

CENTRE FOR VOCATIONAL EDUCATION RESEARCH AND INNOVATION MANAGEMENT

The Centre for Vocational Education and Innovation Management is a specialised unit focused on designing and implementing systems, models and tools that support the development of workforce competencies for the economy and the integration of education and lifelong learning with the needs of enterprises, industry and the labour market. The Centre addresses research and implementation challenges in the fields of management and quality sciences, economics (including behavioural economics in organisations), the development of human and intellectual capital in enterprises, competency analysis and public policy, as well as disciplines examining human functioning in the work environment – with particular emphasis on the conditions and requirements of the digital and green transitions.

The Centre's mission is to deliver practical, evidence-based and scalable methodological, programme-related and organisational solutions, as well as expert services for stakeholders of the innovation ecosystem: enterprises, public institutions, industry organisations, schools and universities. In practice, this involves developing and testing tools that support business model development and the management of competencies, innovation and organisational change, including the use of artificial intelligence and immersive technologies (XR/VR/AR) in learning, training and professional upskilling. The Centre also implements initiatives that enhance the attractiveness of technical and vocational education and develops solutions that foster entrepreneurship and the growth of innovative companies, including through participation in incubation initiatives and startup development programmes in smart specialisation areas.

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CENTRE FOR
VOCATIONAL
EDUCATION RESEARCH
AND INNOVATION
MANAGEMENT

Research Group for
Innovativeness and
Entrepreneurship





PRODUCTS

- workforce development programmes using modern methods (digital, blended, experiential)
- development scenarios and competency-based simulations
- skills and transformation readiness audits (Digital/Green/AI)
- competency maps and role profiles (sectors/enterprises)
- expert studies / reports / guidelines
- qualification standards and validation (Integrated Qualifications System – ZSK; micro-credentials)
- research and diagnostic tools

In line with the principle of science's social responsibility, the Centre promotes research and innovation by fostering dialogue and engaging a broad range of stakeholders in scientific and R&D activities. These activities are carried out within national programmes (e.g., KPO, FERS) and international programmes (e.g., Erasmus+, INTERREG, LIFE, Horizon Europe), in cooperation with recognised research institutions in Poland and abroad, industrial partners (e.g., KGHM, JSW, FANUC, DMG MORI), employers' and employees' organisations across various sectors, central and local government bodies, and non-governmental organisations. We collaborate with leading European academic and research institutions, including Coventry University, Universidad Politécnica de Cartagena, University "Dunărea de Jos" of Galați, Karlsruher Institut für Technologie, Wittenborg University of Applied Sciences, Universität Paderborn, University of Malta, Formation et Sensibilisation de Luxembourg, Tech-Park Kaunas, and the University of Applied Sciences and Arts of Southern Switzerland (SUPSI), as well as with Polish partners such as Białystok University of Technology, Warsaw University of Technology, and the Warsaw University of Life Sciences (SGGW). Our network also includes other scientific institutions and industry partners in Poland and internationally, such as the Radom Chamber of Industry and Commerce and the Institute of Entrepreneurship Development.

The Centre serves as the editorial office of the biannual scientific journal „Journal of Continuing Education” (indexed and awarded points in the Polish Ministry of Science and Higher Education—MNiSW—journal list): <https://jce.itee.lukasiewicz.gov.pl/>.

MAIN AREAS OF THE CENTRE'S ACTIVITIES

- Research and development of entrepreneurial and managerial competencies in behavioural economics, business models, innovation, and change management, including in the context of the green and digital transition of enterprises and ESG requirements.
- Diagnosis and analysis of skills gaps in the innovative economy's workforce, particularly in Industry 4.0/5.0 technologies, AI, cybersecurity, data analytics, automation, and “green” skills.
- Research on workforce competences and labour market needs, including sectoral analyses and foresight; identifying and forecasting new occupational roles, qualifications, and skills; and designing/updating competency descriptions and occupational profiles used in education, training, and public policies.
- Methodological and substantive support for teachers, VET/lifelong learning trainers, as well as HR experts and competency development advisers – covering the design of training materials and programmes and the development of learning technologies (including digital pedagogy, e-learning, AI, and XR/VR/AR solutions) for formal and non-formal education.
- Standardisation of competencies and qualifications (models for learning outcomes descriptions, competency frameworks, validation methods, and quality assurance) for organisations, industries, and qualification systems.
- Initiation and development of research collaboration networks (national and European) and skills partnerships/alliances aimed at aligning competency development with labour market needs and high-innovation-potential sectors (including engagement in Sectoral Skills Councils and initiatives such as the Pact for Skills).
- Development of the Integrated Qualifications System (ZSK) – including acting as an external quality assurance body for institutions certifying market (non-regulated) qualifications, participation in public consultations, and support for incorporating new qualifications into the system.
- Fostering innovation and entrepreneurship by creating conditions for the establishment and growth of innovative ventures, including participation in startup incubation and acceleration programmes and the development of tools that support commercialisation and scaling of solutions.



CENTRE'S OFFER

- ▶ Conducting diagnoses, forecasts, and expert studies on job role and position requirements and on workforce competency development, with a particular emphasis on the digital and green transition (ESG) and the implementation of AI.
- ▶ Developing competency maps, role profiles/standardised job profiles, and identifying skills gaps in enterprises and innovative sectors of the economy.
- ▶ Designing and updating descriptions of occupational roles and competencies present in the labour market (including sectoral approaches) as a basis for workforce development and qualification programmes.
- ▶ Developing sectoral qualifications frameworks and competency standards that support workforce development and labour market mobility.
- ▶ Designing and delivering workforce development programmes using modern methods (digital, blended, experiential) for teaching staff, trainers, HR experts, and organisational leaders and managers.
- ▶ Creating development scenarios and competency-based simulations (including immersive and multimedia solutions) as well as educational packages supporting workplace learning.
- ▶ Organising and coordinating internships, placements, and mobility schemes (national and international) aimed at competency development and the transfer of good practices between education and the economy.
- ▶ Delivering quality assessment and certification services for competency development programmes (including environmental accreditation) within networks and sectoral agreements, using quality criteria and outcome metrics (KPIs).



SCIENTIFIC JOURNAL JOURNAL OF CONTINUING EDUCATION (JCE)

A scientific journal published in English, online, and open-access. It constitutes a continuation of the journal “Edukacja Ustawiczna Dorosłych. Journal of Continuing Education”, issued from 1993.

The mission of JCE is to present current and significant issues in the area of continuing education, management and entrepreneurship, focusing on learning, competency development and human functioning in work environment. The journal publishes scientific, theoretical and practical articles pertaining to, inter alia, lifelong learning, adult education, vocational education, management sciences and preparation of staff for the labour market.

The journal is addressed to researchers, academic teachers, lecturers, school teachers, trainers, career counsellors, HR representatives, public employment services and organisers of formal and informal education.

According to the list of scientific journals announcement of the Minister of Education and Science of 5 January 2024, *Edukacja Ustawiczna Dorosłych. Journal of Continuing Education* has been awarded 40 points. All articles are peer-reviewed and published in open access under the Creative Commons CC BY 4.0 license.

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