



*Team work*

*Lithuanian best practices of  
further training management*

*Wood & Furniture enterprises : „Grigiškės“,  
„Šilutės baldai“,*

*Metal & Machinery building enterprises :  
„Baltik vairas“, „Nemunas“*

**European Conference in Bucharest (Romania)**

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# What was the reason to participate in BICO project

*„Šilutės baldai“: Before the BICO project training took place, but There were needs to get more experience from colleagues how to structure training.*

*„Grigiškės“: We needed experience how to improve the training, how to motivate employees to have bigger interest to learn.*

*„Baltik vairas“: Up to BICO in the company „Baltik vairas“ there was no systematic further training.*

*„Nemunas“: Willingness to implemented bilateral cooperation on continuing education activities in the company.*

# What were the main goals?

*„Šilutės baldai“: To strengthen the social dialogue, by supplementing the issues of collective agreement for employees further training.*

*Grigiškės: To create and sign an agreement between management and the union for staff training, prepare training plan for 2014.*

*„Baltik vairas“: Intensify continuous training for employees, social partners jointly combining training plans.*

*“Nemunas”:* Prepare the further learning system using BICO experience, finding ways to adapt to the the developments in the enterprise

# What was the best success?

*Grigiškės: During the meetings and negotiations training plan was prepared. We did the skills needs analysis.*

*„Šilutės baldai“: Report was prepared for continuing education and further training for 2013 and was discussed with the social partners - trade union.*

*„Baltik vairas“: Training of employees in the company was improved. Training of production masters started.*

*“Nemunas”:* Bipartite partnership in the area of information and bargaining strengthened. Continuous training plan for the II-half of the year 2013 was prepared (training of 20 employees) and is already underway.

# What has to be improved?

- *Continue to improve the system of further training in companies that cover more workers, improve resources, educational funding.*
- *To improve the sector social partnership especially in the area of further training.*

# Continuation

*To provided the implementation of further training plans for 2014.To improve the cooperation of the social partners in the enterprises and the sectors.*

*To transfer information to other related and other companies, sectors.*

*Spread the guidelines provided in the Bucharest Declaration*