

# How do companies see and use apprenticeship training for low-skilled adults?

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## The main conditions of this presentation: Specificity of Lithuania

- **Lithuanian employers hope that** an apprentice trained at the workplace will stay to work for them, that is, **they prepare the employee for themselves.** However, the apprentice is not obliged to stay with the employer who trained him. In reality, being destined to work is more the exception than the trend.
- **Employers participating in the apprenticeship training scheme** - in the short term - **do not benefit, on the contrary, they suffer losses,** because they are usually not paid for this activity.
- **Lithuania is dominated by small and medium-sized companies, which, due to narrow specialization and / or limited resources, cannot offer a contribution to the full scope of the formal training program.** The most common cases are the training of one or more formal training program modules in one company.

## How do companies adapt apprenticeship training (and supervision) to adult apprentices?

- Since the apprenticeship vocational training is carried out in accordance with the content of the formal training, it is difficult for employers to fulfill the achievement of all the results of the training program - especially **in the case of small and medium-sized companies, employers do not have the opportunity to ensure the necessary equipment and specialists - craftsmen to achieve all training results.**
- When discussing the possibility of participating in the apprenticeship vocational training process or when the training process is already underway, **employers cannot come up with the content of the training on their own** - all that remains is to find a compromise by agreeing with the educational institution on the components of the training process taking place in the workplace.

- The strict association of the training process with the formal training program is also inconvenient for employers due to the irrelevant training content - **the spectrum of competences acquired after listening to the training program is much wider than the operations / functions performed at a specific workplace.**

However, apprenticeship vocational training is much more effective, because **the person gets used not only to the operations performed at the workplace, but also to the real pace of work, the team, the working environment and the microclimate of the company.**

## What is companies' motivation to use (low-skilled) adult apprentices?

- **Adults who already have professional or higher education qualifications adapt faster, learn faster and make fewer mistakes.** Thus, the company wastes less time, produces less defects, incurs less costs and - accordingly - less loss. The main thing is that in this case, the master of the company does not need to constantly completely detach himself from his direct work for the full time of training.
- **Adult apprentices are themselves better motivated, eager to learn and free from prejudices or false/inaccurate knowledge** - they do not need to be "broken"/"reeducated".

## Do companies prefer apprenticeship over other options to train adults?

- **Simply training**, understanding it as functioning disconnected from the workplace and the direct production process, **is too much of a luxury for employers**. Nevertheless, there are companies with their own training centers. Such centers usually teach the most essential operations/functions - without being attached to a formal training program and without aiming to give a person a qualification.
- In the case of apprenticeship vocational training, **there remains the possibility that a person trained** to work in a specific place **will continue to work** in the mentioned workplace **after the learning process**.

## Do companies prefer adults over younger apprentices, what for and why?

- **Young people**, if they also study according to the secondary education program, **are not attractive to employers** precisely because of the obligation to apply the vocational training agenda to the secondary education program - it is not convenient for employers to withdraw the apprentice from the workplace to attend other classes.
- Even if it is possible to agree on a schedule for combining vocational training and secondary education acceptable to the employer, employers prefer not to choose young people who have just started studying - **employers prefer apprentices who have already completed their vocational training.**

- In practice, there are many cases when young people do not come to work, do not follow instructions when they come, leave work without warning, etc. - such fluctuations - in the absence of a common understanding of the employee's duties - are not acceptable to employers. **Employers are reluctant to engage in the education of a young person, getting him used to work and instilling in him various common values.**

Although **so far not all Lithuanian employers are willing to open the doors of their companies to those who are still learning the profession**, there is an increasing number of those who have already experienced that the direct involvement of business in training specialists by way of apprenticeship gives the company the opportunity to train a professional who exactly meets its needs.



## How do they ensure (if at all) intergenerational learning between young and adult apprentices?

- **There is no difference as long as the same formal curriculum is taught.** The difference occurs only (in the case of Lithuania) if apprenticeship training is organized using different schemes: financed by the Ministry of Education, Science and Sports or financed by the Lithuanian Employment Service. In the latter case, employers receive real funding - compensation for the wages paid to the master and the tools used in the training process.
- In the cases of apprenticeship training processes taking place in Lithuania, apprentices - due to the small flow of students and rare cases of apprenticeship - are not trained in groups, so there is no experience of specific coordination actions yet. However, **it can be assumed that such a combination would not cause inconveniences and would not be a challenge** - in the typical professional "school" teaching process, groups of students of different ages have been taught for a long time.

# Thank you



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