

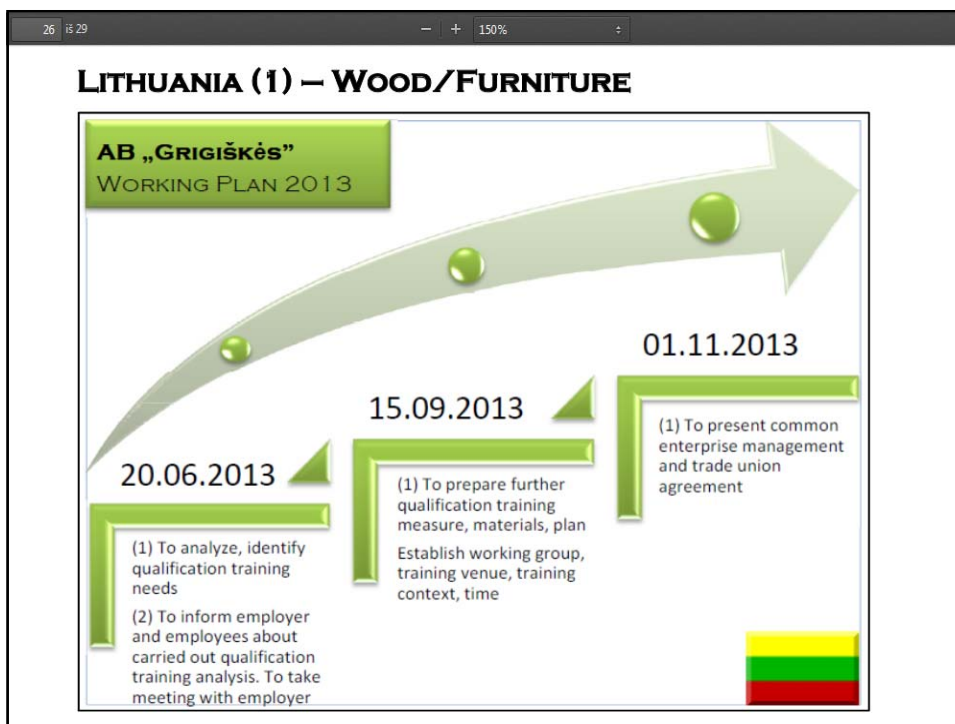


Lithuanian Report **BICCO**

**Vocational further training management in
companies**

**Progress of the Lithuanian companies in the project
May–June –July 2013
(From Sofia to Hamburg)**

**Danutė Šlionskienė, LPSK
Hamburg 10 09 2013**



BICCO

AB „Grigiškės” – 1 stage

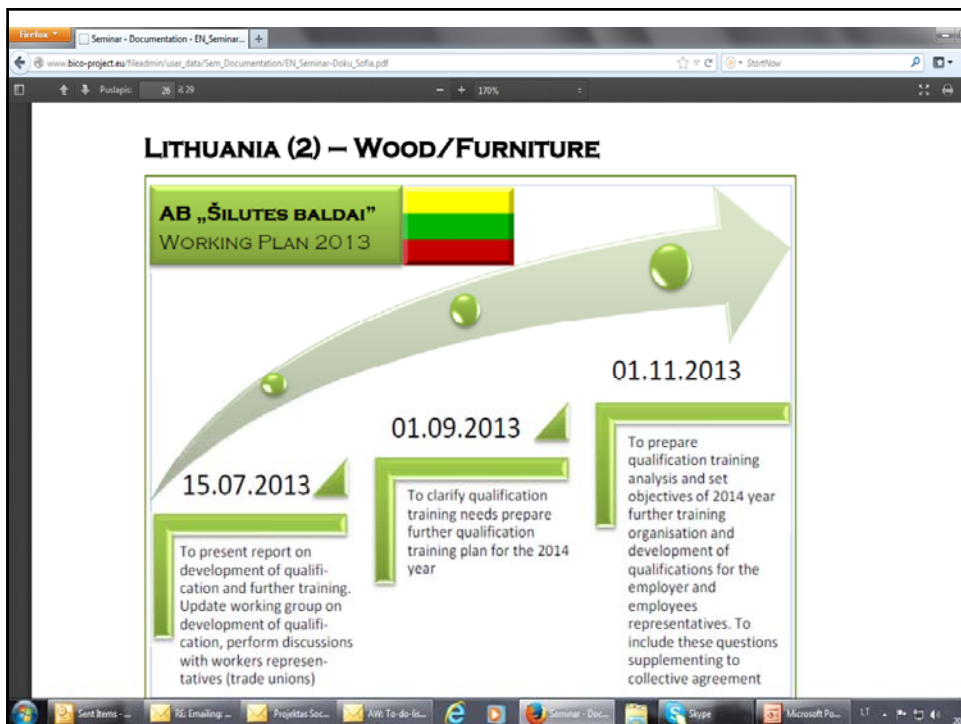
Plan	Implementation	Remarks
(1) To analyse, identify qualification training needs – till 20 th of June	Implemented till 20 th of June	Representatives of employers and employees took part in analysis
(2) To inform employer and employees about carried out qualification training needs analysis. To take meeting with employer – till 20 th of June	Implemented till 20 th of June	Employer is informed about the carried out qualification training needs analysis and about the differences and similarities with the existing training practice in enterprise

AB „Grigiškės” – 2 stage

Plan	Implementation	Remarks
To prepare further qualification training measures, materials, plan -till 15 th of September	Ongoing	Qualification training measures, materials, plan being prepared together with employees representative
To establish working group, training venue, training context, time -till 15 th of September	Ongoing	Working group is constantly working on planning qualification further training process

AB „Grigiškės” – 3 stage

Plan	Implementation	Remarks
(1) To present common enterprise management and trade union agreement – till 1 th of November	Will be presented on-time to BICO European Conference	Enterprise management and trade union and will sign General agreement on training in 2014, under the usual practice, at the end of the year 2013



AB „Šilutės baldai” – 1 stage



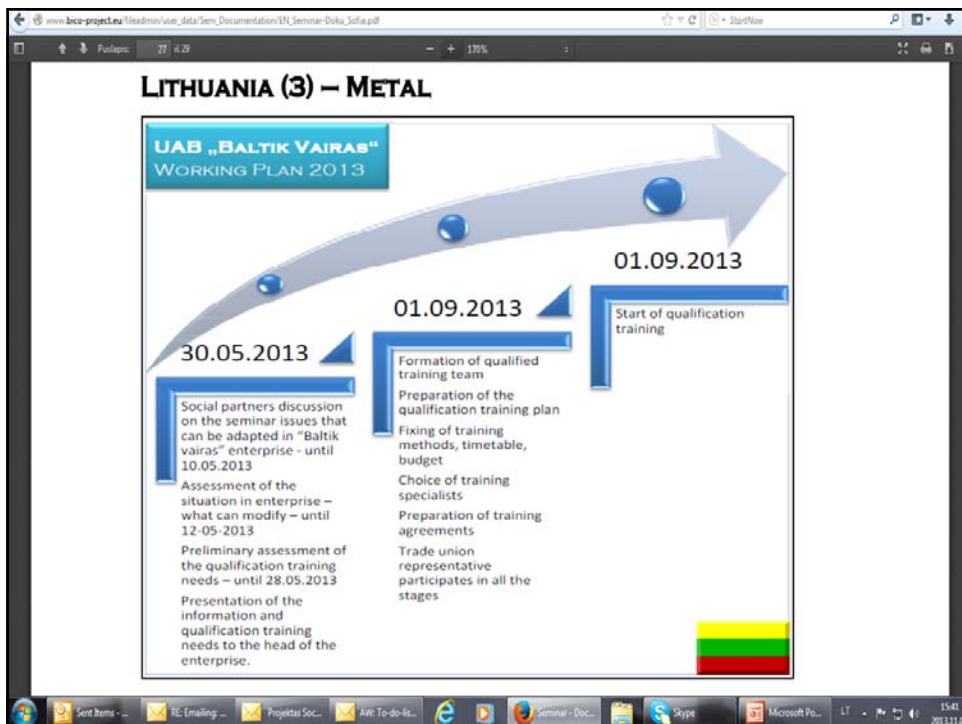
Planas	Vykdymas	Paaškinimai
<p>To present report on development of qualification and further training.</p> <p>To update working group on development of qualification, to perform discussions with workers representatives (trade unions)</p> <p>- till 1st of July</p>	<p>Implemented till 1st of July</p>	<p>Representatives of employers and employees participated in the activities</p>

AB „Šilutės baldai” – 2 stage

Plan	Implementation	Remarks
To clarify qualification training needs. To prepare further qualification training plan for the year 2014 – till 1st of September	Implemented till 1st of September	Representatives of employers and employees participated in the activities

AB „Šilutės baldai” – 3 stage

Plan	Implementation	Remarks
To prepare qualification training analysis and set objectives for the organisation of further training and development of the qualifications of employers and employees representatives for 2014 year. To include these questions supplementing to collective agreements - till 1st of November	Ongoing	Will be presented in BICO European Conference



UAB „Baltik Vairas“ - 1 etapas



Plan	Implementa tion	Remarks
<p>Social partners discussion on the seminar issues that can be adapted in “Baltik vairas” enterprise - till 10th of May</p> <p>Assessment of the situation in enterprise – what we can modify?</p> <p>– till 12th of May</p> <p>Preliminary assessment of the qualification training needs</p> <p>– till 28th of May</p> <p>Presentation of the information, qualification training needs to the head of the enterprise -till 30th of May</p>	<p>Implemented till 30th of May</p>	<p>Assessment of the situation may change when company held production changes</p>

UAB „Baltik Vairas“ - 2 stage



Plan	Implement ation	Remarks
Formation of qualified training team, Preparation of the qualification training plan Fixing of training methods, timetable, budget Choice of training specialists Preparation of training agreements Trade union representative participates in all the stages	Ongoing	Activities implemented, taking into account changes in the company

UAB „Baltik Vairas“ - 3 stage



Plan	Implementa tion	Remarks
Start of qualification training – till 1st of September	Ongoing	Part of the training started from 1st of September

LITHUANIA (4) – METAL



UAB "Mechel Nemunas"- 1 stage



Plan	Implementation	Remarks
1. Social partners discussion on the issues of the Sofia seminar on 10th of May 2. Assessment of the situation in enterprise on 20th of May 3. Assessment of the needs - till 30th of May	Implemented	Assessment of the situation may change as the management changes take place in company.

UAB “Mechel Nemunas”- 2 stage



Plan	Implementation	Remarks
Creation of qualification training team, including trade union representatives – till 10th of June Preparation of the qualification plan till 1st of August Choice of training specialists Preparation of learning agreements till 1st of September	Ongoing	Training needs of the enterprise, as well as plans may change due to changes in the enterprise

UAB “Mechel Nemunas”- 3 stage



Plan	Implementation	Remarks
Preparation and confirmation of training budget Identification of the further qualification training needs in relation to changes in company Start of qualification training – till 5th of October	Ongoing	Ongoing changes in the enterprise



Sofia seminar had positive influence to qualification further training processes in enterprises. Further progress we expect till BICO European Conference