PEER SUPPORT & SAFE LEARNING ENVIRONMENT

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

High dropout rates – L5

3. Description of the Reskilling Lab

The Lithuanian Lab combined skills development with a learning environment intended to sustain participation. Low-qualified early childhood education assistants in Marijampolė attended a free, 40-academic-hour programme organised by the Lithuanian Education and Science Trade Union with a kindergarten partner. Digital, career and inclusive education modules incorporated mentoring, reflection, practical tasks and individual help where needed. All five interviewed learners valued the supportive group atmosphere and approachable lecturers. Both teachers described peer learning and an environment where questions and mistakes were accepted. Learners who understood a task more quickly supported colleagues. These findings explain how the programme addressed anxiety and helped adults remain engaged while learning unfamiliar digital tools.

4. Why is this a Good Practice?

Mentoring, individual help and a safe group atmosphere match the personalised-support approach in L5. Interviews support the value of these elements for engagement. The sources do not provide dropout rates, a comparison group or an early-intervention register, so a measured reduction in dropout is not claimed.

5. Transferability

Combine short practical modules with approachable trainers, peer support and opportunities to ask questions individually. Monitor attendance and contact learners when difficulties emerge. Record reasons for withdrawal and completion rates to test whether the support improves retention in a new setting.

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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