


	<p><b><u>Gdansk Case Study</u> – draft on education and employment</b></p>	
<p><b>The Complex of Communication Schools in Gdańsk</b></p>		
		
		<p>June 2009</p>

**A) Name of the case study**

The Complex of Communication Schools in Gdańsk – secondary technical schools  
(Zespół Szkół Łączności im. Obrońców Poczty Polskiej)

<http://www.zsl.gda.pl/>

**B) Lead and supporting actors involved**

- private enterprises from telecommunication sector (Satel, Simex, Sprint, Simens, Slican, DGT, others)
- research units: Gdansk University of Technology, Gdynia Maritime University
- Foundation for Development of the Complex of Communication Schools in Gdansk

**C) The problem which was addressed**

- Lack of direct links between education and business sector as a potential youth future employment.
- Maladjustment of education programme and practical classes to the modern technology and potential employers expectations.
- Need of practical preparation for work right after school.
- Lack of information about possibilities for employment.

**D) The development process (were young people/business society involved?)**

The Communication Schools are present on education market already since 1951 and from very beginning aimed to prepare students for particular set of jobs. Since the transition processes after 1989 has caused a privatisation of the majority of the companies owned by the state a big gap between vocational school system and the needs of a new labour market has been formed. As a response to this problem since the year 2000 / 2001 school managers have started to adjust education programmes to the future employers expectations. For last 8 years direct contacts with local, regional, national and recently even international companies have been established. The former students of the school are a strong factor facilitating the process of establishing cooperation between business and school. This strong devotion feeling is also the fundament of cooperation in the case of contacts with the universities and reason of establishing the Foundation for Development ...

**E) The approach in practice – how does it work?**

The whole cooperation system is working on the basis of training activities. Students are practicing on the real modern machines lent by cooperating companies. The same companies are also giving a trainings for school teachers, organizing knowledge and skills competition for students and finally offer a part time paid job during education process.

Students of the second grade start practical classes on lent modern machines in a school building. Teachers are already trained by experienced workers form the company.

The third grade is already a chance for students to improve their skills on the work site – companies' buildings – workshops. During school holiday they are offered a paid part time job.

Finally the forth grade students have to declare their specialisation – profession (IT specialist, electronics engineer, telecommunication expert, teleIT specialist) and in the same time they choose a company which provides the additional obligatory training at the work site in the company.

- Companies land machines for school practical classes
- Companies give facilities for practical classes and organizing study trips
- Companies carry out training of practical knowledge for teachers working at the school
- Companies offer jobs after education

- School looks for a new companies to cooperate with
- School organizes classes with Technical University and Maritime University
- School in cooperation with Economic School in Zielona Góra organized simulation company I-EM (Gdansk students carry out IT company and Zielona Góra students have simulation Tax Office and bank)
- School organizes international cooperation with similar school in France – exchange and skills presentation
- Together with local NGO – Association MODeM – rules European Social Fund project (multimedia technology – as a preparation for opening in a new year class and profession: audiovisual technician).
- School has established Foundation to achieve more possibilities to support their cooperation and especially to support equipment provision (here with sponsors, like for example Polish Post Office)



*Simulation company managing by students.*

**F) What are the distinctive features?**

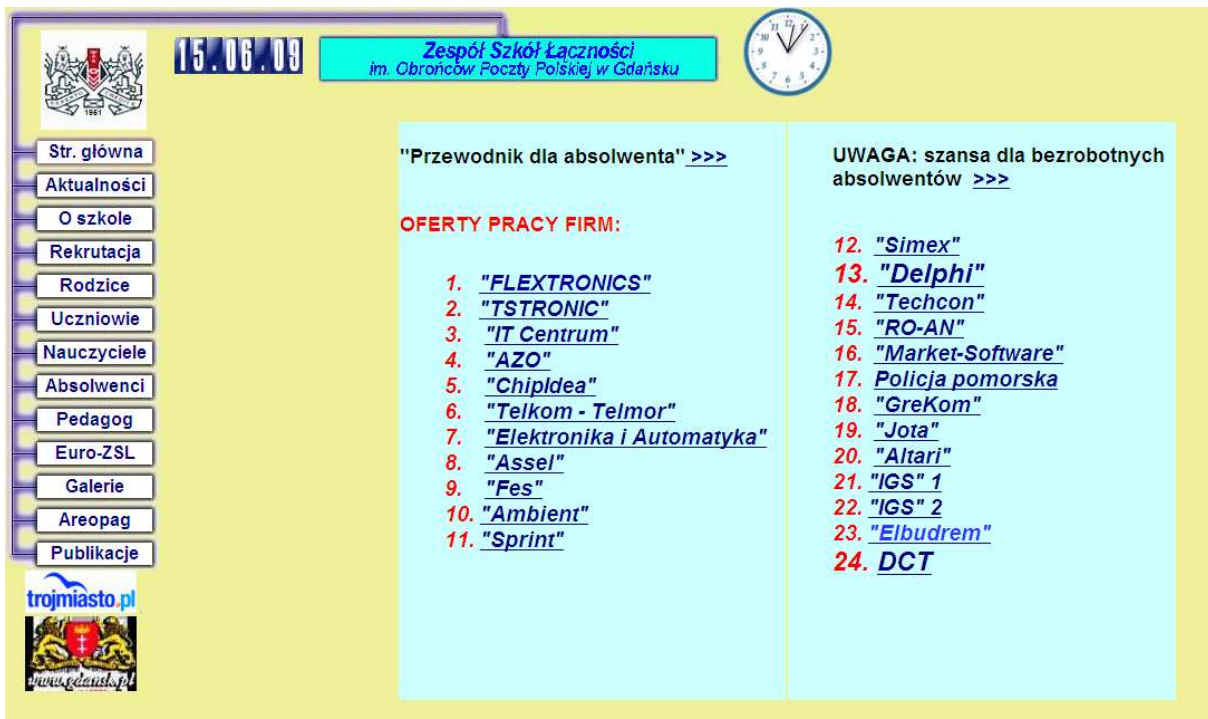
- Practical approach.
- Open on innovation.
- Teachers with practical experiences and scientific knowledge.
- Cooperation with large set of organization form different sectors: business, science, NGO, international education.

**G) What are the most innovative elements?**

- Very close connection between school, business and universities – still unique in Polish conditions.
- Very practical approach.
- Innovation solutions in telecommunication are produced together with all partners in cooperation (here students competition for skills and projects).

## H) What has it achieved (however defined)?

- Students have practical preparation, skills and knowledge for future employment.
- Students have job possibilities.
- School has modern and first quality equipment for trainings.
- Companies have: prepared for particular position and machine employer, already built relationship between company – brand and future workers in this economy sector, cheap workers - students for not sophisticated work.



The screenshot shows the website of the 'Zespół Szkół Łączności im. Obrońców Poczty Polskiej w Gdańsku'. The page features a navigation menu on the left with links to 'Str. główna', 'Aktualności', 'O szkole', 'Rekrutacja', 'Rodzice', 'Uczniowie', 'Nauczyciele', 'Absolwenci', 'Pedagog', 'Euro-ZSL', 'Galerie', 'Areopag', and 'Publikacje'. The main content area is titled 'Przewodnik dla absolwenta' and lists 24 job offers from various companies. A warning message 'UWAGA: szansa dla bezrobotnych absolwentów' is also present.

**"Przewodnik dla absolwenta" >>>**

**OFERTY PRACY FIRM:**

1. **"FLEXTRONICS"**
2. **"TSTRONIC"**
3. **"IT Centrum"**
4. **"AZO"**
5. **"Chipidea"**
6. **"Telkom - Teimor"**
7. **"Elektronika i Automatyka"**
8. **"Assel"**
9. **"Fes"**
10. **"Ambient"**
11. **"Sprint"**
12. **"Simex"**
13. **"Delphi"**
14. **"Techcon"**
15. **"RO-AN"**
16. **"Market-Software"**
17. **"Policja pomorska"**
18. **"GreKom"**
19. **"Jota"**
20. **"Altari"**
21. **"IGS" 1**
22. **"IGS" 2**
23. **"Elbudrem"**
24. **DCT**

**UWAGA: szansa dla bezrobotnych absolwentów >>>**

*Job offers at school's web page.*

## I) Key lessons for the various actors

- It is possible to match business with education, to find common aims and profits for both sides.
- It is possible to connect education with science institution.
- It's also possible to enrich education at school with innovative forms like the international cooperation, projects with cooperation with NGOs.
- School can play not only educational role (practical training at the job site, employment agency, a forum for an intellectual debate "Areopag of Youth").

**J) Development potential including transferability of the approach**

- School managers are still into looking for a new companies to cooperate.
- Potential still exists in international cooperation and cooperation with other schools in project of simulation – company game.

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