

# theLisbonCouncil

making Europe fit for the future

**The 2011**

**Skills and Human Capital Summit**

**Getting Europe Back to Work**

Résidence Palace, Brussels  
Thursday, 15 September 2011

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# Fueling Growth and Competitiveness in Poland

Through employment, **skills** and innovation

*World Bank Europe 2020 Team*

**Lisbon Council Skills and Human Capital Summit**  
**15 September 2011**

# Point of Departure

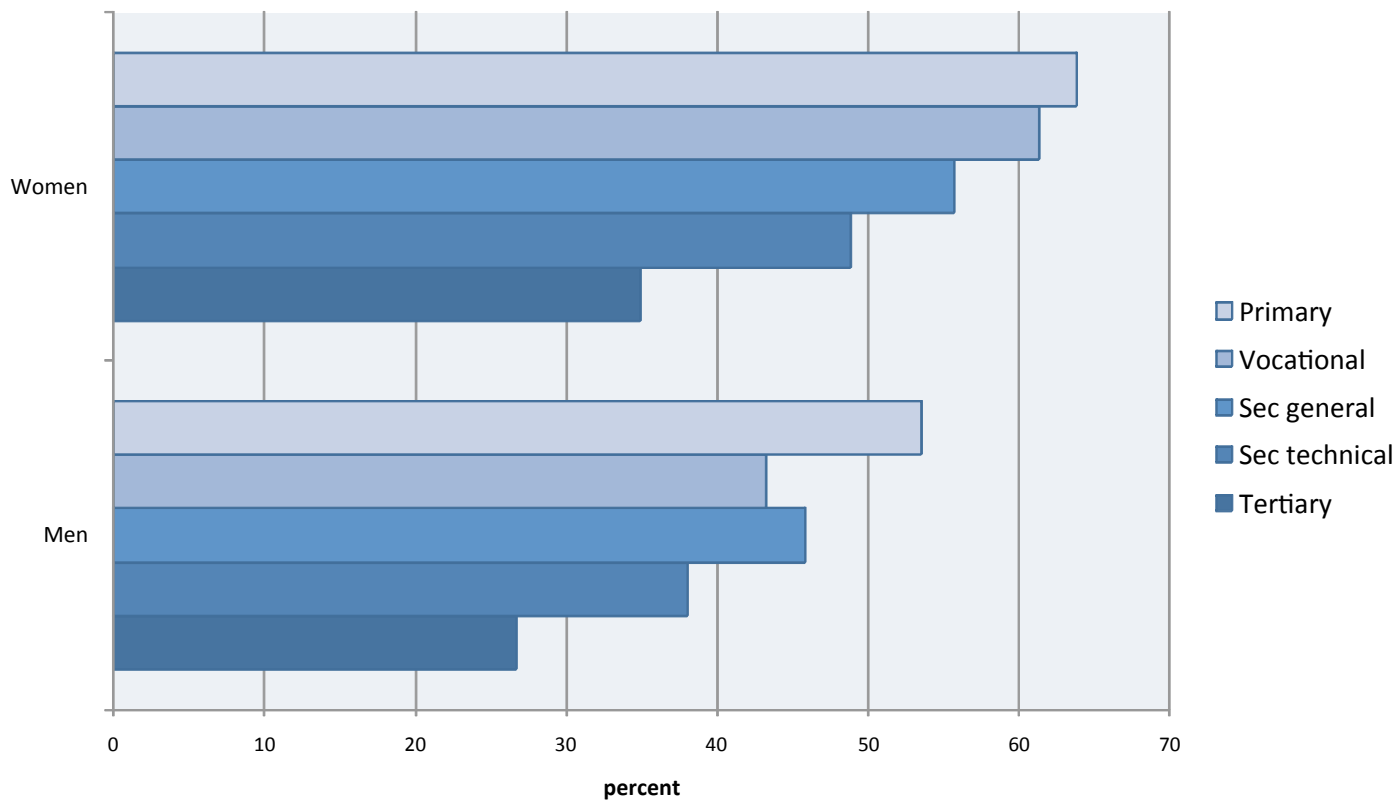
- Post-crisis economic growth in the EU-10 is likely to be lower than before the crisis
- Structural reforms could accelerate growth
- Reforms to focus on:
  - Raising employment (65% → 75%)
  - Improving skills
  - Enhancing technology absorption and innovation

# Increasing Labor's Contribution to Growth

1. Encouraging higher labor force **participation**
  - Population aging – shrinking labor force
  - Large unutilized pool of labor
  - Low labor force participation of older persons, especially women
  - Need to reform further social security system (early retirement, pensions, etc.) and reconsider retirement age
  - Flexible forms of employment and lifelong learning
2. Enhancing labor **productivity** – by addressing the skills gap

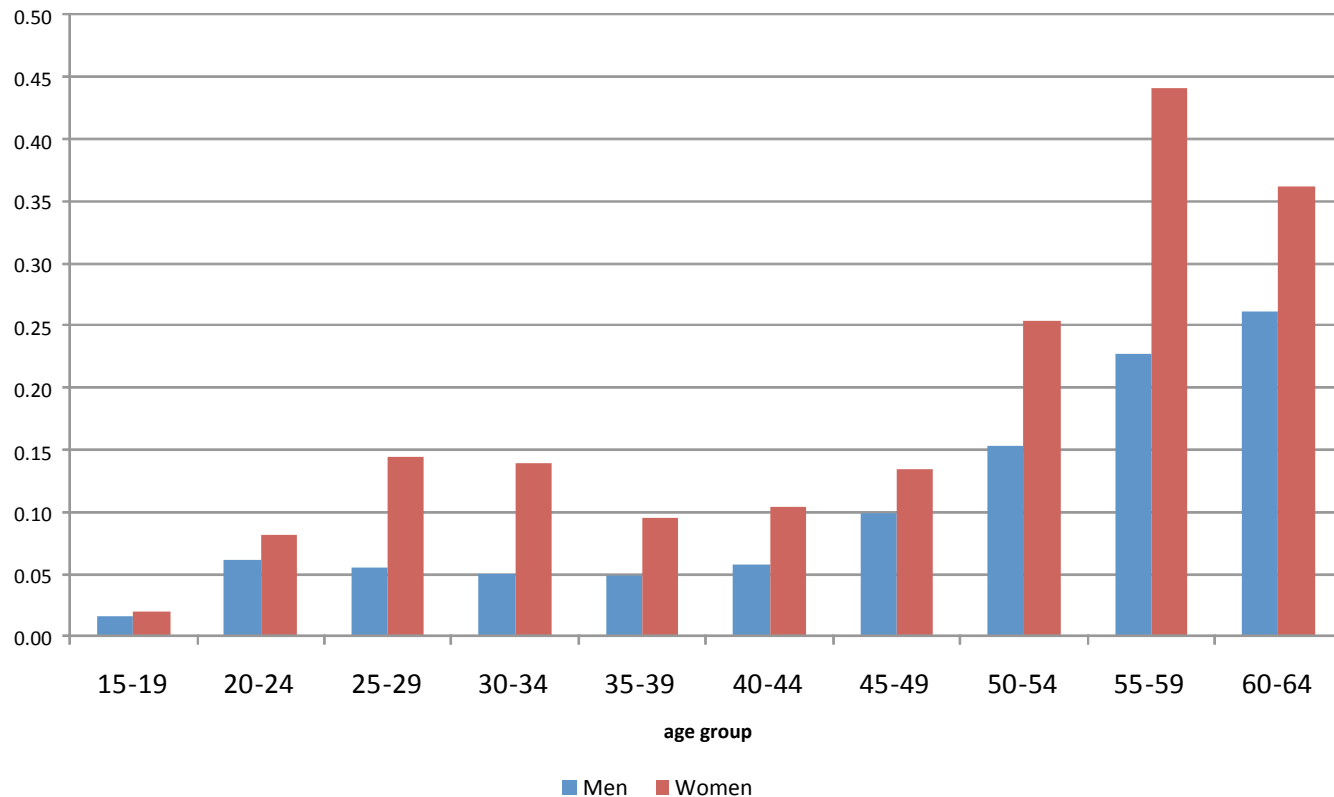
# Inactivity is associated with low skills

**Incidence of inactivity by education**  
**Persons in pre-retirement age**



# Critical for raising employment: Activating older workers, especially women

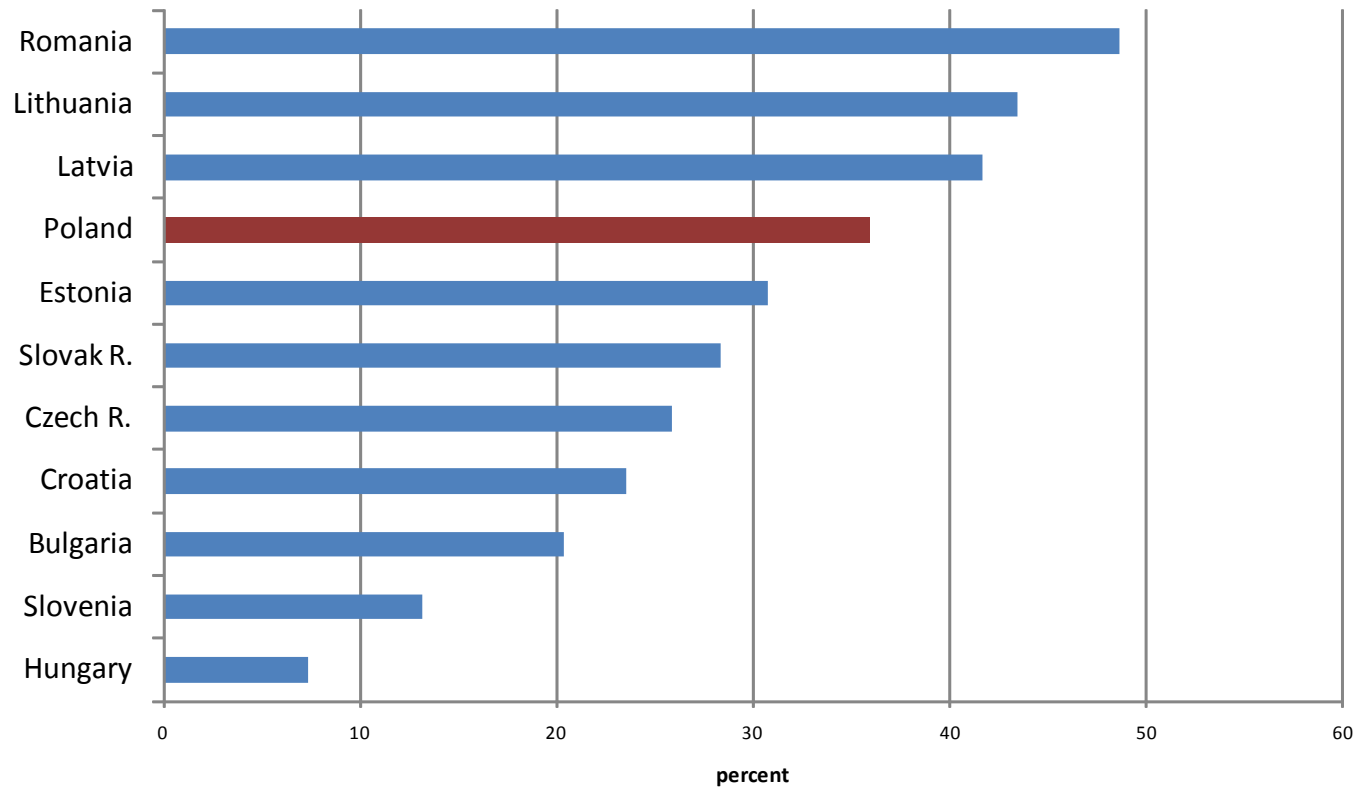
Effect of the 10% fall in inactivity by age and gender  
on the aggregate employment rate



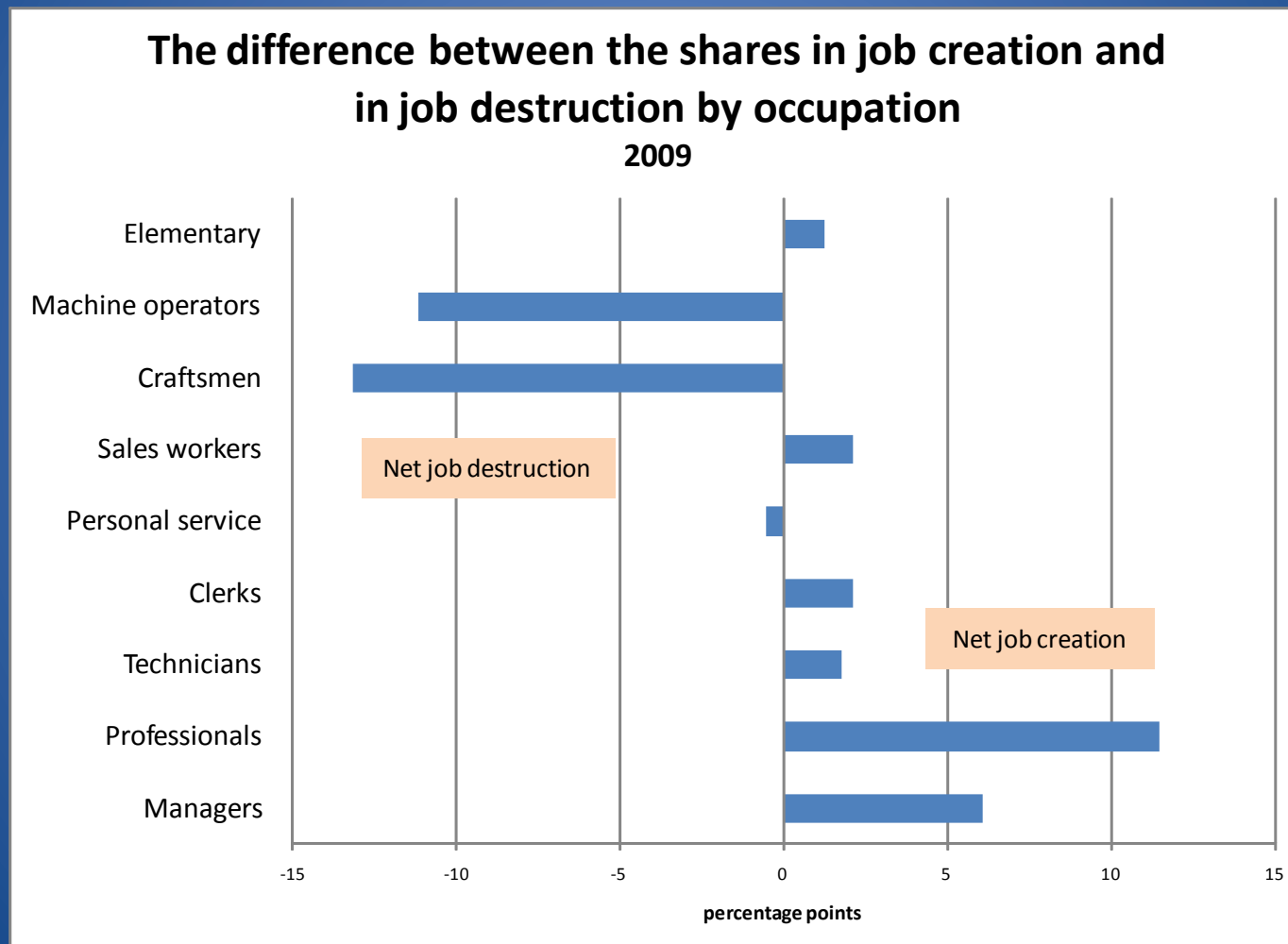
# Skill shortages are a major obstacle ...especially for innovative firms

## Workforce education as major or severe obstacle to firm operation

Percentage of firms reporting (2008)

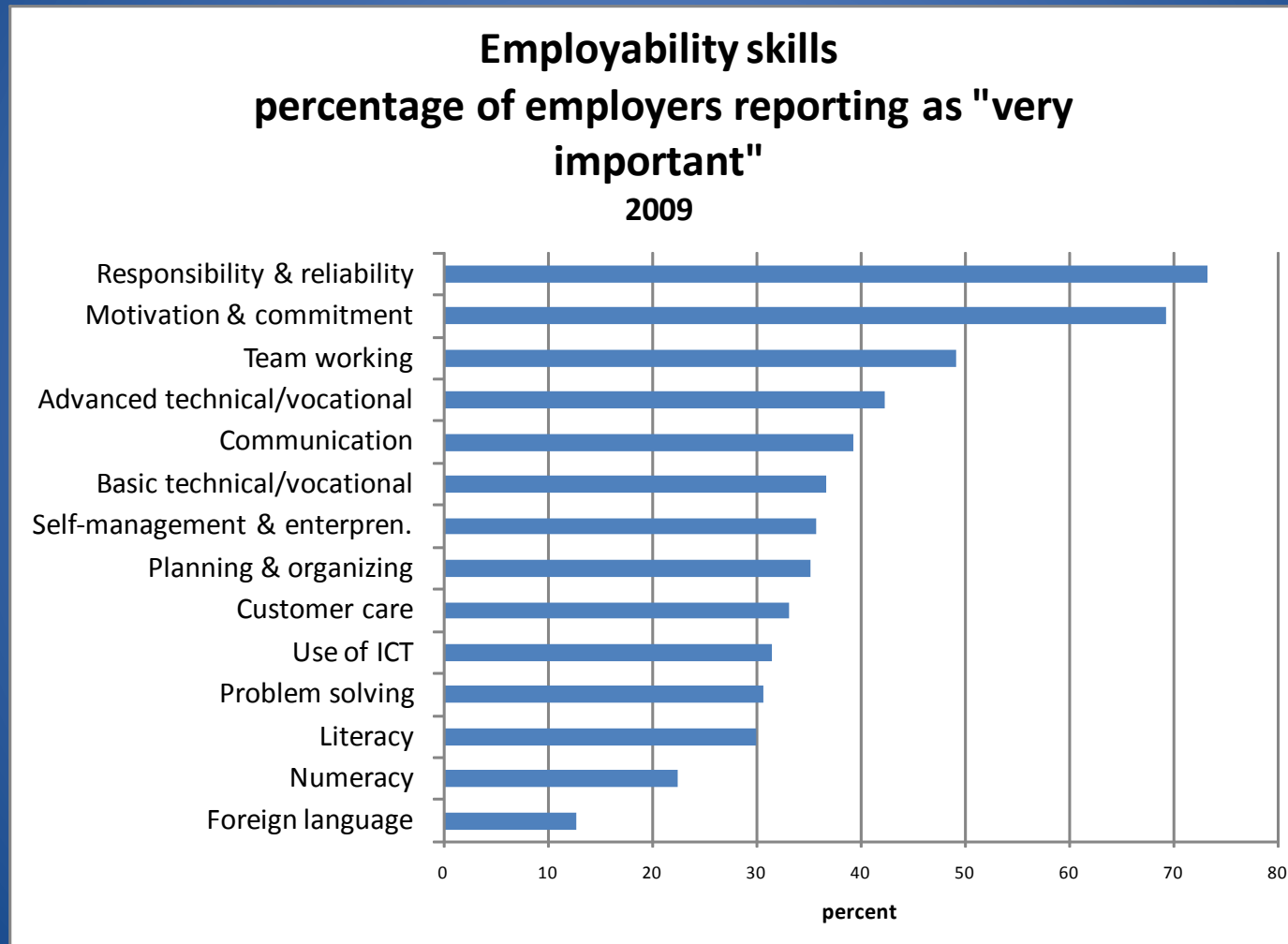


# New jobs vs. jobs that were destroyed





# Importance of generic skills and 'attitudes' ...lacking by young job applicants

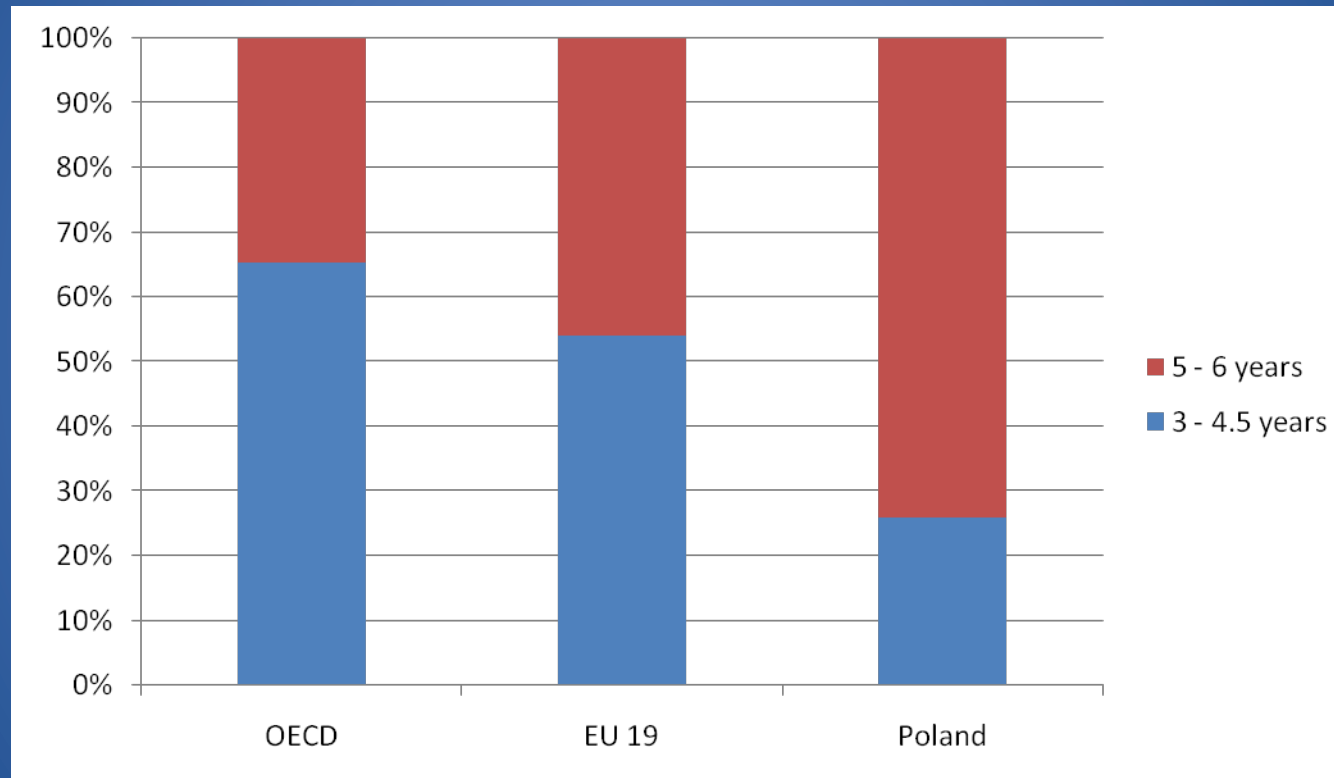


# Poland has made remarkable advances through recent education reforms

- Successful reforms
  - Reform of *general education* (including focus on learning outcomes)
  - Expansion of *tertiary education* and recent HE reforms
- Unfinished reform agenda
  - *Lifelong learning* – though Human Capital Development Strategy is under way and work on NQF is progressing
  - Expansion of *early childhood development* with a view to quality and equity of education

# Issue of 'long' tertiary education ... and little participation in lifelong learning activities

Percentage of (first time) graduates by duration of program



**Poland: 17%** plan to seek work after graduation (lowest in Europe with Romania Slovakia)  
As compared to **65%** for Norway, Sweden and Finland – countries with strong lifelong learning systems

# Addressing the Skills Gap

- Educational system **responsive** to the changing labor market needs
  - *Employers to be involved, but not drive the agenda*
  - *More emphasis on development of generic skills*
- Focus on **lifelong learning**
  - *Role of Early Childhood Development and Bachelor*
- Labor market **information** for different occupations and more transparency
  - *But not manpower planning*
  - *Tracer studies*

# Thank you!

