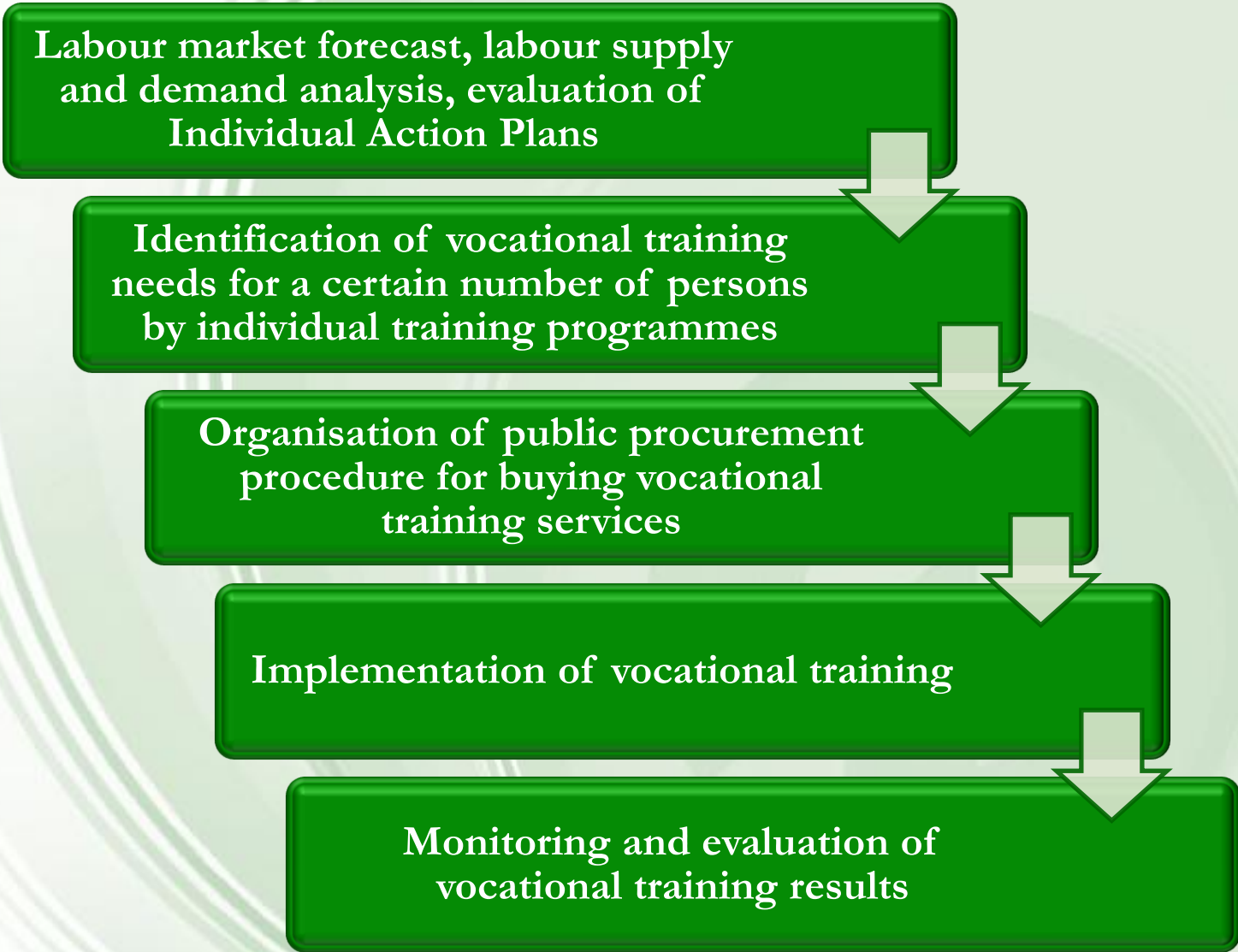


# **A new vocational training model: close contacts with employers in enhancing employment opportunities of jobseekers**

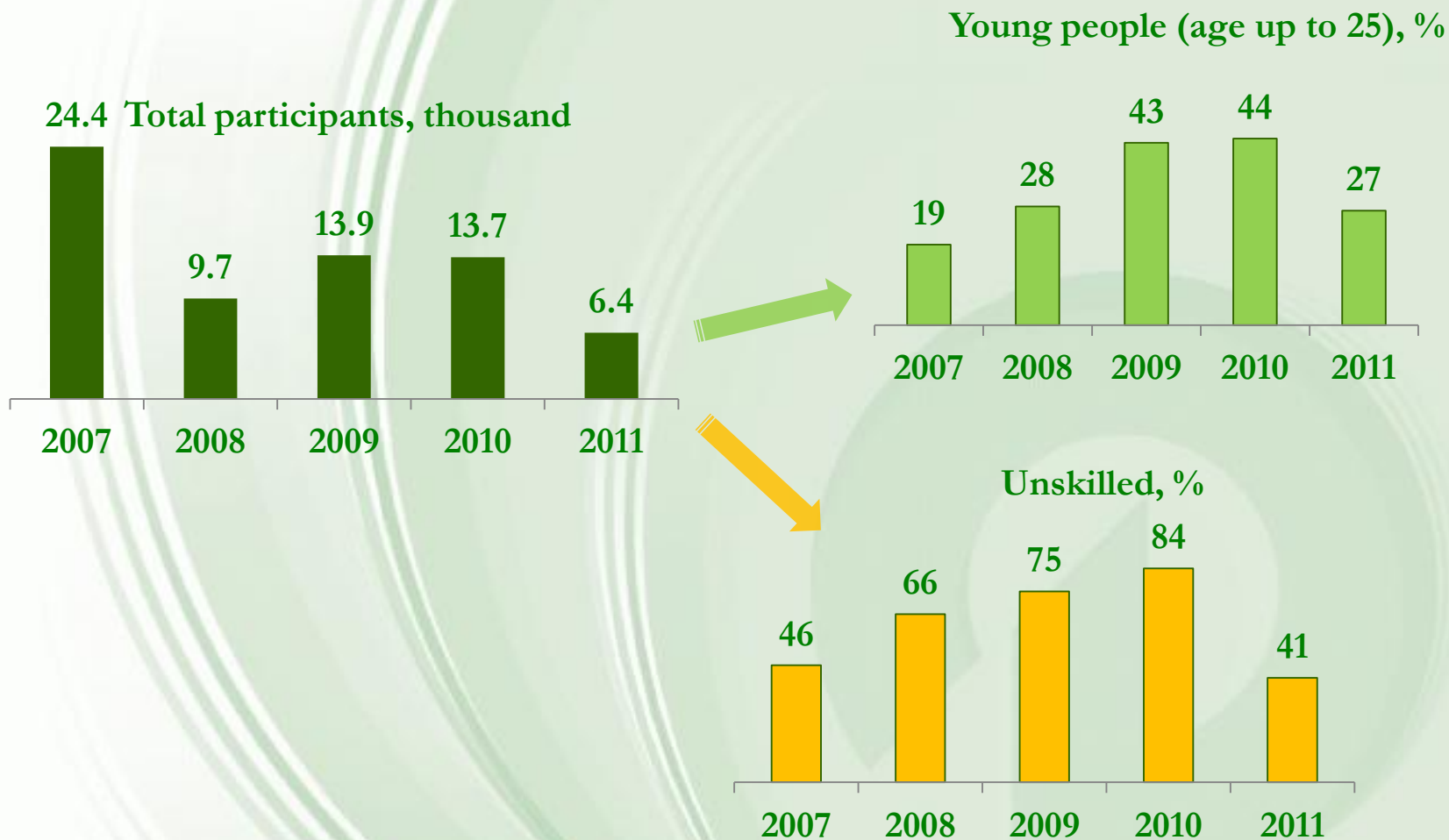
**Milda Kojelienė  
Employment Support Division  
Lithuanian Labour Exchange**

**6 June, 2013  
Vilnius**

# Vocational training implementation scheme 2007-2011



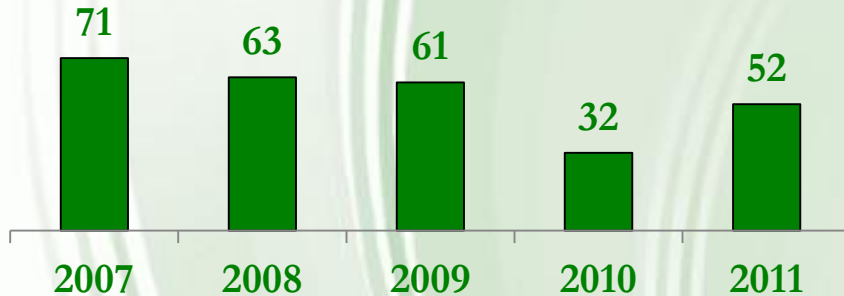
# Vocational training implementation outcomes 2007-2011



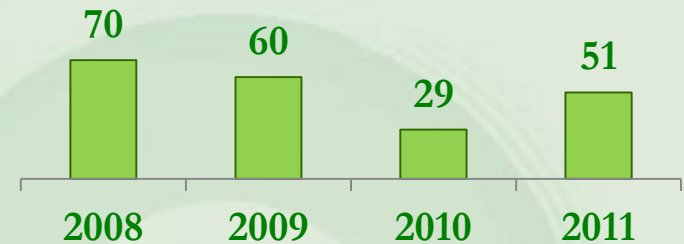
By year of 2011, in vocational training increased number of unskilled participants and youth under 25 years

# Employment results after vocational training completion 2007-2011

Total participants, placement after vocational training, %



Youth under 25 years of age, placement after vocational training, %



Vocational trainees' placement monitoring periods:  
2007– 2008 within 3 months after completion of training;  
2009 – 2011 within 6 months after completion of training.

The economic crisis had a significant impact on the results of placement after the vocational training as demand for labour declined considerably.

# Vocational training: a period of change (2)

## 2011-2012

Prior implementation of the new vocational training model

Jobseeker  Vocational training programme  Employment

Problem: vocational training was not associated with an employer's commitment to recruit.

Action: more flexibility for vocational training providers, better opportunities for them to compete in the market, more responsibility and motivation for personal choice of profession and development of new competencies

## Vocational training: a period of change (3) 2011-2012

Outcome: to quickly meet the labour market needs and adapt to change. Therefore, it was proposed to change the organisation of vocational training.


The amended law foresees:

- to organise vocational training only when it is needed to fill vacancies or to sustain a workplace for a working age employee who has received a note of redundancy;
- a person makes his own choice on the vocational training provider;
- a vocational training provider can be not only a vocational training institution but also an employer willing to employ an unemployed person, to upgrade the person's qualification or to provide skills which are necessary to do a certain job.

What is the difference of the new vocational training model?

Jobseeker  Vocational training programme  Employment

# New vocational training implementation scheme in 2012



Cooperation with employers in assessing the training needs and the future vacancies, evaluation of Individual Action Plans

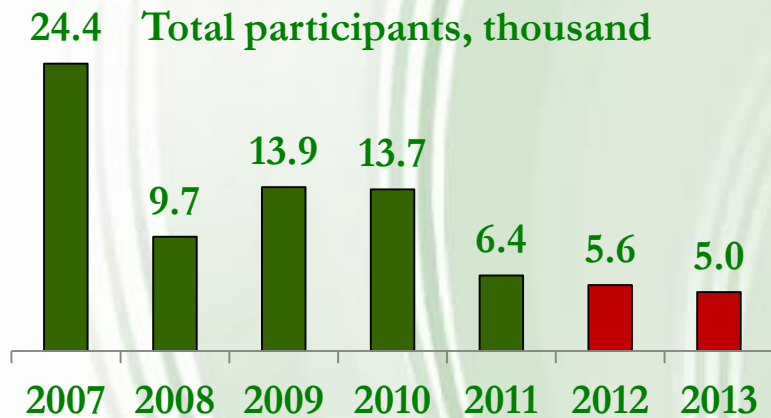
Publication of vocational training programmes' lists offered by formal and non-formal vocational training providers

Conclusion of (1) Tripartite vocational training and placement agreement, where the employer is committed to preserve the work place for 12 months, the employee commits to work for at least 6 months, or (2) Vocational training and self-employment agreement, or (3) Vocational training agreement

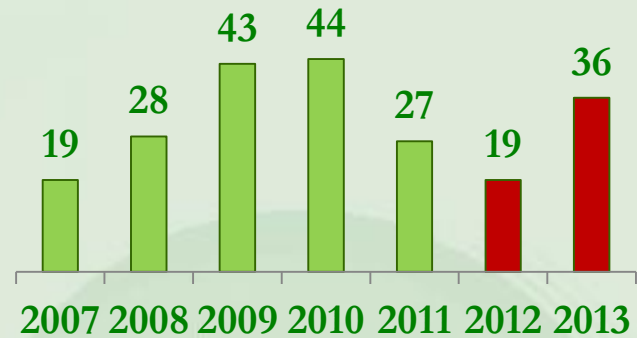
Issue a training coupon voucher and its arrangement with a vocational training provider. Implementation of vocational training

Monitoring and evaluation of the outcomes of vocational training

# Vocational training implementation outcomes 2007-2013



**Young people (age up to 25), %**



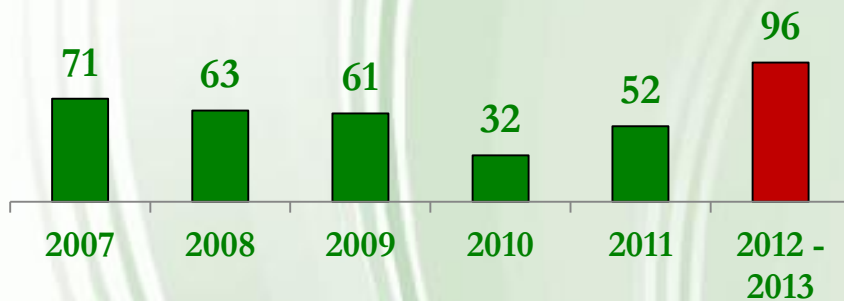
**Unskilled, %**



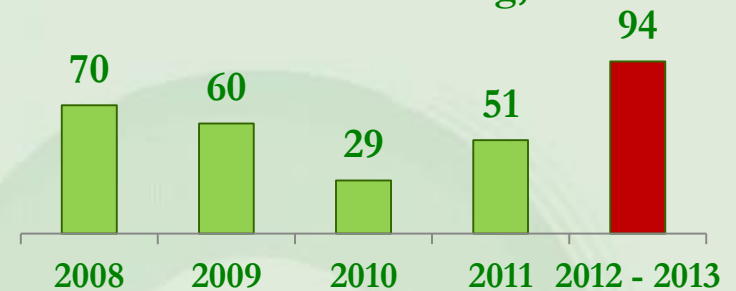


# Vocational training employment results 2007-2013

Total participants in placement after completing vocational training, %



Youth under 25 years of age in placement after completing vocational training, %



Vocational trainees' placement monitoring periods:  
2007 – 2008 within 3 months after completion of training;  
2009 – 2013 within 6 months after completion of training.

**Placement indicators after vocational training have significantly improved**

# Vocational training: a period of change (4)

## 2011-2012

### Advantages of the new vocational training model:

1. A significant improvement of placement results after completion of vocational training.
2. Better and more quickly meeting the needs of employers for qualified work force.
3. A possibility for an employer himself to prepare an employee to a suitable qualification or to participate in the training process and employ the person after completing the programme during the practice. An employer who organises the training becomes a training provider and therefore, like all other training providers, he is obliged to assure quality.

### Disadvantages of the model:

1. It is more difficult to organize vocational training for individuals who are less attractive for employers, i.e. unskilled workers, long term unemployed and persons who have 2 or more years unemployment spell.
2. More complicated administration and monitoring of the vocational training measure if participants discontinue participation in training.

# Vocational training: a view forward

## 2013-2014

### Our observations for improvement of the organisation of vocational training:

1. Strengthen cooperation with employers on the needs of qualifications, future jobs assessment, participation in choosing vocational training participants and organizing the vocational training measure.
2. Foresee measures and priorities in providing vocational training for those persons who are less attractive for employers.
3. Increase motivation of vocational training participants in order to decrease the cases of failing to meet the contractual obligations.
4. Conduct legislation changes to a clearer and more flexible administration related with breach of contractual obligations and recoveries.

The background is a light green color with several concentric, semi-transparent circles of varying shades of green. In the lower right quadrant, there is a large, stylized, semi-transparent green letter 'G' that serves as a logo or watermark.

**Thank you for attention**