

Medical Vocational Study (Medyczne Studium Zawodowe) in Chełm - Changes in the labour market as a driver for innovation and development of the entity's employees

What does this case study demonstrate?

Evolution of the labour market and changes in legal regulations influence the broadening of employee's qualifications and their innovative approach in the search for possibilities for development of the institution. The situation of the entity became serious, as changes in curricula and education and practices of medical support employees threatened to close the unit. A high level of unemployment in the region and changes in the laws concerning professional and higher education, especially the new emergency rescue law, have resulted in a need for bringing about changes in the entity. New educational lines are being created for vocational training and the school's infrastructure base is developed. The entity management attributes great importance to the continuous development of its employee's competences and undertakes actions aimed at the maintenance of the existing number of workplaces. The employees, supported by the management, initiate actions supporting the use of their skills and competences in non-schooling institutions. The management appreciates and supports entrepreneurship on the part of its employees.

Workplace innovation elements:

Involvement of the employees, open approach of the management, improvement of the working conditions, dialogue and communication, learning and thinking, pro-social initiatives, improvement of the image of the institution, partnership, shared responsibility.

Context

The Medical Vocational Study in Chełm was founded in 1947. Currently, the entity educates about 140 people, within 8 professional profiles. The public institution is organisationally subject to the Marshall of the Lublin Voivodeship, reporting to the Lublin Department of Education (Kuratorium Oświaty) in educational matters.

This secondary school with medical profile, located in a region with a high unemployment level, is an important centre giving the local community the opportunity of learning and adapting their qualifications to the difficult labour market. The management and the teachers have a sense of participation in the changes taking place in the local environment. A strong sense of community is visible in their activities. The teachers are involved in the functioning of the school, also taking initiatives for the development of the community. Individuals engage in actions aimed at preventing social exclusion due to unemployment and disability. With little success they apply for external funding from European Structural Funds to create activities for disabled unemployed people. What is also noticeable is the commitment of the school staff in the search for opportunities for the development of the entity, its infrastructure, and the increase in the employees' competence. The teachers and the management have a sense of mission: educating the students.

Search for external sources of financing and development of the entity

The Medical Study gets involved in undertakings aimed at the support of infrastructural development and professional competence of its staff. One of such actions is the implementation of projects co-financed by the European Social Fund. One of the implemented projects was concerning the creation of two author innovative programmes of vocational education - dental technician and daily guardian for people with disabilities. On the initiative of the management, the employees are implementing several projects broadening the range of professional training, courses and profiles, in order to help young people in the region adapt and find employment on the local labour market. In particular, the study has launched a new professional profile: dental technician, as well as additional, complementary professional courses, in the framework of the project "Professional Future of the Lublin region". The school also implements projects connected with modernisation of libraries and computer laboratories; it also provides the infrastructure with professional examination posts. Since September 2014, the Medical Vocational Study in Chełm has also been offering education in the form of qualifying professional courses.

The broadening of the entity's educational range is connected with the increase of the teacher's skills and competences. The management makes it possible for its employees to participate in various kinds of courses, studies and postgraduate studies aimed at furthering their education. Changes in the legislation concerning vocational education forced the management to close some training lines (e.g., medical rescuer). That is why the management invests in its employees so that they can get retrained and gain competences necessary for teaching in the professional lines recently created. The entity adapts to the changes in legislation and to the labour market demand for new professional specialities e.g. assistant to disabled person or healthcare manager. The employees search for and undertake further initiatives in the scope of implementation of projects co-financed from external sources.

Chełm Medical Association "Health and Education"

In connection with the organisational changes highlighting the importance of practices in the education process – e.g. appointing new manager of practical training. Resulting from closing and opening new vocational training lines, some of the employees can no longer work there full-time. There is concern about the present situation of the employees but also focuses on their career paths development. School works more like local society than a commercial company. Individuals support one another. The Director would like to assure workers, that their competencies and experience will be up-to-date and of value for the market. In 2007, the management and the teachers created the Chełm Medical Association "Health and Education". Thanks to this initiative, the teachers have an opportunity to find an additional place of employment where they can make use of their competences and qualifications. The primary aim of the Association establishment was to enable teachers and specialists to take advantage of their knowledge and develop potential and their experience. Within the vocational education their experience was not required by the programme but could be developed in the form of external courses. The Association conducts group and individual courses in medical emergency rescuing and related areas. The Study collaborates closely with the Association. The employees have a place of employment, and the school is not afraid of losing its pedagogical staff. The specialists give lectures in the framework of the vocational lines in the Study, earning additional remuneration by conducting training and courses in the medical association.

Who benefits?

- The employees are satisfied with their work and with the employer; they appreciate the opportunity to develop: "We like our work"; "We have possibilities of development..." "... There is more to this, (the employer) searches for (a place of work), because the situation was that the teachers could not work out the minimum number of hours in the study, in connection with the new programme base, so it happened that part of the teachers lacked hours for full-time employment and the management found a complementary workplace for them..."

- Positive image of a college developing new educational lines in accordance with labour market needs.
- The local community can gain new competences.

Prognosis

Thanks to a caring management who make it possible for employees to gain competence outside of the medical study, the school is able to constantly develop and become the most important centre of education and development of the local community. Thanks to the creation of new vocational training lines, tailored to the labour market needs, the entity develops and is competitive in comparison with other similar centres in the region which gives them a chance of getting a stable position on market.