 meeting of the Steering Committee of the EURES-TriRegio on 7 October 2014 in Wrocław (PL);
- 3 meetings of the Steering Committee of the EURES-T Beskydy on 16-17 October 2013 in Zuberec (SK), on 15-16 April 2014 in Frýdek-Místek (CZ), on 1-2 October 2014 in Bielsko-Biala;
- 1 meeting of the Polish partners of the EURES-T Beskydy on 12 August 2014 in Katowice (PL) about the future of the partnership after the EURES reform from 2015 on.

Participation in a total of 5 EURES-T meetings

Issued information materials (publications, leaflets, etc.)

Type/Title/Circulation/Language Version/Target Group/Dissemination Method

EURES Poprad-Dunajec

1. "Living and working in the Nowy Sącz subregion in the Małopolska Voivodeship" – circulation: 50 copies (CDs), Slovak language, target group: young people from the border region of Slovakia interested in education or employment in the Nowy Sącz subregion, the unemployed and job seekers from Slovakia, dissemination of CDs to UPSVaR Kežmarok (Slovakia) for the distribution among the border labour offices and educational institutions in the cross-border region.

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

1. *A Practical Guide to the German labour market* – circulation: 3,000 copies, Polish version, target group: jobseekers, job changers and the unemployed from region covered by co-operation under the EURES Odra-Oder, dissemination: interested customers of the VLOs, PLOs, transferred to job fair participants;
2. *Leaflets with information about the International Cross-border Job Fair* – circulation: 10,000 copies Polish and German version, target groups: job seekers, distribution directly at the office to job seekers and the distribution in Świnoujście, e.g. at offices, shopping malls, shops, etc.
3. *Posters informing about the International Cross-border Job Fair* – 200 copies, Polish and German version, target group: job seekers, posters have been distributed in the city of Świnoujście.
4. *Banners informing about the International Cross-border Job Fair* – 10 copies, Polish version, target group: employers/entrepreneurs, job seekers, banners have been distributed in the city of Świnoujście.
5. *Roll up about the International Job Fair* – 2 copies, Polish version, target group: employers/entrepreneurs, job seekers, the roll up as promotional material was used during the International Job Fair.
6. *Banner informing about labour exchanges* – 1 copy, Polish version, target group: job seekers, the banner has been hung in the city of Świnoujście.
7. *Advertisements in the press* – 4, Polish version, target group: job seekers and employers/entrepreneurs, the advertisements have been published in newspapers of local, regional and national coverage.
8. *Guidebook entitled "How to live and earn in Germany"* – 4,000 copies, Polish version, target group: people interested in taking up a job in Germany, distribution during the Polish-German Conference in Police and the Office.
9. *Information leaflets about a Polish-German Conference* – 500 copies, Polish version, target group: people interested in starting education/a job in Germany, provision of access at the Office.
10. *Information posters about a Polish-German Conference* – 150 copies, Polish version, target group: people interested in starting education/a job in Germany, disseminated in Police, Szczecin and in the poviats bordering on the Poviats of Police.
11. *Publications addressing the subject of the fair (catalogue of exhibitors participating in the Cross-border Job Fair)* – 500, Polish version, target group: people interested in starting education/a job in Germany, dissemination at the Office and during fair in Dobra.

Transnational dimension	<p>Yes.</p> <p>Transnational dimension was present in all actions because they addressed mobility in the border dimension and were oriented both to Polish citizens and the citizens of neighbouring countries, namely Germany, Czech Republic, Slovakia and Lithuania. The actions were also aimed at employers from Poland and the above-mentioned countries.</p>
Partners and their role	<p>Regional chambers of commerce, regional development agencies, powiat starosties, Euroregions, regional and local media, VLCs, marshals offices, employers' organisations, trade unions, ACOs, the Tax Office, the Central Statistical Office, the National Labour Inspectorate, DGB Berlin-Brandenburg, KOWA (Kooperationsstelle Wissenschaft und Arbeitswelt an der Europa-Universität Viadrina), IHK (German Chamber of Commerce and Industry), Krankenkasse AOK Nordost and other foreign organisations able to provide the necessary information about local and cross-border labour market, universities, self-government organisations active in social and professional integration and job mobility from the border area of Poland, Germany, Slovakia and Lithuania.</p> <p><i>Role of partners – to support the implementation of actions without the use of grant funds.</i></p>
Equality	<p>Job placement under the EURES network and the related counselling and information services are one of the labour market services under the Polish regulations. These regulations protect the compliance with the principle of equal treatment in access and use of labour market services regardless of gender, race, ethnicity, nationality, religion, beliefs, disability, age or sexual orientation. Therefore, all actions were conducted in compliance with the principle of equal treatment.</p>

Continuity	<p>Actions of a similar nature, but with limited territorial range have been included in the EURES National Action Plan for 2015.</p> <p>As from 2015 it is not planned to continue the EURES initiatives Bialy Las, EURES Karpaty, and the initiative EURES Odra-Oder has been limited within the territory of Poland to one voivodeship (Lubuskie Voivodeship).</p>
Outcomes and lessons learned	<p>Conclusions for relevant organisations</p> <p>Because of changes in the EURES structures in Germany, there have been problems with the management of German jobs. German employers reporting to the Polish EURES advisers indicate problems with the acceptance of their job offers for implementation by EURES in Germany, hindering the Polish-German co-operation in the EURES job placement.</p> <p>Conclusions for target groups:</p> <p><i>The unemployed, job seekers, cross-border workers</i> – facilitating the access to information about seeking for a job abroad in a neighbouring country within a border area, increased confidence in the EU job placement services provided by public institutions, which are able to a greater extent than private employment agencies to support job seekers in case of problems with a foreign employer.</p> <p><i>Pupils</i> – due to very low experience on the labour market, in particular on the EU labour market, the youth needs an exceptional approach. EURES provides solid knowledge before departure abroad and helps to make an informed decision about emigration.</p> <p><i>Employers from border regions</i> – facilitating the access to information about acquisition of employees from abroad, raising awareness about the things resulting from employment of a foreigner from the EU in the company, support in recruitment.</p>

<p>Action evaluation</p> <p>The actions have not undergone any external evaluation. Some actions have undergone internal evaluation. The evaluations are described below.</p>
<p>No./Title/Results and conclusions resulting from the conducted internal evaluations:</p>
<p><u>EURES 2010-2013 Guideline: No 1 – Improving access to EURES</u></p> <p>1.1 <u>Organisation of training, workshops for staff from partner labour offices from cross-border regions</u> <u>EURES Poprad-Dunajec</u></p> <p>Assessment of the language training in Slovak by means of an evaluation questionnaire filled in by training participants after a completed training. The participants very highly evaluated the training programme and the quality of work of the trainer. The knowledge gained during the training will be used in their daily work.</p> <p><u>5.1 Information and communication activities of EURES in cross-border regions</u></p> <p>A questionnaire about the website evaluation has been made available on the following website http://www.pswwp.wup-rzeszow.pl/. 59% of the people who filled in the questionnaire positively rated the usefulness of the page in the search for information about cross-border labour market (EURES KARPATY).</p> <p><u>EURES 2010-2013 Guideline: No 2 – Ensuring services to employers</u></p> <p>1.1 <u>Regional strategies/information activities for Polish employers in cross-border regions</u> <u>EURES Bialy Las</u></p> <p>A survey has been conducted to investigate the satisfaction of conference participants. The collected data showed that 100% of respondents considered the subjects of the conference interesting. Most of them (90%) rated the content of the conference as deepening of their knowledge, 100% rated the trainers positively (transfer of knowledge in an understandable way, provision of exhaustive answers to questions). The topics considered most useful included: new forms of support on the labour market in the amended Act, labour market instruments aimed at employers, EURES topics, NTF, forms of employment with support, employment of</p>

foreigners. What should be improved: distribution of electronic presentations, more frequent organisation of conferences on this subject.

EURES Odra-Oder (the Lubuskie Voivodeship)

A survey has been conducted to investigate the satisfaction of EURES services conference participants. Most respondents (90%) were satisfied with the event. The organised conference was aimed at providing information about EURES and discussing the opportunities to support the development of companies from the Poviát of Żagań, and therefore an evaluation of the quality of selected topics of the presentations was an important element of the study. The analysis of the questionnaires indicates that the quality of the selected conference topics was good because none of the participants rated the meeting as bad. Over 67% of respondents rated the choice of subjects as good or very good. In addition to assessment of the selection of topics during the conference, the employers were asked to assess the information obtained during the meeting. Verification of the results indicated that over a half of the respondents highly evaluated the information provided to them. Survey results suggest that 82.5% of employers are interested in participating in the next conferences. The obtained information indicates that there is a need on the local labour market to organise meetings to inform about the opportunities for companies to receive support, including the information about recruitment under the EURES network.

EURES Guideline 2010-2013 No 3 – Providing services to jobseekers, job changers and the unemployed

1.1 Regional information strategies/actions for the Polish unemployed and jobseekers from cross-border regions

EURES Odra-Oder (the Lubuskie Voivodeship)

A survey has been conducted to investigate the satisfaction of participants of the Polish-German Advice Days. According to 90% of the participants, the project was organised well. Most (60%) respondents assessed the subjects of the presentations as good. The study indicated that all the information provided by the speakers was rated good by over 70% of the participants. Over 70% of the people expressed their willingness to participate in further meetings.

3.1. Cross-border European Job Fair

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

The analysis of surveys of participants of the *International Cross-Border Job Fair in Świnoujście* indicates that participants plan to take up a job, and many people have arranged job interviews. Out of 100 respondents, 89 people rated the organisation of the fair as very good, 98 respondents felt that the organisation of such an event had a positive impact on employment opportunities. At the same time, 93 surveyed people stated that they established contacts during the fair with an employer who is interested in hiring them.

4.2 Job Fairs for employers from Germany

EURES Odra-Oder (Zachodniopomorskie Voivodeship)

A group of 100 participants of exchanges have been surveyed. Most respondents rated the organisation of labour exchanges as good, 93 people found that the organisation of such events had a positive impact on employability opportunities and 95 surveyed people stated that they would participate in further EURES job exchanges.

<p>Novelties/ successes/ best practices</p>	<p><u>EURES Poprad-Dunajec</u></p> <p><i>Good Practices:</i></p> <ol style="list-style-type: none"> 1) Implementation of a language training in the Slovak language for PLO and VLO employees – thanks to a very extensive knowledge and experience of the trainer, a training programme properly selected for the needs of participants and the diversity of the group (VLO and PLO staff), the training has been rated by the participants as very good. 2) Annual implementation of the Cross-border Job, Education and Entrepreneurship Fair. The fair is implemented jointly by the VLO Kraków – Branch Office in Nowy Sącz and the Centre for Education and Youth Work of the VLC in Nowy Sącz. The fair has been attracting increasing interest of employers, visitors and the media. 3) The annual meeting of the Partners of the "Poprad-Dunajec" Partnership, during which exchange of information and experience takes place between the Polish and Slovak partners and joint decisions are taken on the actions to be implemented in the next months/years. 4) Implementation of a research tool entitled "Barometer of Professions" to analyse the demand for professions and workers in the border region of Slovakia and continuation of the tool in the next four years by labour offices in Slovakia. The barometer of professions is used by all labour offices operating in the Nowy Sącz subregion, and Therefore information is obtained on surplus and deficit professions in the border area of Poland and Slovakia.
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	<p>5) Polish-Slovak www.praca-plsk.eu web portal, where up-to-date information about the Polish-Slovak labour market, education and entrepreneurship is published.</p> <p>6) Commencing a joint co-operation by the border region institutions from Poland and Slovakia in order to harmonise education and acquisition of qualifications on both sides of the border.</p> <p><i>EURES Odra-Oder (Zachodniopomorskie Voivodeship)</i></p> <p>Participation on 16 April 2014 in a meeting on the dual system of vocational training in Berlin was a valuable experience for EURES staff from VLOs. It made it possible to get detailed practical information about the dual vocational training in the hospitality and catering sector and the automotive industry.</p> <p>Analysis of survey results indicates that the International Cross-border Job Fairs and Labour Exchanges organised by the PLO in Świnoujście have a positive impact on the development of the situation on the labour market. Therefore, it is desirable that such events are held on a regular basis each year.</p> <p>A high attendance of interested people during all events organised by the PLO in Police associated with the EURES Oder-Oder project.</p>
<p>Dissemination of findings</p>	<p>A report on the implementation of actions will be included on the domestic EURES website: www.eures.praca.gov.pl.</p> <p>Career Office at the State Vocational College in Krosno was the co-organiser of the <i>information meeting</i>, and the Centre for Information and Career Planning in Krosno, and the PLO in Krosno joined the promotion of the event (<i>EURES Karpaty</i>).</p> <p><i>Cross-border Job, Education and Entrepreneurship Fair</i> – Centre for Education and Youth Work of the VLC in Nowy Sącz as the co-organiser of the Fair was responsible for inviting the exhibitors from Poland: institutions and employers. It was also involved in the information and promotion activities. The feedback was received on a regular basis because working meetings were organised and e-mail, and telephone contacts were established (<i>EURES Poprad-Dunajec</i>).</p> <p>Conference on "Education and Job Mobility" and Councils of Partners meetings of the Poprad-Dunajec Partnership – Office of Labour, Social and Family Affairs in Stará Ľubovňa – as the co-ordinator of Poprad-Dunajec Partnership on the Slovak side – participated in the organisation of the Councils of Partners in individual focus areas through consultation of meeting programmes, reporting documents and action plans for 2015 (<i>EURES Poprad-Dunajec</i>).</p> <p>German Labour Offices in Pasewalk, Eberswalde and Greifswald – co-operation in the conduct of international job placement, co-operation in the provision of services of the Polish-German Information Point. Feedback has been received that the co-operation will be continued (<i>EURES Odra-Oder, Zachodniopomorskie Voivodeship</i>).</p> <p>Representatives of German labour offices and employment agencies – participation in job fairs and labour exchanges organised by PLOs. Feedback has been received that the co-operation will be continued (<i>EURES Odra-Oder, Zachodniopomorskie Voivodeship</i>).</p> <p><i>PES from Germany</i>: Employment Agencies in Pasewewalk, Eberswalde and Greifswald – participation in job fairs organised by the PLO in Police (<i>EURES Odra-Oder, Zachodniopomorskie Voivodeship</i>).</p> <p><i>PES from Poland</i>: Powiat Labour Offices in Świnoujście and Gryfino, the VLO in Szczecin – participation in job fairs organised by the PLOs. Feedback has been received that the co-operation will be continued (<i>EURES Odra-Oder, Zachodniopomorskie Voivodeship</i>).</p> <p><i>Representatives of the German PES</i> – participation in job fair organised by the PLO in Gryfino. Feedback has been received that the co-operation will be continued (<i>EURES Odra-Oder, Zachodniopomorskie Voivodeship</i>).</p>

EURES Guideline No.	No 7 – Preparing EURES for its reform
Objectives according to grant agreement	Preparation of Poland to implement the reform, including the acquisition of knowledge about the implementation of the EURES reform in Poland and the functioning of the EURES network after the reform.
Planned actions	

European Commission 2010-2013 EURES Guideline No. / No. from the Polish EURES Action Plan for 2010-2013 / Description of actions to be implemented according to grant agreement

EURES 2010-2013 Guideline: No 7 – Preparing EURES for its reform

1. Establishment of the EURES Co-ordination Office
2. Development of national principles of programming, reporting and monitoring of EURES activities relevant to the implemented EURES reform
3. Development of a national system of accreditation of EURES partners adapted to the Polish conditions. In case of need, consulting services will be hired to develop a system of accreditation.
4. Preparation of an electronic register of accredited EURES partners in Poland (database to be placed on www.eures.praca.gov.pl)
5. Organisation and conduct of a series of six trainings/conferences on the EURES reform for employees of VLOs and PLOs and one training for employees of VLCs
6. Organisation and conduct of one annual training/conferences for EURES staff from VLOs
7. No special projects are planned with a view to implementing the reform. The level of involvement of MLSP in actions on mobility at EU level was to depend on the new competitions announced in this regard by the European Commission from 2014.
8. Activities in job placement for young people are included in the activities described in Guideline No 3.
9. Activities in the implementation of the obligation to exchange information on internships and apprenticeships will be taken by MLSP when clear guidance from the Commission on the practical aspects of the implementation of this obligation is known.
10. Inclusion of the EURES-T into the new process of programming activities

Changes	Yes /-No ¹
Description of changes	

No. from the Polish EURES Action Plan for 2010-2013 / Description of changes

5. Organisation and conduct of a series of six trainings/conferences on the EURES reform for employees of VLOs and PLOs and one training for employees of VLCs

The changes consisted in inviting the staff of employees of voivodeship offices responsible for the control over bodies accredited to conduct job placement under the EURES network and employees of the MLSP responsible financial issues, including those related to the ESF, to participate in training.

9. Activities in the implementation of the obligation to exchange information on internships and apprenticeships will be taken by MLSP when clear guidance from the Commission on the practical aspects of the implementation of this obligation is known.

The action has not been implemented because the European Commission has not provided guidelines in this respect.

The other actions have been implemented according to the plan.

Implemented actions

Target groups / No. from the Polish EURES Action Plan for 2010-2013 / Results indicators and quantitative results:

Target groups:

Employees of PLOs, VLOs, VLCs, Voivodeship Offices, MLSP

Implemented actions:

1. Establishment of the EURES National Co-ordination Office

The tasks of the EURES National Co-ordination Office are performed by the Ministry of Labour and Social Policy. Information about the establishment thereof has been communicated in writing to the European Commission on 9 September 2014 by the Permanent Representation of the Republic of Poland in Brussels. To this end, it was necessary for it to pass relevant approval procedures in Poland, e.g. it had to be approved by the Committee for European Affairs of the Council of Ministers.

Results achieved with the use own financial resources of the MLSP

2. Development of national principles of programming, reporting and monitoring of EURES activities relevant to the implemented EURES reform

A number of guidelines associated with the implementation of the reform have been prepared and submitted, e.g.:

- Guidelines for voivodeship and powiat labour offices on implementation of the EURES reform (as part of set of guidelines related to the introduction of the amendments to the Act of 20 April 2004 on employment promotion and labour market institutions and implementing ordinance),
- Guidelines on the preparation of the EURES National Action Plan for 2015,

¹ Delete as appropriate.

- Instructions on the inclusion of EURES in financing under 2014-2020 ESF in the regional operational programmes,
- Guidelines on the use, as of 01.01.2015, of the IT system called WUP-Viator to record foreign EURES job offers for presentation in a new Central Database of Job Offers on the new PES portal: www.psz.praca.gov.pl,
- Instruction for PLOs on registration of foreign EURES job offers,
- Guidelines for the Headquarters of the VLCs as a new EURES partner (from 01.01.2015 r.) on the following:
 - modification of IT systems in order to connect the VLC base of job offers of the VLCs to the Central Database of Job Offers and the Commission EURES portal,
 - rules for monitoring of EURES actions in VLCs (monthly reports by EURES advisers and selected EURES assistants on the Commission EURES portal, the base for EURES monitoring conducted by the MLSP,
 - rules of promotion of EURES by VLCs, also on VLC websites,
 - rules of financing of EURES actions by VLCs by the Labour Fund,
 - rules for EURES staff selection, including participation in EURES Initial Training.

Results achieved with the use own financial resources of the MLSP

3. Development of a national system of accreditation of EURES partners adapted to the Polish conditions. In case of need, consulting services will be hired to develop a system of accreditation.

The basic rules of the accreditation system have been included in national legislation in this respect, namely in the Act of 20 April 2004 on employment promotion and labour market institutions and the Ordinance of the Minister of Labour and Social Policy of 14 May 2014 on the model application for accreditation to conduct job placement under the EURES network.

Results achieved with the use own financial resources of the MLSP

4. Preparation of an electronic register of accredited EURES partners in Poland (database to be placed on www.eures.praca.gov.pl)

The MLSP has decided that the official *Register of entities accredited to conduct job placement within the territory of Poland under the EURES network*, which is to be maintained by the MLSP pursuant to the national acts of law, will be merged with two other public registers into a modern IT tool. These registers are the National Register of Employment Agencies and the National Register of Training Institutions. Therefore, the EURES register will not be a part of the www.eures.praca.gov.pl website, but it will be a part of a wider integrated IT system instead. Because of the broader nature of the project, the MLSP's IT Department has launched a tender for the development of a triple register. The tender is in progress.

Results achieved with the use own financial resources of the MLSP

5. Organisation and conduct of a series of six trainings/conferences on the EURES reform for employees of VLOs and PLOs and one training for employees of VLCs

The MLSP has conducted six training courses on "EURES Reform" for PES, VLCs and voivodeship offices on:

- 24-25.06.2014 in Łochów (118 people),
- 30.06.-01.07.2014 in Lublin (118 people),
- 19-20.08.2014 in Toruń (118 people),
- 26-27.08.2014 in Katowice (118 people),
- 25-26.09.2014 in Wałbrzych (131 people),

- 23-24.10.2014 in Poznań (116 people).

The training courses covered the following topics:

- 20th anniversary of EURES in the EU;
- Changes in EURES – the reasons for reform, its main elements, benefits;
- The new legal package at the EU level associated with EURES;
- Implementing Decision, EURES Card (EURES services catalogue);
- Another reform in the near future;
- Changes in the Polish legal system implementing the EURES reform;
- Amendments to the Act on employment promotion;
- Ordinance on detailed conditions for provision of services on the labour market;
- Ordinance on the application for accreditation;
- The organisational structure of EURES in Poland after the reform;
- EURES in VLCs as from 2015;
- Rules of co-operation of VLOs with co-operating entities (EURES associated partners), VLCs, accredited entities;
- Accreditation to conduct job placement under the EURES;
- Job placement in the framework of EURES operated by VLOs, PLOs, VLCs, accredited entities – the rules and scope of co-operation;
- Planning, monitoring, supervision and reporting of EURES activities as from 2015;
- EURES national, EU, virtual training;
- financing of EURES actions as from 2015;
- Eures in the ESF 2014-2020;
- Changes in ICT systems of PES implementing reform;
- A new edition of the European Commission EURES portal, novelties in the future;
- New IT tools offered by the European Commission: European Job Days on-line, chat, live-stream, blackboard.

Total number of people trained: **719 people** (this number does not contain a total of 5 trainers from the MLSP who conducted the training).

The MLSP has conducted 1 training on "EURES Reform" for the VLCs as a new EURES partner from outside the PES and the MLSP representatives (supervising the VLCs). The training was held in Warsaw on 24-25.11.2014. Total number of people trained: **37 people** (this number does not contain a total of 4 trainers from the MLSP who conducted the training).

6. Organisation and conduct of one annual training/conferences for EURES staff from VLOs

On 17 December 2014, the MLSP has conducted training on "EURES in the ESF" for employees of VLOs, Headquarters of VLCs, MLSP organisational units competent for EURES and finance, including the ESF. The training was conducted mainly by the representatives of the Ministry of Infrastructure and Development (MIR). Total number of people trained: **66 people** (this number does not contain 1 trainer from the MLSP who conducted the training).

10. Inclusion of the EURES-T into the new process of programming activities

Within the territory of Poland, there are two cross-border partnerships for EURES-T Beskydy and EURES-TriRegio. Poland has initiated the process of re-establishing these partnerships as from 01.01.2015 in agreement with Slovakia, Czech Republic and Germany. The action plans of both EURES-T initiatives in the part concerning the activities of Polish EURES partners and associated EURES partners have been included in the EURES National Action Plan in Poland for 2015.

Results achieved with the use own resources of the MLSP

Issued information materials (publications, leaflets, etc.)

5. Organisation and conduct of a series of six trainings/conferences on the EURES reform for employees of VLOs and PLOs and one training for employees of VLCs

Training participants received training materials in Polish in the form of copied presentations and paper folders that were not publications.

Transnational dimension	Yes. The transnational dimension was present in action No. 10 because of the border co-operation with Slovakia, the Czech Republic and Germany.
Partners and their role	The VLOs in Warsaw, Lublin, Toruń, Katowice, Wałbrzych, Poznań – their <i>role</i> : to provide assistance to the MLSP in the logistic organisation of training in EURES reform. Ministry of Infrastructure and Development – <i>role</i> : assistance in the conduct of the "EURES in the ESF" training.
Equality	The actions oriented to the employees of the MLSP, VLOs, PLOs, VLCs and voivodeship offices, namely the training courses, ensured equal access for men and women.
Continuity	Follow-up actions associated with the implementation of the EURES reform in Poland and training measures have been planned in the EURES National Action Plan for 2015.
Outcomes and lessons learned	Conclusions for relevant organisations: <i>The MLSP:</i> <ul style="list-style-type: none"> • The establishment of the EURES National Co-ordination Office required time, and relevant procedures in Poland had to be completed; new tasks require increased human and financial resources, which, due to financial and staff constraints, is a problem; • Inclusion of EURES in the ESF is a labour-intensive and time-consuming process, and it requires close co-operation with the authorities managing and implementing the ESF in Poland; • Organisation of training courses for employees of 340 PLOs, 16 VLOs, 16 voivodeship VLC headquarters, 16 voivodeship offices requires a well thought-out strategy in order to conduct it efficiently, and the MLSP on its own is not able to organise such a training cycle, it is necessary for the institutions in the field to provide assistance; • Inclusion of all EURES partners and EURES associates partners in the planning, in particular from the EURES-T (in Poland from two such initiatives) requires a strategic approach in order to co-ordinate the preparation of inputs in the EURES National Action Plan for 2015, • Preparation for the opening of the EURES network to new partners in a responsible manner is also labour-intensive and time-consuming. Preparing one EURES partner in case of a large organisation with field units, such as the VLCs, requires at least 1-1.5 years of work. The most labour-intensive, expensive and time-consuming changes are the ones in the IT systems of EURES partners and in the MLSP's IT systems, including the systems for monitoring of EURES actions by the MLSP; appropriate training of new EURES staff is also time-consuming.

Action evaluation
The actions have not undergone any external evaluation. Some actions have undergone internal evaluation. The evaluations are described below.
No./Title/Results and conclusions resulting from the conducted internal evaluations:
<p><u>5. Organisation and conduct of a series of six trainings/conferences on the EURES reform for employees of VLOs and PLOs and one training for employees of VLCs</u></p> <p>Training participants filled in evaluation questionnaires. A brief description of the only data on the substantive evaluation and the usefulness of the training is presented below. A detailed analysis of evaluation questionnaires is available at the MLSP.</p> <p>Training (6 courses) for employees of PES and VLCs has been assessed in the following way:</p> <ul style="list-style-type: none"> • How do you evaluate the specialist knowledge of the trainers? <p>very good: 62.5%, good: 30.2%, average: 6.0%, unsatisfactory: 1.1%, very poor: 0.2%</p>

- Has the training expanded your knowledge and understanding of the issues covered by the training?
very good: 46.9%, good : 41.3%, average: 9.4%, unsatisfactory: 1.2%, very poor: 1.2%
- Will the acquired knowledge be useful in your everyday work?
very good: 42.5%, good: 44.4%, average: 8.2%, unsatisfactory: 3.6%, very poor: 1.3%

Training for VLC employees has been assessed in the following way:

- How do you evaluate the specialist knowledge of the trainers?
very good: 100%
- Has the training expanded your knowledge and understanding of the issues covered by the training?
very good: 69%, good: 31%, average: 0%, unsatisfactory: 0%, very poor: 0%
- Will the acquired knowledge be useful in your everyday work?
very good: 81%, good: 19%, average: 0%, unsatisfactory: 0%, very poor: 0%

6. Organisation and conduct of one annual training for EURES staff from VLOs

Training participants filled in evaluation questionnaires.

Training “EURES in the ESF” has been assessed in the following way:

- How do you evaluate the specialist knowledge of the trainers?
very good: 61%, good: 35%, average: 4%, unsatisfactory: 0%, very poor: 0%
- Has the training expanded your knowledge and understanding of the issues covered by the training?
very good: 46%, good: 46%, average: 7%, unsatisfactory: 0%, very poor: 0%
- Will the acquired knowledge be useful in your everyday work?
very good: 59%, good: 33%, average: 6%, unsatisfactory: 0%, very poor: 2%

<p>Novelties/ successes/ best practices</p>	<p>5. <u>Organisation and conduct of a series of six trainings/conferences on the EURES reform for employees of VLOs and PLOs and one training for employees of VLCs</u></p> <p>The involvement of PES offices in the field in the organisation of logistics for training in case of a high number of participants is the recommended solution. At the beginning, it requires a good and detailed development of guidelines for the organiser and the schedule of preparations and distribution of tasks between the co-operating organisations, then the training process goes very smoothly, as in the case of the training described in this report.</p>
<p>Dissemination of findings</p>	<p>A report on the implementation of actions will be included on the domestic EURES website: www.eures.praca.gov.pl.</p> <p>Besides, partner organisations have been involved in the implementation of actions in the form of assistance in the organisation of technical training courses.</p> <p>Most involved partner organisations have sent feedback about the soundness of regionalisation of training courses and division of the country into parts so that cyclical field training courses could cover the PES and VLC staff from neighbouring voivodeships.</p>

