A TRUSTED ENVIRONMENT FOR HIGHER ENGAGEMENT

1. Title

Reskilling Lab: From Workers' Rights to Professional Growth in Education
Country: Lithuania
Organisation: Lithuanian Education and Science Trade Union (LESTU / LŠMPS); employment partner: a kindergarten in Marijampolė.

2. DDSS Gap Addressed

Low engagement of target groups – L1

3. Description of the Reskilling Lab

The Marijampolė Lab addressed barriers to learning among low-qualified early childhood education assistants already in employment. The Lithuanian Education and Science Trade Union organised a free, 40-academic-hour programme with a local kindergarten as employment partner. Three modules combined digital literacy, career guidance, and child development and inclusive education. Practical tasks used familiar workplace situations and educational technologies. Mentoring, reflection and individual support were included in the programme. In the Lithuanian WP5 analysis, all five interviewed learners reported increased confidence, improved digital skills and positive social connections. They also valued approachable trainers and a supportive group atmosphere. These accounts show how a familiar institutional setting can make learning less intimidating and support continued engagement.

4. Why is this a Good Practice?

The Lab illustrates accessible local provision through a trusted sector organisation and workplace partner. Free participation, relevant tasks and supportive trainers address practical and emotional barriers. This supports the engagement approach in L1; the available evidence does not quantify recruitment reach or changes in participation rates.

5. Transferability

A trade union or adult education provider could partner with local education employers, offer training close to participants' workplaces and use familiar tools. Retain practical exercises and a safe group atmosphere. Record referral routes, enrolment and attendance to evaluate whether outreach reaches the intended group.

6. Additional Information

Working proposal for consortium review. Contact: Lina Kirkickaitė-Khalilov, lina@svietimoprofsajunga.lt. Sources: WP4 "20 Reskilling Labs in 7 countries", pp. 31–33 (5 June 2026); revised Lithuanian WP5 interview analysis (18 June 2026).

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