

VET in a form of apprenticeship

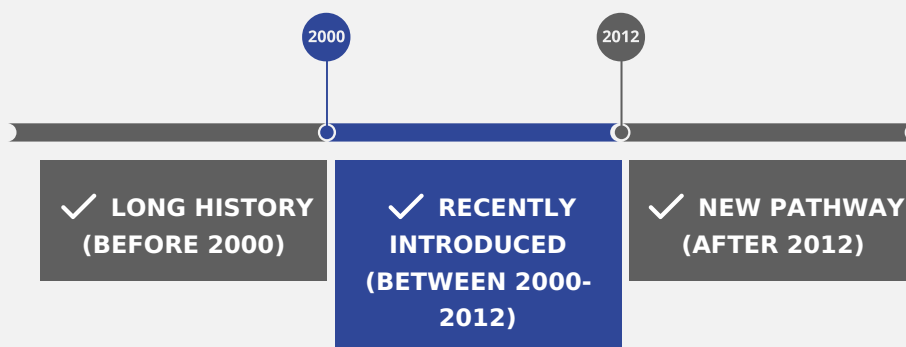
Profesinis mokymas pameistrystės organizavimo forma

 Lithuania

Reference year 2019

① SCHEME HISTORY

Q1. When was the scheme introduced?



The apprenticeship scheme was introduced in 2008 by amendment of the Law on VET.

Q2. How did the apprenticeship scheme originate?





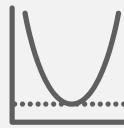
✓ OTHER

② BENEFICIARIES

Q3. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?



✓ MINIMUM AND
MAXIMUM AGE
LIMITS DEFINED



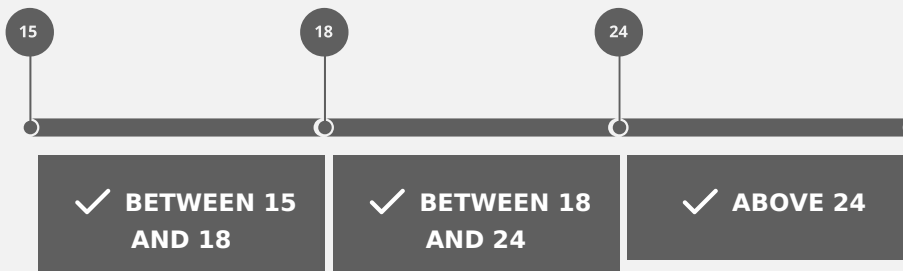
✓ MINIMUM AGE
LIMITS DEFINED
ONLY



✓ OTHER

No minimum and maximum age limit is defined for apprentices. The Law on VET requires that apprentice should have at least a lower-secondary education.

Q4. What is the average age of learners in practice?



Data about participants in apprenticeship scheme is collected on a general level and is not analysed according to personal characteristics.

Q5. How many learners are enrolled in this scheme?

According to National Agency for Education, based on the data of Register of pupils, in 2018 there were 3449 apprentices enrolled in formal VET programmes.

Q6. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s)?



✓ MORE THAN
60% OF VET
LEARNERS



✓ BETWEEN 30%-
60% OF VET
LEARNERS



✓ BETWEEN 10%
AND 30% OF VET
LEARNERS



✓ LESS THAN
10% OF VET
LEARNERS

3 QUALIFICATIONS

Q7. Are the qualifications included in the National Qualification Framework (NQF)?



✓ YES



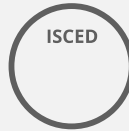
✓ NO



✓ THERE IS NO
NQF

Qualifications can range from level 1 to level 5.

Q8. Is the scheme included in the ISCED 2011 mapping?



✓ YES

✓ NO

352, 354, 454

Q9. Are the qualifications offered only through apprenticeships?



✓ QUALIFICATIONS CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME

✓ THE SAME QUALIFICATIONS CAN BE ACHIEVED ALSO THROUGH OTHER SCHEMES (I.E. SCHOOL-BASED VET)

Q10. Which is the type of qualification obtained through the apprenticeship scheme?



✓ FORMAL VET QUALIFICATION (WHICH DOES NOT INDICATE THE PATHWAY)

✓ FORMAL VET QUALIFICATION (WHICH INDICATES THE PATHWAY)

✓ FORMAL APPRENTICESHIP QUALIFICATION (JOURNEYMAN, ETC.)



✓ OTHERS

Q11. Does the scheme provide direct access to higher education?



✓ YES



✓ NO

For accessing higher education, a matura certificate is required. Upper secondary education leading to matura certificate and VET are integrated at level 4 qualifications, i.e. both, matura certificate and VET diploma can be awarded in apprenticeship.

④ GOVERNANCE

Q13. Is there any organization at the national level with roles in co-ordinating the scheme?



✓ YES

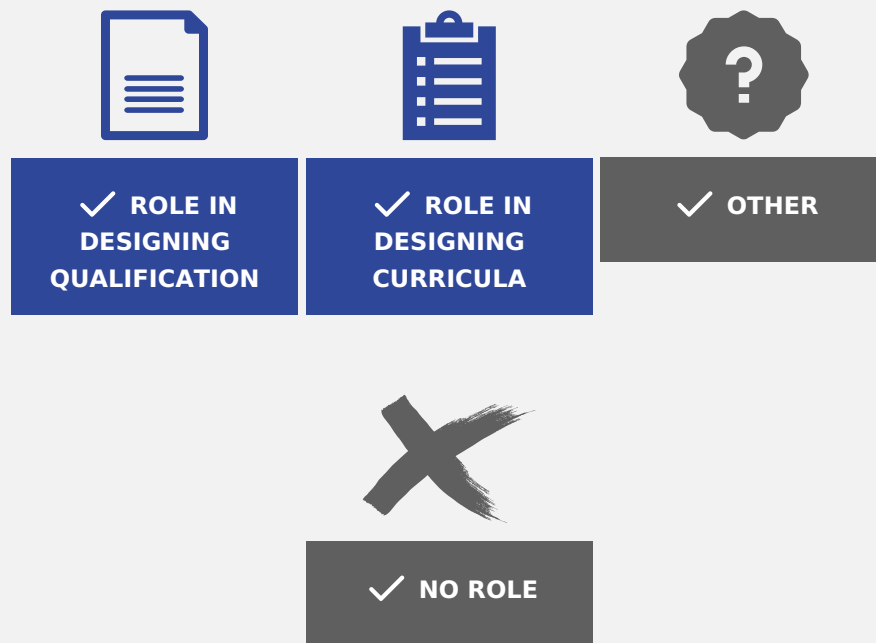


✓ NO

There is no one organisation at the national level responsible for coordinating the scheme. The national coordination of the scheme is shared by Ministry of Education, Science and Sport, Ministry of Economy and Innovation and Ministry of Social Security and Labour. Additionally, Ministry of Finances participate in planning funding of apprenticeship implementation.

The Procedure for organisation of VET in apprenticeship form (Q1) foresees that Qualifications and VET Development Centre provides methodical assistance and guidance for VET providers and employers regarding apprenticeship implementation.

Q14. What is the role of chambers, employers' and employees' representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?



Employers' representatives have contributed to the design of qualifications and training programmes. Chambers, employers' and employees' representatives are members of sectoral professional committees who endorse sectoral qualifications standards and new qualifications, and contribute to the evaluation of curricula.

Q15. What is the role of chambers, employers' and employees' representatives in implementing the apprenticeship scheme, as per regulation?





✓ OTHER

✓ NO ROLE

Chambers and employers' representatives take part in organising final qualification exam to apprentices after which a VET diploma is issued by a VET provider.

5 TRAINING AT THE WORKPLACE

Q17. Is it compulsory to alternate training between two learning venues (school and company)?



✓ YES

✓ NO

Alternation between work-place and school is a usual practice. Theory training may also be implemented at work-place in case conditions for theory training are established at work-place.

Q18. Is the in-company training defined as minimum share of the apprenticeship scheme duration?



✓ YES,
EQUIVALENT OR
MORE THAN 50%
OF SCHEME
DURATION



✓ YES, BETWEEN
20% AND 50% OF
THE SCHEME
DURATION



✓ YES, LESS
THAN 20% OF THE
SCHEME DURATION



✓ NO, NO
MINIMUM SHARE IS
COMPULSORY

In-company training should not be less than 70% of total apprenticeship employment contract duration.

Q19. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?



✓ YES, THE
LEGAL FRAMEWORK
MAKES THIS
DISTINCTION

✓ NO, THE LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

According to Labour Code, duration of training time at workplace and working time should be agreed between employer and an apprentice in apprenticeship employment contract.

Q20. What is the form of alternation of training between workplace (company) and school?



✓ EVERY WEEK
INCLUDES BOTH
VENUES



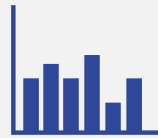
✓ ONE OR MORE
WEEKS (LESS THAN
1 MONTH) SPENT
AT SCHOOL
FOLLOWED BY ONE
OR MORE WEEKS
AT WORKPLACE



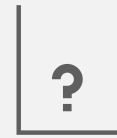
✓ ONE OR MORE
MONTHS (LESS
THAN 1 YEAR)
SPENT AT SCHOOL
FOLLOWED BY ONE
OR MORE MONTHS
AT WORKPLACE



✓ A LONGER PERIOD (1-2 YEARS) SPENT AT SCHOOL FOLLOWED BY A LONGER PERIOD SPENT TRAINING AT WORKPLACE



✓ VARIOUS - DEPENDS ON AGREEMENTS BETWEEN THE SCHOOL AND THE COMPANY



✓ OTHER



✓ NOT SPECIFIED

The form of alternation of training between workplace (company) and school is agreed between school and company. There are cases when every week includes both venues and other cases with two months spent at school followed by 8 months at the workplace.

Q21. What is the basis for the training offered?



✓ THE SCHEME IS IMPLEMENTED VIA A SPECIFIC APPRENTICESHIP PROGRAMME



✓ THE SCHEME IS IMPLEMENTED ON THE BASIS OF THE SCHOOL-BASED VET PROGRAMME



✓ THE SCHEME IS IMPLEMENTED BASED ON THE VET STANDARDS (VALID GENERALLY FOR ALL VET SCHEMES)



✓ OTHER

Q22. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?



✓ YES, THE TRAINING PLAN IS BASED ON THE NATIONAL/SECTORAL REQUIREMENTS FOR THE IN-COMPANY TRAINING



✓ YES, THE TRAINING PLAN IS AGREED AT THE LEVEL OF SCHOOL AND COMPANY



✓ NO, IS NOT REQUIRED FORMALLY

Q23. What are the requirements on companies to provide placements, as per regulation?



✓ HAVE TO PROVIDE A SUITABLE LEARNING ENVIRONMENT



✓ HAVE TO PROVIDE A MENTOR / TUTOR / TRAINER



✓ OTHER

According to the Description of the Procedure for the organisation of vocational training in the form of apprenticeship, employers:

- are responsible for preparing related documents (individual training plan, VET contract and other documents) if they carry out apprenticeship without a training provider;

- appoint (1) an employee responsible for the organisation of the apprentice work and in-company practical training and (2) an employee responsible for coordination of apprentice work and practical training (in-company trainer). It is employers'

responsibility to safeguard time and conditions for trainers to prepare for apprentices' training;

- safeguard conditions for work and practical training that would be in line with VET programme content;

- carry out VET at work place, participate in evaluation of apprentices' learning outcomes and create conditions for apprentices to reach learning outcomes set in VET programme;

- safeguard a safe learning place for apprentices and correspondence of it to the requirements set in training programme;

- ensure conditions for apprentices to participate in evaluation / recognition of their competencies;

- issue to apprentices documents certifying learning outcomes;

- create conditions for apprentices to complete an upper secondary general education programme in case an apprentice is enrolled into VET and upper secondary education programme.

Q25. Are there any sanctions on companies that do not provide training to apprentices at the workplace?



✓ YES

✓ NO

6 CONTRACT AND COMPENSATION

Q26. What is the status of the learner?



✓ ONLY STUDENT

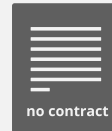
✓ ONLY EMPLOYEE

✓ APPRENTICE IS A SPECIFIC STATUS (STUDENT AND EMPLOYEE COMBINED)



✓ OTHER

Q27. Is there any written arrangement between the learner and company, required as per regulation?



✓ YES

✓ NO

An apprenticeship employment contract is concluded between a company and a learner. A VET contract is concluded among three parties: a learner, a school and a company.

Q28. What is the nature of the written arrangement?



✓ APPRENTICESHIP
ARE AN ORDINARY
EMPLOYMENT
CONTRACT

✓ APPRENTICESHIP
ARE A SPECIFIC
TYPE OF CONTRACT

✓ ANOTHER TYPE
OF FORMAL
AGREEMENT, NOT A
CONTRACT

Q29. Where is the contract or the formal agreement registered?



✓ AT THE SCHOOL



✓ AT THE MINISTRY OF EMPLOYMENT



✓ AT THE CHAMBERS



✓ AT THE MINISTRY OF EDUCATION



✓ OTHER

The apprenticeship employment contract is registered at company with a copy to school. A tripartite VET contract concluded among a learner, a school and a company is registered at school and at a company.

Q30. Do apprentices receive a wage or allowance?



✓ YES, ALL APPRENTICES RECEIVE A WAGE (TAXABLE INCOME)



✓ YES, ALL APPRENTICES RECEIVE AN ALLOWANCE (NOT A FORM OF TAXABLE INCOME)



✓ APPRENTICES RECEIVE A REIMBURSEMENT OF EXPENSES



✓ NO FORM OF COMPENSATION IS FORESEEN BY LAW

The remuneration and its progress over time is subject to an agreement between apprentice and employer. The Labour code stipulates that it should not be less than official minimum monthly wage. Additionally for learning at VET institution, an apprentice gets a training allowance (stypendium) depending on his learning results. The size of stypendium has been approved by the Government decree. The lowest stypendium equals to 0.27 of basic social benefit and the largest - 0.76 of basic social benefit. Basic social benefit is EUR 39 in 2020.

Q31. How is the apprentice wage (taxable income) set?



The apprentice wage is set by individual agreement between him and company. The Labour code stipulates that an apprentice wage should not be below an official minimum wage.

⑦ FINANCING AND INCENTIVES

Q32. Who covers the cost of the wage or allowance of the apprentice?



✓ EMPLOYERS



✓ STATE



✓ OTHER

Salary of apprentice is usually covered by employers. In case employers receive a subsidy to cover wage and social security tax of apprentice, this part (40% of expenses, not exceeding an official minimum monthly wage) will be covered from European social fund. Training allowance (stypendium) is covered by the State.

Q33. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?



✓ SINGLE EMPLOYERS HOSTING APPRENTICES



✓ TRAINING FUNDS



✓ STATE



✓ OTHER

In-company training part of apprenticeship is financed by employers hosting apprentices. Additionally, VET institutions may use State funding for organising in-company training of their learners' in apprenticeship track. For example, the State funding may be used to cover trainers' remuneration, transportation costs to companies, etc.

Q34. Are there any financial incentives for companies that offer apprenticeship places?



✓ YES, SUBSIDIES



✓ YES, TAX DEDUCTIONS



✓ YES, OTHER INCENTIVES



✓ NO FINANCIAL INCENTIVES

Subsidies are funded from European social fund (ESF). For example, for training of apprentices (who were previously unemployed), Lithuanian public employment service provides a subsidy for companies which reimburses companies 40 % of salary and social security fund spending for apprentices (who previously were unemployed). This subsidy cannot be higher than the minimum monthly wage (Eur 555).

Similarly, the Ministry of Economy and Innovations provides subsidies funded from ESF for employers to support apprenticeship training of companies' employees.

It is also planned that in the future similar subsidies will be administered by the Ministry of education, science and sport.

Q35. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?



✓ YES



✓ NO, IT COVERS ONLY THE TIME SPENT IN THE COMPANY

The wage covers time spent in company. Additionally for learning at school, apprentice gets a training allowance (stypendium).

Q36. Are there any incentives for learners?



✓ YES, GRANTS
PAID TO LEARNERS
TO TOP UP THEIR
REMUNERATION



✓ YES, GRANTS
PAID TO LEARNERS
RELATED TO OTHER
COSTS (TRAVEL,
FOOD ETC.)



✓ YES,
RECOGNITION OF
PRIOR LEARNING /
FAST-TRACK
OPPORTUNITIES



✓ YES, GUIDANCE
OR LEARNER
SUPPORT



✓ YES, OTHER
TYPES OF
INCENTIVES



✓ NO