LEARNING BY DOING

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

Slow time-to-productivity of new hires – E2

3. Description of the Reskilling Lab

The Lithuanian Lab helped employed early childhood education assistants use new skills in their existing jobs. A free, 40-academic-hour programme in Marijampolė combined digital literacy, career guidance and inclusive education. The Lithuanian Education and Science Trade Union was the provider, with a kindergarten as employment partner. Training used real workplace technologies and pedagogical situations, allowing participants to practise tasks they could apply immediately. Four of the five interviewed learners reported greater independence in daily work, and both teachers highlighted the value of realistic tasks for transferring learning into practice. These findings support the practical relevance of employer-contextualised training. The participants were existing employees; the study did not measure onboarding time for new hires.

4. Why is this a Good Practice?

This is a transfer-oriented working proposal for E2, based on practical preparation for workplace tasks. Its application to new-hire onboarding is an inference, not an observed result. Employer curriculum co-design and a reduction in time-to-productivity have not been established and should be confirmed or tested before presenting it as a complete E2 solution.

5. Transferability

Adapt the practical modules into an induction pathway for new assistants. Agree essential tasks and competence criteria with the employer, provide supported practice and measure time to independent performance. Compare results with the previous induction process before claiming faster onboarding.

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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