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Ladies and Gentlemen,

when I received a symbolic cheque for more than EUR 3.5 million in 2021 under the programme ,Local Development' - support for cities from the Norwegian Funds, I knew that this project would open up new horizons for our city and its residents. Based on strengthening our city's competitiveness against other regions, the project is a step forward in the city's journey towards a prosperous future.

As part of the task, both investment and social projects awaited us, which, as it turned out, were the most challenging for the teams involved in the project. One of the pillars of our project was the support of young people. They are the future of our city, so it is crucial that we enable them to develop, open doors to new perspectives and provide them with the necessary tools to succeed.

I think we have succeeded in reaching out to those who need support and inspiration in achieving their dreams and life goals.


PREZYDENT ZAWIERCIA

“The Zawiercie Local Development Plan 2021-2030 is a key component of Zawiercie’s economic growth and improving competitiveness against other cities. It aims to modernise the road infrastructure to the economic activity zone, as well as to improve the competence of local government employees. The actions taken also serve to solve problems of homelessness and violence and addiction among children and young people. The project will also contribute to the professional activation of the city’s young residents and their retention in the local labour market.

**PROJECT IMPLEMENTATION PERIOD:
01.03.2022 to 30.04.2024.**

**BENEFICIARY:
ZAWIERCIE MUNICIPALITY**

**REALISER:
Zawiercie Municipality
Municipal Social Assistance Centre in Zawiercie
Zawiercie Development Agency**

**PARTNERS:
Møre and Romsdal County Authority
Zawiercie County Authority**

**TOTAL VALUE:
EUR 3,521,346
(16 010 503.86 PLN), including:**

**CO-FINANCING:
from norwegian funds:
EUR 2,993,144.10
from the state budget:
EUR 528,201.90**



Chapter I

Project objectives



MINISTERSTWO
FUNDUSZY I POLITYKI
REGIONALNEJ

Wspólnie działamy na rzecz Europy zielonej, konkurencyjnej i sprzyjającej integracji społecznej
Projekt: Plan Rozwoju Lokalnego Zawiercia na lata 2021-2030

ENCOURAGING SOCIAL ACTIVITY



Through streetworking and other tasks of the project, the inhabitants of Zawiercie can develop their interests, look for an optimal career path and make contacts with other people. Streetworkers working with young people activate different

communities of minors and stimulate them to spend their free time actively, e.g. through team games.

Social activism also means taking part in various trainings, courses and workshops. Vocational guidance was provided by the Local Career Centre, which offered professional career counselling and allowed young people to consciously and independently plan their careers. As part of the project, training courses were also organised to equip young people with competences for navigating the labour market or the ability to present themselves appropriately at job interviews.



GROWTH ECONOMIC GROWTH AND IMPROVING COMPETITIVENESS IN COMPARISON TO OTHER CITIES

Thanks to the social and investment solutions implemented, Zawiercie has increased its attractiveness in comparison to other cities. The improvement in competitiveness is primarily linked to an increase in the quality of road infrastructure, which will contribute to Zawiercie's economic boom. The increase in competitiveness is also linked to an improvement in living standards through a training system aimed at teenage residents.

Improved competitiveness is directly linked to increased interest in the city from various social groups (such as investors, entrepreneurs or tourists), which will consequently contribute to its development and prosperity.



Wspólnie działamy na rzecz Europy zielonej, konkurencyjnej i sprzyjającej integracji społecznej
Projekt: Plan Rozwoju Lokalnego Zawiercia na lata 2021-2030



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WZROST GOSPODARCZY
I POPRAWA KONKURENCYJNOŚCI
NA TLE INNYCH MIAST

„Wspólnie działamy na rzecz Europy **zielonej**, **konkurencyjnej** i **sprzyjającej integracji społecznej**”.
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MINISTERSTWO
FUNDUSZY I POLITYKI
REGIONALNEJ

Wspólnie działamy na rzecz Europy zielonej, konkurencyjnej i sprzyjającej integracji społecznej
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ZATRZYMANIE MŁODYCH MIESZKAŃCÓW

„Wspólnie działamy na rzecz Europy zielonej, konkurencyjnej i sprzyjającej integracji społecznej”.
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IMPROVING ACCESSIBILITY TO HOUSING AND RETAINING YOUNG RESIDENTS

Young people very often leave the city in search of work or a better lifestyle. A positive image of the city undoubtedly influences the retention of young residents who are looking for an interesting place to live. Creating favourable conditions for entrepreneurs, who will attract investors and help create new jobs, will result in keeping the young generation in Zawiercie.

The creation of training and education programmes to help develop careers and acquire new skills was one of the key elements of the project. An investment in young people is an investment in the city and its development.



MINISTERSTWO
FUNDUSZY I POLITYKI
REGIONALNEJ

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EFEKTYWNE ZARZĄDZANIE STRATEGICZNE

„Wspólnie działamy na rzecz Europy zielonej, konkurencyjnej i sprzyjającej integracji społecznej”.
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EFFECTIVE STRATEGIC MANAGEMENT

Effective strategic management is the process of making decisions and taking action to achieve specific objectives for a local authority. As part of this process, objectives are defined, the environment is analysed, the strengths and weaknesses of the organisation are identified, and opportunities and threats related to the environment are identified. On this basis, a strategy is planned and actions are taken to achieve the set objectives. Effective strategic

management enables an organisation to use its resources effectively, make sound decisions and achieve success.

In pursuit of this objective, a number of training courses and workshops have been held to improve the soft skills and subject knowledge of local government employees. These activities increase the quality of services provided by the territorial self-government units and allow for effective use of human resources, exposing their potential and making the trained staff more efficient, reliable and professional.



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EFFECTIVE HUMAN RESOURCES MANAGEMENT POLICY IN LOCAL AUTHORITIES

As part of the 'Zawiercie Local Development Plan 2021-2030', employees of the Zawiercie City Hall and municipal units and companies took part in, among other things, a psychometric test of dominant talents and a training game on building a strong team. The test made it possible to assess the intensity of 34 traits (talents), five of which are the

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EFEKTYWNA POLITYKA
ZARZĄDZANIA ZASOBAMI
LUDZKIMI W JST

„Wspólnie działamy na rzecz Europy **zielonej**, **konkurencyjnej** i **sprzyjającej integracji społecznej**”.
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most dominant. The effective use of talents guarantees working at the most efficient level possible. In addition, TSU employees took part in training and workshops to improve soft skills and subject knowledge. The training system certainly influences a more effective human resources management policy.



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MONITORING I UDOSKONALENIE USŁUG
PUBLICZNYCH ŚWIADCZONYCH PRZEZ JST
JAKO ADEKWATNA ODPOWIEDŹ
NA POTRZEBY ICH ODBIORCÓW

„Wspólnie działamy na rzecz Europy zielonej, konkurencyjnej i sprzyjającej integracji społecznej”.
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MONITORING AND IMPROVE- MENT OF PUB- LIC SERVICES PROVIDED BY JSTS AS AN ADEQUATE RESPONSE TO THE NEEDS OF THEIR USERS

Monitoring and improvement of public services provided by local self-government units (JST) are important elements ensuring

adequate response to the needs of their recipients, i.e. inhabitants and local communities. Systematic monitoring of public services makes it possible to track the quality, efficiency and accessibility of services provided by TSU. This can be achieved through data collection, including surveys of local residents. Monitoring makes it possible to identify areas for improvement and to take appropriate action. Based on the results of monitoring, measures to improve public services can be implemented. In order to provide effective customer service to territorial self-government units, a series of trainings on substantive knowledge and soft competencies for the employees of territorial self-government units was implemented under the project.



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EFFECTIVE COOPERATION AND COMMUNI- CATION WITHIN THE WHOLE JST

Effective cooperation and communication are key components of the effective functioning of a local government unit. It is important that the territorial self-government unit maintains open communication both internally, between different organisational units, and externally, with the inhabitants and the local community. Availability of information, sharing of public documents and regular information about decisions and ac-

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EFEKTYWNA WSPÓŁPRACA
I KOMUNIKACJA
W RAMACH CAŁEJ JST

„Wspólnie działamy na rzecz Europy **zielonej**, **konkurencyjnej** i **sprzyjającej integracji społecznej**”.
Projekt: Plan Rozwoju Lokalnego Zawiercia na lata 2021-2030

activities of the territorial self-government contribute to increasing trust and public participation. Effective cooperation requires building positive relations between territorial self-government units' employees. Creating an atmosphere of trust, open communication, shared values and goals fosters cooperation and creative problem solving.

The project relies on teamwork and cooperation between project teams. As part of the training for TSU employees, many people could benefit from workshops on soft skills, including the importance of communication and its impact on achieving team and individual goals.



Współnie działamy na rzecz Europy celnej, konkurencyjnej i sprzyjającej integracji społecznej
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LONG-TERM EFFECTIVE FI- NANCIAL MAN- AGEMENT

Multi-annual effective financial management is crucial for local and regional government units (LGUs) to ensure financial stability and efficient use of public funds. Multi-year financial management starts with the development of a coherent and realistic multi-year budget plan. Planning over a longer period of time allows for a better assessment of financial needs, the development of strategic objectives and the identification of

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WIELOLETNIE EFEKTYWNE ZARZĄDZANIE FINANSOWE

„Wspólnie działamy na rzecz Europy celnej, konkurencyjnej i sprzyjającej integracji społecznej”
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priorities. Budget planning should take into account financial forecasts, income, expenditure, investments and financial commitments.

The project ‘Local Development Plan of Zawiercie for 2021-2030’ runs from March 2022 to April 2024. Multi-year financial management makes it possible to achieve growth and development and to adapt to changing market conditions and the environment. Thanks to the multi-annual perspective, the project has been able to be implemented on many levels, which will pay off with the continuation of the good practices developed in the next years of the local authorities involved.



Chapter II

Bilateral cooperation with the partner country in terms of exchanging experience and practical solutions

Good practice:**Bilateral cooperation with the partner country on the exchange of experience and practical solutions**

Responsible JST:

Zawiercie Development Agency

General description:

Bilateral cooperation, i.e. interaction between two countries, brings a number of benefits both for the parties involved and for wider society. The good practice applied in this case is a response to a narrow and one-sided perspective on many important social, technological or educational topics. The opportunity to see solutions implemented in a partner country influences economic growth and technological development (technology exchange), and contributes to building stronger ties between countries, resulting in a common approach to global challenges. It is also an exchange of experience and practical solutions on a cultural and educational level, as well as observing and learning from environmental problems (climate change, air and water pollution, consumerism in society).

Cooperation with Norwegian partners is primarily aimed at creating modern development solutions at the local level. Its main objective is to provide proven experience in creating spatial, environmental and social policies from Norwegian cities and to reduce economic and social disparities. Bilateral cooperation also serves to strengthen bilateral relations between donor and beneficiary states.

Important aspects of cooperation are also the exchange of good practice, information and experience in the area of organising cooperation between institutions, schools and employers, especially in the field of dual vocational education, and the creation of individual career paths for young people using the example of the Partner.

Cooperation with the Partner country in the exchange of experience and practical solutions includes study visits, a number of online meetings, exchange of materials and documents. It is worth mentioning that the project partner has the best programme in Europe in the area of setting up new companies and businesses. According to international surveys and rankings, Norway is one of the countries with the highest quality of life, so we see in this cooperation an opportunity to draw good solutions for our city in order to improve quality of life and strengthen the labour market.



PROJECT LAUNCH CONFERENCE

A visit by the Norwegian partner to Zawiercie took place in June 2022. The main purpose of the visit by guests from the Donor State was to sign a Partnership Agreement between the Zawiercie Municipality and Møre and Romsdal County Authority during the project launch conference, as well as to establish the scope of cooperation and prepare the schedule of study visits. Before the agreement was signed, meetings were held with groups involved in the project in the educational, entrepreneurial and social spheres. The aim of the visit was also to identify expectations from both sides and to get to know better the people who will be involved in the project. The result of the visit was the ceremonial signing of a partnership agreement by Mayor Łukasz Konarski and a representative of the Norwegian side, Kristian Severeide - international advisor of Møre and Romsdal County. Our guests became acquainted with the charms of Zawiercie and the surrounding area, and issues of tourism cooperation were also discussed during their visit. The Norwegian delegation also had the opportunity to visit the Economic Activity Zone, new production facilities and investment areas.



CONFERENCE ON VOCATIONAL TRAINING IN THE ZAWIERCIE DISTRICT

A study visit of the Partner's representatives to Zawiercie was organised in November 2022. The main purpose of the visit of the guests from the Donor State was to participate in the planned conference „I learn to work - vocational education in Zawiercie County”. Guests of the Norwegian partner: Kristian Severeide, Jon Hjortdal, Egil Ruud, John Atle Henriksen, Stig Gunnar Støylen, Damian Cruz started their stay in our country on 20 November 2022.

On 21 November, a delegation of the Norwegian partner together with representatives of the Zawiercie Municipality is scheduled to leave for Krakow. The delegation from Norway, together with the Mayor of Zawiercie Łukasz Konarski, participated in a study visit to the Faculty of Mining Geodesy and Environmental Engineering at the Stanisław Staszic Academy of Mining and Metallurgy in Kraków. Representatives of the University of Zawiercie and the foreign guests attended a meeting with the Vice-Dean for Education and Student Affairs, Dr Elżbieta Jasińska, and the Dean, Prof. Ryszard Hejmanowski. The study visit provided an opportunity to exchange experiences at an international level, as well as to learn about the activities of the AGH University of Science and Technology in terms of vocational education. The delegation was shown around the AGH building by Assistant Professor Paulina Lewińska, who talked about the history of the university and familiarised the guests with the activities of the individual faculties.





On 22 November 2022, a conference was held at MOK Zawiercie, realising the theme: 'I learn to work - vocational education in the Zawiercie district'. During the conference, the concept of vocational education from the perspective of the employer, implemented by CMC Poland Sp. z o.o., and the concept of vocational education from the perspective of the educational institution, implemented at the H. Kołłątaj Z.S. in Zawiercie, were presented. The concepts presented defined the way in which vocational education and practical vocational training are implemented in terms of dual training. Subsequently, a discussion during an expert panel helped define the needs and scope of activities to be implemented during cooperation with the Norwegian partner.







Participants of the delegation were invited to professional schools of the city of Zawiercie. The visitation took place at: Zespole Szkół. H. Kołłątaja School Complex, Vocational and Continuing Education Centre, S. Staszic School Complex, and Economic School Complex. The Norwegian delegation also had the opportunity to visit the employer, CMC Poland Sp. z o.o., which provides vocational training for future graduates and future employees. The Norwegian partner highlighted the high level of education of young people in the field of programming numerical control machines and preparation for the mechatronics technician profession. The Norwegian delegation expressed its appreciation for the dual training provided at CMC Poland Sp. z o.o. The interest in Polish didactic solutions stems from the desire to cooperate and improve Polish solutions, which is the essence of the project. The visit of the Norwegian partner's delegation was very fruitful and built far-reaching conceptual cooperation on the level of vocational education development in the Zawiercie district.



STUDY VISITS IN MØRE OG ROMSDAL



Møre og Romsdal is one of Norway's 11 counties, with an area of 15,12 thousand km². The administrative centre of the county is Molde. The weather varies throughout the county. The mild coastal climate prevalent in most areas is a result of the proximity to the ocean, the Gulf Stream and the prevailing westerly wind. The topography with high mountains, long fjords and deep valleys leads to large temperature fluctuations and frequent rainfall. The relief also provides ample opportunities for summer and winter sports, including the Strand.

Good practices gained during study visits:

- **Supporting local enterprises and new start-ups by the public sector,**
- **Innovative, mechanised technologies in factories and enterprises,**
Business-to-business cooperation including the purchase of equipment for new facilities from local manufacturers,
- **Prosperous vocational training, enabling people to find jobs immediately after secondary school,**
- **Professional equipment of the dual vocational training facilities with modern, innovative equipment (especially in the field of robotics and automation),**
- **Application of the zero waste principle at, among others, 'Aquaculture' and the Ekornes furniture factory,**
- **Maximising the potential of Norwegian renewable energy sources, including hydropower,**
- **Caring for the environment and ecology,**
- **Pioneering solutions for the use of floor space at the cultural centres in Sykkylven and Stranda,**
- **Targeting the development of innovation and advanced technologies,**
- **Responding strategically to professional needs in relation to the ageing population by learning the helping professions (e.g. caregiver, nurse) already at secondary school level.**



The Polish delegation visited the partner country twice until the end of February 2024.

The first visit took place in February/March 2023.

Sykkylven Secondary School

The Polish delegation visited Sykkylven, a Norwegian town and municipality located in the Møre og Romsdal region, where they had the opportunity to see the facilities introduced at the secondary school.

Students can study subjects such as robotics, automation, mechanics and nursing assistance, among others. Already at this stage of their education, young people are given paid internships in local businesses. The school has spaces that are conducive for students to relax and study between classes.

The Polish delegation was introduced to the Norwegian education system, which consists of: primary and lower secondary school (from 6 to 15 years of age - grades 1-10). Schooling is free and compulsory.

and compulsory. The next level is high school (from age 16 to 19 - grades 11-13). Tuition at secondary school is also free of charge and funded by the district councils. The task of dual vocational education is primarily to strengthen innovation capacity and competitiveness in local industry. It is part of the municipality's business strategy and serves to retain young people in smaller towns. Through the paid apprenticeship programme, young people have more opportunities to work in local businesses.

Ekornes factory

During the visit to Sykkylven, the Polish delegation had the opportunity to familiarise itself the entire furniture production system at the Ekornes factory. The company is Scandinavia's largest furniture manufacturer and thus one of the largest employers in Norway. It uses the same techniques taught by its great-grandparents. The company combines processes that have been perfected over many generations

with modern improvements and technical solutions, continually creating products that stand out for their elegance, quality and class.

Ekornes is a company with a long tradition, paying particular attention to the quality and durability of its products and maintaining the best standards. The company exports its products to global markets, including Europe and the USA.

The company's domain is 'zero waste', which means that no material is wasted. In the production process, the company takes great care of the quality of its products.

Representatives of the Zawiercie institutions had the opportunity to familiarise themselves with the various production mechanisation processes.

„Aquaculture”

The Polish delegation went to the Hofseth Exhibition Centre in Valldal ‚Aquaculture’ on the next day of their visit to Norway. The company is one of the largest salmon producers in Norway and has the largest fish farms. Representatives of the Zawiercie institutions travelled by boat from Valldal to the „Aquaculture” fish farming demonstration facility.



The company is committed to environmental sustainability, operating its business in a sustainable way that protects the fjord’s wildlife and offers its customers high quality products as a basis for a healthy and balanced diet.

The company adheres to the zero waste principle, which means that in addition to the typical use of salmon, other products are made from it, such as fish oil, food supplements and pet food. Where salmon leftovers were once considered waste, this waste is now being processed into high-value health food products for humans and animals. In the future, the products produced may also form the basis of new medicine.

„Aquaculture ensures that fish farms are looked after at the highest level, including by recreating the salmon’s journey from river to sea and back again. As a result, the company has greater control over the population and encounters fewer disease risks. The company carries out regular checks and daily inspections of the fish, which ensures that they are in good physical condition, and twin cameras monitor both the food and the behaviour of the fish. The company is expanding all the time, the salmon population is growing and, as a result, ‚Aquaculture’ needs new employees with different technical specialisations, from fields such

as biology or chemistry, for example, as well as manual workers. One of the biggest threats is the departure of young people to larger locations (Bergen and Oslo). It is worth mentioning that in 2022, a class was started in the nearby village of Stranda, whose students will in future feed the factory. Currently, a dozen people from the school are on apprenticeships. The company owns shares in Norwegian Hydrogen and Ava Ocean, among others. One of the main concerns buying their products is, among others, Lidl.



Stranda Kommune

The Polish delegation was invited to the Stranda Kommune building, where the topic of Norwegian residents setting up their own businesses was discussed. Support is mainly given to innovative companies, start-ups, but any resident can apply for business funding. The meeting was conducted by Inge Bjordal employed by the Stranda municipality administration.

The County of More og Rommsdal is very supportive of local business initiatives, through funding, courses, business advice and advertising services. The main objective of the partnership is to attract more start-ups with high quality and the ability to grow and survive in the market. The general principles of the hoppid.no business development programme are presented, which offers entrepreneurs free advice and guidance, courses and training, advice on grants and funding, and assistance with search and networking processes.

Hoppid.no aims to attract and retain talented people. It is one of the tools used to establish new companies and workplaces. The system was created in 2007 and is operated by the county M&R authority. Start-up offices are located in each municipality. The system has 29 offices and 50 advisors.

Certified and trained advisors provide courses on business development. The tool was implemented to make more efficient use of potential resources and to strengthen the quality of start-ups. Approximately NOK 100,000 is allocated annually for hoppid.no, which goes towards grants (start-up assistance) for candidates. Counseling is a free service. A very important role at the municipal level is to cooperate with other regional authorities in important entrepreneurship development programmes.





Grilstad sausage factory

On 2 March, a Polish delegation went to the local Grilstad sausage factory in Stranda. The representatives of the Zawiercie institutions were shown around the facility by Grete Mogstad Nass, accompanied by Karolina, an employee from Poland. The brand sells under three names: Grilstad (traditional Norwegian products for the whole family for every day), Stranda (traditional Norwegian products for weekends, produced only in Stranda) and TIND (local, aromatic, innovative products for special occasions).

Grilstad AS sells food and is one of the largest Norwegian producers of meat products in Norway. Grilstad is also the market leader in frozen burgers. The group currently has approximately 400 employees spread across three processing plants in Norway (in Trondheim, Stranda and Brumunddal) and one

in Sweden (Østersund). Interestingly, the company's products are distributed exclusively in this country.

Stranda Secondary School

Representatives of the Zawiercie units also held a meeting with the hosts of the local school in Stranda, where the education system and business development in the town were presented.

The Norwegian education system makes it possible to obtain a vocational qualification already at secondary school level. Such a model includes two years at school (with in-service training) and a two-year apprenticeship. Among the courses taught are health care, culinary and food production, agriculture, forestry, aquaculture and fisheries.

Qualifications for university study are provided by three years at a comprehensive school, covering natural sciences and mathematics, languages, social sciences and economics, and physical education.

The Polish delegation had the opportunity to learn about modern technologies for training in health care professions - including donning virtual reality glasses and administering medication to a virtual patient, as well as pioneering systems for improving the functioning of people with disabilities in society (including automated lowering of kitchen worktops).

The Polish delegation had the opportunity to learn about modern technologies for training in healthcare professions - including donning virtual reality glasses and administering medication to a virtual patient, as well as pioneering systems for improving the functioning of people with disabilities in society (including automated lowering of kitchen worktops).

The Polish delegation also learned about the operation of „sosialhjelp” - social assistance in Norway, which is granted by NAV, the Norwegian Labour and Social Policy Administration. Persons in a particularly difficult life situation may apply for support, provided they are legally and permanently resident in Norway. Interestingly, it is not a bad financial situation that is the main reason for support, as the percentage of unemployed people in Norway is very low. The main reasons for support are ill health and age. There is an extensive infrastructure of care homes in Norway, and the education system already trains students at secondary school level in „socialhelp” so that young people can acquire the necessary skills to become nurses/carers for the elderly and sick. The Norwegians also have a wide catalogue of benefits granted for children, due to the fact that the birth rate is extremely low and the population is ageing very rapidly.



Orkla Stranda in Svemorka - pizza factory

The Polish delegation also went to the Grandiosa Pizza Factory - unofficially Norway's national dish. Pizza Grandiosa is the most popular brand of frozen pizza in Norway.

Production of the original Grandiosa began on 11 February 1980 and was produced by Nora (now Stabburet). Grandiosa was one of the first frozen pizzas produced in Norway, where it became hugely popular and is still the best-selling pizza brand in Norway, despite increasing competition from other local and international brands. In 2002, Stabburet responded to the growing competition in the frozen food segment by revitalising the brand with creative marketing and several new versions of Grandiosa. In smaller quantities, the pizza is also exported to neighbouring countries: Sweden, Finland and Iceland. Interestingly, the pizza is not exported to many European countries, despite its good quality and long shelf life.

The delegation from Poland was able to see every stage of pizza making and was impressed by the mechanised production line system.

Norwegian Maritime Competence Center

The Norwegian Maritime Competence Centre (NMCC) is one of Norway's most innovative and technologically advanced centres. It has collaborations with the public sector, private sector and academia. The NMCC is a meeting place for innovation, competence and development. One of the objectives of the establishment of the Centre is to connect the investment community with innovative, growing companies seeking capital. In addition, the NMCC leads collaborations between different organisations, and NMCC partners include a company developing new technologies from the seabed to space. It is also worth mentioning the OSC (Offshore Simulator Centre), a world le-

ader in the development of simulation and visualisation of maritime operations working together with shipping companies, equipment suppliers and research institutions.

The Offshore Competence Centre is based on interdisciplinary cooperation and thus contributes to national as well as international social sustainability.



In June 2023. The Norwegians could again host a Polish delegation.

HYDRO PLANT

20 June, during a visit to the Hydro factory, the Polish delegation had the opportunity to learn about the entire production system and the training system at the factory's NEWTON science education centre for children and young people.

The Hydro plant in Sunndal has the largest and most modern primary aluminium plant in Europe, employs 700 people, and produces 400,000 tonnes of primary aluminium, 500,000 tonnes of casting products.

In order to acquire specialised, technically trained staff to work at the Factory, the Plant has organised and made available to school children and young people age- and knowledge-appropriate laboratories, as well as laboratories presenting in an attractive, modern way the practical applications of the chemical, physical processes used at the Factory. The studios are also equipped with simulators of the equipment operating in the factory. The ateliers encourage students to learn technical professions and future employment in the factory. The Newton Studio offers education in science, technology, engineering and mathematics. The educational programmes used in the Newton Studio are called Newton modules. Curriculum-based teaching is varied and focuses on education through practical activities. There is a network of analogous Newton facilities in Norway and other European countries. In Poland, the only Newton laboratory operates in Łódź.



SUNNDAL TOWN HALL

The delegation made a study visit to Sunndal. During the meeting, the mayor of the municipality gave a historical overview of the region and general information about the municipality. Experiences were exchanged in the areas of primary education, vocational education as well as in the areas of culture, economy and social affairs. The framework for the municipality was also presented:

- SUNS - Sunndal Næringssselskap AS - dealing with business development in Sunndal. Sunndal Municipality finances the operation and owns 100 per cent of the company. A business plan, adopted by the Sunndal Municipality Council, governs the work at SUNS. The company's structure, organisation and operations are otherwise handled by the company's own bodies. SUNS provides a first-line service in terms of start-up guidance in Sunndal in cooperation with Møre and Romsdal County Council and Innovation Norway through free advice and start-up grants.
- Ungt Entreprenørskap - a non-profit organisation that, in cooperation with the local labour and business community, develops programmes that integrate education at all levels with working life. Activities range from primary to higher education

in the areas of entrepreneurial learning, vocational training and personal finance.



AURA HYDROELECTRIC POWER STATION

The delegation then visited the Aura Hydroelectric Power Plant. The facility, using the power of water flowing from the mountains, produces environmentally friendly, emission-free electricity to power the aluminium smelter and the Municipality. The Aura Power Station is fed by a 16 km long pipeline that connects the reservoir to Holbuvatnet. The power station is equipped with seven Pelton turbines with an installed capacity of 290 MW. The average annual production of the plant commissioned in 1953 is 1776 GWh. The second power plant, Osbu, was commissioned in 1958. It adds 20 MW of power and produces 80 GWh per year. A delegation of the operation of the facility in historical times since 1913 is presented, as well as the changes that have taken place in the energy production processes as technology and automation have advanced.

VISIT TO SUNNDAL SECONDARY SCHOOL

Representatives of the Zawiercie units also held a meeting with the hosts of the local school in Sunndal, where the teaching system, extensive facilities for practical learning of technical professions and business development in the town were presented.

MOLDE

On 22 June, a Polish delegation was invited to the provincial office in Molde, where the topic of education at all ages was discussed with the people of Norway. The meeting was conducted by an employee of the office employed in the Molde administration. In the following presentation, an employee of the Authority's Development Office presented the main principles of the regional competence development strategy coordinating cooperation in this field between business and the public sector. The measures are intended to remedy the increasing ageing of the working-age population, the re-establishment of a skilled workforce, and the reduction of school drop-outs and non-employment among young people.

The presentation showed the statistical data of the individual municipalities of the region in terms of the level of education, employment of the population. In the next presentation, the activities undertaken by the local government unit towards career counselling for young people were presented. The forms of activities are free of charge for young people and, to increase accessibility, are organised in parallel in many locations in the country. Often the public organiser provides students with free transport to the venue. On 22 June, the Polish delegation also went to the town hall building.

The delegation was given a guided tour of the building, showing the workplace of the officials in the various departments of the Town Hall and briefly characterising the scope of their activities and competences, as well as the way in which the Office functions and serves the resident. During a brief meeting with the mayor, the delegation was presented with the most recently finalised investments in the development of the public space in front of City Hall. Close to the building is the Molde Centre for Culture and Social Integration, which the Polish delegation had the opportunity to see. This facility too has modern technological and multimedia solutions to ensure the best possible use of the auditorium space, organising and offering an attractive space for many forms of citizen activity, meetings, integration, cultural and educational events.



Chapter III

Civic Zawiercie

Support system for residents through STREETWORKING

Good practice:

Support system for residents through STREETWORKING

Responsible JST:

Municipal Social Assistance Centre in Zawiercie

General description of DP:

Streetworking is a social intervention strategy involving direct contact with people in need of help in their natural environment, often in streets, squares or parks. The benefits of streetworking for young people and homeless people are significant and include: elimination of barriers to accessing help, building trust giving chances for long-term help, prevention of social marginalisation, education and support in personal development, prevention of risky behaviour (addictions, criminality, etc.), monitoring of the situation and more effective crisis intervention. As a result, streetworking can contribute to improving the quality of life of young people and homeless people, increasing their chances of social reintegration and reducing the negative effects associated with living on the street.

Streetworkers support residents from two areas:

- work for the homeless in the Zawiercie Municipality

It mainly consists of working with homeless people who choose not to stay in a shelter and refuse this type of support. The work of streetworkers, in the field, is aimed at motivating homeless people in small steps to change their lifestyle. Streetworkers conduct motivational talks, establishing them with homeless people, mainly in the evening hours in places where homeless people stay - around recreational plots or vacant buildings. They also activate homeless people who are already in the shelter socially and professionally - by helping them to take up employment, and by helping homeless people to participate in volunteering.

- work for the benefit of young people in the Zawiercie municipality

In the case of the second type of streetworking, a separa-

te team, experienced in working with young people, carries out activities for young people. Streetworkers motivate young people to develop, point out alternative forms of leisure activities, mobilise them to search for passions and find their own development paths. So far, a number of meetings have been held for primary school pupils and wards of the day care centre, during which soft skills workshops were conducted and places where young people can seek help for themselves and their families were pointed out.

and their loved ones.



Activation of streetworked young people

Streetworkers steer young people away from harmful behaviour by showing attractive forms of leisure activities, but also by bringing them closer to the labour market and motivating them to study and participate in voluntary work, which may become a contribution to success and financial independence in the future. This goal was pursued by the streetworkers, among others: through a series of meetings with professionals, i.e. people running successful service activities in different areas. Thanks to these meetings and workshops, streetworked youth got to know the catering-restaurant service industry, beauticians, tailors, transport services and met people doing professional work out of passion. A meeting was held in which the entrepreneurs talked about running a business, the regulations for employing young people, the possibilities of apprenticeships, applying for internships, but also about their experiences, development and daily challenges. The streetworking young people visited a beauty salon, a tailor's shop for a cutting and sewing workshop and a pizzeria for a pizza making workshop. The young people were also involved in a carpentry workshop, during which they made bird feeders together with the charges of a homeless shelter.

Interview with streetworkers

Joanna Konopka, Joanna Maciąg, Anna Łoczyk, Monika Chojnacka, Monika Wierzbicka, Aleksandra Przybylik, Sylwia Marciszewska, Iwona Łukasik, Agnieszka Pawłowska and Sylwia Janeczek - this is a team for special tasks. Nothing is impossible for them, and their empathy and ability to connect with people has given many people in need hope for a better tomorrow. The word 'impossible' does not exist in their vocabulary, because in their professional work they have succeeded many times in supporting people who previously stubbornly and uncompromisingly rejected such help. What should a street educator be like? The Zawiercie streetworkers admit that the qualities most helpful in their work are: openness, empathy, the ability to talk to people from different environments and an individual approach to each person, as well as the ability to establish contacts and a tireless belief in the effects of their actions. Streetworking is a mission that results in reducing the number of excluded people and minimising the isolation and rejection of people from marginalised backgrounds. Before starting to work „on the street”, streetworkers prepare and familiarise themselves with the area of action. They then observe the environment, assimilating directly into the culture of the community. Then comes the familiarisation stage, which results in relationship building and support based on assistance and intervention activities. Zawiercie's streetworkers complement and cooperate with each other - above all, by exchanging experiences

Streetworking with young people

Gaining the trust of young people is a complex and lengthy process. It requires a great deal of openness and the ability to establish contacts, despite the generation barrier. Joanna Konopka - a streetworker working with young people - says that making contact with young people was not easy at all: „Contrary to appearances, it was a difficult task,” she points out. - We walked around the city, we were in over a dozen places before we actually met this tar-





get group. We overcame some resistance, went up, talked, tried to give the impression of being relaxed and ,youthful'. It finally sparked," emphasises Joanna Konopka. Monika Chojnacka adds: - It's good that we are mothers. Our children also support us in some way, they show us the way or stop us in our tracks. We have a lot of knowledge thanks to them," points out the streetworker. Youth workers go to the places in Zawiercie where young people live on a daily basis. They offer support and show alternative ways of spending their free time. The street educator makes sure that the supported group continues to grow and receives what they really want. Among other things, a Youth Club has been set up, in which Monika Chojnacka, among others, is involved: - This process is still ongoing, this observation of ours and gaining new people and opportunities for alternative leisure activities. That's why the club is open on Fridays - that's when young people have more free time and we can meet, talk and discuss current problems," says Monika Chojnacka. The group already has around 100 young people. In addition to weekly meetings at the Youth Club, street educators also activate young people through sports activities. Joanna Konopka is involved in this aspect of helping young people: - ,We have a group of athletes under our care - we made contact with the young people who used to meet at the Orlik. The coach of the group is a nice and warm person who helped us establish a relationship with the young people," emphasises the streetworker. The young people who are helped by the streetworkers have multidimensional problems that do not necessarily go hand in hand with the problem of poverty in the family. They are often young people who are looking for their own way and feel a lack of support from their carers, and it is not uncommon to find some who have chosen the wrong company. This generates a wide range of individual problems that require intervention. Each of the streetworkers has a pedagogical background and is a social worker, so they can provide advice, point out possible routes and highlight problems and environments that put young people at risk. In addition, the community

centre employs a psychologist who offers counselling to young people. The Zawiercie streetworkers form a close-knit team, so young people know that with their help they can count on various forms of support and free time activation - there is a day care centre, a sports field, other places where they can meet and count on company. Young people are becoming aware that there is a group of people they can turn to for help. An increasing number of young people are no longer spending their time in stairwells or bars, with the prospect of free forms of activity. the prospect of free forms of activation. Moreover, streetworkers are constantly expanding their activities. This is confirmed in the words of Joanna Maciag: - ,We organise workshops for the alumni of the day care centre and we have a lot of streetworkers who participate in this. For them, these workshops are a way of showing the possibi-





lities - that you can earn money somewhere, that you can make a living, that you can be an extra in a short film, for example. And in the near future, we are also planning to hold lectures at schools as part of streetworking on topics such as cyberbullying," says Joanna Maciąg. Working with young people is not easy and involves many challenges, but the satisfaction can compensate for everything. A large proportion of the young people in the programme are cooperative and show their own initiative. An example is the feelings of streetworker Monika Chojnacka: - When we organised the Day to Fight Depression, the question immediately arose - when are we organising the next one? The young people are thinking about a rally, if the weather is good," points out Monika Chojnacka. The young people got closer to the streetworkers and started to respect and trust them, which is evident even from simple, mundane gestures. Monika Chojnacka recalls: - ,Recently we were walking down the street and a group of young people waved at us from a distance, shouted „good morning”. The young people recognise us and you can see that they are drawn to us. It is a really nice feeling,” emphasises the streetworker. Joanna Kopnoka adds: - I was ill and the young people called me and wished me recovery, asked me questions, you could hear the care in their voices. It was very nice,” she emphasises.

Streetworking with a homeless person

Streetworking in the homeless environment follows a similar pattern to streetworking with young people, despite the completely different nature of the work. Street educators look for people who are excluded and at risk of homelessness, observe the environment and get to know them. They then try to build a relationship with the person in need of support by various means and offer him or her support activities, persuading him or her to report to a homeless shelter. Currently, there are not many homeless people in Zawiercie. There are isolated cases, and among them you can usually find newcomers or people who have left the shelter with disciplinary action after drinking alcohol. It is worth

mentioning, following the words of streetworker Iwona Łukasik, that: „homelessness does not only affect pathologies. Among the homeless there are also educated people and even directors or CEOs. Just as alcoholism affects different circles, homelessness also affects people from different circles.” Statistically, there is a clear male predominance among the homeless. They are mostly over 40, but there are also younger people, even in their 20s. Streetworkers know where to look for them - in Zawiercie these are permanent places. The work of a streetworker working with the homeless is fraught with danger - some homeless people can be aggressive, which is why street educators often have to use the support of the police or the municipal police. An additional difficulty is the constant negative attitude of society towards the homeless. Low social awareness generates additional problems, which streetworkers want to solve by organising lectures that deepen social sensitivity to the problem of homelessness. It is worth adding that streetworkers also work with people who are at risk of homelessness. This is dealt with by Aleksandra Przybylik: - We work with people who currently have somewhere to live, but it is ‚conditional’ housing. They have already stayed in a shelter in the past and the fact that they have managed to leave it does not mean that they will not return there. I myself am working with one such person, we meet regularly, I try to guide her, show her how to deal with her addiction and also be ‚on call’ when she has a crisis. Sometimes, when there is no contact for a longer period of time, I intervene in order to prevent a moment of ‚disequilibrium’ that will result in a return to homelessness,” says the streetworker. When working with the homeless, the ‚small steps’ method is important. For many people in need, small gestures of kindness are what get them to cooperate. This gesture can be a simple thermos of warm tea or coffee. Successive and multi-step dialogue, supported by seemingly insignificant small deeds, results in a bond being established and, consequently, prompting people to report to a homeless shelter. Although the whole process of moving out of homelessness is in many cases arduous and lengthy, there are also successes in this type of work. The greatest satisfaction for a streetworker is the fact of persuading a long-term homeless person to go to a homeless shelter. Iwona Łukasik emphasises: - When someone has already been in the shelter for some time and with our support becomes independent, that is the greatest success and satisfaction. Thanks to the work of streetworkers, several homeless people have become independent and function well in society, which is a great achievement because it reduces the number of excluded and marginalised people. The move out of homelessness is the greatest proof of the vital importance of the work of street educators. Iwona Łukasik adds: - We have men who have become independent and are functioning well with our support. We also meet them on the street, and then they tell us how they are doing. Such stories do happen,” concludes the streetworker.



STUDY VISITS BY STREETWORKERS

General description of good practice: Study visits are an extremely valuable tool in education and professional development, bringing a number of benefits to participants. They contribute to the exchange of knowledge and experience, develop practical skills, build networks, inspire and motivate, broaden horizons.

On 24-25 November, a study visit for streetworking youth to Cieszyn (one of the cities implementing the project from the Norwegian funds) took place. During the visit, the youth together with streetworkers visited the University Campus of the Silesian University in Cieszyn, met with representatives of the District Employment Office in Cieszyn, which is the implementer of the innovative pro-vocational project „Youth at the Point” and met at a prevention workshop with a representative of „Krytyka Polityczna”, who initiated the establishment of the Youth City Council in Cieszyn. In addition, she lectures at the University of Silesia, is a civic activist and founder of a family day care centre.

During the study visit, the streetwalkers visited Strzelce Opolskie - full of good practices, open to comprehensive and long-term programmes of exiting homelessness. Representatives of the city and the OPS and the Barka Association shared information with the delegation from Zawiercie about running a Przymulisko, a shelter, protected flats, homes for the homeless, a social shop and a social cooperative.

The visit to the Miserart headquarters in Wrocław was a brilliant lesson in attentiveness to relationships, as well as learning how to deal with a person stuck in street trauma. It was a tremendous experience for those working with homeless people, and an ideal place to learn about the idea of housingfirst.

The streetworkers had the pleasure of meeting and listening to the experiences of Danzig's streetworkers. They visited St. Brother Albert Aid Society - Gdańsk Circle. Thanks to the visit, the streetworkers learnt a lot about an innovative approach to work with homeless people



and universal solutions regardless of the scale of the problem. The streetworkers also visited the 180 Degrees Association. The representatives of Youth Point in Gdańsk, together with the youth leadership group, shared their experience and talked about current and previous youth activation projects. Together with the leadership group, they went for a walk in the Nowy Port district to see the work of youth streetworkers in the field.





The streetworkers visited the Marek Kamiński Foundation in Gdynia, where they talked about the foundation's activities for children and young people. During the meeting, they were able to learn about the working methods described by Marek Kamiński himself. An orchestra man - extreme traveller, conqueror of the poles, motivational speaker.

Good practice:

Actively addressing violence and addiction among children and young people through training and workshops.

Responsible JST:

Municipal Social Assistance Centre
in Zawiercie

General description of DP:

The task has brought many benefits in the form of building awareness of risks, developing skills to cope with difficult situations, building mental resilience and preventing people from reaching for negative ways to cope with stressful situations. The good practice developed is also effective in preventing



crime and social problems. Education about violence and addiction contributes to reducing violent behaviour, crime and social problems among children and young people. By better understanding the consequences of their actions, young people can make more responsible life decisions. The trainings were aimed, among other things, at developing self-esteem, assertiveness in young people, acquiring the ability to recognise symptoms of stress in themselves, coping with difficult situations. The trainings made it possible to learn about anti-violence and anti-addiction tools to effectively say „no” to stimulants and addictions.

WORKSHOPS:

1. self-esteem as a tool against violence and addictions, i.e. „I like me and you”.

Aim: Shaping the ability to see positive qualities, skills, abilities, talents in oneself and in others.

2. why do young people drink, smoke and take drugs? - assertiveness as the art of refusal

Objective: To develop the ability to express oneself in a firm, gentle way, while respecting oneself, the other person's freedom and rights - distinguishing assertive from aggressive and submissive behaviour.

3 How to deal with stress, or „taming the enemy”

Aim: To acquire the ability to recognise the symptoms of stress in oneself, to cope with difficult situations, to practise the ability to de-stress and to expand the range of ways of dealing with tensions.

TRAINING:

1. children and adolescents as perpetrators of violence

Objective: To gain knowledge about the phenomenon of violence and the mechanisms of violence at school and among and peer group.

2. children and young people as victims of violence

Objective: To gain knowledge about the causes of peer violence and how to deal with it.

3. Dangerous fashion of stimulants

Aim: To provide knowledge about psychoactive substances on the market, behavioural addictions and the consequences of addiction.

The recipients of the training and workshops were the following groups of residents:

1. the Youth Prevention Leaders group, i.e. young people aged 16 - 18 from the Zawiercie area, socially active, who are interested in their own interpersonal development and in solving problems related to the phenomenon of violence and addiction among children and young people;
2. a group of School Prevention Leaders, i.e. representatives of the following working in the Zawiercie area: care and educational institutions, secondary and primary schools, psychological counselling centres (pedagogical and psychological staff, teachers);
3. a group of Community Prevention Leaders, i.e. employees of social welfare units operating in the area of Zawiercie, including social workers, family assistants, streetworkers;

4. a group of Community Prevention Leaders, i.e. representatives of non-governmental organisations working with young people in Zawiercie, organisations working on the subject of counteracting violence and/or addictions, as well as employees of child and family support institutions, employees of cultural and sports institutions and representatives of informal groups working with young people.

The implementation of the trainings and workshops ended at the end of 2023.

Good practice: Raising awareness of violence and addiction prevention through conferences and symposia.



Responsible JST:
Municipal Social Assistance Centre in Zawiercie

General description of DP: Prevention of addiction and violence is crucial for many reasons. Among them are the prevention of negative consequences for both individuals and society as a whole, the protection of mental and physical health, the improvement of the quality of life of people affected by addiction and violence and their relatives, the protection of the most vulnerable social groups (e.g. children, young people) and long-term social benefits such as: reduction of crime, improvement of public health, increased social productivity. In conclusion, prevention of addiction and violence is extremely important to prevent the negative effects of these phenomena, to protect the health and well-being of individuals and to build a healthier and more sustainable society.

On 5 December 2022, as part of the 'Local Development Plan in Zawiercie for 2021-2030' funded by the Norwegian Financial Mechanism 2014-2021 and the state budget, a conference was held on the subject of addiction and violence prevention. The speaker was Małgorzata Fatek-Skobel - a specialist in addiction therapy, head of the counselling centre for addiction therapy and alcohol co-dependence in Tarnowskie Góry. She touched on the extremely important topic of addiction to psychoactive substances and provided a large dose of knowledge on behavioural addictions.

In the next part, the gathered audience had the pleasure of listening to a speech by Iwona Wozniowska - sociotherapist, suicidologist, passionate about developmental behavioural disorders,

critic of the family support system, founder of the 180 Degrees Association. Together with the volunteers of the Association, she presented in an extremely creative way the working tools for counteracting violence and addiction among children and adolescents.

The lectures were followed by an expert panel in which practitioners answered questions



about their daily work. The experts included employees of the Municipal Social Welfare Centre: Iwona Łukasik - social work specialist, Joanna Maciąg - Manager of the Day Care Centre, Anna Iłczyk - Day Care Centre tutor, Michał Janusz - psychologist and alcohol commission representative, Sylwia Marciszewska and Monika Chojnacka - social workers and streetworkers for youth work, and Justyna Szytykiel - family assistant. In addition to the Centre's staff, the experts included: Joanna Antas - President of the 'Przystań' Association, Agnieszka - Coordinator for cooperation with professionals and institutions on behalf of the AI Anon Family Group Services Association, and Marek - leader of the self-help movement for people with addiction problems.

Training symposium on the amendment of the law against domestic violence

The Municipal Social Welfare Centre in Zawiercie, continuing its training and workshop activities in the area of counteracting violence, organised a training symposium devoted to the amendment of the Act on Counteracting Domestic Violence. The concept of organising a meeting of practitioners and specialists in the field of counteracting violence, in the context of broadening the knowledge of the new, current regulations and the way of reacting to domestic violence, was born during the cycles of workshops and trainings addressed to social, environmental and educational prevention leaders implemented by the MOPS. The symposium took place in Zawiercie on 14 December 2023. Its aim was to provide information on the legislative changes introduced, to expand practical skills in the application of the amended Act and in the implementation of the 'Blue Cards' procedure, as well as to provide information on the police order and prohibition procedure.

The recipients of the symposium were representatives of social welfare institutions, educational institutions and facilities, care and educational institutions, health services, uniformed services, the judiciary, public administration bodies and units, non-governmental organisations and interdisciplinary teams.





Chapter IV

New infrastructure

Economic Activity Zones

NEW INFRASTRUCTURE OF THE ZONE OF ECONOMIC ACTIVITY

Good Practice:

Zawiercie's economic growth and improved competitiveness against other cities by upgrading the road infrastructure to the economic activity zone.

Responsible JST:
Zawiercie City Council

General description of DP:

Thanks to this investment task, communication facilities will be created for residents and potential investors, which will contribute to increasing the economic potential of the city and reducing unemployment among residents. The new road will improve accessibility to the SAG, providing easier and faster transport for both employees and customers. This is likely to attract new businesses and increase the interest of existing businesses. This measure will increase economic traffic in the area (companies can transport their products more easily, which can



lead to business growth and increased employment). The local labour market will also benefit. The economic activity zone will increase its investment attractiveness. Improved road infrastructure can make the economic activity zone more attractive to investors. Easier access and better communication may encourage companies to locate their investments in the area. When listing the benefits of the good practice developed, the issue of improved safety for all users cannot be overlooked. The investment may also increase property values and contribute to the development of the local economy.

The contractor for the task is Drogomex Sp. z o.o., based in Pruszków. Under the contract, the contractor accepted to carry out construction work on: Sub-stage 1 of the investment - extension of the municipal road ul Podmiejska - Stage I, section from km. 0+000.00 (ZGK) to km. 1+230.60 as part of the task entitled „Reconstruction, renovation and extension of Podmiejska Street together with water and sewage infrastructure (from Zakład Gospodarki Komunalnej to ul. Rolnicza).”

Construction works related to the investment „Extension of the municipal road Podmiejska Street - Stage I, section from km. 0+000.00 (ZGK) to km. 1+230.60 as part of the task titled „Reconstruction, renovation and extension of Podmiejska Street with water and sewage infrastructure (from Zakład Gospodarki Komunalnej to ul. Rolnicza) - construction works” is in progress.

At the end of 2023, a status of 57.32% of completed construction works has been achieved. The construction of a retention basin with an access road, the reinforcement of the inlet of the ditch draining the road to the River Warta, the construction of a rainwater drainage system and aggregate construction layers on the section of Podmiejska Street from the beginning of the scope in the area of property No. 84 to the junction with Inwestycyjna Street are in the final stage. From the junction with Inwestycyjna Street to the end of the scope towards the landfill site, the construction of the sanitary sewerage system and the construction layers of the road from aggregate on half the width of the road lane has been completed.

At the same time, full investor and author's supervision of the works being carried out is being carried out.



Chapter V

New economic governance for Zawiercie

Good practice:**Professional career counselling as part of the Local Career Centre for Students and Graduates****Responsible JST:**

Zawiercie Development Agency and Zawiercie County District Office

General description of DP:

New forms of career counselling for students and graduates influence the labour market in Zawiercie and allow cooperation with local entrepreneurs to be developed. The good practice also serves the professional activation of the city's young inhabitants and the retention of young people on the local labour market. Professional career counselling allows for the analysis of competencies and interests and the exploration of career opportunities by providing insight into career paths and labour market trends. It also serves in identifying the strengths, weaknesses, interests and professional values of students and graduates. The Career Centre supports decision-making, prepares for the recruitment process and provides assistance in dealing with adversity.

The Local Career Centre was established on 29 June 2022 and aims to provide comprehensive services to 400 students and graduates from the Zawiercie city area in terms of navigating the labour market, choosing individual development paths, as well as assistance in navigating the labour market or choosing the right education. The Zawiercie labour market requires actions that will result in a cadre of young workers gaining qualifications in various professions. The Local Career Centre also makes it possible to plan cooperation with local entrepreneurs. The main objective of the Centre is to retain young people on the local labour market and to help them find employment.

Together with the Powiat Starosty in Zawiercie, training courses were organised to teach young people competences such as how to navigate the labour market, how to edit their application documents and how to present themselves appropriately during a job interview. Professional career counselling was also carried out, which prepares students and graduates for conscious and independent career planning and making educational and professional decisions, taking into account knowledge of their own resources and information about the labour market and education system.

As part of the Local Career Centre, meetings were held for students and graduates from the Zawiercie city area with labour market advisors. They aimed to consolidate the participants' knowledge in the field of conscious and independent career planning and educational and vocational decision-making, taking into account knowledge of one's own resources.

TRAINING FOR STUDENTS ON NAVIGATING THE LABOUR MARKET

Taking into account the challenges of today's labour market, the needs of the economy and the opportunities available to Polish vocational education, the ideal solution is to develop dual education. The acquisition of skills by young people through practical vocational training offered at the workplace is an effective way to improve employment opportunities for young people and thus supports a smooth transition from school to the labour market. Moreover, through such an education system, young people at risk of early exclusion from the initial education process are already guaranteed an education pathway. Countries such as Norway, for example, where the vocational training system is co-shaped by entrepreneurs, do much better in supporting young people's entry into the labour market. This is because companies are involved in the curriculum development cycle and offer work-based learning. Dual training consists of vocational training organised by the employer and theoretical and general education in the school system. Among other things, it is characterised by the fact that it takes place in two locations. The enterprise and the vocational school are partners.

The dual system's combination of school and company-based learning provides many young people with an opportunity for a successful future and facilitates the transition from school to work. Access to good and thorough learning not only contributes to the wages of future employees, but also protects them from long-term unemployment. Particularly for young people with a more difficult start to adulthood, dual education represents an opportunity to integrate into the labour market. The combination of practical learning, provided at a high level by workplaces, with the acquisition of a state-recognised diploma, enables graduates to enter the labour market quickly and achieve financial independence. This is a good motivation, providing prospects and hope for the future.

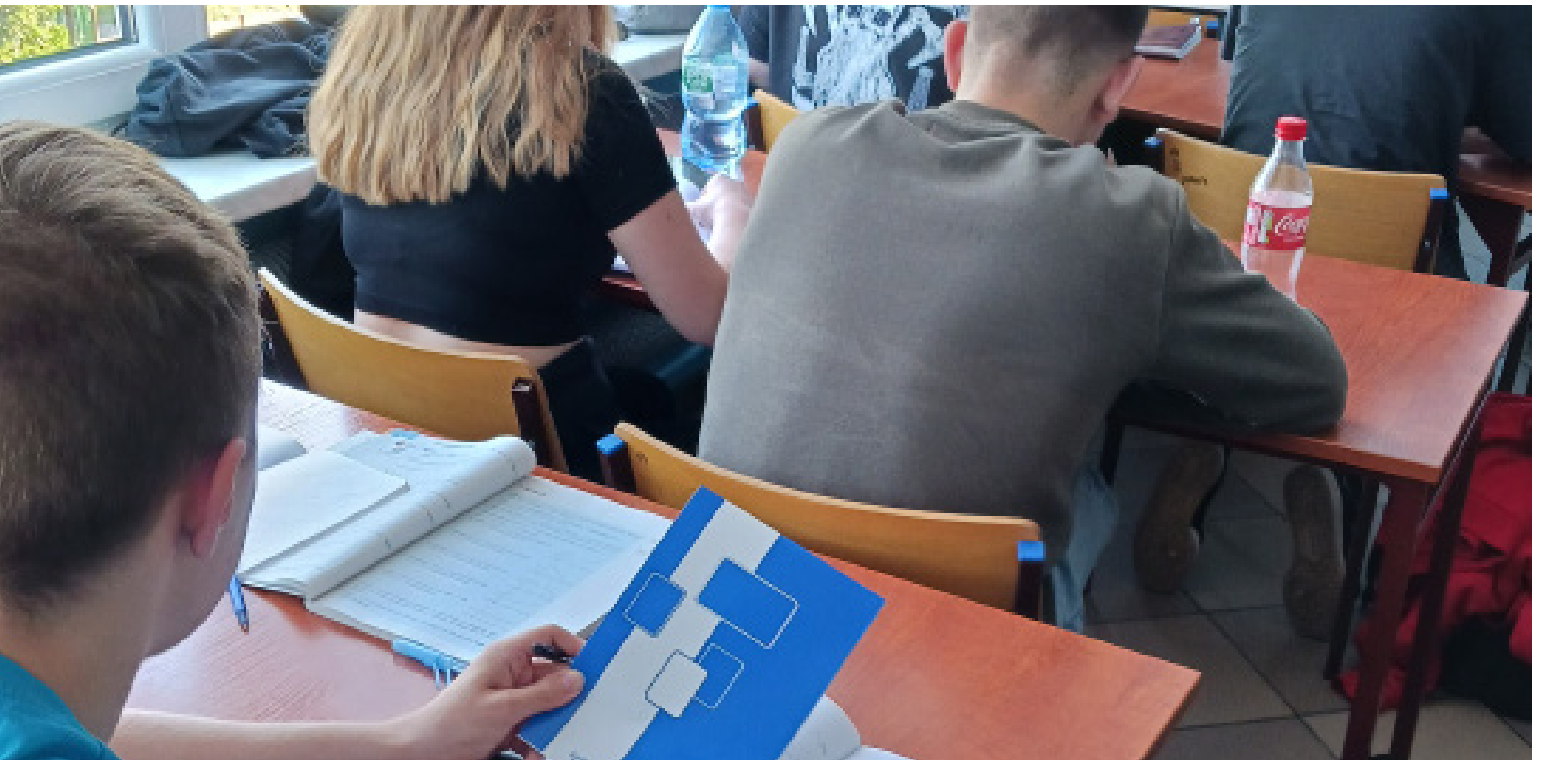
Dual training benefits all participants in the process and ultimately has a positive impact on the labour market and the economy as a whole. Pupils acquire practical skills that will actually be of use to them in their careers. Schools that offer dual training are perceived as having an attractive educational offer. They are therefore more popular with applicants.

Meanwhile, an entrepreneur who provides practical vocational training in his company can train young people according to his expectations and needs. In this way, he is potentially creating his future workforce. In most cases, companies that take on apprentices do not need to recruit for new employees. They can hire the best apprentices while saving on training and preparing outsiders for the job.

Practical apprenticeship at the employer's premises corresponds to the pillars of vocational education that determine the quality of vocational training and enables, among other things:

- Good theoretical preparation, providing vocational knowledge for the acquisition of various professions with a broad profile,
- Good practical preparation for the efficient execution of specific jobs, specialities, activities, tasks, operation of machinery, etc,
- Good social preparation, knowledge of labour relations in an enterprise (institution), organisation of workplaces, knowledge of and respect for a certain hierarchy and discipline in the workplace,

- High effects in the formation of a positive personality of the young person.



The trainings carried out as part of the project made it possible to train 400 students of Zawiercie secondary schools after the labour market.

Training topics:

- How to match one's competences with job offers,
- Where and how to look for a job,
- How to gain first experience on the labour market,
- Competences of the future - which competences to invest in,
- How to create an attractive CV,
- How to find strengths and match them to the job,
- Preparing for a recruitment interview,
- Negotiating salary conditions,
- Self-presentation during a recruitment interview - how to make a good first impression,
- Planning your development/career path,
- Soft and hard competences,
- How to find your career path.

Good practice: Improving competences through a series of conferences related to the local labour market and career guidance

Responsible JST: Development Agency of Zawiercie

General description of DP:

Conferences on career counselling and the labour market contributed to the exchange of knowledge, experiences and best practices. In addition, they allowed for the analysis of trends and challenges and changes in the labour market. Participants were able to find out which skills are currently in demand by employers and which career directions are currently prospective. The conferences were an excellent opportunity for professional development and also influenced networking among participants.

1. the 'Vocational training of the future' conference - 26 May 2023 at the Zawiercie Hotel,
2. conference - expert panel: 'Vocational orientation without borders - professions of the future part I'. - 31 May 2023 at Hotel Zawiercie.
3. conference - expert panel on the labour market (September 2023),
4. conference entitled: 'Stay in Zawiercie - local labour market' (22 September 2023),
5. conference entitled: „Career counseling and the modern labour market” (20 October 2023),
6. conference entitled: 'The labour market in the process of change' (30 November 2023),
7. conference entitled: 'The labour market for young people, or everything you wanted to know but were afraid to ask' (12 December 2023),

Conferences - expert panels on vocational education:

1. conference entitled: „Vocational education of the future” (26 May 2023),
- Conference entitled: „Vocational orientation without borders - professions of the future part I”. (31 May 2023),
3. conference entitled: „Vocational orientation without borders - occupations of the future part II” (23 June 2023),
- 4th Conference entitled: „Vocational orientation without borders - professions of the future part III” (30 June 2023), 5,
5. conference entitled: „Professionals needed right away - vocational education as a remedy for labour shortages in strategic industries” (29 September 2023), 6. conference entitled: „Professionals needed right away - vocational education as a remedy for labour shortages in strategic industries” (29 September 2023)
6. conference entitled: „Employer - key partner in vocational training” (27 October 2023),
7. conference entitled: 'Modern vocational education as an opportunity for a good start' (24 November 2023).

Przykładowe sprawozdania ze zrealizowanych konferencji:

„KSZTAŁCENIE ZAWODOWE PRZYSZŁOŚCI”

26 maja 2023 r. odbyła się pierwsza konferencja zatytułowana przeprowadzona w ramach projektu „Plan Rozwoju Lokalnego w Zawierciu na lata 2021-2030” finansowanego ze środków Norweskiego Mechanizmu Finansowego 2014-2021 oraz z budżetu państwa polskiego, realizowanego w zakresie Programu „Rozwój Lokalny”. Głównym organizatorem spotkania, którego prymarny motyw stanowiło przedstawienie korzyści wypływających z dualnego systemu kształcenia zawodowego ze szczególnym uwzględnieniem roli oświaty zawodowej oraz organizacji rzemieślniczej była Agencja Rozwoju Zawiercia. Konferencja rozpoczęła się o godz. 10.00 w Hotelu Zawiercie zlokalizowanym przy ul. Wierzbowej 6. Uczestnikami biernymi byli uczniowie Szkoły Podstawowej nr 3 im. Marii Skłodowskiej-Curie w Zawierciu wraz z towarzyszącymi im pedagogami. Jako pierwszy zabrał głos dyrektor Agencji Rozwoju Zawiercia Marcin Brewka, który przywitał wszystkich uczestników, podkreślając istotne znaczenie realizowanego projektu między innymi w przedmiocie nawiązania partnerstwa instytucjonalnego z zawierciańskim Cechem Rzemieślników oraz Małych i Średnich Przedsiębiorców. Jednym z celów organizacji jest aktywna współpraca z lokalnymi przedsiębiorcami pod kątem specyfiki rynku pracy otwartego w szczególności na młode pokolenie zawiercian.

Tytułem wstępu do panelu eksperckiego zaprezentowany został film ilustrujący ubiegłoroczne obchody jubileuszowe 100-lecia istnienia Cechu Rzemieślników oraz Małych i Średnich Przedsiębiorców w Zawierciu.

Następnie wystąpił Jan Witkowski - Starszy Cechu w Zarządzie Cechu Rzemieślników oraz Małych i Średnich Przedsiębiorców w Zawierciu, mistrz w zawodzie optyka okularowego – najpierw wskazując na konieczność wdrożenia innowacyjnego kształcenia dualnego odpowiadającego współczesnym wymogom rynku pracy, później zaś przedstawiając charakterystykę wykonywanego zawodu, jak i prowadzonego zakładu usługowego. W drugiej części konferencji przemówił Paweł Kadłubek, II Podstarszy Cechu w Zarządzie Cechu Rzemieślników oraz Małych i Średnich Przedsiębiorców w Zawierciu, mistrz piekarnictwa. Kreśląc właściwości pracy w zakładzie piekarniczo-cukierniczym, zwrócił uwagę na potrzebę organizacji wycieczek zawodowców, które przybliżają charakter pracy rzemieślników i ułatwiają podjęcie decyzji w aspekcie wyboru dalszej nauki.

„Zostań w Zawierciu – lokalny rynek pracy”

22 września 2023 r. odbyła się szósta konferencja zatytułowana „Zostań w Zawierciu – lokalny rynek pracy” przeprowadzona w ramach projektu „Plan Rozwoju Lokalnego dla Zawiercia na lata 2021-2030” finansowanego ze środków Norweskiego Mechanizmu Finansowego 2014-2021 oraz z budżetu państwa polskiego, realizowanego w zakresie Programu „Rozwój Lokalny”. Głównym organizatorem spotkania była Agencja Rozwoju Zawiercia. Konferencja rozpoczęła się o godz. 10.30 w Hotelu Zawiercie zlokalizowanym przy ul. Wierzbowej 6.

W roli prelegentów wystąpili: Jan Witkowski – Starszy cechu w Zarządzie Cechu Rzemieślników oraz Małych i Średnich Przedsiębiorców w Zawierciu, Aneta Polewczak – członkini Komisji Rewizyjnej Cechu, właścicielka Instytutu Zdrowia i Urody Cilleo oraz Artur Król – sekre-

tarz Zarządu Cechu, dyplomowany inżynier elektrotechniki i informatyki, rzeczoznawca w branży elektrycznej przy Izbie Rzemieślniczej w Katowicach, właściciel prywatnej firmy. Audytorium stanowili uczniowie klasy VII ze Szkoły Podstawowej nr 7 w Zawierciu, a także wychowanki z Zakładu Poprawczego i Schroniska dla Nieletnich w Zawierciu wraz z opiekunami oraz osoby zainteresowane z terenu naszego miasta.

Jako pierwszy głos zabrał Jan Witkowski, podkreślając konieczność systematycznego kształcenia nowych kadr i zatrudniania pracowników młodocianych w kontekście zapewnienia zastępowalności pokoleniowej, a tym samym przyszłościowego rozwoju szkolnictwa zawodowego na terenie naszego miasta. Następnie wystąpiła Aneta Polewczak, która z zainteresowaniem opowiedziała słuchaczom o swojej pasji zawodowej oraz wyzwaniach stojących przed branżą beauty szczególnie w obszarze jej postępującej medykalizacji. Poruszyła również temat zakładania oraz prowadzenia własnego przedsiębiorstwa na terenie Zawiercia. Natomiast tematykę edukacji o charakterze dualnym odpowiadającej współczesnym wymogom rynku pracy i jej roli dla rozwoju kariery zawodowej młodych ludzi omówił Artur Król.



„Rynek pracy dla młodych, czyli wszystko co chciałbyś wiedzieć, a bałeś się zapytać”

12 grudnia 2023 r. odbyła się ostatnia już konferencja zatytułowana „Rynek pracy dla młodych, czyli wszystko co chciałbyś wiedzieć, a bałeś się zapytać” przeprowadzona w ramach projektu „Plan Rozwoju Lokalnego dla Zawiercia na lata 2021-2030” finansowanego ze środków Norweskiego Mechanizmu Finansowego 2014-2021 oraz z budżetu państwa polskiego realizowanego w zakresie Programu „Rozwój Lokalny”. Organizatorem spotkania była Agencja Rozwoju Zawiercia. Konferencja rozpoczęła się o godz. 8.30 w Hotelu Zawiercie zlokalizowanym przy ul. Wierzbowej 6.

W roli prelegentów wystąpili: Pani Joanna Skupińska – prawnik pracujący z młodzieżą, Pan Jan Witkowski, Artur Król nauczyciel zawodowy. Gośćmi konferencji była

Pani Sekretarz Miasta Agata Jarza-Korpyś oraz Pani Dyrektor ARZ Marta Wałąg Moderator konferencji na wstępie przedstawił rolę, cel oraz zadania, jakie są realizowane w ramach wskazanego Projektu. Kolejno głos zabrali zaproszeni goście, którzy zwracali się głównie do młodych osób zgromadzonych na konferencji.

Jan Witkowski przytoczył historię w jaki sposób w naszym mieście rozwijał się rynek pracy, przedstawił również lokalnych przedsiębiorców oraz sposoby i możliwości doksztalcania zawodowego w naszym mieście. Młodzież bardzo ochoczo wzięła udział w dyskusji – zadawała mnóstwo pytań.

Pani Joanna Skupińska poprowadziła panel ekspercki wraz z dyskusją na temat pn. „ Rynek pracy w naszym mieście – ogólny zarys ”

Kolejno głos zabrał Artur Król, który wskazał swoją rolę jako pracodawcy w kształceniu zawodowym swoich uczniów tj. prowadzenia nadzoru nad przebiegiem procesu przygotowania zawodowego młodocianych pracowników, propagowania i organizowania przygotowania zawodowego, jak również współpracy ze szkołami zawodowymi w zakresie doksztalcania teoretycznego osób odbywających praktyczną naukę zawodu.

Na koniec moderator konferencji dokonał podsumowania, po czym spotkanie zostało zakończone.





URZĄD MIEJSKI

Chapter VI

**Competence enhancement
of employees of the Municipal Office
and units of the Zawiercie Municipality**

**Good Practice:
Improving subject knowledge and soft skills for local government employees by implementing a series of multi-faceted training courses and workshops.**

Responsible		JST:
Zawiercie	City	Council

General description of DP:
Training and workshops are a very important element of effective human resources management in local government units. They also enable local government employees to better manage financial and material resources. Improved management skills contribute to a more efficient use of public funds and increase the effectiveness of operations. Training courses and workshops have enabled local government employees to improve their professional and personal skills. They have been able to improve their knowledge of new legislation, administrative procedures, new technologies or working methodologies. Local governments often have to adapt to changing conditions and requirements, both in terms of the law and residents' expectations. Training and workshops have allowed staff to keep their skills up-to-date in order to respond effectively to changes.

Having qualified and well-trained staff affects the quality of public services provided by local governments. The trainings and workshops not only developed professional competences, but also contributed to the personal development of employees. They were also an excellent opportunity to build bonds and cooperation between employees of different departments or local government units. They gave employees the chance to exchange experiences, build relationships and work together to solve problems.

Thanks to the project and funds from the Norwegian Financial Mechanism 2014-2021, the employees of the Town Hall and municipal units and companies took part in a number of training courses, covering such topics as: public procurement, project management, administrative procedure code, labour code, office instructions, personal data protection in the public sector, audit, management control and risk management, enforcement of local taxes and fees, accounting and control of EU subsidies, carrying out and accounting for investments in JST. In addition, soft skills workshops were held for the employees of the Town Hall and municipal units and companies, covering the improvement of interpersonal and organisational skills. The project enabled training of territorial self-government units' employees in, inter alia, effective conflict resolution, personal effectiveness in time and team task management, the importance of communication and its impact on achieving team and individual goals, effective handling of difficult and conflicting clients and good practices in handling clients with disabilities. Employees of the City Hall and municipal units and companies also took part, among other things, in a psychometric test of dominant talents and a training game on building a strong team. The test made it possible to assess the intensity of 34 traits (talents), of which five are the most dominant. The effective use of talents makes it possible to work at the most efficient level possible.

Training/workshops delivered as part of the project 'Local Development Plan 2021-2030' funded entirely by the Norwegian Financial Mechanism 2014- 2021:

Lp.	Name of the training course/workshop	Date of implementation	Data wdrożenia	Number of training hours
1.	Controlling financial management, accounting and reporting in local authorities and their organisational units - Full-time, 1-day training	14.06.2023r., 26.06.2023r., 27.06.2023r.	3	21
2.	Public information in local government practice - full-time, 1-day training	22.06.2023r., 23.06.2023r., 3.07.2023r., 4.07.2023r.	4	28
3.	Current guidelines for dealing with records in organisational units under the supervision of the state archives and producing archival materials - full-time, 1-day training	26.06.2023r., 27.06.2023r.	2	14

4.	Code of administrative procedure in practice - full-time, 2-day training	27.06.- 28.06.2023r. I grupa 27.06.- 28.06.2023r. II grupa 29.06.- 30.06.2023r. III grupa 29.06.- 30.06.2023r. IV grupa	4	40
5.	Public procurement - principles for the qualification of economic operators in procurement procedures - full-time, 1-day training	27.06.2023r., 29.06.2023r	2	14
6.	Auditing and control in the entity and the projected changes to the Public Finance Act from 2023 - full-time, 1-day training course	4.07.2023r., 5.07.2023r., 6.07.2023r.	3	21
7.	Enforcement of taxes and local fees and other public law receivables. Changes in 2023r - full-time, 1-day training	10.07.2023r	1	7
8.	Carrying out and accounting for investments in the municipality and its subordinates, taking into account the Polish Government, the Strategic Investment Programme and RFIL, as well as other sources, including those from grants - full-time, 1-day training	11.07.2023r., 12.07.2023r.	2	14
9.	Public works contracts with particular emphasis on changes to the contractor's remuneration due to defects in the project documentation and inflation - classroom training, 1 day	17.07.2023r.	1	7
10.	Revenue and expenditure of budgetary units. Recording, classification and budget reporting. Practical aspects - full-time, 1-day training	13.07.2023r., 14.07.2023r.	3	21
11.	Public procurement - the most important aspects in light of current case law - full-time, 1-day training	19.07.2023r., 20.07.2023r.	2	14
12.	Changes to the Labour Code in 2023. New scope of employee documentation, provisions in regulations, procedures and policies-discussion of sample documents-full-time, 1-day training course	26.07.2023r., 27.07.2023r., 31.07.2023r., 7.08.2023r.	4	28

13.	Reform of the CPC - full-time, 1-day training	24.07.2023r., 25.07.2023r.	2	14
14.	Accounting for the salaries of employees and contractors in application of the regulations in force from 1 January 2023 - full-time, 1-day training course	3.08.2023r., 4.08.2023r.	2	14
15.	Accounting and control of EU subsidies. The new EU perspective 2021- 2027 - full-time, 1-day training course	4.08.2023r.	1	7
16.	Management control and risk management in a public institution - Full-time, 2-day training	4.09.- 5.;09.2023r., 9.09.- 10.09.2023r., 18.09.- 19.09.2023r., 9.10.- 10.10.2023r.	4	48
17.	EU funds specialist - new programming period 2021- 2027 - full-time, 2-day training course	2.10.- 3.10.2023r., 4.10.- 5.10.2023r.	2	24
18.	Registry Instruction in Public Administration. Traditional system and EZD - full-time, 1-day training	11.09.2023r., 12.09.2023r.	2	14
19.	Practical analysis of personal data protection in the public sector - full-time, 1-day training	11.09.2023r., 12.09.2023r., 20.09.2023r., 21.09.2023r.	4	28
20.	Obligations of municipalities in the context of the law on money laundering and terrorist financing - classroom training, 1 day	16.10.2023r., 17.10.2023r.	2	14
21.	Workshop Programme to improve project management skills - full-time, 2-day training	12.09.- 13.09.2023r., 14.09.- 15.09.2023r., 19.09.- 20.09.2023r., 21.09.- 22.09.2023r., 25.09.- 26.09.2023r.	5	70
			55	462



SOFT (COMPETENCE) TRAINING				
	Name of the training course/workshop	Date of implementation	Number of training sessions	Number of training hours
1.	Effective conflict resolution - full-time, 2-day workshop	18.10.- 19.10.2023r., 23.10.- 24.10.2023r., 30.10.- 31.10.2023r.	3	48
2.	Personal effectiveness in time and task management of a team - full-time, 1-day workshop	21.11.2023r.	1	8
3.	The importance of communication and its impact on the achievement of team and individual goals - classroom training, 2 days	2.10.- 3.10.2023r., 9.10.- 10.10.2023r., 19.10.- 20.10.2023r., 25.10.-26.10.2023r.	4	64
4.	Effective handling of difficult and conflicting customers - building up an assertive attitude - full-time, 1-day training	16.10.2023r., 23.10.2023r., 9.11.2023r., 1.12.2023r., 7.10.2023r., 11.12.2023r., 12.12.2023r., 14.12.2023r.	8	56
5.	Good practice in serving customers with disabilities - classroom training, 1 day	13.11.2023r., 14.11.2023r., 20.11.2023r., 23.11.2023r., 29.11.2023r., 30.11.2023r., 4.12.2023r., 5.12.2023r.	8	56
			24	232

466 women and 141 men participated in hard (content) training/workshops. In soft (competence) training: 451 women and 152 men. All participants were employees of the Town Hall, municipal organisational units and municipal companies.





Chapter VII

**Zawiercie for people
with reduced
mobility
or communication**



Good practice:
Installing assistive listening devices (induction loop type) at all customer service points of the City Hall and municipal units.

Responsible JST:
 Zawiercie City Council

General description of DP:

The objective of this measure is to improve the accessibility of services for the hearing impaired by means of an assistive listening system, enabling the reception of pristine and clear sound through a hearing aid. The main problems that induction loops can address are: facilitating communication for the hearing impaired and noise re-education - the loops eliminate the noise problem by delivering clear sound directly to the user's hearing aid. Hearing impaired people may feel that it is difficult to maintain their privacy when they have to use loud communication systems. Induction loops allow them to receive information unobtrusively, which can improve their comfort and sense of privacy. Where a hearing impaired person also has difficulty speaking or understanding speech in a particular language, induction loops can be helpful. They enable the hearing impaired person to use interpreters or other assistive tools to communicate.

The benefits of using induction loops at customer service points include:

- Improving access to information for people with hearing loss,
- Increasing comfort and confidence for people with hearing loss,
- Eliminating communication barriers in noisy environments,

- Enabling discreet communication,
- Increasing customer satisfaction and building a positive image of JST as a welcoming place for people with different communication needs.

Induction paddles are located at the following JSTs:

1. city hall - 2 pcs.
2. MOK „CENTRUM” - 1 pc.
3. OSIR - 2 pcs.
4. municipal and district public library - 2 items.
5. Development Agency of Zawiercie - 1 pc.
6. Municipal Complex of Economic and Administrative School Services - 1 item.
- Municipal Social Welfare Centre - 3 items.
8. Zakład Gospodarki Mieszkaniowej - 3 items.

„Induction loops are a very important facility for people with hearing impairment. They improve their living comfort by selecting the most important information from other sounds. They make use of the phenomenon of electromagnetic induction, with the help of which sound using loops is clear and precise. The loops make life easier for the hearing impaired, so I am delighted that the hearing aids have been installed at the JST customer service points in the Zawiercie Municipality,” - says Damian Madejski, Mayor’s Plenipotentiary for Persons with Disabilities.





Chapter VIII

Summary

“The Zawiercie Local Development Plan 2021-2030 allows for the development of many effective technological and organisational solutions that can also be implemented in municipalities that are potential beneficiaries of the programme. Zawiercie is developing in terms of investment and social development. The multifaceted range of activities undertaken as part of the project results in more effective social activity and an improvement in Zawiercie’s competitiveness in relation to other cities. The benefit is primarily an increase in the quality of life of the community’s residents. Multi-person project teams are involved in improving the quality of life for various social groups. The project helps both those who find themselves in a difficult life situation (the homeless) and young people who need support and direction. Facilities for people with disabilities have been created thanks to the Norwegian funds. Employees of local government units have also benefited, as they have the opportunity to improve their professional competences and factual knowledge, which translates into more efficient customer service. In addition, the project gives young people a chance and makes it easier for them to take their first steps on the path to professional success.

AN INVESTMENT IN A YOUNG PERSON IS AN INVESTMENT IN THE CITY AND ITS DEVELOPMENT.

Cooperation with Norway enables the exchange of good practices, information and experiences in the area of organising cooperation between institutions, schools and employers, primarily in the field of dual vocational education. The project makes it possible to learn about pioneering solutions applied in Norway in the field of vocational education enabling people to find employment immediately after secondary school, or innovative technologies in factories and enterprises. Norwegian public institutions support local enterprises and new start-ups, and there is harmony between companies from different sectors of the economy, resulting in cooperation such as purchasing equipment for new facilities from local manufacturers. Companies apply the zero waste principle and maximise the potential of Norwegian renewable energy sources, taking care of the environment. Advanced technologies are found both in educational facilities with professional and modern equipment, as well as in enterprises introducing innovative production systems. Norway is also introducing a strategic response to professional needs in relation to the ageing population by teaching helping professions (e.g.

caregiver, nurse) already at secondary school level.

The human factor is a very important component of the project 'Zawiercie Local Development Plan 2021-2030'. The teams involved in the project work for the residents and to improve their wellbeing. Thanks to the practical solutions developed, the project is delivering results in the form of:

- Effective bilateral cooperation with the partner country,
 - An effective system of support for residents through streetworking,
 - Investment benefits related to the reconstruction, renovation and extension of Podmiejska Street with water and sewage infrastructure,
 - Creation of a Local Career Centre for Students and Graduates, which allows vocational activation of the city's young residents,
 - Strengthening the competencies of local government employees through a series of training courses to improve their substantive knowledge and soft skills.
- and soft skills,
- Facilities for people with limited communication skills, thanks to the installation of hearing aids such as induction loops at TSU customer service points.

NORWEGIAN FUNDING

The Norwegian and EEA funds represent Norway's contribution to a green, competitive and inclusive Europe.

Through the Norwegian and EEA Funds, Norway contributes to reducing social and economic inequalities and strengthening bilateral relations with beneficiary countries from Central and Southern Europe and the Baltic Sea area. Norway cooperates closely with the EU under the European Economic Area (EEA) Agreement. Together with other donors, Norway has provided €3.3 billion in successive fund programmes between 1994 and 2014.

The Norwegian funds are exclusively funded by Norway and are available in countries that joined the EU after 2003. The Norwegian funds for 2014-2021 amount to €1.25 billion.

Priorities for this period are:

1 innovation, research, education and competitiveness;

2 social inclusion, youth employment and poverty reduction;

3 environment, energy, climate change and low-carbon economy;

4 culture, civil society, good governance and fundamental rights;

5 justice and home affairs.

For more information see: www.eeagrants.org, www.eog.gov.pl

**Wspólnie działamy na rzecz Europy zielonej,
konkurencyjnej i sprzyjającej integracji europejskiej.**



ABOUT ZAWIERCIE

Zawiercie is the capital of Zawiercie County. Called the gateway to the Krakow-Czestochowa Jura, it has a rich industrial tradition. After 1990, however, factories collapsed or underwent a serious crisis. In recent years, there has been a decline in the number of jobs, among others due to the due to the liquidation of the Glassworks, the Zawiercie Cotton Industry or the Zawiercie Spinning Mill. The result was an increase in the level of unemployment and, consequently, an exodus of the population. In 1991, there were more than 57,000 people living in the town. Over the years, this number has been decreasing all the time and this is due, among other things, to the situation on the labour market. Young people are leaving the city in search of well-paid jobs, choosing larger cities. When they go away to study, they no longer return to Zawiercie. The main reason for this is the level of earnings, as well as the greater opportunities for professional development outside the city.

Despite the pandemic and the war in Ukraine, the objectives to be realised remain the same: counteracting the negative demographic changes - above all by attracting new investors and enabling the development of companies already operating in the Economic Activity Zone. An opportunity is provided by the so-called Norway Grants, which help, among other things, in the development of the zone and thus in the development of the entire town.

Another very important issue is the construction of new housing, and in this case the activities of the SIM SMS company, specifically the plans to build new blocks of flats in Zawiercie-Kromołów, are a milestone.
in Zawiercie-Kromołów.

The attractive cultural and entertainment offer for families with children and young people should not be forgotten either. with children and young people. This is already taken care of by the MOK, the Zawiercie Library, the OSiR and the Old Bath Gallery.



Wydawca:

Urząd Miejski w Zawierciu
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Foto:

archiwum UM, MOPS i ARZ
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