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APPLICATION OF APPRENTICESHIP IN THE VOCATIONAL INTEGRATION OF THE SOCIALLY DISADVANTAGED YOUTH

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## **CASE STUDY OF GOOD PRACTICE OF VOCATIONAL INTEGRATION OF DISADVANTAGED YOUTH IN LITHUANIA**

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## **Apprenticeship courses for unemployed youth offered by the employment vocational training centres (darbo rinkos mokymo centrai)**

The target group of apprenticeship courses offered for unemployed by the employment vocational training centre is unemployed people, especially the unemployed youth without any vocational qualification or in the need to change or update possessed qualification in order to be employed. There is no precise statistical data about the number of trainees in these courses. Each year about 7000 young people (from 16 to 29 years) acquire vocational qualifications in the employment training centres. In 2010 there were about 17000 trainees in the all 11 employment training centres. Most of them – 6000 were trained with the public funding, while 5 thousands were trained with the funding of employers.

The problems of vocational integration of young unemployed are very different. First of all, it is absence or lack of vocational skills making them unattractive in the labour market. These young people also very often lack of learning skills and abilities and are not mobile. Many of them belong to the families living in the poverty or with very scarce material and financial resources, what also limits the possibilities for their training and skills development. Those belonging to the category of drop-outs very often have psychological different learning problems and difficulties impeding school-based learning. One of the solutions undertaken by such young unskilled and unemployed people is emigration hoping to get some employment in the other countries of the EU, especially in the UK, where there is bigger offer for unskilled and low-skilled jobs and where there is more easy access to the minimal on-the-job training. Statistical data clearly evidence that the young people (from the age groups 18-29) constitute very important share of all emigrants (more than 45% in 2012) and absolute majority of emigrants have been unemployed before leaving abroad (81,8% in 2011, 75,4% in 2012).

Age group	Total
<b>Total</b>	<b>41100</b>
0–4	1969
5–9	1672
10–14	1538
15–17	784
<b>18–19</b>	<b>2116</b>
<b>20–24</b>	<b>8435</b>
<b>25–29</b>	<b>8233</b>
30–34	5067
35–39	3601
40–44	2667
45–49	2081
50–54	1465
55–59	711
60–64	273
65–69	140
70–74	108
75–79	91
80+	149

Table 14. Emigrant's age group, 2012. Source: Statistics Lithuania, <http://www.stat.gov.lt>

Economic activity (NACE Rev.2)	2011			2012		
	Total	Males	Females	Total	Males	Females
<b>Total</b>	<b>48212</b>	<b>24027</b>	<b>24185</b>	<b>35921</b>		<b>18187</b>
<i>Employed</i>	<b>8789</b>	<b>4762</b>	<b>4027</b>	<b>8825</b>		<b>3756</b>
Had not worked for one year and longer	<b>39423</b>	<b>19265</b>	<b>20158</b>	<b>27096</b>	<b>12665</b>	<b>14431</b>
<b>Compared to the total number of emigrants</b>						
Employed	<b>18,2</b>	<b>19,8</b>	<b>16,7</b>	<b>24,6</b>	<b>28,6</b>	<b>20,6</b>
Had not worked for one year and longer	<b>81,8</b>	<b>80,2</b>	<b>83,3</b>	<b>75,4</b>	<b>71,4</b>	<b>79,4</b>

Table 15. Emigrants by previous employment, 2012. Source: Statistics Lithuania, <http://www.stat.gov.lt>

Employment vocational training centres were established to cope with structural unemployment in providing the vocational training to unemployed seeking to equip them with competences and qualifications needed in the labour market. Seeking to ensure high quality vocational training for unemployed and preparation of skilled workers needed in the labour market 4 such employment training centres (in Vilnius, Šiauliai, Panevėžys, Klaipėda) in 2013 started to implement the ESF funded project „Apprenticeship vocational training in the employment training centres“. According to this project there are developed and offered to young unemployed people not engaged in any form of education and training (16-29 years of age) apprenticeship schemes in the sectors of construction, construction mechanics, transport and services. There will be signed tripartite contracts between the young unemployed people, employment training centres and enterprises which will regulate rights and responsibilities of parties in the apprenticeship schemes. Employment training centres provide theoretical training and basic practical know-how, whereas enterprises ensure provision of practical training. After the graduation of training scheme trainee receives certification of acquired qualification or competences. In this project it is planned to train 900 persons until 2015.

There are designed apprenticeship training curricula that cover different sectors and occupations (see table below).

<b>Training programmes</b>	<b>Duration of training in academic hours</b>
<b>Apprenticeship training for unemployed in Vilnius region (provided by Vilnius Jeruzalė employment training centre)</b>	
Mobile crane operator	400
Car lift driver	236
Mobile platform lift operator	280
Stowage crane operator (hydromanipulator)	160
Painter (initial basic skills)	320
Decorator/assembler of the plaster boards	636
Bricklayer (initial basic skills)	320

Concrete layer	280
Building thermal insulation worker	1040
Tinsmith	520
Plumber	1160
Metal welder /cutter with gas and electricity	720
Initial qualification of truck drivers	150
<b>Apprenticeship training for unemployed in Klaipėda region (provided by the employment training centre of Klaipėda)</b>	
Barmen	960
Car lift driver	236
Car body painter	840
Auxiliary worker in the kitchen	520
Shop assistant	880
Nurse assistant	360
Provider of social services	520
Hotel chambermaid	760
Initial qualification of bus driver	155
Initial qualification of cargo truck driver	154
Metal welder /cutter with gas and electricity	720
Visiting nurse	480
<b>Apprenticeship training for unemployed in Panevėžys region (provided by the employment training centre of Panevėžys)</b>	
Car lift driver	160
Electric car lift and carriage driver	168
Driver of loading equipment	236
Sewer-operator	640
Cleaner	280
Auxiliary worker in the kitchen	520
Shop assistant	880
Baker of bread	800
Florist	520
Interior dresser	520
Barmen	960
Cook	1280
Confectioner	1280
Lift operator	160
<b>Apprenticeship training for unemployed in Šiauliai region (provided by the employment training centre of Šiauliai)</b>	
Car lift driver	160
Electric car lift and carriage driver	168
Painter (initial basic skills)	320
Driver of loading equipment	236
Shop assistant / salesmen	880
Shop room assistant	480
Sewer operator	640

Plasterer (initial basic training)	320
Cargo truck driver (initial basic training)	150
Waiter	1000
<b>Apprenticeship training for unemployed in other regions (provided by the employment training centre of Vilnius Žirmūnai)</b>	
Meat cutter	640
Sewing operator	640
Hotel chambermaid	600
Cleaner	280
Kitchen worker (auxiliary)	520
Woodcutter	238
Woodcutter	320
Wall painter-decorator	520
Assistant of accountant	520
Renovator of buildings	604
Assistant of nurse	360
Grass and tree cutter	240
Woodworking operator	960
Accountant	800

Table 16. Apprenticeship programmes provided by employment training centres in Lithuania.

There are being signed tripartite contracts between the young unemployed (or at risk of unemployment) persons, employment training centres and enterprises where the rights and obligations of all parties involved in apprenticeship schemes are declared. Afterwards the trainees undergo theoretical training at the classes and workshops of employment training centres and practical training in the workplaces of enterprises. The training process ends with the assessment of competences organised by the Chambers of Commerce, Industry and Crafts and issuing of certificates of competences or qualifications.

There can be distinguished the following responsible actors and institutions:

1. National Labour exchange offices (<http://www.ldb.lt>). The responsibilities of this institution is to register unemployed persons and to direct them to the different active labour market policy measures, including employment training and apprenticeship schemes.
2. Employment training centres. Their responsibilities in these apprenticeship schemes include management of the whole training process and provision of the initial theoretical and practical training in their premises (classrooms, workshops, laboratories).
3. Enterprises involved in these apprenticeship schemes have to provide real workplaces for practical training by ensuring supervision and guidance of trainees in the process of practical training. There can be involved normal enterprises or the learning enterprises established by the different providers of training.

Apprenticeship schemes for young unemployed persons target to the development of practical occupational/professional competences needed for employment. For this reason the practical training comprises up to 80% of the total training time. Training is organised taking into account very concrete needs of employers. According to the training programme and contracts employer after training is obliged to employ the unemployed person for a period not shorter than 12 months.

There is applied a wide range of different training and learning methods: lectures, independent study of technical and methodical literature in the theoretical training, executing work tasks in the simulated work environment (workshops), demonstrations of skilled employees, work with supervision in the real workplaces in the enterprises.

Assessment of competences in these apprenticeship schemes is based on notional learning time as far as the national credit system in VET is still in the implementation phase.

Total budget of this project is 727200 EUR, where ESF funding makes 618200 EUR.

Normally the training of registered unemployed is funded from the state budget line called "Employment fund". Those unemployed who are not registered or apply for training on their own initiative have to cover training costs themselves. When companies send their workers for training in these centres they cover training costs. Training of the majority of all unemployed trainees is covered by the Employment fund (42 percents of trainees), enterprises fund training of 32 percents of trainees, 123 percents of trainee's fund their training themselves and remaining are funded by the different international and European projects.

Implementation of these apprenticeship schemes demands the following experts and specialists:

1. Vocational teachers who work in the employment training centres and provide theoretical training in the classrooms and workshops.
2. Master craftsmen in the enterprises who are responsible for the supervision and guidance of trainees in the workplaces in enterprises.
3. Experts involved in the assessment of competences of trainees (working in the Chambers of Commerce, Industry and Crafts, from enterprises etc.).
4. Auxiliary staff that supports all training process, working in the employment training centres and enterprises (managerial, administrative, technical).

Application of apprenticeship scheme for young unemployed is supported by the following institutions:

1. National labour exchange, responsible for the registration of the unemployed persons, as well as selecting and directing them to the active labour market policy measures, including apprenticeship training schemes.
2. Employment training centres, which organize apprenticeship training and provide school based theoretical training part.
3. Enterprises – responsible for the provision of practical training.
4. Sectorial practical training centre – training institution supplied with the updated production process technologies of the sector. It can also provide practical training.

Application of the instrument needs basic legal regulation of apprenticeship, which is provided by the Law on Amendment on the Law on Vocational Education and Training issued in 2007. It defines apprenticeship as alternative form of vocational training, but does not stipulate in the detail way the responsibilities and rights of the involved stakeholders, especially in the field of funding of apprenticeship schemes.

It is difficult to indicate the factors of effectiveness of the instrument, because it has been launched only in 2013.

Apprenticeship schemes for young unemployed carried out by employment training centres of Lithuania are quite easily transferable to other countries due to the following reasons:

1. The scheme is based on simple organisational and institutional structure with clearly divided roles and responsibilities between stakeholders. Theoretical training can be provided by any initial VET school or training centre, whereas practical training - by the enterprises.
2. This scheme provides short-term apprenticeship training thus reducing the administrative and financial burden to the state and stakeholders.
3. The training in this scheme is funded from the EU structural funds and national budget. Therefore implementation of this scheme does not require complex co-funding mechanisms and structures.

However, still this measure will be more easily transferable to the countries with well established, school-based or dual initial VET systems due to the important role played by the employment training centres.