



Apprenticeship and qualification improvement at a work place

PameistrystÄ— ir kvalifikacijos tobulinimas darbo vietoje



Lithuania

1 DESCRIPTION

Timespan

Since 2014

Stage

FULLY OPERATIONAL

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

2 FOUNDATIONS

Policy Area



INITIAL VOCATIONAL EDUCATION AND TRAINING

This instrument is implemented under priority "Educating the society and strengthening the potential of human resources" of the Operational programme for the European Union Funds' Investments in 2014-2020.

Policy Goal

Provide support for projects of apprenticeship and the acquisition of sectoral competences, and also for the development of a sub-system for qualifications obtained in the working environment. The rationale for the intervention is to increase workforce competitiveness, ensuring opportunities to adapt to economic needs.

Mismatch

EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH

Prepared training programs for apprenticeship are the result of the close cooperation between educational organizations and employers. Programs are constructed in such a way to satisfy the need of market and employers.

Aim of policy instrument



UPSKILL AND MATCH SKILLS OF UNEMPLOYED



ADDRESS SKILL SHORTAGES



BROADLY ADDRESS SKILL MISMATCH

Legal basis

MINISTERIAL ORDER

Administrative level

NATIONAL

Main responsible body

Ministry of Economics of the Republic of Lithuania

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)



EMPLOYER FEDERATIONS



CHAMBERS OF COMMERCE AND INDUSTRY



SOCIAL PARTNERS

Ministry of Education and Labour of the Republic of Lithuania, ESFA, training providers.

Funding

The instrument is financed by ESF. The value of signed contracts is â‚¬4,763,804. The funding from the European Social Fund is â‚¬2,663,132. The remaining amount is private funds.

Intended beneficiaries

Direct beneficiaries include pupils and other people seeking apprenticeships or seeking to obtain professional competences relevant for the labour market, in order to improve their possibilities for employment. Indirect beneficiaries include educational organizations, who prepare training programs, together with employers, tailored to apprenticeships and meeting business needs, as well as employers, who benefit from an enlarged supply of labour.

3 PROCESSES

Use of labour market intelligence



INFORM THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM JOB-SEARCH DECISIONS OF UNEMPLOYED

The programme prepares specialists with relevant skills for employers and labour market needs. The training programs are focused on the needs of each company, by conducting surveys and assessments of the training needs of new staff in formal/non-formal training programs, and providing new qualifications and training needs for the required occupations. The measure is aimed at training employees of enterprises: 1) Apprenticeship training for the qualification or part of it. 2) Training in the workplace to improve qualifications. The training is organized by the project promoter (employer) at the workplace, assigning a teacher or apprentice teacher (trained person by the project promoter or partner). It is also possible to buy training (no more than 30% of the curriculum time) and knowledge assessment services. At least 70% of the training time must be devoted to practical training (not applicable if the formal training program or its module has a different relationship between practical and theoretical training).

Financial schemes

Subsidies for open calls. Subsidies are dedicated to training providers and enterprises that provide practical training at a work place. Teachers' (e.g. a craftsman or another position at production) working hours with apprentice are being financed and theoretical studies (training providers) are financed.

Frequency of updates

Two more calls will be launched with some updates.

Development

The program was launched with 7 professional training centres. The need in 2015 doubled and some adjustments were implemented in order to satisfy the need. The number of stakeholders was increased to 12 and 5 labour training centres were involved.

Barriers

The lack of understanding of the concept of apprenticeship for pupils and students and a very fragmented experience of apprenticeship's implementation among organizations are the main barriers for the success of this program. There isn't a common idea of apprenticeship in the labour market or at the Ministry of Education and Science of the Republic of Lithuania. Cooperation among business organizations and professional training centres is too low, and the low prestige of professional education and training institutes also have a negative impact on the implementation of the program. In order to overcome these barriers, effective communication and cooperation among stakeholders was established. Active communication about the perspectives of professional training was launched as well. The attitude of young learners is still changing too slow.

Success factors

There has only been one call for application. All projects are still under implementation.

Monitoring

The following indicators are monitored: the number of employees participated in ESF trainings, providing qualification or competence; the number of trained employees from micro, small and medium organizations; the number of people participated in activities based on formal education courses or modules basis; and the percentage of successfully trained graduated people, who apply knowledge between 6 and 24 months after graduation.

Innovativeness

NOT INNOVATIVE

④ SUSTAINABILITY

Evidence of effectiveness

There was only one call for applications. All projects of this call are still under implementation. There is no possibility to evaluate the benefits while all projects are under implementation. At this moment, the numbers of learners, involved social partners and training providers are counted.

Engagement of stakeholders

Regulation EU No 1303/2013, article 5.

Transferability

EASILY TRANSFERABLE

The mechanism of instrument implementation and coordination, processes of collaboration among professional training schools, employer and apprentice could be transferred to another country.

Sustainability

One call for applications is planned during the period 2017.
