



## Competences LT

### Kompetencijos LT



Lithuania

#### 1 DESCRIPTION

**Timespan** 2014-2020

**Stage** FULLY OPERATIONAL

**Focus area**  MATCHING SKILLS FOR TODAY'S JOB MARKET

#### 2 FOUNDATIONS

**Policy Area**  ACTIVE LABOUR MARKET POLICIES

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** The main goal of the policy is to fulfil specific sectorial needs, by providing training and to create a sub-system of high qualification development at a work place. The rationale for the intervention is strengthening the potential of human resources. The instrument covers the whole country and a wide network of employees and employers.

**Mismatch** EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH

**Aim of policy instrument**  MATCH SKILLS OF YOUNG GRADUATES



UPSkill EMPLOYED ADULTS



ADDRESS SKILL SHORTAGES

## Legal basis

MINISTERIAL ORDER

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## Administrative level

NATIONAL

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## Main responsible body

Ministry of Economy of the Republic of Lithuania

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## Stakeholders



EMPLOYER FEDERATIONS



SOCIAL PARTNERS

European social fund agency (implementing institution).

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## Funding

€22,639,481. The value of the signed contracts is €13,867,352. The funding from the European Social Fund is €8,740,311. The remaining amount is private funds.

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## Intended beneficiaries

Beneficiaries include business associations, chambers of commerce, industry and crafts, cluster coordinator. They are expected to benefit by strengthening the access to qualifications development for employees, ensuring their professional mobility and opportunities to adapt to economic needs.

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## 3 PROCESSES

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### Use of labour market intelligence



DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED



INFORM DECISIONS ON COURSE FUNDING/PROVISION

In order to achieve the program goals, specific training programmes were prepared. These training programmes are prepared according to requirements of financial conditions and needs of enterprises, which operate in a particular sector. Training programmes are implemented by beneficiaries. These programmes address sectorial skill shortages and provide special knowledge and expertise, which is essential for employees to carry out their immediate functions. The training is carried out by a selection of suppliers or individual people (teachers), who have certain specific knowledge necessary for the training of employees.

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<b>Financial schemes</b>	Subsidies are based on calls. Subsidies are dedicated to possible applicants (business associations, chambers of commerce, industry and crafts, cluster coordinator).
<b>Frequency of updates</b>	Offers for change of the project selection criteria were accepted in 2017.
<b>Development</b>	No adjustments were made.
<b>Barriers</b>	The process of procurement for participants was and still is one of the barriers. Mismatch of learners needs and prepared training programs also exists.
<b>Monitoring</b>	Main indicators include trained employees of supported micro, small and medium-sized enterprises. The progress is measured regularly.
<b>Innovativeness</b>	<b>NOT INNOVATIVE</b>

#### 4 SUSTAINABILITY

<b>Evidence of effectiveness</b>	There was only one call for applications. All projects are still under implementation. There is no possibility to evaluate the benefits while all projects are under implementation. At the moment, the numbers of learners, involved social partners and training providers are counted.
<b>Engagement of stakeholders</b>	Regulation EU No 1303/2013, article 5.
<b>Transferability</b>	<b>EASILY TRANSFERABLE</b> This instrument can be fully transferred to another country.
<b>Sustainability</b>	Two calls for applications are planned during the period of 2018-2019.