

Poland Activity Report

A. Executive summary

Labour Market Department (LMD) in the Ministry of Family, Labour and Social Policy (MFLSP), that fulfils tasks of EURES National Coordination Office, has focused its activities mainly on typical coordination activities as well as on:

- participation in the final phase of EURES Regulation legislative procedure (instructions for 2 meetings of: Jurists/Linguists Group and COREPER I);
- preparation of EURES Regulation's implementation plan;
- preparation of report on accomplishing National Activity Plan for EURES network in Poland in 2015 and National Activity Plan for EURES network in Poland in 2017;
- updating the recommendations of LMD in MFLSP for operational programs' managing authorities (at national and regional level) related to possibilities to use European Social Fund (ESF) 2014-2020 for EURES activities in Poland;
- communication activities in a form of running website www.eures.praca.gov.pl with ca. 727 thousand visits, publishing variety of EURES information materials for Public Employment Services (PES) and Voluntary Labour Corps (VLC) (ca. 674 thousand pieces), preparation of EURES Communication Plan in Poland in 2017 connected with new EURES communication strategy for 2015-2020;
- organization of annual training for EURES staff from Regional Labour Offices (RLO) and VLC for 83 persons and coordination of participation of EURES staff in trainings at European Union's level, in which 185 persons from PES and VLC participated (37 persons participated in on-site trainings and 148 persons participated in virtual trainings);
- preparation of materials on living and working conditions and labour market situation in Poland for the EURES Portal of the European Commission (the EC);
- participation in meetings at EU level (EURES Coordination Group, Information and Communication Working Group, Performance Measurement System Pilot Group, workshop on opening of EURES network, workshop for training coordinators and EURES-T Beskydy Steering Committees);
- revision of (Polish) accounts on the Extranet of the EURES Portal,
- handling the control of European Court of Auditors in the EURES part.

EURES network activities in Poland at national, regional and local level were accomplished - in total - by 428 organizations with over 1 thousand persons (ca. 220 full time equivalents) who worked for EURES. EURES support services provided by Polish EURES network were focused mainly on: job placement for Polish employers (support before recruitment, job vacancies handling coming from Polish employers interested in recruiting EU/EFTA citizens, recruitment projects, support after recruitment). Main results achieved in this area: ca. 6.7 thousand contacts with Polish employers, handling of ca. 1.4 thousand of Polish job vacancies, handling of ca. 484 CVs from EU/EFTA citizens, ca. 115 job placements of EU/EFTA citizens in Poland;

- job placement for the EU/EFTA employers (handling foreign job vacancies from the EU/EEA employers who were interested in recruiting Polish workers, support after recruitment). Main results achieved in this area: ca. 82.4 thousand of individual contacts with Polish jobseekers about working abroad, handling of ca. 7.4 thousand of foreign job vacancies from the EU/EFTA employers, handling of ca. 4.7 thousand CVs of Polish citizens interested in working abroad, placing into job abroad ca. 743 persons (this number reflects only part of recruitment results in "closed" recruitment projects);
- co-organization of international job fairs in Poland. There were 7 events in total organized with ca. 14.2 thousand visitors, with participation of 166 employers from abroad and with 159 job interviews held;
- information activities about EURES with ca. 207.7 thousand contacts with Polish unemployed and jobseekers, ca. 27.2 thousand contacts with Polish employers, ca. 6.4 thousand contacts with foreigners (EU/EFTA citizens), ca. 1.5 thousand contact with Polish citizens who lived abroad;
- cooperation with national organizations and EU networks in order to broaden the access of Polish unemployed and jobseekers as well as Polish employers to specialized mobility guidance. Cooperation with ca. 2.4 thousand of national organizations and 63 EU networks was noted (high number of cooperating organizations resulted from the situation that cooperation with the same organizations was repeated by variety of Polish EURES member organizations);
- European Job Days on-line, with participation of 184 foreign employers and 624 registered jobseekers;
- activities supporting the youth up to 29 years of age. Results achieved: ca. 46.7 thousand contacts with Polish youth, handling of ca. 6.7 foreign job vacancies from EU/EFTA employers who were interested in recruiting Polish youth, handling of ca. 1 thousand CVs of Polish young people and place into job ca. 382 persons. Moreover there were 37 vacancies handled with character of traineeship and apprenticeship, for which ca. 130 CVs were handled and 49 young people found job abroad;
- activities in border regions of Poland with Germany, the Czech Republic and Slovakia in the framework of two EURES crossborder partnerships: EURES-T Beskydy and EURES-TriRegio as well as two crossborder initiatives: EURES Odra-Oder and EURES Porad-Dunajec. Main results achieved: ca. 10.1 thousand contacts, of which 71% (ca. 7.2 thousand) was related to contacts with unemployed and jobseekers mainly from Poland, 17 % (ca. 1.7 thousand) was related to contacts with employers mainly from neighboring countries and 12% (1.2 thousand) was related to the subject of living and working conditions in crossborder region.

A.1 Conclusions and recommendations

Labour market situation: • the growing number of job offers from foreign employers, e.g. it is visible in the cross-border region of Poland and Germany within area of cross-border partnership EURES-TriRegio. Generally, the expectations of employers towards candidates has not changed, in particular concerning the level of language proficiency. Job offers from employers which provide candidates with good vocational qualifications with language courses have appeared; • a significant increase in employers' interest (in particular from cross-border regions) in participation in job fairs in Poland (organised as well by LLOs) and participation in recruitment interviews; • a slight but steady increase in the number of jobs offers from Polish employers interested in hiring foreign workers within EURES; • lower number of CV's submitted by Polish candidates and at the same time large number of foreign job offers results difficulties in recruitments.

Problems: • with regard to ESF co-financing (assumption that EURES activities will be financed from Regional Operational Programme – ROP, has resulted in restricted possibilities of activities carried out under ROP, due to the fact that services have been targeted only to a specific groups of recipients as well as the requirement to achieve specific indicators; involvement of the EURES staff in implementation of ROP project takes place at the expense of time devoted for other statutory activities including self-education, which is essential for each EURES adviser; insufficient activeness of participants of ROP programmes – lack of life independence, lack of knowledge of how to use an electronic e-mail); • with regard to national resources financing (lack of financing options for EURES activities from resources other than ROP: Labour Fund and VLO budget results in resignation of EURES advisers from participating in international actions, e.g. job fairs organized abroad, training organized by EC. In long-term perspective it will result in limited cooperation with EURES advisers from EU/EFTA); • with regard to training issues (insufficient number of training and opportunity to meet EURES advisers from VLOs in Poland, limited cooperation between VLO in Poland is noticeable, flow of information and exchange of practices are insufficient); • with regard to monitoring of employment results (insufficient ability to receive feedback from employers on recruitment results remains an open and disputable issue. It makes verification of completed activity hard; •with regard to international recruitments (currently employers expect from EURES advisers more detailed selection of the candidates which requires specialized knowledge for a specific position and extensive promotion of job offers, also outside of EURES portal and usual free-of-charge channels accessible for PES. In our opinion, sectoral specialization of EURES advisers would meet above mentioned needs more satisfactorily).

Good practices: • in some regions cooperation between LLOs which are actively involved in actions, in particular organization of advisory days or recruitment meeting works very well; participation of EURES staff in academic job fairs is a good practice, because usually these events are very popular, particularly among young people interested in foreign job offers in EU/EFTA countries; • we recommend to organise an information campaigns through a cyclical publication of press advertisements in order to promote EURES services, it increases visibly interest in EURES services; • meetings with jobseekers during the job fairs and EURES duty tours in LLOs which are earlier promoted through e.g. promotions provided by co-organizers, media, social media, cooperating organizations are also effective for disseminating information; • information campaigns conducted by police with EURES support raised considerable interests. The campaign aimed at preventing and combating trafficking in human being as a modern form of a slavery and ensuring the security of young people interested in working abroad; • in order to activate participants of ROP project and monitor their involvement in jobseeking one of the VLO introduced quarterly verification meetings.

B. Administrative details

Country: Poland

National Coordinator Office

Ministry of Family, Labour and Social Policy

Labour Market Department

Partners

EURES Members: 16 RLOs in cooperation with 340 LLOs and Headquarters of VLC together with 65 subordinated entities. Additionally - partners cooperating within EURES cross-border partnerships: 3 trade unions, 2 employers' organisations and 1 vocational training center.

Cross-border co-operation

EURES cross-border co-operation was carried out in 2016 in the following forms :

Crossborder partnerships: EURES-T Beskydy (PL-SK-CZ) and EURES-TriRegio (PL-DE-CZ)

Crossborder initiatives: EURES Odra-Oder (PL-DE) and EURES Poprad-Dunajec (PL-SK)

C. Resources

Staff Available

EURES activities were carried out 1,039 employees within: ca. 221 full-time employments (FTE) (national, regional and local activities), ca. 27 FTE (cross-border activities).

Number of EURES advisers - 61: 46 EURES advisers in RLOs (= ca. 37 FTE), 15 EURES advisers in VLC (= ca. 11 FTE).

Number of EURES assistants -72 within: 19 EURES assistants in RLOs (= ca. 10 FTE), 53 EURES assistants in VLC (= ca. 25 FTE).

Number of client advisers on EURES issues in LLOs - 826 (= ca. 120 FTE).

IT/Infrastructure Available

IT infrastructure: The IT infrastructure for customer service used by the Polish PES is expanded. IT system "Syriusz" is used to handle the job offer by Local Labour Office (LLO), which is implemented in all 340 LLOs. The MFLSP IT Department provided technical maintenance of IT system Syriusz. Polish job offers are entered by PES staff of LLO, using the IT system Syriusz, after that job offers are collected at the

national level in the Central Base of Job Offers (CBOP). CBOP is public available for clients on the Internet. These job offers are also presented on the European Job Mobility Portal EURES www.eures.europa.eu.

Tasks of Regional Labour Offices (RLO), including tasks EURES, are carried out using IT system "WUP-Viator", which is implemented in all 16 RLOs. IT systems Syriusz and WUP-Viator are integrated.

The development and improving of IT systems, listed above, are aimed at full automation the works LLO and RLO especially in field of job placement.

Communication within the EURES network at the national level is made using the national website www.eures.praca.gov.pl. There is also an internal network (Extranet) available for EURES staff. Following software works within the Extranet: Monitoring Database, Event Calendar.

Support for accreditation process for EURES members outside the PES is realized by the STOR IT platform, which contains a public "Register of Accredited bodies for the job placement within the EURES Network" (<http://stor.praca.gov.pl/portal/#/eures>). There are IT tools for applying for accreditation and also handling of accredited bodies. The platform also includes an up-to-date list of all organizations in Poland entitled to provide EURES services with relevant search engines.

IT infrastructure to customer service used by Voluntary Labour Corps (VLC) for job placement consists of the IT system "Youth Job Placement Office" (www.mbp.ohp.pl). This IT system is connected to CBOP on January 1, 2016 and automatically to the EURES portal.

Infrastructure suitable for organizing meetings, recruitment events in PES and VLC buildings is limited. As far as possible, the meetings are organized for not too large numbers of clients at the premises of the labour offices or VLC.

Videoconferencing equipment is not widely available in the Polish PES and VLC.

Financial Resources

Financial resources directed for implementation of actions under the EURES National Activity Plan for 2016 amounted to **2,295,428 EUR**, including:

- from national funds: ca. 2,172,479 EUR,

- from EU funds: ca. 122,494 EUR.

exchange rate taken for calculation was: 1 EUR = 4.3625 PLN (average annual exchange rate of EURO of National Bank of Poland in 2016).

D. Common objectives

D.1 Matching of vacancies and applications for employment and placement in transnational and cross-border framework

1 ACTIVITY (D.I.3.1.1) Information and advice on international recruitment scheme for Polish employers specifically interested in employing of EU/EEA citizens.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from another EURES Member country (assistance with matching & recruitment)	c.a. 1.9 thous.	6,692	

2 ACTIVITY (D.I.3.1.2) Handling of domestic vacancies for EU/EEA citizens by regional labour offices and voluntary labour corps, including single job offers and job offers under the recruitment projects. The following potential industry/sectors/occupations for which recruitment projects are planned: construction, hospitality, gastronomy, personal care services, metalworking industry, transport (including drivers), trade, industry, agriculture, IT, medical and pharmaceutical sector, marketing, horticulture, machinery, logistics, production, call center, finance and banking, timber industry, polygraphy, modern services for business – BPO/SSC (accounting, IT, ICT), air transport industry, shipbuilding industry. Potential countries for co-operation in the recruitment projects are: Denmark, Finland, Germany, Norway, Ireland, Italy, Spain, Sweden, UK, Czech Republic, Slovakia, Greece, Lithuania, Latvia, Estonia, Romania, Hungary, Bulgaria, Portugal, France, Netherlands, Belgium, Croatia.

Indicator	Estimated target	Actual target	Explanation
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Number of vacancies handled from employers from own country in EURES matching and recruitment process	c.a. 860 , including ca. 70 within recruitments projects	1,418, including 441 within recruitments projects	Industry sectors and occupations for which recruitment projects for Polish employers were realized: construction, hospitality industry, gastronomy, metal industry, transport, trade, industry, IT, medical sector, logistics, production, call center, finance and banking, BPO / SSC, welder, sprayer, upholsterer, excavator operator, builder, mechanical engineering technician, project engineer, translator, process control technician, sewing worker, CNC operator, welding machines programmer, educational projects' coordinator. Countries for cooperation in the recruitment projects were: Denmark, Finland, Germany, Norway, Italy, Spain, Sweden, Great Britain, Czech Republic, Slovakia, Greece, Lithuania, Latvia, Estonia, Romania, Hungary, Bulgaria, Portugal, France, Netherlands, Croatia, Slovenia, Austria, Iceland.
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3 ACTIVITY (D.I.3.1.3) Handling of CV for EU/EEA citizens, who apply for vacancies as a result of taking part in recruitment projects.

Indicator	Estimated target	Actual target	Explanation
Number of CVs handled of jobseekers in EURES matching and placement process from another EURES Member	ca. 300	484	

4 ACTIVITY (D.I.3.1.4) Support for Polish employers in interviewing foreigners from the EU/EEA, who applied for Polish job offers that were targeted at EU/EEA citizens.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with employers from own country (assistance with matching & recruitment)	ca. 60	21	

5 ACTIVITY (D.I.3.1.5) Other than CV handling and job interviews support for Polish employers during the recruitment process of EU/EEA citizens other than CV handling and job interviews, such as: creating

information packages for employers in the field of recruitment services within the EURES, assistance in completion of relevant documentation, support in preparing job descriptions, assistance in translating and disseminating job offers abroad, provision of premises for the purpose of job interviews and meetings with the candidates, "sensitise" employers to the need to provide feedback on the results of recruitment, information about opportunities to participate in international job fairs, individual counseling on employment opportunities for applicants from EU/EEA.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with employers from own country (general info)	ca. 110	141	Kind of support provided: translating Polish job offer, disseminating job offers on websites, counseling on taxes and social security issues, assistance in completion of relevant documentation, support in preparing job descriptions for employees from EU/EFTA countries, "sensitise" employers to the need to provide feedback on the results of recruitment, creating and disseminating information packages for employers in the field of recruitment services within the EURES, information about opportunities to participate in international job fairs, individual counseling on employment opportunities for applicants from EU/EEA.

6 ACTIVITY (D.I.3.1.6) Support for Polish employers as a follow up after finished recruitment process within EURES - information and advice.

Indicator	Estimated target	Actual target	Explanation
Number of individual advice for Polish employers after recruitment	ca. 150	21	

7 ACTIVITY (D.I.3.1.7) Support for foreigners - citizens from EU/EEA countries recruited within EURES network to work in Poland - in the field of relevant information and advice.

Indicator	Estimated target	Actual target	Explanation
Number of individual advice for recruited foreigners from EU/EEA	ca. 130	15	

8 ACTIVITY (D.I.3.1.8) Support for foreigners, citizens from EU/EEA countries recruited within EURES network to work in Poland in the field of relocation services.

Indicator	Estimated target	Actual target	Explanation
Number of foreigners from EU/EEA countries, who achieve support in the field of relocation services	ca. 9	1	

9 ACTIVITY (D.I.3.1.9) Support for foreigners, citizens from EU/EEA countries recruited within EURES network to work in Poland - to enhance their integration in Poland, eg. language courses, vocational trainings.

Indicator	Estimated target	Actual target	Explanation
Number of foreigners from EU/EEA countries, who will receive support in the field of training supporting integration in PL	ca. 40	4	

10 ACTIVITY (D.I.3.2.1) Support for Polish unemployed and jobseekers before the start of recruitment process within EURES network - information and advices preparing to recruitment abroad in the EU/EEA countries.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from own country (general info)	ca. 73.8 thous.	82,423	

11 ACTIVITY (D.I.3.2.2) Support for Polish unemployed and jobseekers before the recruitment within EURES network - training to support mobility, eg. language courses, vocational trainings.

Indicator	Estimated target	Actual target	Explanation
Number of unemployed / jobseekers who achieve support	ca. 360	412	

12 ACTIVITY (D.I.3.2.3) Handling of foreign vacancies from employers from the EU/EEA , specifically interested in recruiting Polish citizens, including single job offers and job offers under the recruitment projects. The following potential sectors/occupations for which recruitment projects could be planned: tourism and recreation, health services, trade, machinery, IT, industry, agriculture, fruit farming, gardening (incl. seasonal works), construction, production, automotive industry, care services, transport, logistics (warehouses operators, drivers, forklifts drivers, packers), hospitality, gastronomy, metalworking industry, light industry, machinery, craftsmen, chemical industry, food technology, cleaners, domestic care services. Potential countries for co-operation are: Finland, Germany, Norway, Ireland, Denmark, Italy, Spain, Sweden, UK, Netherlands, Slovenia, Island, Croatia, Czech Republic, Bulgaria, Greece, Lithuania, Latvia, Estonia, Slovakia, Austria, France, Belgium, Switzerland.

Indicator	Estimated target	Actual target	Explanation
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<p>Number of job vacancies submitted by foreign employers</p>	<p>ca. 37.6 thous., including c.a. 6.4 thous. within recruitment projects</p>	<p>42,516, including 14,247 within recruitment projects</p>	<p>ATTENTION: number of foreign vacancies (not doubled) processed by Polish EURES network in 2016, accounted in real terms for 7478 (this data is taken from national monitoring data base which denotes a number of foreign vacancies received from EURES staff of EU/EEA countries. The data presented in this report of 42 516 foreign vacancies processed by RLO or VLC is higher than the number of foreign EURES vacancies that has been reported in the national data monitoring base. The discrepancy results from the existing process of doubling foreign vacancies' offers being processed by RLO and VLC. Therefore the number of 7 478 should be considered as the real number of non doubled EURES foreign vacancies processed in the country.</p>
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Number of job vacancies submitted by foreign employers and acquired from other VLO, VLC	ca. 48.6 thous., including c.s. 7.2 thous. within recruitment projects	81,340, including 13,392 within recruitments projects	Industry sectors and occupations for which recruitment projects for foreign employers were realized: tourism, electronics, services, IT, industry, agriculture (also seasonal work), horticulture, fruit growing, construction, production, care services, transport and logistics (driver, lifting truck operator), hospitality, gastronomy (waiter, hotel cleaner/helper), mechatronics, metal industry, tailoring, automotive industry, metallurgy, hairdresser, nurse, physician, process operator, welder, sprayer, EU project coordinator, metal process technician, road worker, CNC operator, bus maintenance technician, development manager, IT consultant, pharmacist, chemical engineering technician, electrical equipment assembler, assemblage operator, helper in fast food restaurant, office manager.
Number of individuals resident in own country and employed abroad in another EURES Member country as a result of EURES Activity	ca. 1.3 thous.	743	Countries for cooperation in the recruitment projects were: Finland, Germany, Norway, Ireland, Denmark, Italy, Spain, Sweden, Great Britain, Netherlands, Slovenia, Iceland, Croatia, Czech Republic, Lithuania, Latvia, Estonia, Slovakia, Austria, France, Belgium, Malta.

13 ACTIVITY (D.I.3.2.4) Handling of CV of Polish candidates, who apply for foreign job offers, within recruitment projects.

Indicator	Estimated target	Actual target	Explanation
Number of CVs handled of jobseekers in EURES matching and placement process from own country	ca. 8.6 thous.	4,676	

14 ACTIVITY (D.I.3.2.5) Support for employers from EU/EEA countries during job interviews with Polish

candidates, who applied for job offers targeted at EU/EEA citizens.

Indicator	Estimated target	Actual target	Explanation
Number of job interviews handled for employers from EU/EEA	ca. 140	240	
Number of Polish unemployed and jobseekers taking part in job interviews	ca. 1.7 thous.	1,567	

15 ACTIVITY (D.I.3.3.1) Participation in international (European) job fairs abroad, in the EU/EEA countries, in order to present job offers of Polish employers.

Indicator	Estimated target	Actual target	Explanation
Number of job fairs abroad	ca. 13	2	- PROFESIA DAYS 2016, 12-13 October 2016, Prague (CZ) - EDUCA 2016, 14 October 2016, Liberec (CZ)
Number of Polish job offers presented during job fairs abroad	ca. 300	43	

16 ACTIVITY (D.I.3.4.1) Organisation of international (European) job fairs (IJF) in Poland, including sectoral events. Not applicable to the IJF for youth described in action 5.3 Potential sectors to be included in IJF in Poland are: gardening and fruit-farming, production, transport and logistics, hospitality and gastronomy, construction, tourism, unskilled worker, care service for older people, shipbuilding, medical sector. Potential countries to be invited for IJF in Poland are: Germany, UK, Netherlands, Norway, Sweden, Finland, Denmark, Ireland, Spain, France, Czech Republic.

Indicator	Estimated target	Actual target	Explanation
Number of job fairs	4	7	Industry sectors for which job fairs in Poland were organised: automotive industry, metallurgy, transport and logistics (stock worker, driver), care services, hospitality industry, gastronomy, industry, construction, agriculture, horticulture, processing, production, IT.
Number of visitors	ca. 14.7 thous.	14,270	Countries participating in job fairs: Germany, Czech Republic, Slovakia, Netherlands, Spain, Finland, Estonia, Norway, Ireland, Denmark, Austria, Great Britain, Italy.
Number of foreign employers	ca. 60	166	
Number of job interviews	ca. 110	159	

D.2 Support to a better integration of labour markets in the EU

1 ACTIVITY (D.I.1.1.1) Maintaining of national legislation in the field of EURES in: - act of 20 April 2004 on the promotion of employment and labour market institutions - Regulation of the Minister of Labour and Social Policy of 14 May 2014 on the detailed conditions and procedures and methods of conducting of labour market services - Regulation of the Minister of Labour and Social Policy of 14 May 2014 on the template for the submission for accreditation to conduct job placement within EURES network - Regulation of Council of Ministers of 18 March 2009 remuneration of local government employees - Regulation of the Minister of Labour and Social Policy of 30 April 2008 on allowing for remuneration conditions and granting other workrelated benefits to the employees of selected state budgetfinanced institutions. Maintaining full integration of the EU job placement with job placement carried out by the VLO, PLO and VLC.

Indicator	Estimated target	Actual target	Explanation
Number of domestic legal acts regarding EURES	ca. 5	5	

2 ACTIVITY (D.I.1.1.2) Participation in the process of consultation of project of Regulation of the European Parliament and of the Council on a European network of Employment Services, workers' access to mobility services and the further integration of labour markets, including the preparation of contribution to the instructions for the Polish representatives taking part in meetings of appropriate bodies dealing with the Regulation mentioned above.

Indicator	Estimated target	Actual target	Explanation
Number of EU legal acts consulted	1	1	The instruction has been prepared for the Polish representation at the Lawyers-Interpreters Working Group Meeting held on 3 February 2017 in Brussels. The input has been prepared for the Polish representation at the COREPER I meeting held on 9 February 2016, at which EURES Regulation has been endorsed on behalf of EU Council.

3 ACTIVITY (D.I.1.2.1) Inclusion of the EURES activities in National Activity Plan on Employment 2015-2017 for Poland. Preparation of contributions regarding EURES to the periodic reports on implementation of Plan mentioned above.

Indicator	Estimated target	Actual target	Explanation
Number of National Activity Plans on Employment with EURES included	1	1	

4 ACTIVITY (D.I.1.3.1) General information and promotion activities, and advice for the Polish unemployed and job seekers such as: seminars, individual counseling, open days, counseling days, career days, updating information on notice-board, dissemination of leaflets and publications, lectures, press and websites publication, social media, advertisement, group advice, group contacts, group activities, participation in job fairs, conferences and other events, information campaigns, radio spots, trainings, and others

Indicator	Estimated target	Actual target	Explanation

Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	204.1 thous.	207,709	Action taken within the activity: Information events, workshops on safe working abroad, seminars, individual / group counselling and meetings, information dissemination and updating on notice-boards, in media, advertisement, participation in various events, campaigns, trainings, experts' consultations, chats, presentations.
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5 ACTIVITY (D.I.1.3.2) General information and promotion activities, and advices for Polish employers, including activities to the labour markets, shortages and surpluses on the labour market in the EU/EEA such as: information campaigns, information meetings, open days, social media, websites publication, organization of meeting, job fairs, workshops, dissemination of information and promotion materials, participation in job fairs, seminars, conferences, information days, sponsored articles, radio spots, experts' consultations and other.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with employers from own country (general info)	17.5 thous.	27,179	Action taken within the activity: individual / group counseling, information meetings, open days, chats, information dissemination in various media, job fairs, workshops, seminars, conferences, updating notice-boards and other.

6 ACTIVITY (D.I.1.3.3) General information and promotion activities for the unemployed and jobseekers who are citizens of the EU/EEA countries such as: individual and group advices, information days, participation in job fairs, seminars, conferences, open days, workshops, using social media and other.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	29.2 thous.	6,449	Action taken within the activity: individual / group counseling, information events, chats, information dissemination in various media, job fairs, seminars, assistance in preparation of application documents, information dissemination on living and working condition and labour market in Poland.

7 ACTIVITY (D.I.1.3.4) General information and promotion activities for foreign employers from EU/EEA countries, such as: individual and group advice, chats, dissemination of information materials, using social media, open days, workshops, participation in job fairs, conferences and other

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with employers from another EURES Member country (general info)	20.5 thous.	3,037	Action taken within the activity: individual / group counseling, information events and meetings, chats, information dissemination in various media, job fairs, seminars, assistance in preparation of application documents, information dissemination on Polish labour market.

8 ACTIVITY (D.I.1.3.5) Participation of Polish EURES partners' and EURES associated partners' staff in job fairs / events in Poland with separate EURES exhibition stands.

Indicator	Estimated target	Actual target	Explanation
Number of job fairs / events attended in Poland where EURES staff had separate exhibition stand	ca. 590	875	

9 ACTIVITY (D.I.1.3.6) Publications, information and promotion materials on EURES for clients (national and regional).

Indicator	Estimated target	Actual target	Explanation
Number of types of publications (i.e. leaflets, brochures, posters, etc.)	ca. 79 types, including: - national, published by MFLSP: ca. 14 types, - regional, published by: - VLO: ca. 19 types; - PLO: ca. 37 types; - VLC: ca. 14 types	164 types, incl.: - national published by MFLSP: 11; - regional, published by: VLO 18 types, by PLO 125 types, by VLC 10 types	
Number of copies (circulation)	ca. 718 400 pcs., including: - national, published by MFLSP: ca. 651 200 pcs., - regional, published by: - VLO: ca. 28 500 pcs., - PLO: ca. 34 000 pcs., - VLC: ca. 4 700 pcs.	589,897 pcs., incl.: - national published by MFLSP: 538,836 pcs.; - regional, published by: VLO 23,050 pcs., by PLO 24.191 pcs., by VLC 3,820 pcs.	

10 ACTIVITY (D.I.1.3.7) Maintaining EURES website: www.eures.praca.gov.pl

Indicator	Estimated target	Actual target	Explanation
Number of website visits	ca. 700 thous. in a year	727,372	

11 ACTIVITY (D.I.1.3.8) Recognition of EURES logo and redirection to a website www.eures.praca.gov.pl from websites of MLSP, national PES portal as well as websites of EURES partners and associated EURES partners.

Indicator	Estimated target	Actual target	Explanation
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Number of websites with EURES logo and information	ca. 417, including: - national websites: 2; - VLO's websites: 16; - PLO's websites: 320; - VLC websites: 19.	361, including: - national websites: 2; -VLO's websites: 17; -PLO's websites: 315; - VLC websites: 19	
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12 ACTIVITY (D.I.1.3.9) Information activities and consultations for Polish citizens living abroad in EU/EEA countries and planning return from emigration to Poland, such as: individual advice, information meeting, consulting days, distribution of information materials

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish citizen living abroad	ca. 1.3 thous.	1,533	Action taken within the activity: information dissemination, Individual counseling, information events and meetings, chats, participation in job fairs.

13 ACTIVITY (D.I.1.3.10) Conducting EURES communication activities based on the "EURES Information Action Plan in Poland" in accordance with the EURES information and communication strategy 2015 - 2020, approved by the EURES Board on 09/15/2015 (plan is included in attachment No. 5 to full version of National EURES Activity Plan 2016 for Poland

Indicator	Estimated target	Actual target	Explanation
not applicable	-	-	

14 ACTIVITY (D.I.1.4.1) Cooperation with national (domestic) organisations such as: Social Insurance Institution, tax offices, National Labour Inspectorate:, NGOs, regional center of social politics, National Health Fund, academic career offices, Polish Convention of Employment Agencies, employment agencies , marshall offices, staroste offices, municipalities, embassies, Chambers of Handicrafts, regional military staff, trade unions, gmina's information centers, employers' organizations, boarder guard, Agency for foreigners, National Fund of Rehabilitation of Disabled, development agencies, Bureau for Academic Recognition and International Exchange, regional centres of international Debates, Centre of Vocational Guidance for Youth, Centre of Vocational Training and Life-long Learning and others. Type of cooperation: exchange of information and information materials, participation in events, training, seminars, workshops, job fairs, conferences, initiatives, exchange of good practices, etc.

Indicator	Estimated target	Actual target	Explanation
Number (types) of cooperating national organization	ca. 35	2,414	All organisations that national EURES network co-operated with - substantial number repeats across a number of activity implementing organisations.

15 ACTIVITY (D.I.1.4.2) Cooperation with EU's programs / networks such as: EUROPASS, Euroguidance, EURODESK, SOLVIT, Europa Direct, regional offices of EC, Salto-Youth, Euroregion Batyk, Erasmus+, Eurydice, Your Europe, MISSOC, FMSA, ELSA, regional centres of international debate, NARIC, PLOTEUS and other. Type of cooperation: exchange of information and information materials, participation in events, meetings, training, seminars, workshops, job fairs, conferences, open days, panel discussions, promoting EURES network and EURES initiatives, organizing internships, counseling for persons working abroad and returning to the country, substantive exchange of good practices, joint organization of projects, information campaigns, cooperation in the field of recruitment projects.

Indicator	Estimated target	Actual target	Explanation
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Number (types) of cooperating EU's programmes/ networks	ca. 17	63	All EU networks that national EURES network co-operated with - substantial number repeats across a number of activity implementing organisations.
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16 ACTIVITY (D.I.1.5.2) Organisation of European Job Days (EJD) (on-line using EC platform), including those of the industrial nature. VLC: potential industries for which EJD are planned: IT (IT industry). Potential countries to be invited for EJD: Germany, Finland, UK, Norway. Subsequently: Denmark, Netherlands, Ireland, Italy, Spain, Sweden, Estonia, Czech Republic. VLO in Krakow: potential sectors: IT, financial, hospitality. Potential countries to be invited for EJD in Poland: Netherlands, Germany. VLO in Katowice: potential sectors: construction, banking and finance, metal industry, medical care, automotive, IT, services. Potential countries to be invited for EJD: Czech Republic, Austria, Germany, UK, Netherlands, Denmark, Poland, Norway, Malta. VLO in Pozna: potential sectors: manufacturing industry and logistics. Potential countries to be invited for EJD : Germany, Netherlands, UK, Ireland.

Indicator	Estimated target	Actual target	Explanation
Number of EJD on-line	4 (VLC, VLO: Kraków, Katowice, Pozna)	3	Industry sectors and occupations for which European Job Days were organised: metal industry, hospitality sector, gastronomy, IT, transport and logistics, finance, construction, care services. Countries represented by employers or EURES staff: Poland, Austria, Czech Republic, Germany, France, Spain, Ireland, Sweden, Belgium, Netherlands, Norway.
Number of visitors registered on IT platform	ca. 500	624	
Number of EU/EEA employers registered on IT platform	ca. 18	184	
Number of on-line job interviews 60	ca. 75	25	

17 ACTIVITY (D.I.1.6.1) National training for EURES staff and other relevant staff of EURES partners on EURES activities (together 3 trainings, of which: 1 only for VLC, 2 common for VLO and VLC).

Indicator	Estimated target	Actual target	Explanation
Number of national training	3, including: - for VLO staff: 2; for VLC staff: 3.	1 for VLO and VLC staff	
Number of Polish EURES staff trained	ca. 201, including: VLO staff: ca. 96; VLC staff: ca. 105	83, including VLO staff: 50, VLC staff: 33	

18 ACTIVITY (D.I.1.6.2) Regional and local training for EURES staff and other EURES partners and EURES associated partners staff on EURES activities.

Indicator	Estimated target	Actual target	Explanation
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Number of training for VLOs staff	ca. 7	5	
Number of training for PLOs staff	ca. 15	20	
Number of training for VLC staff	ca. 50	116	
Number of training for staff from other organizations than VLO, VLC, PLO	ca. 5	1	
Number of EURES staff trained	ca. 392, including: from VLO: ca. 50 persons, from PLO: ca. 270 persons, from VLC: ca. 70 persons, from cooperating bodies: ca. 2.	607, including: from VLO 43 persons, from PLO 322 persons, from VLC 242 persons	
Number of non-EURES staff trained	ca. 166, including: from VLO: ca. 20 persons, from PLO, ca. 16 persons, from VLC: ca. 100 persons, from other organization: ca. 30 persons	499, including: from VLO 6 persons, from PLO 49 persons, from VLC 422 persons, from other organizations 22 persons	

19 ACTIVITY (D.I.1.6.3) Coordination of participation of Polish EURES staff in training organized at the request of EC - stationary and virtual within, f.eg: EURES Initial Training, EURES Advanced Training.

Indicator	Estimated target	Actual target	Explanation
Number of on-site trainings with participation of Polish EURES staff	ca. 11	22	
Number of Polish EURES staff trained in on-site trainings	ca. 25	37	
Number of virtual trainings with participation of Polish EURES staff	ca. 10	42	
Number of Polish EURES staff trained in virtual trainings	ca. 80	160	

20 ACTIVITY (D.I.1.7.1) Maintaining correct transfers of job offers from Polish Central Job Vacancy Data Base (CBOP) to EC EURES portal. CBOP (www.oferty.praca.gov.pl) will eventually contain: - domestic job vacancies published by PLO, VLC, accredited bodies; - EURES foreign job vacancies published by VLO, VLC and accredited bodies; - non-EURES foreign job vacancies for work in EU/EEA and Switzerland, published by accredited bodies.

Indicator	Estimated target	Actual target	Explanation
Average number of domestic job offers and vacant positions transferred on a daily basis from CBOP to the EURES portal	ca. 22.2 thous. domestic job offers (ca. 66 thous. vacant positions)	22,228 domestic job offers (72.273 vacant positions)	The given data reflects actual figures as of 31.12.2016 - the data denotes a number of Polish job offers and vacancies being published in CBOP.

Average number of EURES foreign job offers and vacant positions displayed on a daily basis in CBOP	ca. 306 foreign job offers (ca. 1.64 thous. vacant positions)	590 foreign job offers (4.216 vacant positions)	
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21 ACTIVITY (D.I.1.7.2) Maintaining and modernization of PES IT systems linked to the CBOP in the field of EURES activities: updating: Syriusz and WUP-Viator.

Indicator	Estimated target	Actual target	Explanation
Number of national PES IT systems with EURES included	2	2	

22 ACTIVITY (D.I.1.7.3) Developing and maintaining of Voluntary Labour Corps' (VLC) IT systems in order to transfer job offers correctly from VLC job offers to CBOP ("Youth Job Placement" – www.mbp.ohp.pl).

Indicator	Estimated target	Actual target	Explanation
Number of national non-PES IT systems with EURES included	1	1	

23 ACTIVITY (D.I.1.7.4) Maintaining and developing of on-line "Register of bodies accredited for conducting the territory of the Polish recruitment within the EURES network" (www.stor.praca.gov.pl/portal/#/eures)

Indicator	Estimated target	Actual target	Explanation
Number of IT systems using accreditation system	1	1	

24 ACTIVITY (D.I.1.8.1) Implementation of tasks of NCO, including: coordination of EURES partners' and associated EURES partners' activities, preparation of different recommendations, preparation of national EURES activity plan for 2017, quarterly monitoring of EURES activities realized by RLO, PLO and VLC, preparation of the report concerning the EURES activities in 2015, preparation of the EURES Information Activities Plan for 2017, coordination of the participation of national EURES staff in the trainings organised by EC, coordination of application of the EURES communication tools provided by EC, collaboration with authorities that manage and implement ESF, conducting of accreditation process, collaboration with the marshals of the regions, voivodes and National Labour Inspection, collaboration with IT Department in MFLSP as regard the maintaining on the suitable level the MFLSP IT systems for EURES purposes, participation in the meetings of EURES Coordination Group and EURES Working Groups.

Indicator	Estimated target	Actual target	Explanation
Number of travels abroad	23	9	

Number of recommendation (guidelines)	5	4	Guidelines has been prepared and forwarded to RLO, LLO and VLC in the area of co-operation with foreign temporary job agencies and access to extranet of the EURES portal; EURES National Activity Report 2016 and National Activity Plan 2017 have been prepared. In addition the audit on EURES of the European Auditors Tribunal has been hosted and relevant information prepared and provided to the auditors.
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25 ACTIVITY (D.I.1.9.1) Cooperation with the managing and implementing authorities at a national and regional level within ESF 2014-2020 in order to allow the use of the ESF funds for EURES activities in Poland, namely the Ministry of Infrastructure and Regional Development, Department of ESF Implementation in MFSLP, 14 marshal offices, 14 regional labour offices.

Indicator	Estimated target	Actual target	Explanation
Number of national authorities managing and implementing ESF, with which cooperation will be maintained	2	2	
Number of regional authorities managing ESF, with which cooperation will be maintained	14	3	Co-operation with the Marshal Offices of the Lower Silesia, Pomerania and Silesia Voivodeships, in association to the planned implementation of projects has been carried out.

26 ACTIVITY (D.I.1.9.2) Support EURES partners in Poland in the area of ESF resources used for EURES activities i.e.: preparing the relevant recommendations (guidelines) on the use of ESF resources for EURES activities, consultation of detailed description of priority axes of the regional operational programs (SZOP ROP) 2014 – 2020, giving opinions on the selection criteria for projects ROP 2014-2020, giving opinions on the support of EURES activities for ROP 2014-2020 planned to launch in non-competitive and competitive projects, cooperation with the managing authorities and implementing ESF to monitor the use of ESF funds for EURES activities in 2016.

Indicator	Estimated target	Actual target	Explanation
Number of recommendations (guidelines)	ca. 1	0	
Number of SZOP ROP 2014-2020 consulted with	ca. 14	0	
Number of selection projects criteria from ROP 2014-2020 consulted with	ca. 14	0	

Number of SZOP ROP 2014-2020 consulted with	ca. 14	0	
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27 ACTIVITY (D.I.1.9.3) Preparation of documentation for the launch of the central project in the field of EURES network support in 2017 - 2019.

Indicator	Estimated target	Actual target	Explanation
Number of documentation of projects	1	0	

28 ACTIVITY (D.1.9.4) Preparation of documentation for the launch of competitive, central project in the field of training on EURES in 2017-2018.

Indicator	Estimated target	Actual target	Explanation
Number of documentation of projects	1	1	

D.3 Exchange of information on living and working conditions

1 ACTIVITY (D.I.4.1.1) Preparing information materials on living and working conditions in Poland for EC EURES portal.

Indicator	Estimated target	Actual target	Explanation
Number of information material updated annually	1	1	

2 ACTIVITY (D.I.4.1.2) Information and advice on living and working conditions in Poland for foreigners - EU/EEA citizens

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from another EURES Member country (general info)	ca. 2.14 thous.	1,618	

3 ACTIVITY (D.I.4.2.1) Information and advice on living and working conditions in the EU/EEA for Polish unemployed and job seekers

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers from own country (general info)	ca. 39.15 thous.	43,075	

4 ACTIVITY (D.I.4.2.2) Maintain on national EURES website a section in Polish language on living and working conditions in the EU/EEA. Maintain specializations about particular EU/EEA country among Polish EURES advisers

Indicator	Estimated target	Actual target	Explanation
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Number of information materials about EU/EEA	ca. 32	32	
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5 ACTIVITY (D.I.4.3.1) Establish contacts with domestic organizations competent in the field of employment and stay of foreigners (inc. EU/EEA citizens) in Poland. Type of cooperation: exchange and acquiring of information, using information on websites of cooperating institutions, support for foreigners from EU/EEA countries with informing about services regarding stay and work in Poland, information dissemination, conferences, seminars, workshops, working meetings, consultations on employment and stay in Poland, participating in events, training for labour offices staff and representatives of cooperating institutions, refer or signpost to other competent organizations for more specialised information concerning taxes and social security issues, support of job mobility through implementing of mobility projects and programmes.

Indicator	Estimated target	Actual target	Explanation
Number of domestic organizations competent in the field of employment and stay of foreigners in Poland, with which cooperation will be established:	ca. 40	152	All organisations that national EURES network co-operated with - substantial number repeats across a number of activity implementing organisations.

D.4 Exchange of information on labour markets

1 ACTIVITY (D.I.2.1.1) Preparing information material on national and regional labour market in Poland as well as surpluses and shortages of occupations in Poland.

Indicator	Estimated target	Actual target	Explanation
Number of information material updated annually	1	1	

2 ACTIVITY (D.I.2.2.1) VLC: Exchange of information with EURES staff in the field of data on occupations shortages and surpluses in individual countries. Teleconferences with the EURES staff on subjects described above. Seminars and on-line conferences on subjects described above. Exchange of information on projects aiming to improve the situation of young people in the EU (including the possibility of vocational education for the purpose of filling deficit occupations)

Indicator	Estimated target	Actual target	Explanation
The number of email /phone contacts with EURES staff	ca. 187	295	Exchange of information on shortages and surpluses in the European labour market, living and working conditions in the European labour market as well as projects being implemented on labour mobility; conduction of videoconference with the EURES adviser from Norway.
The number of direct contacts with the EURES staff	ca. 16	123	
Seminars, on-line seminars and conferences	ca. 10	14	

3 ACTIVITY (D.I.2.2.1) VLO Wabrzych: Information exchange with EURES advisers, mainly from Germany, Czech Republic and Austria, on occupations surpluses and shortages in each of the EU / EEA countries.

Indicator	Estimated target	Actual target	Explanation
The number of countries with which the information will be exchanged	ca. 3	2	The list has been prepared and distributed on EURES job offers in Poland in accordance to occupations and results of surveys of workers from the selected occupations.
The number of papers sent or received	ca. 6	2	

4 ACTIVITY (D.I.2.2.1) VLO Toru:co-operation with EURES staff from Germany, Great Britain, Norway and the Netherlands to obtain information on the demand for specific occupations in these countries. These data will be used to develop local information on occupations and opportunities for employment in selected countries of the EU / EEA.

Indicator	Estimated target	Actual target	Explanation
The number of countries with which cooperation will be continued	ca. 5	0	Local information has been prepared and updated concerning occupations needed in the European labour markets. The data has been produced on the basis of generally accessible sources.
Number of developed professions	ca. 20	163	

5 ACTIVITY (D.I.2.2.1) VLO ód: Transmission of information via email and during direct contacts (if possible, eg. during EURES advanced training) with EURES advisers from selected EU / EEA countries, eg. United Kingdom, Germany, the Netherlands.

Indicator	Estimated target	Actual target	Explanation
The number of individual contacts	ca. 5	3	Information has been forwarded to advisers in the UK, the Netherlands and Germany on surplus occupations in Poland.

6 ACTIVITY (D.I.2.2.1) VLO Lublin: exchange of information by emails with EURES advisers from selected EU / EEA countries on occupations surpluses and shortages. The study visit aims to exchange information regarding occupations surpluses and shortages. Participation in seminars / conferences / trainings on labor markets information exchange and occupations shortages and surpluses in the EU / EEA countries. Usage of Eurostat statistics.

Indicator	Estimated target	Actual target	Explanation
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The number of e-mails	ca. 25	17	Ongoing correspondence has been carried out with advisers from Belgium, Norway, the Netherlands, the UK and Germany on regional labour market with surplus and shortage occupations in order to plan recruitments appropriately. EURES staff participated in seminars organised by universities on EU/EEC labour market issues.
The number of study visit	1	0	
The number of seminars	ca. 8	3	

7 ACTIVITY (D.I.2.2.1) VLO Zielona Góra: exchange of information (reports) on employment and unemployment rates in Brandenburg.

Indicator	Estimated target	Actual target	Explanation
The number of reports acquired	ca. 3	12	Reports have been obtained on a monthly basis on the labour market status and unemployment in Brandenburgia region in Germany

8 ACTIVITY (D.I.2.2.1) VLO Kraków: carrying out the survey called "barometer of professions", monitoring occupations surpluses and shortages.

Indicator	Estimated target	Actual target	Explanation
Number of local labour offices which will participate in the implementation of the survey	5	21	Annual occupational forecast in the Maopolska region has been prepared. The forecast is being prepared for each local labour office area by their staff, including: job placement officers, vocational counsellors and staff responsible for co-operation with enterprises and organisation of training courses, as well as EURES assistants and labour clubs leaders.

9 ACTIVITY (D.I.2.2.1) VLO Warszawa: Seminar in cooperation with EURES staff from EU / EEA countries, such as Holland and Germany. Ranking of occupations surpluses and shortages will be available on the website of the Office; contacts with EURES staff to exchange information.

Indicator	Estimated target	Actual target	Explanation
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The number of seminars: 1	1	1	The initial type of the seminar planned under the theme of European Employers' Day has been changed. Instead 6 seminars have been held in the Mazovia Region on 6th April 2016: in Warsaw, Ciechanów, Ostroka, Pock, Radom and Siedlce. Participants included representatives of companies, job agencies, employers' associations and other organisations. PES services have been presented for employers and other European institutions during these seminars.
The number of contacts	ca. 16	30	The exchange of information on the situation in local labour markets were made by, inter alia, contacts with local labour offices which concerned the legitimacy of recruitment interviews.

10 ACTIVITY (D.I.2.2.1) VLO Opole: exchange of information / consultations

Indicator	Estimated target	Actual target	Explanation
Number of consultations	ca. 2	0	

11 ACTIVITY (D.I.2.2.1) VLO Rzeszów: Exchange of information on occupations surpluses and shortages with advisors from Germany, Austria, Netherlands, Scandinavian countries, UK and Ireland; participation in seminars on recruitment opportunities in various industries.

Indicator	Estimated target	Actual target	Explanation
The number of seminars	ca. 3	1	The Polish – German Information Day Turing IX European Job Fairs WorkExpo was organised. During this event the German EURES Advisors presented working and living conditions and recruitment possibilities in several sectors.

12 ACTIVITY (D.I.2.2.1) VLO Biaystok: Co-operation with EURES staff from among Croatia, Romania, Bulgaria, Lithuania, Norway - video conferencing, exchange of information by electronic means.

Indicator	Estimated target	Actual target	Explanation
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The number of video conferencing / exchange information electronically	ca. 4	5	3 videoconferences „Living and working conditions in Germany” (2), „Living and working conditions in Ireland” - RLO in Bialystok and LLO in Suwalki, in which 40 persons, in total, participated (05.04., 07.06., 02.12), The Netherlands - the exchange of information on current recruitments and working and living conditions in the Netherlands, Norway – the exchange of information on Norwegian labour market and undertaken joint actions.
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13 ACTIVITY (D.I.2.2.1) VLO Gdask: Exchange of information and good practices, jobs presentation and obtaining information on living and working conditions in EU / EEA countries at the International Job Fair.

Indicator	Estimated target	Actual target	Explanation
The number of invited EURES advisers	ca. 10	9	EURES Advisors from 9 countries participated in the Metropolitan Job Fairs of Pomerania. During the fairs the working and living conditions in respective countries were presented as well as the possibilities of taken up employment and job offers. RLO

14 ACTIVITY (D.I.2.2.1) VLO Katowice: Annual monitoring - preparation of barometer of professions, dissemination of information on occupations surpluses and shortages among the EURES advisers from the EU / EEA with which WUP Katowice cooperates.

Indicator	Estimated target	Actual target	Explanation
The number of publications	ca. 3	1	The Occupational barometer for Silesian region were sent to 25 EURES Advisors from Austria, the Netherlands, Germany, Czech Republic, Norway, Denmark, Great Britain.

15 ACTIVITY (D.I.2.2.1) VLO Kielce: Information activities for the public employment services from the EU / EEA countries, such as: sending information about occupations surpluses and shortages for the EURES advisers from selected countries.

Indicator	Estimated target	Actual target	Explanation
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Number of informed EURES advisers	ca. 10	6	Information about the current deficit and surplus occupations in Swietokrzyskie region were distributed to the chosen EURES Advisors from EU countries.
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16 ACTIVITY (D.I.2.2.1) VLO Olsztyn: Co-operation with EURES staff mainly from the following countries: Estonia, Malta and institutions operating within the ERB from Germany, Sweden and Denmark. Seminars, conferences.

Indicator	Estimated target	Actual target	Explanation
Number of information materials	ca. 2	2	The cooperation with EURES staff from Estonia and Malta which aimed to the update of the brochure on working and living conditions in Estonia and Malta and cooperation with EURES staff from the other UE EOG countries with the aim to gain and complete the information about vacancies, in 2016 the cooperation within the frame of Euroregion Baltic where not carried on because of organizational changes related to the financing of the programme. (LLO in Pisz) 1) 09.06.2016 – consultation meeting about directions and staffing needs of entrepreneurs from local labour market. 2) 01.09.2016-30.09.2016 surveys on staffing needs of entrepreneurs related to the monitoring of occupational surpluses and deficits.
Number of meetings, seminars, conferences	ca. 3	2	

17 ACTIVITY (D.I.2.2.1) VLO Pozna: Participation in seminars / conferences / training (including on-line) on cooperation with employers and on exchange of information regarding occupations surpluses and shortages / exchange of information during telephone consultations and via e-mail; cooperation with EURES staff from eg. Spain, Italy, the Netherlands, Sweden, Denmark, in the form of information exchange (exchange of analyzes and the exchange of good practices), barometers of professions, meetings, seminars, conferences, etc.

Indicator	Estimated target	Actual target	Explanation
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Participation in seminars / conferences (including on-line)	ca. 2	16	2 information meetings with German EURES Advisor, participation in 2 virtual trainings: „Matching Skills: Strategies And Tools”, „Social Security And Taxation Issues”, the exchange of inform. with EURES Advisors from DK and ES within annual updating of LWC brochure, organisation of 2 conferences within the frame of Partnership for Development of Wielkopolski Labour Market , participation in 2 webinars: „Your First EURES Job - Sweden”, „Drop'pin for EURES Advisers”, participation in advanced training for managing EURES staff – „Workshop for Line Managers” and in the training „EURES activities in Poland 2016-2017” organized by the MFLSP, and in XL meeting of the Committee of Transregional Polish – German Cooperation within the Intergovernmental Committee for Regional and Border Cooperation.
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18 ACTIVITY (D.I.2.2.1) Local labour office in Wielkopolska region: exchange of information - a barometer of professions, group meetings and conferences organized by the WUP and universities, cooperation with the EURES staff and dissemination of information on websites.

Indicator	Estimated target	Actual target	Explanation
Participation in conferences, group meetings, publications	ca. 15	4	meeting with RLO in Poznan employees - panel discussion on shortages and surpluses.

19 ACTIVITY (D.I.2.2.1) VLO Szczecin: Establishing a forum for cooperation titled " EURES experiences and plans around the Baltic Sea" in cooperation with the EURES staff from Sweden, Denmark, Lithuania, Latvia and Estonia, in the form of exchange of information on occupations surpluses and shortages and employment prospects, forecasts for the development of the labor market and the most popular professions in the EU / EEA countries; exchange of experiences and good practices.

Indicator	Estimated target	Actual target	Explanation
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Number of contacts with EURES staff from of the EU / EEA countries and Switzerland in the form of exchange of information	ca. 50	25	The exchange of information on occupational surpluses and deficits, employment perspectives and labour markets development prognosis.
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D.5 Measures to encourage and facilitate the mobility of young workers

1 ACTIVITY (D.I.5.1.1) Information and advices for Polish youth (younger than 29 years of age) concerning working abroad in the EU/EEA, in the following forms: Provision of individual and group information and advices; information meetings, career days, participation in events organized by other institutions supporting youth mobility, organization open days, workshops in upper secondary schools and universities, organization of job fairs, training, language workshops for youth, co-organization of European culture days and international career days, preparation of information packages concerning EURES for youth, social media, incorporation to regional information campaigns.

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with Polish youth	ca. 28.4 thous., including youth up to 24 years of age: ca. 185 thous., youth aged 25-29: ca. 13.4 thous.	46,711, including: youth up to 24 years of age: 27,269; youth aged 25-29: 19,442	Action taken within the activity: individual / group counselling for Polish youth on working abroad, information meetings, carrier days, conferences, attending events organised by other entities supporting youth mobility, workshops in colleges and high schools, organising of job fairs, co-organising of European culture days, preparation fo information packages on EURES for young people, information dissemination in various media, experts' consulatations, updating notice-boards.

2 ACTIVITY (D.I.5.2.1) Support for Polish youth before recruitment within EURES network - training to support mobility, i.e.: language straining, vocational training

Indicator	Estimated target	Actual target	Explanation
Number of supported Polish youth	ca. 220, including: up to 24 years of age: ca. 110, youth aged 25-29: ca. 110	190, including 78 young people up to 24 years of age, 112 aged 25-29	Action taken within the activity: foreign language courses, information meetings, workshops how to applicate for a job, workshops on secure working abroad, providing with information about free of charge freign language courses.

3 ACTIVITY (D.I.5.2.2) Job placement services for EU/EEA employers specifically directed for Polish youth, incl. Mobi Pro EU project, (single job offers and job offers under the recruitment projects). The activity does not concern job vacancies with the nature of apprenticeship or vocational traineeships nature (planned in objective no. 6). Potential sectors or occupations for which recruitment projects are anticipated: horticulture, finance, IT, electricity, electronic, transportation, direct sales, mechanics, hospitality, seasonal work, production, catering, hospitality, construction, logistics, elementary jobs workers, services, care for elderly persons, entertainment (cultural animators, workers of entertainment parks), metallurgical sector. Potential countries for co-operation: Austria, Czech Republic, Denmark, France, Spain, Netherlands, Germany, Sweden, UK, Italy, Norway, France, Finland, Ireland, Slovakia, Bulgaria, Portugal, Greece, Lithuania, Latvia, Estonia, Croatia.

Indicator	Estimated target	Actual target	Explanation
Total number of vacancies for youth presented by the employers from other EU/EEA countries within recruitment projects	ca. 5.43 thous., including ca. 5.2 thous. vacancies obtained from other VLOs and VLC	6,695, including 6,028 vacancies obtained from other VLOs and VLC	Industry sectors and occupations for which recruitment projects for foreign employers were realized: agriculture, horticulture, fruit-growing, tourism, entertainment industry, medical sector, mechanics, industry, hospitality industry, gastronomy, transport and logistics, driver, lifting truck operator, mechatronics, production, IT, seasonal work, personal care worker, stock clerk, butcher. Countries for cooperation in the recruitment projects were: Great Britain, Germany, Netherlands, Czech Republic, Spain.
Number of Polish youth employed abroad in other EU/EEA countries as a result of EURES job placement	ca. 270, including youth up to 24 years of age ca. 130; youth aged 25-29: ca. 140	382	
Project Mobi Pro EU: Total number of vacancies from foreign employers handled within the recruitment project for youth:	ca. 63	116	Vocational training in following professions: driver, personal care worker, hotel technician, house builder, cook, freight handler, mail carrier and sorting clerk, shop sales assistant, metallurgical technician, plumbers and pipe fitter, clearing and forwarding agent, chemical engineering technician, electronics engineering technician, butcher, restaurant professional.
Project Mobi Pro EU: Number of Polish youth employed abroad as a result of job placement within the EURES network	ca. 20	20	

4 ACTIVITY (D.I.5.2.3) Handling of CV of Polish youth, who apply for job offers from abroad, within recruitment projects.

Indicator	Estimated target	Actual target	Explanation
(D.I.5.2.3) Handling of CV of Polish youth, who apply for job offers from abroad, within recruitment projects.	ca. 770, including: up to 24 years of age: ca. 320, youth aged 25-29: ca. 140	966, including: 597 young people up to 24 years of age and 369 aged 25-29	

5 ACTIVITY (D.I.5.2.4) Support for foreign employers from EU/EEA countries in job interviews with Polish youth, who applied for foreign job offers targeted at EU/EEA citizens. employers from other EU/EEA .

Indicator	Estimated target	Actual target	Explanation
Number of job interviews handled for employers from other EU/EEA countries handled	ca. 54	138	
Number of Polish youth participated in job interviews with EU/EEA employers	ca. 250, including youth up to 24 years of age: ca. 94, youth aged 25-29: ca. 156	618, including 321 people up to 24 years of age and 297 people aged 25-29	

6 ACTIVITY (D.I.5.2.5) Support with relevant information and advice for Polish youth recruited within EURES network to work abroad, eg.: relevant administrative procedures.

Indicator	Estimated target	Actual target	Explanation
Number of individual advices for Polish youth, recruited within EURES to work abroad in EU/EEA countries	ca. 380, including youth up to 24 years of age: ca. 150, youth aged 25-29: ca. 230	182, including 112 people up to 24 years of age and 70 aged 25-29	

D.6 Exchange of information on traineeships and apprenticeships

1 ACTIVITY (D.I.6.1.1.) Updating information on apprenticeships and vocational traineeships in Poland for EC EURES portal.

Indicator	Estimated target	Actual target	Explanation
Number of information material	1	0	

2 ACTIVITY (D.I.6.2.1) Support for Polish unemployed and jobseekers before their recruitment within the EURES network for internships or apprenticeships that have nature of employment, i.e. employment contract is expected: training to support mobility (f.eg. language courses, vocational training).

Indicator	Estimated target	Actual target	Explanation
Number of individual contacts with jobseekers/workers your own country (assistance with matching & recruitment)	ca. 166, including ca. 90 persons below 24 years old	12, including 6 young people up to 24 years of age and 6 people aged 25-29	

3 ACTIVITY (D.I.6.2.2) Job placement services concerning job offers for traineeships and apprenticeships, where employment contract is offered by EU/EEA employers, who are specifically interested in employing

Polish citizens, including single job offers and job offers under recruitment projects. Potential sectors or occupations for which Polish job seekers may be interested in work abroad in the EU/EEA, that have nature of traineeship and apprenticeship, and therefore recruitment projects are anticipated: horticulture and agriculture, hospitality and catering. Potential countries for co-operation in the recruitment projects are: Netherlands, UK, Germany.

Indicator	Estimated target	Actual target	Explanation
Number of vacancies handled from another EURES Member country in EURES matching and recruitment process	ca. 122, including vacancies handled within recruitment projects: ca. 11	37, including 31 vacancies handled within recruitment projects	Industry sectors and occupations for which recruitment projects for foreign employers were realized: gastronomy, hospitality industry, cook, waiter, hotel service. Countries for cooperation in the recruitment projects were: Germany, Austria.
Number of vacancies handled from foreign employers and acquired from other VLO's and VLC	ca. 107, including vacancies handled within recruitments projects: ca. 4	6, including 1 vacancy handled within recruitment project	
Number of Polish citizens employed abroad as a result of job placement within EURES	ca. 26, including: ca. 15 persons below 24 years old; ca. 11 persons in the age of 25 - 29	49, including 32 young people up to 24 years of age and 17 people aged 25-29	

4 ACTIVITY (D.I.6.2.3) Handling of CV of Polish candidates, who apply for job offers from abroad having the nature of traineeship and apprenticeship, within recruitment project.

Indicator	Estimated target	Actual target	Explanation
Number of CVs handled of jobseekers in EURES matching and placement process from own country	ca. 227, including ca. 115 persons below 24 years old; ca. 112 persons in the age of 25-29	130, including 75 people under 24 years of age and 55 people aged 25-29	

5 ACTIVITY (1.6.2.4) Support for foreign employers from EU/EEA in job interviews with Polish unemployed and jobseekers, who apply for foreign job offers having nature of traineeship and apprenticeship.

Indicator	Estimated target	Actual target	Explanation
Number of job interview for foreign employers handled	ca. 14	24	
Number of Polish candidates taking part in job interviews with employers from EU/EEA countries	ca. 39, including ca. 19 persons below 24 years old; ca. 20 persons in the age of 25-29	67, including 50 people up to 24 years of age and 17 persons aged 25-29	

6 ACTIVITY (D.I.6.2.5) Support for Polish unemployed and jobseekers, recruited within EURES network to work abroad in jobs having a nature of traineeship and apprenticeship - in the area of relevant information and advice, f.e.g.: relevant administrative procedures.

Indicator	Estimated target	Actual target	Explanation

Number of individual advises for Polish unemployed and jobseekers, recruited within EURES to work abroad in job having nature of traineeship and apprenticeship in EU/EEA countries	ca. 295, including ca.149 persons below 24 ywears old; ca. 146 persons in the age of 25-29	53, including 49 advises for people up to 24 years of age and 4 advises for people aged 25-29	
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D.7 Development of methodologies and indicators to support the reporting cycle

1 ACTIVITY (D.I.7.1.1) Adjusting the monitoring system of the EURES network in Poland as well as the reporting framework to the new programming system of EURES activities in EU

Indicator	Estimated target	Actual target	Explanation
not applicable	-		

E. Specific objectives

(D.III.3) Implementation of EURES reform - practical preparation for the accreditation to EURES

1 ACTIVITY (D.III.3.1) Development of internal procedures necessary to launch the process of accreditation by the MFLSP to conduct job placement within the EURES network. Development of the accreditation agreement model. Determination of a framework for cooperation with control authorities in Poland entitled to control of bodies accredited to EURES.

Indicator	Estimated target	Actual target	Explanation
not applicable	-	-	

2 ACTIVITY (D.III.3.2) Launching of the accreditation process for conducting job placement within the framework of the EURES network to entities outside the PES and VLC.

Indicator	Estimated target	Actual target	Explanation
		-	

(D.III.2) Implementation of EURES reform - support for VLC as new EURES partner

1 ACTIVITY (D.III.2.1) Support for Head Office of VLC in the area of coordination of EURES activities within the structures of the VLC. Substantive advising, defining rules of implementing EURES activities into activities of VLC in such fields as: EURES coordination in VLC, international cooperation, organizational structure of EURES in VLC, EURES staff in VLC including recommendation to the scope of duties, information and promotion activities, planning and reporting, monitoring of activities.

Indicator	Estimated target	Actual target	Explanation
not applicable	-	-	

2 ACTIVITY (D.III.2.1) Support for Head Office of VLC in the area of coordination of EURES activities within the structures of the VLC. Substantive advising, defining rules of implementing EURES activities into activities of VLC in such fields as: EURES coordination in VLC, international cooperation, organizational structure of EURES in VLC, EURES staff in VLC including recommendation to the scope of duties, information and promotion activities, planning and reporting, monitoring of activities.

Indicator	Estimated target	Actual target	Explanation

Indicator	Estimated target	Actual target	Explanation
not applicable	-	-	

3 ACTIVITY (D.III.2.3) Training for VLC staff (see point D.I.1.6.1)

Indicator	Estimated target	Actual target	Explanation
-	-	-	

D.III.3. Implementation of EURES reform - practical preparation for EURES accreditation

1 ACTIVITY (D.III.3.1) Preparation internal procedures necessary for launching by the MFLSP of the process of accreditation for conducting job placement within the EURES network. Preparation of draft accreditation agreement. Settle cooperation framework with control bodies in Poland entitled for controlling of EURES accredited entities.

Indicator	Estimated target	Actual target	Explanation
-	-	-	Activities have not been accomplished due to the need for legal changes in the existing EURES accreditation system of the job placement within the EURES network. These legal changes are related to the entry into force on 12 May 2016 of the EURES Regulation.

2 ACTIVITY (D.III.3.2) Launching accreditation process for conducting job placement within the EURES network for non PES and non VLC entities.

Indicator	Estimated target	Actual target	Explanation
-	-	-	Activities not implemented. Explained above.

(D.III.1) Implementation of EURES reform - New Regulation on EURES

1 ACTIVITY (D.III.1.1) Preparation of the plan of implementation in Poland of new Regulation of the EP and of the Council on a European network of Employment Services, workers' access to mobility services and the further integration of labour markets, including: • analysis of the need to make amendments to the national legislation in the field of EURES, in particular as regards the accreditation to conduct job placement within the EURES network, • analysis of the scope of necessary changes in IT systems of MFLSP, PES and VLC, • analysis of the scope of changes in planning, reporting and monitoring of EURES activities in Poland • analysis of the scope of necessary guidelines for cross-border cooperation, in particular the EURES cross-border partnerships, EURES-T.

Indicator	Estimated target	Actual target	Explanation
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not applicable	-	-	Planned actions were implemented, except: 1) analysis of the scope of changes in the planning, reporting and monitoring of EURES network activities in Poland, as the area of analysis depends on the final version of the Implementing Act of the EURES Regulation (planned to be issued on the basis of the Article 31 (5) of the above Regulation). Official proceedings of EURES Act did not begin in 2016; 2) analysis of the scope of the necessary guidelines for cross-border EURES cooperation - due to other preference tasks
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(D.III.2) Implementation of EURES reform - support VLC as a new partner

1 ACTIVITY (D.III.2.1) Essential support for Headquarter of VLC in the coordination of EURES activities in the structures of the VLC. Provision of essential advice, defining guidelines for mainstreaming of EURES into the activities of VLC in all necessary fields, such as: • coordination of EURES in VLC, • international cooperation, • EURES organizational structure in VLC, • EURES staff in VLC, along with a recommendation as to the scope of duties, • information and promotion activities, • planning and reporting, • monitoring of activities.

Indicator	Estimated target	Actual target	Explanation
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not applicable	-	-	Planned actions were implemented, except the definition of the recommendations on the scope responsibility of EURES staff in VLC. This action requires the development of such recommendations for all EURES members in Poland, not only for VLC. This is a difficult task as the new EURES Regulation does not apply to EURES staff except for the term "EURES case handler". The EC has not given any indications concerning the role of the EURES Adviser, the required competences and skills needed to perform the tasks of the EURES Adviser. In the new EU training rules organized by the European Commission in 2017, there is also not indications as to the type of EURES staff. The EC leaves this area to the decision of the Member States.
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2 ACTIVITY (D.III.2.2) Supervision of the resources of VLC's IT systems in the field of job placement within the EURES network.

Indicator	Estimated target	Actual target	Explanation
not applicable	-	-	Monitoring of the correctness of domestic and foreign VLC job offers was led. The job offers are published on the CBOP. The MFLSP requested the headquarters of VLC to remove the irregularities. They were improved.

3 ACTIVITY (D.III.2.3) Training for VLC staff (in accordance with the point no. D.I.1.6.1).

Indicator	Estimated target	Actual target	Explanation
not applicable	-	-	