

REPRESENTATIVES FROM COMPANIES (LITHUANIA)



Diana Raitelaitiene, Chairwoman of Trade Union
AB „Grigiskes“ (wood)

On 20-26 of April, 2013 representatives of AB “Grigiskes participated in the seminar “In-company further training management” of BICO project. During the seminar worker skills developing, implementing and evaluating training needs have been discussed also specifically for our company.

We received a good practical knowledge turns experiences with colleagues from Bulgaria and Romania, and look forward to some great results for our future work implementing continuing education and training needs at the enterprise. Working groups have been very productive and were prepared very carefully. Presentation of the results of the working groups and their extensions were beyond expectations. In Sofia we visited the Training Centre and outside the company. The training center is a contemporary, modern, and probably very comfortable for trainees.

Our company carried out a detailed analysis and found that the increase in production and an increase in sales of corrugated cardboard unit logistics section, we need versatile, professional trucks drivers. Employees and employer signed AGREEMENT FOR PROFESSIONAL (INFORMAL) TRAINING in enterprise.

We developed training plan, performed budgeting and predicted employee dismissals for training, professional development tools, specification tools in practical training (employees in the workplace), and verification of the quality, efficiency (evaluation). AB Grigiškės" is launching one of the largest investment projects of the company: in 2014 the new paper-making machine will be built. We also have needs to prepare a qualified staff to work with this machine. We believe that all of us will obtain knowledge from BICO project training..

Jurate Sobutienė, HR Manager
UAB Vairas (metal)

“We do not have conflicts, we have problems” – the main idea associated presentations during the BICO seminar held in Sofia. And we started from that idea - it was first necessary to identify the company's problems related to employees’ qualifications. It turned out that the problem in Bulgaria, Lithuania and Romania are similar, differing only in the legal regulation of the organization of staff continuing education and training.

By sharing our experience we learned that in Romania trade unions play very active role in the raising of the qualifications. In most companies' of Lithuania it is - internal affair. For us, representatives of machining industry, was very helpful to learn about experience of Grigiškiai enterprise, which is a member of Lithuanian wood industry association. The company has installed and successfully implementing an employee training system, because formal education in Lithuania does not prepare skilled workers with qualifications they need.

What have we learned? Identify priority training topics and target groups, to carry out needs analysis, training needs to conclude a plan and training budget, selection of appropriate learning methods and apply them to practice and receive feedback.

Special questionnaires, plans, forms, charts, financing - all these things which we received by lecturers, will be useful in practical work, identifying training needs, providing training and evaluating their effectiveness.

What shall we do? Till now training and education issues were not discussed neither in the enterprise rules of procedure, neither in collective agreement. This summer, working on bargaining of a new Collective Agreement, we are going to include all of the following questions. In addition, since September, according to the company ordered a specially designed training program we are going to start training of masters. This training - informal, but with the assistance of the Ministry of Economy, we seek recognition of production master qualification.