

Apprenticeships: Lithuania

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Key points:

- Definition of apprenticeships under the Law on VET
- Legislative cooperation with employers and a 2019 memorandum emphasizing the need for support and incentives
- Decentralized planning of apprenticeships, handled by providers and employers with national monitoring
- Positive trends in the number of apprentices but challenges like the need for incentives and incompatibilities with the upper-secondary VET model
- Opportunities and success stories, particularly in the healthcare and social care sectors.

Definition of apprenticeships

- Apprenticeship is a form of VET
- Duration of apprenticeships: from one module to full programme
- Any formal VET programme can be offered in the form of an apprenticeship

Cooperation with employers and a 2019 memorandum

- Legislation drafted in close cooperation with employers
- Memorandum of 2019 among all major employer associations: the need for support and incentives

Decentralized planning

- **At the national level** – General planning of state-funded VET places
- **At the school level** – Mandatory consultations with social partners for planning VET programme offering
- Planning of apprenticeships is **decentralized and managed at the provider and employer levels**
- Target description: share of apprentices against the number VET graduates

Positive trends and challenges

- The need for substantial incentives
- Lithuania's upper-secondary VET model is, to a certain extent, incompatible with apprenticeships
- A **deep-rooted tradition of school-based VET**
- A top-down approach, with the main drivers being the ministry and employer associations
- **Positive trends** in the number of apprentices
- All VET providers, in cooperation with employers, offer apprenticeship placements

Opportunities

- **Flexibility** – Easily adaptable to increasing demand
- Some sectors show great potential, particularly in the social care and healthcare sectors
- Gradually becoming the norm, with a growing number of success stories and good practices
- An evolving dialogue among social partners

Thank you!

