ALIGNING TRAINING WITH LOCAL JOB NEEDS

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

Misalignment with local labour demand – L4

3. Description of the Reskilling Lab

The Marijampolė programme focused on the actual duties of employed early childhood education assistants rather than generic training content. The Lithuanian Education and Science Trade Union, working with a local kindergarten partner, offered 40 academic hours covering digital literacy, career development, child development and inclusive practice. Participants tried tools used in their own work and discussed realistic pedagogical situations. Four of the five learners interviewed in WP5 emphasised relevance to daily work, and four reported greater independence in carrying out tasks. Both teachers highlighted the connection between learning activities and everyday responsibilities. This provides qualitative evidence of alignment with the needs of an existing local workforce, particularly its digital and professional development needs.

4. Why is this a Good Practice?

The Lab is a working proposal for the workplace-needs aspect of L4. Immediate application and staff feedback support its relevance. The reviewed sources do not demonstrate continuous labour-market data analysis, vacancy tracking or regular employer-led curriculum updates; the full L4 mechanism therefore remains only partly evidenced.

5. Transferability

Other regions could begin with a task analysis involving local employers and employees, then adapt practical modules to those tasks. Add periodic employer feedback and local demand data when deciding which modules to update. Measure usefulness in work separately from job placement or vacancy outcomes.

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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