



**INCREASING  
THE EMPLOYABILITY OF  
PEOPLE WITH INTEGRATION  
DIFFICULTIES**

# Kaleidoscope of work

Information review: October 2015

## POLAND

The practice 'Kaleidoscope of work' was developed to increase the employability of people with integration difficulties (long-term unemployed, young jobseekers without work experience, women) in the region of Nysa (south-western Poland).

The rationale behind the practice was to develop a truly 'hands-on' approach to active labour market policies: in addition to counselling and training activities, participants were 'hired' in work-based apprenticeships, the main goal of which was the construction of social housing that could benefit participants.

As the anticipated outcome was to enhance the employability of participants, final employment was not a goal. However, it was found that 65% of beneficiaries found a job after completion of the project.

Name of the PES

Powiatowy Urząd Pracy w Nysie  
PES Office of Nysa

When was the practice implemented?

2008 – 2013

Which organisation was involved in its implementation?

The city councils of the communities of Paczkow and Otmuchow took part in two of the ventures linked to professional training in construction. Partners arranged construction sites and supplied building materials.

Which social groups were targeted by the practice?

- Jobseekers:
- ▶ People suffering from physical disability or illness
  - ▶ Disabled (physical)/ Disabled (mental/ psychological)
  - ▶ Older (aged 50+)
  - ▶ Young (under 25 years of age)
- Other:
- ▶ Long-term unemployed women who had left the labour market after childbirth
  - ▶ Unemployed individuals without formal qualifications
  - ▶ Unemployed single parents

What were the practice's main objectives?

- ▶ Eliminating barriers to employment
- ▶ Increasing the qualifications and skills of project participants
- ▶ Matching their skills, experience and competence with the recruitment needs of local entrepreneurs
- ▶ Professional training in construction (building social housing)

What activities were carried out?

- Six activities were covered by the project:
- ▶ Apprenticeships (414 individuals), designed for recent graduates without practical labour market experience
  - ▶ Vocational education and training (164 individuals): the target was long-term unemployed workers aged over 50 who needed an update of their skills or retraining
  - ▶ In-work training (652 individuals): of these, 176 played a direct part in construction of the houses, particularly social housing
  - ▶ Job clubs (20 individuals)
  - ▶ Assistance for moving into self-employment (147 individuals)
  - ▶ Subsidies for self-employment (34 individuals).

<p>What resources and other relevant organisational aspects were involved?</p>	<p>The practice was coordinated by the local labour office. The team was composed of a specialist in the labour market and six employees, each of whom was responsible for the daily management of one of the six activities.</p> <p>The team was supported by a work adviser, a personal consultant and an accountant (located in the office's financial unit). Each activity was separately managed and monitored. The team monitored drop-out rates; vocational training conditions and their effectiveness; progress made on the social housing involved in the 'Kaleidoscope of work' practice; and compliance with the guidelines issued by the implementing body.</p>
<p>Source(s) of funding</p>	<p>National budget (tax revenue) European Social Fund</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p><b>People reached:</b> From the start of the practice in 2008 until 2010, the practice covered nearly 1 400 individuals.</p> <p><b>Products:</b></p> <ul style="list-style-type: none"> <li>▶ Training modules: combined initial classroom and work-based training. These modules led to the adoption of new training policy approaches in the local labour office. According to the new approach, specific training is provided at an employer's request for those beneficiaries of the practice that the employer intended to employ.</li> <li>▶ Social flats built by project participants (12 blocks had been built, and 12 more were under construction at the time of the evaluation).</li> </ul>
<p>What outcomes have been identified?</p>	<p>The anticipated outcome of the practice was to support and develop the employability of the beneficiaries. Final employment was not a goal of this practice; however, it did reach 65%.</p> <p>During the first two years of the practice, 1 397 individuals took part and the dropout rate was 5%:</p> <ul style="list-style-type: none"> <li>▶ 46% took part in professional training, mostly in-work training (652 certificates issued)</li> <li>▶ 30% completed an apprenticeship (414 certificates issued; 10% were employed as a result of the apprenticeship)</li> <li>▶ 12% completed professional preparatory courses (164 certificates issued)</li> <li>▶ 34 individuals set up their own businesses (their survival rate was 100% after the first 12 months).</li> </ul>
<p>What are the lessons learnt and success factors?</p>	<p>The interim project evaluation was conducted in 2010 by the independent evaluation company Audiores. It was carried out using CATI (computer assisted telephone interviews) for quantitative data and IDI (in-depth interviews) for qualitative data. The sample included 430 beneficiaries for CATI (of whom, 89 fully completed the interview).</p> <p>The main results of the evaluation carried out in 2010 are:</p> <ul style="list-style-type: none"> <li>▶ On-site, individual, tailor-made training was perceived by participants to be the most useful instrument of the practice;</li> <li>▶ Six months after completion of the programme, 50.5% of the selected participants were in employment; 26% were unemployed; and 8% were in further education and traineeships;</li> <li>▶ Some 91% of participants were satisfied with the project, especially with the content of the training and the contacts with the labour office employees who were responsible for the project.</li> </ul> <p>The evaluation study revealed the administrative challenges facing the project, which could sometimes hinder its smooth running. These are mostly related to changing guidelines from the implementing body.</p>
<p>More information on the practice</p>	<p><a href="http://ec.europa.eu/employment_social/empl_portal/weesp/PL-1.pdf">http://ec.europa.eu/employment_social/empl_portal/weesp/PL-1.pdf</a></p>



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