

# Baltic Alliance for Apprenticeships

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 LITHUANIA

## Timeline



ID number 28325

## Background

The apprenticeship system was introduced by the 1997 Law on VET. However, it had a very limited scope, being offered only in one private VET school (craftsmanship school Sodziaus Meistrai) and in a few projects and schemes supported by the European Social Fund (ESF) and Youth guarantee funds. The main obstacles to the development of apprenticeships were the lack of clarity in their legislation, the reluctance of small and medium-sized enterprises (99.8% of companies) to bear the cost of them and the absence of support mechanisms. Taking into account that the concept of universally recognised apprenticeships was not developed in the previous version of the Law on VET, the new version of the law - which entered into force at the beginning of 2019 - instructed the preparation of a government-approved by-law.

## Objectives

The Erasmus+ KA3 project WBL-Balt (2014-17), led by Latvia and launched in June 2015, aimed to strengthen cooperation between Latvia, Lithuania and Estonia in implementing methods including developing work-based learning and apprenticeships.

## Description

The Baltic Alliance for Apprenticeships (BAfA) was established on 22 June 2015 in a bid to increase the competitiveness of those in the region's labour force partaking in VET schemes, with a particular emphasis on work-based learning (WBL). The aim was to raise the status and attractiveness of Baltic VET schemes and encourage regional approaches to their implementation. The ministries of education in Latvia, Lithuania and Estonia committed to cooperating in the promotion of apprenticeships and work-based learning by signing the Declaration of intent on the Baltic alliance for apprenticeships. In the WBL-Balt project, a declaration of intent was signed with regard to the Baltic Alliance for Apprenticeships and Work-Based Learning (BAfA), promoting the exchange of information and experience in policy implementation, quality issues and the potential use of EU transparency tools in apprenticeships and work-based learning. A four-stage action plan for

developing and implementing apprenticeships was finalised in December 2016: finalising the vision for apprenticeships and a detailed plan for communication, support teams, coordination and monitoring; selecting pilot projects; implementation and assessment; and overall evaluation. In 2017, a new joint Baltic initiative was launched under the Erasmus+ project Testing new approaches to training VET and workplace tutors for work-based learning (TTT4WBL, 2017-20). A professional development model was prepared for work-based learning tutors (including a teaching programme and accompanying methodological material). The programme was tested in the course of joint training of VET teachers and tutors from enterprises in the three Baltic countries: Estonia, Latvia and Lithuania.

#### **2015 Approved/Agreed**

#### **2016 Implementation**

#### **2017 Approved/Agreed**

#### **2018 Implementation**

#### **2019 Implementation**

In 2019, it was agreed that the Baltic Alliance for Apprenticeships should be further supported and considered as a platform for additional cooperation. The following events have helped ensure the continuity of project results in 2019:

- (a) Chamber of Commerce, Industry and Crafts on 25 January 2019: a large number of members gathered to hear about apprenticeship training. These included representatives of both manufacturing and service companies, heads of VET centres, lawyers and consultants;
- (b) on 22 March, Kaunas Chamber of Commerce, Industry and Crafts organised a consultation day under the solidarity programme Member to member. For a day, consultations 'moved' from the virtual space - chamber.lt - to a Friday coffee morning session at which companies shared information on legal matters, tax, labour law, insurance, personal data protection and the employment of foreigners;
- (c) four national dissemination events for the TTT4WBL project were held across Lithuania in March: two organised in Vilnius, and one in each of Šilutė and Kaunas. More than 120 people participated in the events and discussed apprenticeships in Lithuania, including VET teachers, social partners, employers, experts from the Ministry of Education, Science and Sport, municipality representatives and others;
- (d) on 25 April, the project team from Vilnius Car Mechanics and Business School arranged a round table meeting with representatives of business companies still not involved in work-based learning (WBL). Participants were particularly interested in the legal aspects of cooperation and its benefits to VET institutions and business companies. They expressed an interest in participating in future tandem training and shared the opinion that the round-table discussion was informative and useful;
- (e) the fifth partner meeting of the TTT4WBL project was held in Kaunas on 10-11 June, with the aim of reviewing the tasks accomplished and planning activities for the initiative's final year;
- (f) on 17 June, details of the TTT4WBL project and its potential to influence VET policy were presented to the Lithuanian Minister of Education, Science and Sport, Algirdas Monkevičius;
- (g) on 28 August, project partners from Kaunas Chamber of Commerce, Industry and Crafts (Kaunas CCIC) invited members to a seminar on development and economic growth opportunities in the Kaunas region;
- (h) at a meeting of the Board of the Lithuanian Association of VET Providers on 11 September, board members together with a representative of the Ministry of Education, Science and Sport discussed the situation with regard to WBL in Lithuania and examples of good practice from other countries. Participants in the round table also debated the status and content of apprenticeship procedures proposed for approval in Lithuania. As all VET providers in Lithuania participated in tandem training sessions organised as part of the TTT4WBL project, attendants from different regions of the country talked about the benefits of this training, cooperation opportunities for specialists involved in WBL at VET institutions and at

businesses, and the wider communication of project activities.

### **2020 Implementation**

Within the TTT4WBL project (completed in 2020) a common Baltic competence profile for WBL tutors was agreed. It will serve as a basis for setting up training programmes for WBL tutors across the Baltics and will guide VET and company managers in WBL staff development.

Through the TTT4WBL project activities it became evident that further Baltic co-operation should be focused on targeted WBL student and tutor exchange, given the new opportunities arising from the common WBL tutors' competence profile. Another common issue to be addressed is increased focus on digital approaches in joint activities and projects to increase the overall competitiveness of the Baltic VET environment.

### **2021 Completed**

During 2021, national meetings were held with representatives of companies and associations to discuss the development of apprenticeships and the commitment of the social partners to participate in apprenticeship development. Action is completed. No further developments.

## **Bodies responsible**

- Qualifications and VET Development Centre (KPMPC)
- Kaunas Chamber of Commerce, Industry and Crafts
- Lithuanian Association of VET institutions (LPMIA)

## **Target group**

### **Education professionals**

Teachers  
Trainers

### **Entities providing VET**

Companies  
Small and medium-sized enterprises (SMEs)  
VET providers (all kinds)

### **Other stakeholders**

Social partners (employer organisations and trade unions)  
National, regional and local authorities

## **Thematic categories**

### **Governance of VET and lifelong learning**

Optimising VET funding

### **Modernising VET offer and delivery**

Reinforcing work-based learning, including apprenticeships

### **Teachers, trainers and school leaders competences**

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

## Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

### Subsystem

IVET CVET

### Further reading

[The Baltic Alliance for Apprenticeships and Work-Based Learning](#)

[Cedefop ReferNet Lithuania \(2019\). Apprenticeship implementation in the Baltic countries](#)

### Related policy developments

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**2020 Completed**

#### CPD programmes and material for trainers

A training programme for trainers in companies has been in progress since 2015 within the Erasmus+ project Developing apprenticeship: in-company trainer training and apprenticeship promotion. The programme is dedicated to the professional development of trainers in companies.

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##### Type of development

Practical  
measure/Initiative

##### Subsystem

IVET CVET

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**2021 Completed**

#### The 2017-20 action plan for lifelong learning

A 2017-20 action plan for lifelong learning was adopted by the Ministry of Education and Science in June 2017, and was later amended in December 2017. The plan replaced the former 2014-16 action plan for VET development and, in part, the 2014-16 action plan for non-formal adult education.

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##### Type of development

Strategy/Action  
plan

##### Subsystem

IVET CVET

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## Promote vocational training in the form of apprenticeship

Legislation in 2015 introduced provisions for the implementation of apprenticeships. It stipulated that apprenticeships can be organised by a VET institution together with employers, with practice and theory to be provided in alternating periods at the company and VET provider.

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### Type of development

Regulation/Legislation

### Subsystem

IVET CVET

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