

Upskilling people in employment

POLICY DEVELOPMENT **PRACTICAL MEASURE/INITIATIVE**  LITHUANIA

Timeline



ID number 28339

Objectives

To give employees opportunities to gain the knowledge, tools and ability they need to use advanced and ever-changing technologies in the workplace and their daily lives.

Description

A range of projects for continuing vocational education and training (CVET) were planned within the 2014-20 ESF programming period under the responsibility of the Ministry of Economy and Innovation. In the Competences LT project, funding was planned for the training of 6 600 people employed in predefined sectors. The project aims to support beneficiaries in adapting to new jobs, technologies and work processes, and in acquiring or improving qualifications. Its budget was EUR 4 million in 2016. The Competence voucher project has aimed to fund the training of almost 42 000 people in work by 2020. Within this project, companies can claim back 50 to 70% of training-related costs. The first call for this initiative was launched in March 2017, with its budget set at EUR 10 million. ESF-funded projects have been carried out since November 2016 to support apprenticeship-type training projects and other training schemes for company employees to improve their qualifications and career development. Applicants can be private or public entities, with the Ministry of the Economy and Innovation responsible for this measure. A budget of EUR 11 million was allocated for the 2016-20 period, with a target of training 2 573 employees. Employees of 1 639 enterprises had been trained by 2018.

2015 Implementation
2016 Implementation
2017 Approved/Agreed
2018 Implementation
2019 Implementation
With the full entry into force of the VET Law (2017) in early 2019, VET has become clearly divided into initial vocational education and training (IVET) and continuing

vocational education and training (CVET). Formal CVET is funded by the education ministry and is intended for persons who already have at least one professional or higher education qualification. State-funded continuing VET is available to anyone seeking a second qualification or intending to improve an existing qualification. At the end of August 2020, 230 EQF level 2-4 CVET programmes were developed and approved. Admission to these programmes is provided through a centralised system. The main entrance to them takes place in summer, with an additional opportunity in winter. The duration of training is from half to one and a half years.

2020 Implementation

In 2020, the Ministry of Economy and Innovation launched a second call for projects Competency voucher under the European Union Investment Facility 2014-20. It aimed to provide employees of Lithuanian companies with the competences necessary to adapt better to the labour market affected by the COVID-19 pandemic. It is planned to allocate up to EUR 500 000 for the activities financed under this call.

In 2020, the Lithuanian Employment Service cooperated with online training platform Coursera.org and provided 50 000 free licences for everyone who was interested. Coursera.org provides more than 4 000 courses (such as languages, philosophy, history, photography, journalism, information technology and other subjects) in non-formal adult education that contribute to the improvement of personal competences. The most popular courses chosen were programming, strengthening Excel skills, mastering learning techniques, and creating e-mails in English.

2021 Implementation

The Lithuanian Employment Service continued to provide training services for people in employment who:

- (a) intend to cease employment with the current employer;
- (b) are planning to take up self-employment;
- (c) would be transferred to a higher post in the same company (at least 20% salary increase);
- (d) are being warned about dismissal because the job function is becoming redundant for the employer due to the emergency situation and quarantine.

Participants receive a training scholarship and have all their training, travel and accommodation costs covered.

The Lithuanian Employment Service continued the Self-employment initiative for special target groups: young unemployed (under 29 years), unemployed persons older than 45 years, and people with various disabilities limiting opportunities in labour market. This initiative provides guidance and counselling for special target groups aiming to create own working place. A person with a disability establishing a micro enterprise for the first time could apply for the compensation of expenses up to EUR 22 652 for the cost of development of an own place of employment. State support funds can be allocated to acquire, install and adapt working equipment or to repair and adapt own premises for the installation of the workplace. 718 persons received support in 2021.

2022 Implementation

In 2022, new employment paths were enabled through the update of several tripartite and bilateral learning agreement forms as well as vocational training agreement forms.

The Ministry of Social Security and Labour approved the 2022 list of national priority qualifications, focusing on high value-added jobs. Employed persons willing to change their profession can apply to the territorial employment service and they can be proposed a retraining programme for a qualification from the list. For those persons who have a potential future employer, a qualification or part of the qualification

required in the targeted workplace can be financed.

Additionally, employed persons can be trained for a new qualification or competences in the form of apprenticeship. In this case, their training is carried out by a company together with a VET institution. Practical training takes place in a real workplace (production company, organisation), and theoretical knowledge is acquired in the VET institution together with initial practical skills.

2023 Implementation

In 2023, the Lithuanian Employment Service continued to provide services in line with the priorities set in the previous years. A total of 5 600 people participated in vocational training as an employment promotion measure, with the majority belonging to the 30-44 age group.

Apprenticeship Training: 198 individuals were trained under the apprenticeship programme, with nursing assistants, personal care workers, sales management, and insurance management being the most popular fields. The programme achieved a high labour market integration rate of 80.6%.

Internship Programme: 165 unemployed individuals took part in internships designed for those who had been out of work for at least six months. Most internships were in wholesale and retail trade, healthcare and social work, and accommodation and food services.

Competence Recognition: 62 individuals had their competences assessed and recognised across 25 qualifications.

Non-Formal Adult Education: 5 100 people participated, with most opting to learn the Lithuanian language.

2024 Implementation

In 2024, the Lithuanian Employment Service continued to provide services according to the priorities set in the previous years. However, statistics about the 2024 Lithuanian Employment Service activities and results have not yet been provided.

2025 Implementation

Between January and September 2025, the Lithuanian Employment Service continued to deliver services in line with priorities set in previous years. So far, more than 12 000 employed and unemployed individuals participated in upskilling measures supporting employment. Of these, 5 100 took part in VET measures, 247 were enrolled in apprenticeship training, 390 participated in company internships, 65 engaged in the recognition of competences acquired through non-formal or informal learning, 250 participated in non-formal adult education programmes, and 6 100 joined measures aimed at acquiring high value-added qualifications or competences.

All the above-mentioned training activities and measures for formal and non-formal training were implemented based on occupations and a list of competencies identified by the Employment Service as being in demand in the labour market. The 'Active labour market policy measure' (training measure), aimed at acquiring high value-added qualifications or competences, is implemented in accordance with the list of high value-added qualifications or competences approved by the Director of the Lithuanian Employment Service. The initial list of high value-added qualifications or competences was approved in 2020. In 2025, the revision of this list was initiated.

Bodies responsible

- Ministry of Economy and Innovation
- Lithuanian Employment Service

Target group

Learners

Learners with disabilities
Older workers and employees (55 - 64 years old)
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment
Low-skilled/qualified persons

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies
Providing for individuals' re- and upskilling needs
Lifelong guidance

Subsystem

CVET

Further reading

[CVET application forms and main information for the employed: \(only in Lithuanian\)](#)

[List of national priority qualifications and competences, generating high value-added \(Update from 2025\) \(only in Lithuanian\)](#)

Related policy developments

2025 Implementation

Individual learning account system

The platform development project is carried out by three ministries: Ministry of Education, Science and Sport, Ministry of Economy and Innovation, and Ministry of Social Security and Labour. It is expected that the unified system will be operational by the end of 2022.

 LITHUANIA

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Modernising VET legal framework

A new VET Law was adopted on 14 December 2017, with some of its articles coming into force on 1 February 2018 and others on 1 January 2019. The law emphasised the importance of workplace learning and apprenticeship, clarifying the regulation on apprenticeships.

 LITHUANIA

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Sectoral practical training centres (SPTCs)

In May 2016, the Ministry of Education, Science and Sport carried out a review of EU investments in the VET system for the 2014-20 period. This analysed results from the previous programming period and new proposals, as well as labour market (regional) trends and forecasts.

 LITHUANIA

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

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