

Example of Education Reform Initiatives: Poland

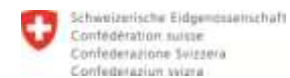
Brian Friedrich, Consultant, World Bank CFRR

12th October 2016 – Minsk

STAREP EDUCOP – National initiatives for strengthening accounting education



STAREP is co-funded by:





Country and Education System Overview



Poland: Country and education system overview

Poland: Country and education system overview	
Population	38,620,000
Language of Instruction	Polish
Compulsory Education	12 years (from age of 6 to 17)
Academic Year	September - June (Tertiary: October - June)
Number of Tertiary Schools	Approximately 500 universities and collegiate-level institutions of higher education <ul style="list-style-type: none">• 131 government-funded• 326 privately owned universities
Number of Tertiary Students	Almost 2 million enrolled (2010)
Tertiary Gross Enrollment Ratio	71.16% (2013)
Adult Literacy Rate (15+)	99.79% (2015)
Youth Literacy Rate (15-24)	100% (2015)
GDP on Education	4.81% (2012)
System Supervision	Ministry of National Education/Ministry of Science and Higher Education



Regulation of Statutory Auditors in Poland

Regulation of Statutory Auditors in Poland

MoF

» Ministry of Finance

KNA

» Audit Oversight Commission (KNA) – Appointed by the Ministry of Finance

KIBR

» National Chamber of Statutory Auditors (KIBR) – IFAC Member

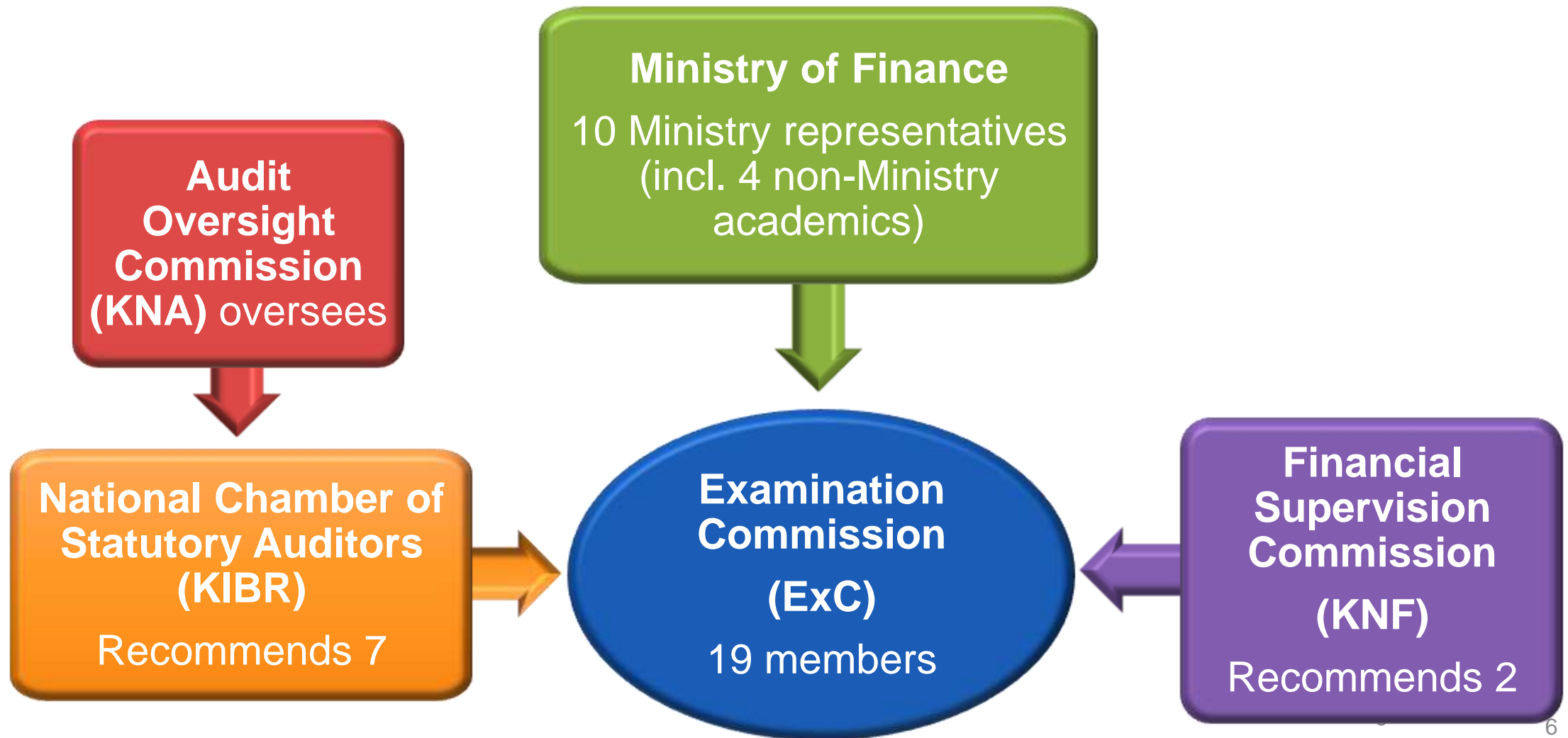
ExC

» Examination Commission (ExC) – Appointed by the Ministry of Finance (with recommended representatives from other stakeholders)

KNF

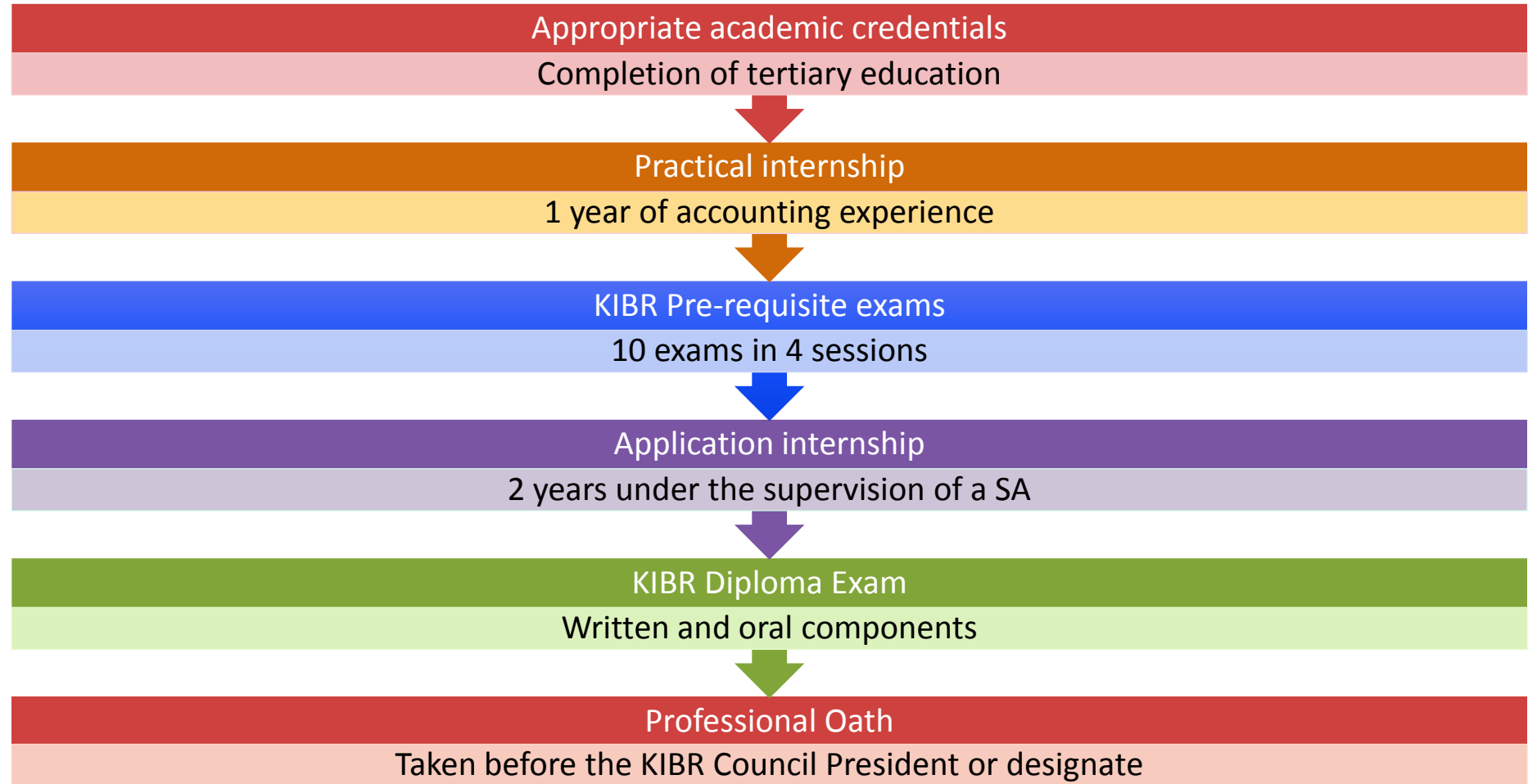
» Financial Supervision Commission (KNF) - Appointed by the Ministry of Finance

Regulation of Statutory Auditors in Poland



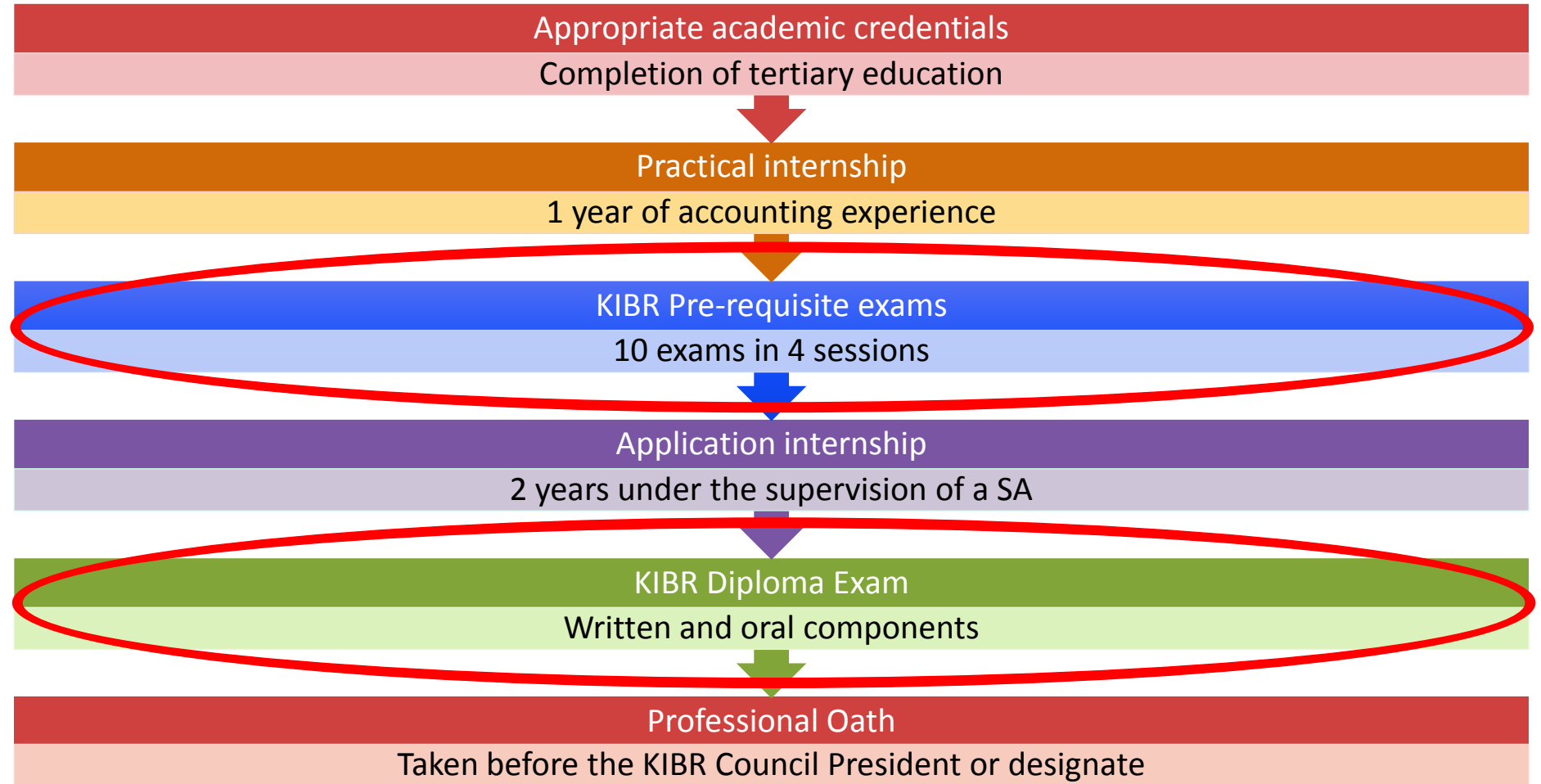
Poland: Process of Auditor Qualification

General Pathway of Education, Exams, Experience



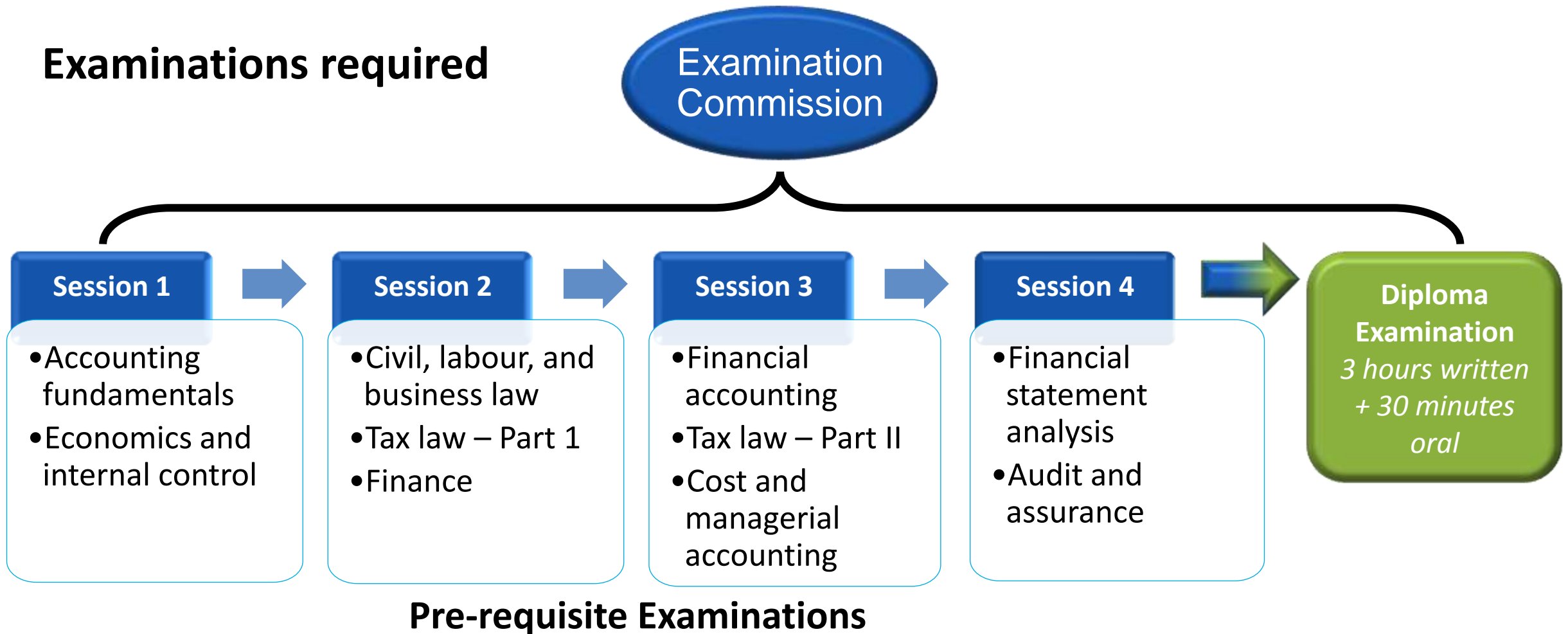
Poland: Process of Auditor Qualification

General Pathway of Education, Exams, Experience



Poland: Process of Auditor Qualification

Examinations required





Purpose of the project

Professional Education for Professional Accountants and Auditors

CFRR 
Centre for Financial
Reporting Reform



 **SWISS**
CONTRIBUTION

FRTAP Poland is financed by a grant from
Switzerland through the Swiss Contribution
to the enlarged European Union.

**FRTAP
POLAND**
FINANCIAL REPORTING
TECHNICAL ASSISTANCE
PROGRAMME

Purpose of the project

Presenting Issues

- » Exemptions available from pre-requisite exams, but only on an individual basis (not based on a full program); essentially none granted

Session 1

Session 2

Session 3

Session 4

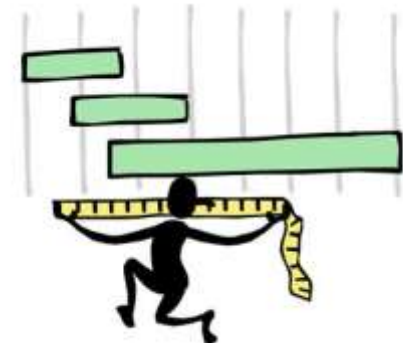
- » *Diploma Exam* not competency-based or particularly integrative (too technical focused, not in line with IESs)
- » *Diploma Exam* sitting limited to 30 candidates at a time
- » Backlog of 1,000 candidates waiting to write

Diploma
Exam

Purpose of the project

Main project activities

- » Develop a Manual and work with ExC to develop, administer, and maintain competency-based *Diploma Exams* using integrative business cases
- » Develop an accreditation and exemption program to allow equivalent university education to be recognized
- » Assist with other resources and communications with stakeholders (Preparatory materials for candidates, resources for Universities, communication to stakeholders, etc.)





Challenges



Challenges - Resource constraints

Financial



- » Examination Commission is funded by exam write fees – allowing exemptions reduces their funding
- » KIBR is funded by member fees and fees to firms for quality monitoring
- » All fees are established in law and may be insufficient

Human resources



- » KIBR/ExC have (almost) no professional staff
- » Examination Commission is made up of volunteers who receive only a small stipend for regular meetings and exam participation, but are very busy with their main jobs

Challenges

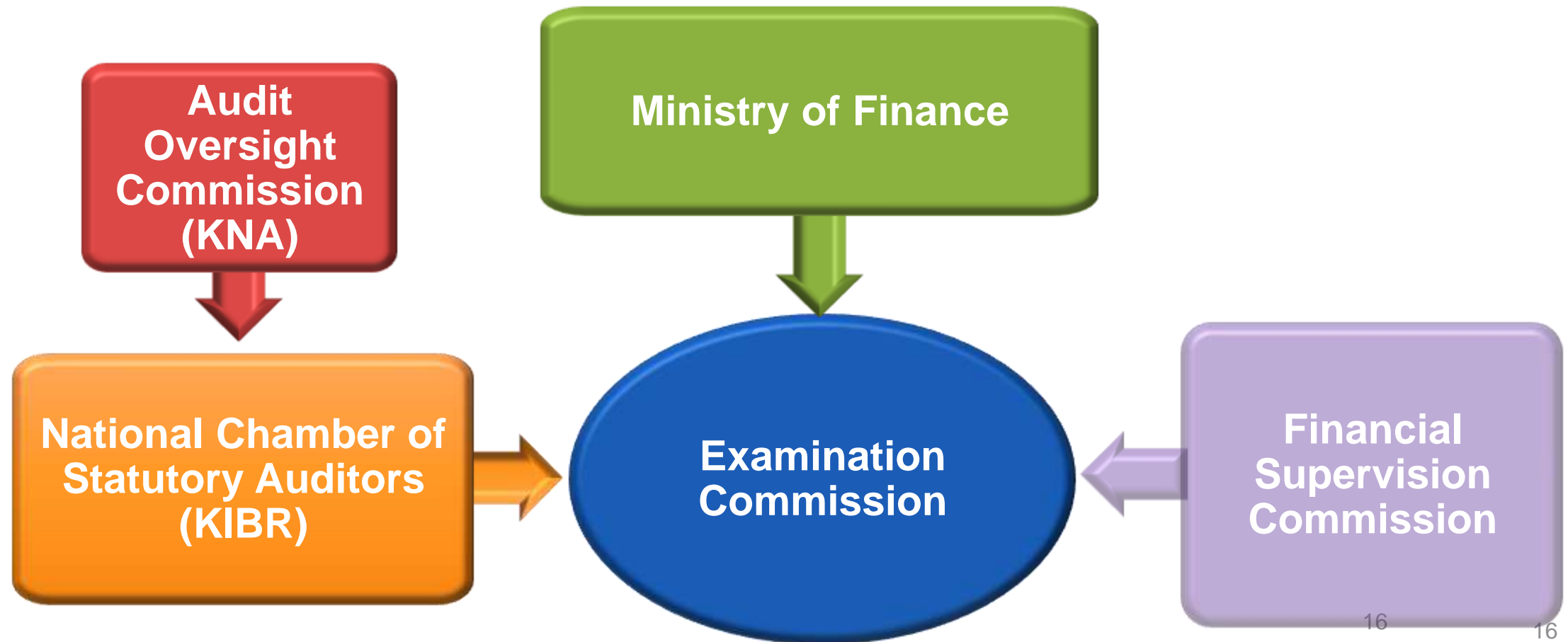
Legal constraints

- » Laws are very prescriptive in some areas (setting fees and tasks, prescribing hours of final exams and question types, etc.)
- » Laws are differently interpreted by different stakeholders (uncertainty around who has authority to do what)



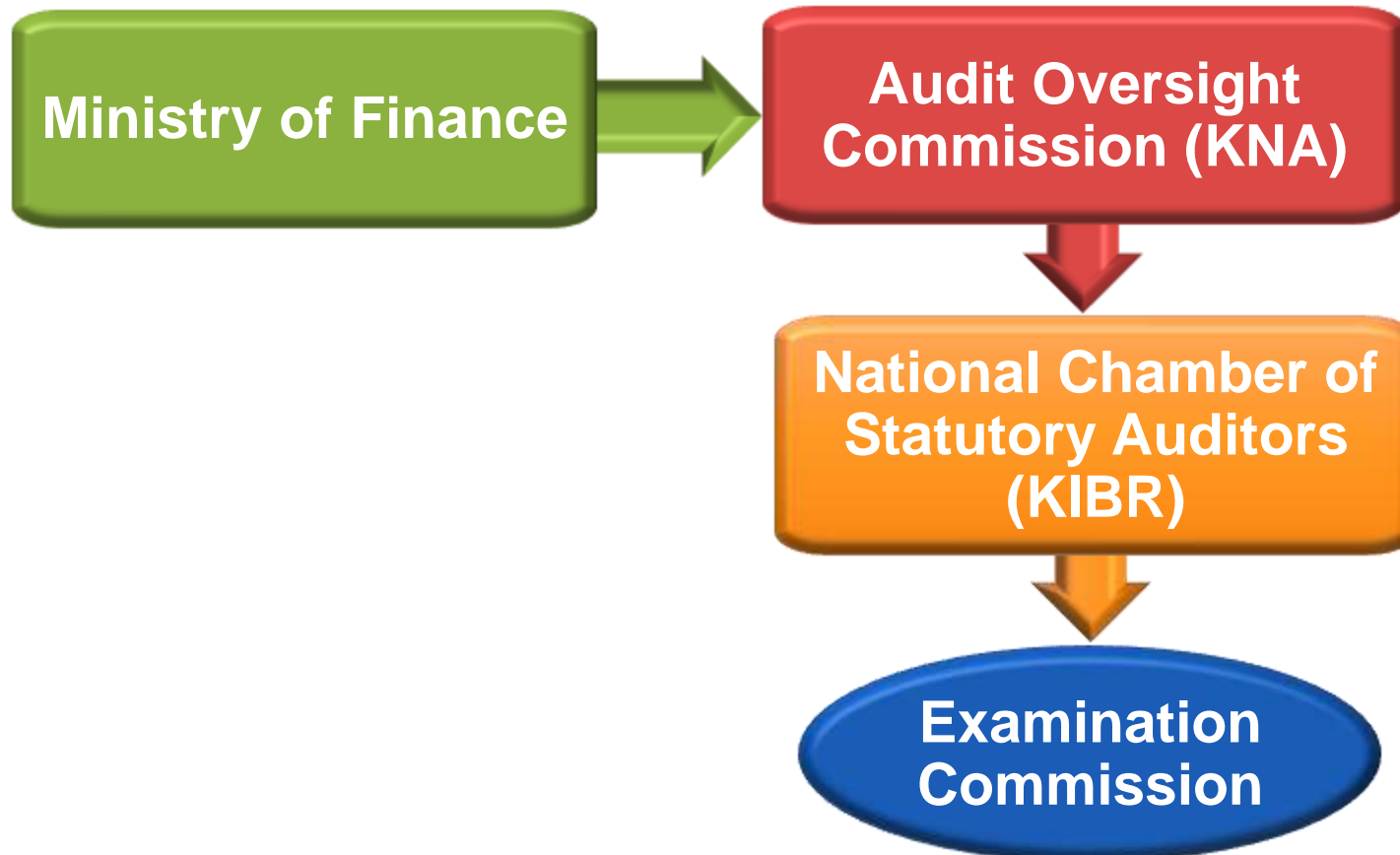
Challenges

Stakeholder challenges



Challenges

Alternate structure:



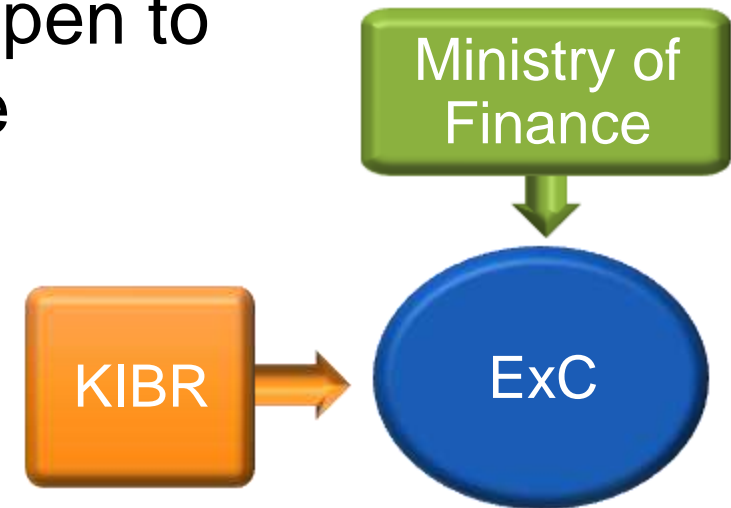


Successes and Lessons Learned



Poland: Successes

- » Tri-partite meeting – all three stakeholders met for discussions with WB project team
- » KIBR and ExC have continued with regular meetings and are building trust
- » Project workshops were well attended – ExC open to new tools and procedures if legal and resource constraints are lifted
- » Final workshop in October to discuss mitigating constraints and facilitating implementation



Poland: Lessons Learned

Change requires:

- » Understanding motivations, particularly when power or resources are shifting
- » Ensuring a common understanding of problems and objectives at the outset
- » Ongoing communication and collaboration
- » Trust among stakeholders
- » Flexibility – best practices may need to be modified to fit the current reality
- » A gradual approach – legislation may need to catch up, resources and capacity may need to be developed
- » Champions!



Thank you!