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EEPO Review Spring 2015: Upskilling unemployed adults

The organisation, profiling and targeting of training provision

Lithuania

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1 Introduction: Overview of organisation of training for unemployed adults 25-64 (funding, governance, providers)

Up until the economic crisis in 2008, the number of unemployed persons kept decreasing for a number of years in parallel with regularly growing opportunities for the unemployed to participate in ALMPs in Lithuania. In 2007, the total number of unemployed persons registered with the Lithuanian Labour Exchange (LLE) amounted to 166 700, of which 72 100 (43.3 %) were covered by ALMPs, and 24 400 (33.8 % of the total number of those covered by ALMPs) participated in vocational training (VT) programmes. In 2008, the number of registered unemployed peaked at 214 000, while the number of ALMP and VT participants dropped down to 36 300 and 9 800 respectively. In subsequent years, the total number of ALMP participants gradually grew and fluctuated around the level of 60 000. In 2014, ALMP participants totalled 58 600, including 5 200 participants in VT programmes (unemployed people and those warned about pending dismissal).

The 2008 economic crisis altered the principles of national VT training for the unemployed. Up until the crisis, VT opportunities for the unemployed were regularly improved in terms of developing new programmes and improving the balance between the opportunities for unemployed persons and the requirements of employers. Vocational training of the unemployed was administered not by the LLE, but by an agency created specifically for this purpose – the Lithuanian Labour Market Training Authority (LLMTA). The LLMTA officers coordinated VT of the unemployed in Lithuania, provided vocational counselling and information services to the unemployed, inspected the quality of VT services, and coordinated the need for VT with employers. The idea of VT training was to provide a profession to every unskilled young unemployed person. However, growing unemployment and shrinking budget resources in 2008-2009 led to the closure of the LLMTA. Its functions were partially taken over by the Ministry of Education and Science (MES), which assumed responsibility for supervision and organisation of activities of vocational training centres, and vocational/career counselling and guidance for young people, and the LLE which assumed responsibility for vocational/career counselling and guidance for unemployed adults, and organisation of VT for unemployed persons. This reform resulted in the reduction in supply of VT, vocational/career counselling and guidance services in Lithuania. It also amended the principles of the organisation of VT for unemployed people. Before the crisis, VT for unemployed persons was deemed more as a measure enhancing a person's employment opportunities on the labour market. After the crisis, the focus was shifted to the reintegration of the unemployed in the labour market and a reduction of VT programmes for the unemployed where they do not guarantee rapid employment. There was active development of tripartite training and employment; 2010-2011 was a period when VT was not organised at all because there were no interested employers willing to be bound to employ unemployed persons after completion of VT.

In order to increase the flexibility of the organisation of VT, training voucher practices were introduced in 2012. Training vouchers constitute LLE's obligation to pay for VT services to a VT provider chosen by an unemployed persons. The application of training vouchers has arguably been highly beneficial in Lithuania not only in terms of improving the match between VT and training possibilities/needs of the unemployed, but also in terms of creating the conditions for training to match more closely the requirements of a potential employer and to have the training process agreed with the employer.

Today vocational training for the unemployed is organised by LLE via its local labour exchange offices. However, in some Lithuanian municipalities VT is implemented only subject to the needs of local labour markets. There are three ways to ensure the match between VT and local labour market needs:

- i. by signing trilateral training and employment agreements with unemployed persons;
- ii. by LLE's annual studies of job supply/demand and regional employment "barometers". The results of the studies are discussed with local employers. Such discussions often end in signing training and employment agreements between unemployed persons and local employers or their associations. Local PES undertake to train a certain number of employees, whereas local employers undertake to employ a certain number of unemployed persons;
- iii. by signing bilateral training agreements whereby unemployed persons undertake to engage in individual business activities after completion of vocational training. The needs and possibilities for individual activities are discussed with local employers and municipal representatives on an annual basis. This, to a certain extent, protects unemployed persons from inefficient economic operations.

When selecting a provider of VT services, the primary focus of the LLE is on compliance of the training provided with the local labour market needs and the level of practical training involved. Cooperation between VT centres and companies is especially promoted in order to achieve better involvement of potential employers in the training process.

After Lithuania's accession to the EU in 2004, VT dependency on ESF funding has been growing. ALMPs are funded by the national Employment Fund (EF) and ESF resources. In 2008-2014, EF annual allocations for all ALMPs amounted to approx. EUR 15-20 million, whereas ESF funding was EUR 50-60 million per year.

To sum up, VT of unemployed persons plays an important role in Lithuania. VT not only increases employment opportunities for specific groups of the population, but also is the only possibility for young persons from families with low incomes (particularly, from rural families) to acquire a profession (young persons without any vocational qualifications account for approx. 45 % of the total number of the unemployed in Lithuania).

2 Targeting provision to specific unemployed groups: detailed description of training provision

Labour market vocational training (VT) has always been the focus of labour market policy development in Lithuania. Vocational training has been developed through an increase in the range of services, improvement of compliance of the content of training programmes with the needs of employers, and an increase in the practical training component thereof. VT of the unemployed and the dynamics of VT programme participants usually depends on the financial abilities of the Lithuanian Labour Exchange (LLE) and demand for skilled labour. In the context of growing unemployment, and decreasing labour demand, efforts were taken to reduce funding for VT programmes. In 2014, the number of VT participants (5 200) was one of the lowest within the period from 2007. The main reason for this was the lack of financial resources. Future plans (for 2015-2017) envisage more active development of VT programmes for the unemployed and an increase in the number of programme participants.

Currently, formal or non-formal VT programmes are offered to unemployed persons meeting the VT programme requirements (and in the case of trilateral training agreements the requirements of employers) who have completed a vocational training programme and acquired a qualification three years ago or more, or have acquired professional competencies one year ago or more. Exceptions exist in cases where a person is not able to work in accordance with the acquired qualifications and/or competencies due to his/her health condition or is not allowed to work in accordance with the acquired competencies without a statutory qualification certificate. VT programmes are offered to the following persons:

- i. unemployed persons whose Individual Action Plans provide for vocational training;
- ii. employees warned about pending dismissal who have received a notice of dismissal and got registered with the LLE in the established procedure.

In order to provide appropriate and effective LLE services, persons' competencies and qualifications are assessed against labour market needs, taking into account their education, profession, work experience, competencies acquired in non-formal training/education, length of staying out of employment, demand for the profession, and employment opportunities. Services provided to LLE customers are differentiated on the basis of persons' ability to compete on the labour market and motivation to work. LLE customers are divided into four groups:

- i. equipped for the labour market, motivated (have profession, work experience and are willing to start working as soon as possible);
- ii. equipped for the labour market, unmotivated (have profession and work experience but are not willing/able to quickly return to employment);
- iii. unequipped for the labour market, motivated (have no profession but are willing to acquire it and get employed);
- iv. unequipped for the labour market, unmotivated.

Basing on the above, an Individual Action Plan is drawn up for every jobseeker. Persons 'unequipped for the labour market, motivated' may have VT training included in their Individual Action Plans.

As already noted, VT is organised taking in account the following:

- i. employer's (who will employ the jobseeker after completion of VT) need for professions in fields where there are shortages (in this case, a trilateral agreement is to be signed); or
- ii. future jobs identified on the basis of LLE's labour market forecasts; or
- iii. a person's plans to become a self-employed (engage in individual business activities).

In 2014, VT was mainly organised for the acquisition of the following qualifications and/or competencies: driving license for vehicles in categories C, CE, C and CE and D; hair-dressing; various types of tailors or tailor-operators; drivers of road goods vehicles; electricity and gas welding operators; manicurists; building finishers; cooks; and accountants.

LLE's vocational training is organised on the following basis.

- Trilateral training agreements between the LLE, employer and unemployed person or person given a notice of dismissal. The employer undertakes to

employ the unemployed person or retain the employee given the notice of dismissal in employment for a minimum period of six months. The unemployed person or the employee given the notice of dismissal is obligated to work/stay on the job for a minimum period of six months.

- Bilateral training agreements whereby unemployed persons are sent to VT programmes which enables them to occupy future jobs identified during LLE's labour market forecasts or to take jobs found by the unemployed persons themselves, or to engage in individual business activities.

In compliance with the Procedure of Selection Criteria for the Implementation of ALMPs as approved by Order No V-499 of 14 August 2014 of the director of the LLE, jobseekers shall be selected for participation in VT on the basis of their compliance with the following formal criteria:

- i. compliance with the requirements laid down in laws – unemployed persons and those given a notice of dismissal;
- ii. compliance with target groups of ESF-funded projects – long-term unemployed persons and those out of employment for two or more years before registration with the LLE;
- iii. compliance with the list of priorities, prioritised target groups and supported professions approved by the LLE (usually covering long-term unemployed people, persons out of employment for two or more years prior to their registration with LLE, youth under 29 and older unemployed people (50+)), as well as with the lists of demanded professions approved in specific local PES.

If at the time of vocational training there is more than more than one jobseeker meeting the established formal criteria, the jobseeker to be sent to VT shall be selected on the basis of one or more non-formal criteria:

- i. no history of participation in VT;
- ii. longer LLE registration time;
- iii. compliance with the qualification requirements raised by the employer.

Where at the time of vocational training there is more than more than one jobseeker meeting the established formal and non-formal selection criteria, the jobseeker to be sent to VT shall be selected on the basis of one or more of the special criteria:

- i. persons who are to acquire the first qualification and/or competencies;
- ii. holders of professions non-demanded in the relevant LLE territory;
- iii. persons willing to acquire qualifications and/or competences demanded on the local labour market;
- iv. persons willing to enter into trilateral agreements.

In order to increase the flexibility of the organisation of VT, and to improve the match between VT and unemployed persons' needs, voucher-based training practices have been applied in Lithuania since 2012. A training voucher is a document issued to an unemployed person, or a working-age employee warned about pending dismissal, according to which local PES offices are obliged to pay the cost of VT services, which does not exceed the amount indicated in the voucher, to a selected provider of VT services. Having received a training voucher, a person, within 15 days from the date on which the voucher is issued, must choose a provider of VT services from the list of VT providers and inform the LLE of his/her choice.

The lists of formal and non-formal vocational training programmes produced by VT providers are available on the website of the LLE¹.

The subsidies granted by the LLE to an unemployed person or a working-age employee warned about pending dismissal shall not exceed six minimum monthly wages (MMW) approved by the government (since January 2015 – EUR 300) for the acquisition of a qualification and three MMW for the improvement of qualifications or acquisition of competencies.

In 2014, a total of 5 174 unemployed persons and working-age employees warned about pending dismissal participated in this VT measure. Out of 4 996 persons sent to vocational training in 2014, 2 529 persons were funded from the Employment Fund (EF) and 2 467 unemployed persons were funded within the framework of ESF projects. Unemployed persons accounted for 94 % (4 619 persons) of the total number of persons sent to vocational training.

VT by specific groups of the unemployed

Groups of persons sent to vocational training: women -- 2 102 (42 %); youth under 25 years -- 1 495 (30 %); persons under 29 years – 2 595 (52 %); long-term unemployed – 1 139 (23 %); and disabled persons – 103 (2 %). By education level: university graduates – 479; college graduates – 207; secondary school graduates – 3 067; basic school graduates – 1 075; and persons with primary (initial) education – 168. In total 2 500 unemployed persons acquired their first profession in VT.

VT by the form of agreements were as follows: 2 944 persons (including 2 567 unemployed (87 %)), were sent to training under trilateral training agreements, with 453 unemployed persons under bilateral vocational training and self-employment agreements, and 1 599 unemployed persons – under bilateral vocational training agreements.

In 2014, VT programmes were completed by 3 176 persons, of which 104 persons cancelled their participation and 3 072 (97 % of the total number of VT participants) unemployed persons and employees warned about pending dismissal completed VT programmes, acquired qualifications and/or competencies and improved their opportunities to compete in the labour market.

VT service providers

In 2014, 3 284 persons (65.7 %) opted for 111 different formal VT programmes (acquired qualifications) and 1 712 persons opted for 178 different non-formal VT programmes (acquired competencies).

In Lithuania, formal VT may be delivered by VT providers holding a formal VT license.

Non-formal VT may be delivered by VT providers who have been authorised to provide non-formal adult education according, i.e. who have this activity included in their articles of association, regulations or other incorporation documents (code 85.5 acc. to the Classification of Economic Activities,) and whose non-formal VT programmes and their implementation meet the requirements below:

- i. VT programmes have been agreed upon with an organisation representing the area of activity (sectoral association, union, house, etc.);
- ii. Programme description contains the following information: knowledge and skills to be acquired by programme graduates and opportunities to use

¹ Internet: <https://www.ldb.lt/en/Information/Services/Pages/Labourmarketprograms.aspx>

them in future career, training duration (weeks and hours), brief training plan, competency(-ies) to be acquired, education requirements, work experience requirements and/or limitations, form and place of final examination, programme provider and/or deliverer.

In 2014, VT services were offered by a total of 368 providers, including 59 employers. A total of 23 employers who organised VT services in their companies trained 400 employees with qualifications required for the employer.

VT performance review

The situation of ALMP participants in the labour market, as well as their post-ALMP employment, is regularly monitored by the LLE. Indicators of post-VT integration in the labour market are as follow: employment within three months after completion of VT programmes - 79.5 %; employment within six months after completion of VT programmes - 89.7 %; repeated registration with the LLE - 17.7 %; persons employed and retained on the job for at least six months from the date of employment - 77.8 %. VT performance (employment after programme completion) is highly dependent on the form of VT organisation. In the case of vocational training under trilateral training agreements, the rate of employment is 100 %. In case of bilateral training agreements, the rate of employment stands at 60-75 % subject to training programme and the place of residence of unemployed persons (lower for rural residents and those living in small towns).

3 Most Significant Practice

The most significant practice of training for adult unemployed chosen below reflects cooperation between PES and social partners that ensures successful training-to-work transition, that creates conditions for ongoing improvement and actualisation of training contents in accordance with changes in real jobs, and also provides more opportunities for trainees to undergo traineeships close to real jobs (possibly, in the company of the potential employer).

In September 2014, a cooperation agreement was signed between Vilnius local labour exchange and the Engineering Industries Association of Lithuania (Linpra). UAB Arginta Engineering, founded in 1991, is a member of Linpra. The company has 200 employees. Activities include metal processing, manufacture of special purpose machinery, and manufacture of non-standard equipment, their parts and pre-forms. The company manufactures production for different industries. The Vilnius City Division of Vilnius Local Labour Exchange and UAB Arginta Engineering together developed a target programme providing employment for 15 unemployed persons and training for a further 10 unemployed persons under VT programmes in 2014. At the moment the company is mainly short of welders. This profession is trained at Public Institution Vilnius Jeruzalé Labour Market Training Centre. Trainees are sent to the aforementioned company for practice. In 2014, the company employed 17 jobseekers registered with the LLE and signed 17 trilateral vocational training and employment agreements; after completion of VT measure, 3 persons were employed through the measure *support for the acquisition of professional skills*.

CASE STUDY BOX

Country: Lithuania

Name of training programme: Gas and electric cutter and welder of metal training programme.

Short description and aims of the training programme: Formal continuing training VET program; range of occupations accessible - the holder may weld simple constructions, and various items and parts manually and by applying arc and oxyacetylene welding; the holder may also perform arc and oxyacetylene cutting of parts from steel with a low carbon concentration; ISCED 2.

Target group: Non-qualified youth; the unemployed with a metal processing qualification.

Number of participants: 32 unemployed per year (2014).

Duration of programme for the beneficiary (and amount of subsidy beneficiaries receive, if applicable): Duration - 13 weeks. Subsidy is up to 6 minimum monthly wages or approximately EUR 1 800.

Target group or educational level targeted: Lower-secondary level of education completed.

Eligibility Criteria: Correspondence to the labour market needs, target groups of the project, priorities of the local PES.

Funding source and total budget (share of EU funding, if applicable): EUR 64 160 (approximately EUR 48 120 (or 75 %) from the ESF).

Types of skills (or qualification if relevant) delivered: Qualification of gas and electric cutter and welder of metal.

Actors involved in the provision of training and their role: The provision of this VT programme is closely related to cooperation with social partners. The LLE has signed a cooperation agreement with the Lithuanian Confederation of Industrialist which has among its members the Linpra. During annual employer surveys on the need for skills, the LLE revises and updates the demand for welders and, where such demand is high in individual companies, signs annual agreements with the relevant companies obligating the LLE to train the necessary number of welders and the company to admit trained unemployed persons to work. Representatives from the companies which are the parties to the cooperation agreement are often invited to the commissions for final assessment. If there is no such cooperation agreement signed with a specific company in one or another year, representatives of national employer or trade union organisations are invited to the commissions for final assessment. Representatives of metal processing industries often agree to provide their production premises for practical training under this VT programme.

Summary of evaluation findings: Implementation of this programme involves wide-ranging and active cooperation between the LLE and social partners. This creates preconditions for: a) frequent trilateral training and employment agreements which, in turn, ensure very high post-training employment rates (up to 100 %); b) regular actualisation of training programmes in accordance with the needs of employers; c) ensuring high-quality practical skills.

Policy lessons: The VT programme illustrates the usefulness of active cooperation between PES and social partners. This not only contributes to higher post-training employment rates and more efficient use of relevant financial resources, but concurrently ensures the ability of adapting the content of training programmes to the needs of real jobs, i.e. stable improvement of VT quality for unemployed persons.

References:

LLE activity report, 2014. Internet:

http://www.ldb.lt/Informacija/Veikla/Documents/LDB_2014%20metu%20ataskaita_web.pdf, page 7, and <http://www.vjdrmc.lt/suvirintoju-kursai.html>

4 Conclusion

To characterise VT programmes for the unemployed in Lithuania, it is important to note that these programmes are subject to regular improvements with a view to more efficient use of financial resources and providing a better match between employer and jobseeker needs. At a policy level, VT issues are discussed almost every year in the context of EF budget approval. According to some, VT for the unemployed should be organised exclusively on the basis of trilateral agreements whereby employers are obligated to employ VT participants after completion of their training. There have also been calls from politicians to reduce the expenditure on ALMPs. Therefore, from 2008 onwards only some 20 % of unemployed persons registered with the LLE were covered by ALMPs in Lithuania, whereas VT programmes are used by as few as 2.2 % of unemployed persons registered with the LLE on average. VT participants account for approx. 10 % of the total number of persons who have participated in ALMPs.

Arguably, such a low level of participation of unemployed persons in VT programmes is one of the main weaknesses of the Lithuanian system. This can be explained by a number of reasons. The first one is insufficient funding for ALMPs and a focus on wider application of trilateral agreements. Another weakness of the system is a short list of available VT programmes. This list was considerably reduced after the 2008 economic crisis, excluding from it such programmes as construction, metal and wood processing, and the food industry. VT programmes also lack suitable offers for rural unemployed persons. The rate of rural unemployment has been above urban unemployment rates since 2008. The strengthening of large agricultural operators reduces opportunities for small farm-holdings and pushes many rural residents of working age to long-term unemployment.

Likewise, there is a lack of VT programmes suitable for unemployed university graduates (managers, bookkeepers, administrators, computer service suppliers, etc.). One more weakness is growing differentiation of the Lithuanian labour market and insufficient accessibility of VT programmes by residents of small towns and rural areas. New jobs are increasingly concentrating in large cities and there are more VT opportunities there. Although Lithuanian VT programmes provide for compensation of travel costs for VT programme participants, unemployed persons from more remote areas nonetheless face difficulties to participate in VT.

VT programmes for the unemployed insufficiently reflect the needs of specific groups of the unemployed, for example, disabled persons, returning emigrants, ex-prisoners, and women returning to the labour market after maternity leave. At the end of 2014, the Ministry of Social Security and Labour issued recommendations for the improvement of VT programmes, including traineeship and apprenticeship alternatives. This is intended to support specific groups of the unemployed to improve their qualifications and to better adapt to labour market requirements. However, time limits for the implementation of the recommendations have not been set yet (the recommendations have been submitted to the Seimas (Parliament) of the Republic of Lithuania).

However, the Lithuanian VT system for the unemployed has many strengths. First of all, the possibility of active cooperation with social partners and involvement of employers in the training process. Cooperation agreements have been signed between

the LLE and the Lithuanian Builders Association, the Lithuanian Apparel and Textile Industry Association, and the Lithuanian Business Employers' Confederation.

In order to improve employment of the unemployed persons and to better satisfy employers' demand for skilled labour, local PES are regularly looking for new employers to actively share in the implementation of employment support measures. According to the data as of 31 December 2014, local PES provided services to almost 70 000 employers. This accounts for 74.4 % of undertakings operating in the country. Due mention should be also given to regular surveys of labour market demands (employers' polls) and adjustment of VT programmes based on such surveys. One more strength of the system is better coverage of the low-skilled unemployed by VT programmes. As mentioned above, the overall participation of unemployed persons registered with the LLE in VT programmes is relatively low, but low-skilled individuals account for a slightly higher percentage than high-skilled individuals (2.1 % and 1.9 % respectively in 2014), although high-skilled unemployed persons are more often offered AMLPs as compared to the low-skilled unemployed (23.1 % and 20.8 % respectively in 2014).

The system of voucher-based training in effect from 2012 is also a positive development. This system reduced the centralised organisation of VT programmes, created opportunities for an increased variety of VT programmes, and improved the interest of unemployed persons in training (as they are in the position of agreeing conditions for their training with the training provider). Likewise, it should be noted that VT centres for the unemployed pay great attention to practical skills building. Practical sessions often constitute the basis of VT, with theoretical course content being delivered only as a complement to the process of relevant skills building.

Considering more generous ESF funding in 2015-2016, participation of unemployed persons in VT programmes in Lithuania is envisaged to double or triple (up to 15 000 or more) due to the increasing shortage of skilled labour faced by the growing economy. In particular, better VT coverage will be sought for young people without any qualifications, the long-term unemployed, older unemployed (50+) and rural unemployed persons. Better attractiveness of VT programmes will be sought by means of offering complex ALMPs for specific groups of the unemployed (e.g. by application of supported employment measures after training programmes where previously in Lithuania it was possible to apply only one measure to one unemployed person a year) and paying more attention to vocational/career guidance and counselling of the unemployed.

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Annex 1: Measure Description Table

Main training programmes in LITHUANIA

Name of training programme	LMP measure: the name and number of the relevant LMP measure, based on the list of LMP measures in the qualitative LMP report (if possible to attribute the training programme to the LMP measure)	Short description and aims of the training programme: e.g. basic skills(literacy, numeracy, ICT, other skills); general work experience and employability skills; initial vocational training oriented to a specific job; continuing training to up/re-skill in own occupation/sector; validation of prior learning and experience; tertiary education; preparation to start own business, etc.	No. of participants	Duration of programme for the beneficiary (and amount of subsidy, if applicable)	Target group or educational level targeted	Criteria for accessing the programme	Funding source and total budget (2014)	Types of skills (or qualification if relevant) delivered	Actors involved in training provision and their role	Evaluation results available (here, please provide detail on the method used, on the coverage, and on the evaluation findings)	If no evaluation is available, what is the expert's assessment of the impact of the measure?
C and CE categories vehicles driver training program	2	Informal continuing training VET program; range of occupations accessible – to transport cargoes by C and CE categories motor vehicles for commercial purposes; minimum age 21	231	Average duration: 6 weeks Subsidy up to 3 months minimum wage	Required education - non; B category driver's license	Tripartite agreement	Employment fund (EF), ESF EUR 255 490	Certificate of C and CE category driver	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed	
Hairdresser of wide profile training programme	2	Formal continuing training VET program; range of occupations accessible – working as a hairdresser (for men, women and children) at beauty salons and hairdressers' shops, or starting his/her own business; ISCED 2	162	Duration 38 weeks Subsidy up to 6 months minimum wage	Required education - basic	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 482 600	Qualification of hairdresser of wide profile	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed	
Manicurists training programme	2	Formal continuing training VET program; range of occupations accessible – working as a manicurist at beauty salons, or starting his/her own business; ISCED 2	139	Duration 13 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 230 460	Qualification of manicurist	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed	
Decorator training programme	2	Formal continuing training VET program; range of occupations accessible –plastering, painting, tiling and wallpapering works; ISCED 2	157	Duration 29 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 443 680	Qualification of decorator	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed	
Cook training programme	2	Formal continuing training VET program; range of occupations accessible – working as a cook at restaurants, cafes, eateries, and other catering companies; ISCED 2	137	Duration 22 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 384 970	Qualification of cook	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed	

Measures specifically targeting the low-skilled										
C and CE categories vehicles driver training program	2	Informal continuing training VET program; range of occupations accessible – to transport cargoes by C and CE categories motor vehicles for commercial purposes; minimum age 21	69	Average duration 6 weeks Subsidy up to 3 months minimum wage	Required education - non; B category driver's license	Tripartite agreement	EF, ESF EUR 76 310	Certificate of C and CE category driver	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Cook training programme	2	Formal continuing training VET program; range of occupations accessible – working as a cook at restaurants, cafes, eateries, and other catering companies; ISCED 2	47	Duration 22 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 132 070	Qualification of cook	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Gas and electric cutter and welder of metal training programme	2	Formal continuing training VET program; range of occupations accessible – the holder may weld simple constructions and various items and parts manually and by applying arc and oxyacetylene welding; the holder may also perform arc and oxyacetylene cutting of parts from steel with a low carbon concentration; ISCED 2	32	Duration 13 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 64 160	Qualification of gas and electric cutter and welder of metal	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Decorator training programme	2	Formal continuing training VET program; range of occupations accessible –plastering, painting, tiling and wallpapering works; ISCED 2	28	Duration 29 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 79 130	Qualification of decorator	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Training program for tailor-operator	2	Formal continuing training VET program; range of occupations accessible – making simple articles	17	Average duration 16 weeks Subsidy up to 6 months minimum wage	Required education - non	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF 29 460	Qualification of tailor, tailor-operator	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed

Measures specifically targeting the long-term unemployed										
Training program for tailor-operator	2	Formal continuing training VET program; range of occupations accessible – making simple articles	66	Average duration 16 weeks Subsidy up to 6 months minimum wage	Required education - non	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 114 380	Qualification of tailor, tailor-operator	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Cook training programme	2	Formal continuing training VET program; range of occupations accessible – working as a cook at restaurants, cafes, eateries, and other catering companies; ISCED 2	47	Duration 22 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 132 070	Qualification of cook	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Salesperson training programme	2	Formal continuing training VET program; range of occupations accessible – prepare the workplace, receive and store goods, serve customers, sell goods, and perform inventory accounting; ISCED 2	41	Duration 30 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF 131 730	Qualification of salesperson	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Hairdresser of wide profile training programme	2	Formal continuing training VET program; range of occupations accessible – working as a hairdresser (for men, women and children) at beauty salons and hairdressers' shops, or starting his/her own business; ISCED 2	41	Duration 38 weeks Subsidy up to 6 months minimum wage	Required education - basic	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 122 140	Qualification of hairdresser of wide profile	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed
Decorator training programme	2	Formal continuing training VET program; range of occupations accessible –plastering, painting, tiling and wallpapering works; ISCED 2	36	Duration 29 weeks Subsidy up to 6 months minimum wage	Required education – lower-secondary level of education completed	Correspondence to the labour market needs; target groups of the project; priorities of the local PES	EF, ESF EUR 101 740	Qualification of decorator	Service providers from the list	6 month after participation in the measure 89.7% of vocational training participants were employed

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