

The MASTER PRO initiative

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LITHUANIA

Timeline

2019 Design 2020 Implementation 2021 Implementation 2022 Completed

ID number 36882

Background

In a rapidly changing world, technological advancements place new demands on companies in different economic activities/sectors and their employees. The skills acquired in vocational schools or in colleges and universities are often insufficient; employees often rely on their experience, on more experienced or longer-serving colleagues and online sources to improve their skills. Whether self-directed or non-formal learning, the totality of knowledge and skills acquired at work/in the workplace forms, in the long run, a significant part of the professional mastery of the employee, valued by the employer. Nevertheless, Lithuania has neither the tools nor the system to recognise more widely this accumulated knowledge, outside the specific working context.

Objectives

The aim of the measure is to create conditions for the formation, recognition and validation of mastery qualifications (skills) acquired in employment and elaborate a model of the subsystem of 'mastery skills acquired in the workplace' that can be used in various sectors of the economy.

Description

To work towards that goal, the ministry organised a discussion on the subject involving representatives of Lithuanian industry, business and employer associations. Participants were selected with a broad mandate to represent business associations and individual companies, uniting the vast majority of Lithuanian organisations and having knowledge across a wide range of business needs.

Participants in the discussion acknowledged that the assessment and recognition of high-level competences acquired at work are important tools for businesses, with the potential to act not only as a basis for development of human resources, but also as a motivational system for employees and as an aid in setting salaries. It was agreed, however, that such measures should be universally applied and recognised, and that they should therefore be carried out at national level. There was also consensus that evaluations would be most effectively arranged by business associations with member organisations representing employers in their particular fields, with a perception that competence assessments would be best carried out by experts in the specific field and subject matter. It was agreed that

universally accepted competence assessment methodology tools should be used for the system.

These agreements have become the basis for the Ministry of the Economy and Innovation to develop the MASTER-PRO initiative, under which measures are being implemented to identify and describe the competences acquired in work activities. If necessary, these competences or qualifications can be included in professional standards and, accordingly, in the VET agenda.

In 2019, the Ministry of the Economy and Innovation launched a new initiative: the establishment of a mechanism for the assessment and recognition of high-level competences acquired in work activities. In 2019, the project MASTER-PRO: Development of a subsystem model of high-quality qualifications acquired in work, was launched (Project number - No 09.4.3-ESFA-V-834-03-0001). The project aims to create conditions in Lithuania for the formation, recognition and validation of high-mastery qualifications acquired in work activities. A model of the high-level qualification subsystem acquired in work activities and basic assumptions of its multiplication will be developed, ensuring further operation of this subsystem in various sectors of the economy. The conditions created during the project will enable employer organisations to take over foreign practice, to create sectoral qualifications subsystems acquired not in formal training but in work practice, integrated into national and European Union qualification systems. Such subsystems enable employers to formulate requirements for high-level qualifications and to establish mechanisms for the assessment and recognition of work-related competences.

2019 Design

2020 Implementation

At the beginning of 2020, a tender was announced for the acquisition of services for the development of a model for the award of mastery qualifications acquired in employment.

In autumn 2020, the following methodological documents were prepared: a methodology for describing mastery qualifications acquired in work (*Auksto Meistriskumo Kvalifikacija*, AMK) and the manual of AMK description procedures; guidelines for determining AMK levels and linking them to the LTQF and to professional standards and qualifications described therein; and an assessment of the manual of procedures for defining AMK qualifications.

These documents are intended for employers or employer representative bodies seeking to implement a sub-system of tailor-made qualifications valid in the sectors.

2021 Implementation

In February 2021, a model for awarding master qualifications acquired in a work environment was prepared together with leading documents: examples of master qualification descriptors, guidelines for the development of these descriptors, assessment and validation guidelines. The MASTER-PRO website has been developed and launched. These activities provide the preconditions for the implementation of the master qualifications subsystem in Lithuania.

During 2021, all prepared methodological documents for the development, assessment and validation of master qualifications acquired at work have been widely discussed with the expert representatives from related sectors.

2022 Completed

During 2022, 15 training events related to the project MASTER-PRO took place. They were organised for the associated employers' staff interested in creation and implementation of qualification sub-systems for recognition of high-level competences acquired in work-based environments. Topics of the training events and discussions: the issue of recognition and approval of work mastery qualifications, preparation of descriptions of mastery qualifications and competences, requirements for assessors

and assessment institutions.

An online platform for the implementation of the master qualifications subsystem in Lithuania has been established. Its aim is to facilitate the process of development, registration and assessment of work-based high level master qualifications online.

Bodies responsible

- Ministry of Economy and Innovation

Target group

Learners

Adult learners

Persons in employment, including those at risk of unemployment

Education professionals

Trainers

Entities providing VET

Companies

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Transparency and portability of VET skills and qualifications

Learners' possibilities of accumulation, validation and recognition of learning outcomes acquired non-formally and informally

Subsystem

CVET

Further reading

[Description of the national project Development of the subsystem model for MASTER-PRO high-level qualifications acquired in work activities \(only in Lithuanian\)](#)

Related policy developments

2025 Implementation

Competence assessment and validation arrangements

In 2016, to address the problem that non-formal training for unemployed adults organised by the public employment service (the Lithuanian labour exchange) did not lead to formal qualifications, the Ministry of Labour and the Ministry of Education, Science and Sport agreed to enable validation and

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Type of development

Regulation/Legislation

Subsystem

IVET CVET

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