EMPLOYER CO-DESIGNED TRAINING

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

Weak employer participation – L3

3. Description of the Reskilling Lab

The Lithuanian Education and Science Trade Union delivered a 40-academic-hour Reskilling Lab for employed early childhood education assistants in Marijampolė, in partnership with a local kindergarten. The kindergarten heads took part in designing the programme. They named the skills their assistants were missing in daily work, took part in planning meetings and reviewed the draft programme before training started. Based on this input, the programme combined digital literacy, career guidance and inclusive education, linked to the real tasks of an assistant's job. Practical sessions took place in the kindergarten and used the technologies staff work with, such as interactive boards and educational robots. The heads also agreed that staff could learn during working time. Four of the five interviewed learners said the learning was relevant to their daily work, and both interviewed teachers named the direct link to workplace situations as a success factor.

4. Why is this a Good Practice?

The employer did not only host the training – it helped decide what should be taught. The kindergarten heads identified skills needs based on the actual job of an education assistant and helped shape the training pathway. The interview results show that the approach worked: learners and teachers found the content directly useful at work.

5. Transferability

Involve the employer from the start, before the programme is written. Ask the employer to name the main tasks of the job and the skills staff are missing. Hold at least one joint planning meeting and ask the employer to review the draft programme. Agree in writing what the training provider, the employer and the staff will each do. Keep notes of the employer's input and collect employer feedback at the end, so the programme can be improved.

6. Additional Information

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