



## INFORMATION ON LIFELONG GUIDANCE SYSTEMS

### SUMMARY

National Education Strategy (2013-22) defines career guidance as one of the four strategic priorities for further development in education.

Measures aimed at development and provision of face-to-face and online career guidance services constitute integral part of strategic action plans dedicated to related policy areas such as employment and social inclusion. The main horizontal policy issues that are linked to and addressed by the career guidance are related to the areas of labour market relevance of education and training and adult participation in lifelong learning.

During recent years there have been a lot of significant changes within the system lifelong career guidance system in Lithuania. Major part of career guidance services are implemented in education and employment sectors. Career guidance services in adult learning sector requires further attention as it is still underdeveloped.

Strength of the career guidance system lies in existing legal framework that provides the necessary background for career guidance system development, the fact that career education aimed at development of career competences is defined as core career guidance service and substantial part of ESF support being targeted at career guidance system development at national level.

Challenges of the career guidance system are related to the need for better access for quality career guidance services, development of the system of training and professional development of career counsellors, ensuring quality of career guidance services, ensuring sustainable funding of career guidance services.

In education sector the Ministry of Education and Science is responsible for career guidance policy related to the provision of quality career education, information and counselling services for pupils, students, adult learners, etc. Organisation and monitoring of career guidance services in general education schools is managed by local municipalities. The mandate for coordination of career guidance services on national level, development of methodology and evaluation of the needs for training and further professional development of guidance counsellors is given to Lithuanian Centre of Non-Formal Youth Education (Career Education Unit). A range of other institutions support the provision of career guidance services in education sector such as Centre of Information Technologies in Education and Euroguidance LT. Career guidance (i.e. career education, information and counselling services) are provided by general education schools and VET schools which organise provision of career guidance services to pupils according to the Procedure on Implementation of Career Guidance (2012). Majority of public and private HE school's career centres or similar career related divisions provide career guidance services to students.

In employment sector the Ministry of Social Security and Labour is responsible for career guidance policy related to the provision of quality career information and counselling services for job-seekers (youth and adults) including NEETs. The mandate for coordination of career guidance services on national level is given to Lithuanian Labour Exchange. Career guidance



provided in education, employment and social inclusion sectors as well as declares the legal entitlement of all citizens for career guidance.

**Career education** aimed at development of career competences is **defined as core career guidance service**.

Since 2004 substantial part of **ESF support has been targeted at career guidance system development at national level**. This source of funding helped to create methodology resources, train guidance practitioners, develop national career guidance related portals, develop systems for monitoring of guidance services, etc.

#### *Challenges of current guidance system*

The **Report of the State Audit of the Organisation and Implementation of the Career Guidance for Pupils** (liet. [Valstybinio audito ataskaita "Kaip organizuojamas ir vykdomas mokinių profesinis orientavimas"](#)) (2014) identified four main areas for improvement of the services and provided following recommendations:

1. In order to ensure development of pupil's career competences **better conditions for provision of career education, information and counselling services** should be created.
2. In order to ensure equal pupil's **access for quality career guidance services**:
  - Requirements for career counsellor qualification, their area of responsibilities and scope of professional activities should be clearly defined;
  - System of training and professional development of career counsellors should be developed.
3. In order to ensure **quality of career guidance services**, taking well-grounded decisions based on analysis and assessment of current state and changes of career guidance:
  - Quality and quantity indicators of career guidance monitoring should be approved;
  - System of quality assessment and self-assessment should be developed.
4. In order to ensure **sustainability of career guidance** and broader usability of Information system for pupil's career education:
  - Sharing of the examples of good career guidance practices should be ensured;
  - Career guidance methodology and information should be regularly updated;
  - Municipalities and schools should be regularly informed on projects and plans for further development of career guidance.

The **European Semester Country Report 2015 for Lithuania** stressed the **lack of appropriate career guidance for adults**.

The **Monitoring report on the career guidance services in general education and VET schools in 2013-14** (liet. [2013-2014 m. m. Mokinių profesinio orientavimo \(ugdymo karjerai\) stebėsenos ataskaita](#)) (2015) identified following areas of career guidance system improvement at schools:

- **Funding of career guidance services;**
- **Formalising the requirements for career counsellor's competences and job description;**

- **Opportunities for further professional development of career guidance counsellors;**
- **Research paper on Development of career competences in Lithuania** (liet. [Tiriamasis darbas “Karjeros kompetencijų ugdymas Lietuvoje”](#)) (2014) pointed out to the **lack of systematic research that would provide the evidence-base of effectiveness, added value and impact of career guidance services.**

## **KEY DATA, STATISTICS**

### *Monitoring and evaluation system*

According to the **Procedure on Implementation of Career Guidance** (liet. [Profesinio orientavimo vykdymo tvarkos aprašas](#)) (2012) the Lithuanian Centre of Non-Formal Youth Education (Career Education Unit) (liet. Lietuvos mokinių neformaliojo švietimo centro Ugdymo karjerai skyrius) participate in **monitoring of career guidance services of pupils on national level:** data collection, data analysing, preparing the reports and recommendations. Data are being gathered via local municipalities and general education and VET schools and processed with a help of Information **System of Career Education Monitoring** (liet. Ugdymo karjerai stebėsenos informacinė sistema) <http://uksis.emokykla.lt/>. The System gathers data according to the 14 indicators of context, input, process and output. Since 2014 **Monitoring reports on the career guidance services in general education and VET schools** are being annually prepared by the Lithuanian Centre of Non-Formal Youth Education (Career Education Unit) and publicly available at their website.

Part of the **Career Management Information System** (KVIS) (liet. Karjeros valdymo informacinė sistema) <https://beta.tavokarjera.eu/web/guest/apie-sistema> which is currently being developed and is dedicated to the HEi students and aims to assist students in career problem solving and career decision making via provision of information, career education and counselling services is specifically targeted at planning and monitoring of career services provided by career counsellors at HEi’s career centres.

Guidance services provided by territorial labour exchanges and it’s youth job centres are monitored by organising user satisfaction surveys both of jobseekers and employers. Special surveys are also organised in order to analyse the motivation of jobless clients. The outcomes of these surveys are being analysed and summarised and particular improvements implemented.

## **LEGAL BASIS / POLICIES**

**Law on education** (liet. Švietimo įstatymas) (2003, 2011). The law defines **career guidance** as one of the forms of educational assistance. The purpose of career guidance is defined in the law as follows “by measures of career information, career counselling and career education to help a person to choose education and employment, to acquire career planning and management competences and to actively shape his professional career”. It also states that career guidance shall be provided in most educational institutions (general education schools, vocational training and other educational institutions, career guidance centres and other) in accordance

with the procedure laid down by the Minister of Education and Science together with the Minister of Social Security and Labour, and in higher education schools – in accordance with the procedure laid down by these schools.

**Law on Vocational Education and Training** (liet. Profesinio mokymo įstatymas) (2007, 2011). The law declares the accessibility of career guidance services for all citizens and refers to the career guidance being organised in educational institutions in accordance with the procedure laid down by the Minister of Education and Science together with the Minister of Social Security and Labour. It defines career guidance as integral part of VET.

**Law on Higher Education and Research** (liet. Mokslo ir studijų įstatymas) (2009). The law declares that “a higher education institution must provide career consultations to students”.

**Law on Support for Employment** (liet. Užimtumo rėmimo įstatymas) (2006). The law defines that Lithuanian Labour Exchange (i.e. Public Employment Services) through its territorial offices ensures provision of career guidance services to unemployed.

**Law on Social Integration of People with Disabilities** (liet. [Neįgaliųjų socialinės integracijos įstatymas](#)) (2005). The law defines career guidance as one of vocational rehabilitation services. The Ministry of Social Security and Labour carries the responsibility for the organisation of vocational rehabilitation of citizens.

The Law on Education and Law on Vocational Education and Training is followed by the **Procedure on Implementation of Career Guidance** (liet. [Profesinio orientavimo vykdymo tvarkos aprašas](#)) (2012) adopted by the Minister of Education and Science together with the Minister of Social Security and Labour. This document defines the way career guidance services (namely – career education, career information and counselling) are to be implemented in the educational sector on national, municipality and local (school) level. In the procedure career education aimed at development of career competences is defined as core career guidance service. The procedure does not specify the way career guidance is implemented in the employment sector by territorial labour exchanges as long as it is described in the Law on Support for Employment and subsequent legal acts.

**Career education programme** (liet. [Ugdymo karjerai programa](#)) (2014). The programme adopted by the Minister of Education and Science defines the career competences that have to be developed by the students at general education schools and VET schools and the way career education should be implemented throughout the curriculum.

### **Lifelong Learning, Employment and Social Inclusions Strategies and implications for Guidance**

Measures related to career guidance services constitutes the integral part of national implementation plans related to Lifelong Learning and Employment:

- **Action Plan for Development of Non-formal Adult Education and Further Training 2014-16** (liet. [Neformaliojo suaugusiųjų švietimo plėtros 2014–2016 metų veiksmų planas](#)) (2014). In this plan provision of career guidance services for adults is foreseen.
- **Interinstitutional Action Plan for the Programme of Raising the Employment 2014-20** (liet. [Užimtumo didinimo 2014–2020 metų programos įgyvendinimo tarpinstitucinis veiklos planas](#)) (2014). In this plan measures to improve the quality and accessibility of face-to-face and online career guidance services, especially for adults and NEETs, are foreseen in order to ensure “*Better matching of qualifications to the labour market needs and easier integration into the labour market*”.
- **Action Plan for Implementation of Youth Guarantee Initiative 2014-20** (liet. [Jaunimo garantijų iniciatyvos įgyvendinimo planas](#)) (2013). In this plan measures aimed at intensified career guidance service provision both in education and employment sector are defined.

## MAIN BODIES, THEIR SCOPE OF ACTION, INFRASTRUCTURE

### *National authorities*

**In education** sector the **Ministry of Education and Science** is responsible for career guidance policy related to the provision of quality career education, information and counselling services for pupils, students, adult learners, etc.

**Organisation and monitoring** of career guidance services in general education schools is managed by 60 **local municipalities**.

The mandate for coordination of career guidance services on national level is given to **Lithuanian Centre of Non-Formal Youth Education (Career Education Unit)** (liet. Lietuvos mokinių neformaliojo švietimo centro Ugdymo karjerai skyrius) <http://uks.lmnc.lt/>. The Centre also coordinates the monitoring and evaluation of career guidance services on national level and is responsible for development of methodology and evaluation of the needs for training and further professional development of guidance counsellors.

A range of other institutions support the provision of career guidance services in education sector:

- **Centre of Information Technologies in Education** (liet. Švietimo informacinių technologijų centras) [www.itc.smm.lt](http://www.itc.smm.lt) is responsible for the quality information provision at the national database on learning opportunities – Open Information, Guidance and Counselling System (AIKOS) [www.aikos.smm.lt](http://www.aikos.smm.lt) as well as for providing technical platform for **System of Career Education Monitoring** (liet. Ugdymo karjerai stebėsenos informacinė sistema) <http://uksis.emokykla.lt/>.
- **Euroguidance LT** <http://www.euroguidance.lt/> established at the Education Exchanges Support Foundation provides information and methodology resources for career guidance practitioners.

**In employment sector the Ministry of Social Security and Labour** is responsible for career guidance policy related to the provision of quality career information and counselling services for job-seekers (youth and adults) including NEETs.

The mandate for coordination of career guidance services on national level is given to **Lithuanian Labour Exchange** (i.e. National Public Employment Service) [www.ldb.lt](http://www.ldb.lt).

According to the Law on Vocational Education and Training the **Ministry of Economy** contributes to career guidance by organising forecasts on human resources demand on the labour market.

#### *National fora and guidance policy committees*

**National Council for Career Guidance** – the national advisory body for career guidance has been established by the Ministry of Education and Science and the Ministry of Social Security and Labour in 2006, but has not been operational since 2008. The Council was composed of representatives from the Ministries responsible for the career guidance service provision, career guidance services provider's organisations, associations of education and training institutions (General education schools, VET, HE), pupil's and student's organisations, association of municipalities, social partner's organisations, Education Exchanges Support Foundation (i.e. National Lifelong Learning and Erasmus+ Agency).

**Youth Methodology Council** (liet. [Junimo metodinė taryba](#)) is a collegial voluntary committee, providing suggestions and recommendations for Lithuanian Labour Exchange, territorial labour exchanges as well as its youth job centres. The Council is led by the Lithuanian Labour Exchange and is composed of the representatives from the following institutions: Ministry of Education and Science, Ministry of Social security and Labour, Education Exchanges Support Foundation (i.e. National Lifelong Learning and Erasmus+ Agency), pupil's and student's organisations, Lithuanian Council of Youth Organisations as well as research and social partner's organisations. The main focus of the Council is youth employment and career guidance for young people.

In the period of the European Lifelong Guidance Policy Network ELGPN project <http://www.elgpn.eu/> implementation in 2013-14 and 2015 the informal **National ELGPN reference group for career guidance** (liet. ELGPN projekto referencinė grupė) has been established. It composed of almost all representatives of the institutions and organisations responsible for career guidance in education, labour market, social inclusion and other sectors. The group is led by the Euroguidance LT and aimed at supporting the cooperation and networking among various stakeholders in the field of lifelong guidance via sharing and discussing the newest developments in the field of lifelong guidance policy and practice.

In 2013 the **National Association of Career Specialists** (liet. [Lietuvos karjeros specialistų asociacija](#)) and **Career Specialist's Trade Union "Solidarity"** (liet. [Karjeros specialistų profesinė sąjunga "Solidarumas"](#)) have been established. The main aim of the Association is related to the development of quality and effective career guidance services via promotion of

high quality service standards, professionalization of career specialists, ensuring favourable conditions for further development of career services, ensuring better access for career services, promoting adequate attitudes towards personal career. The Trade Union is acting on behalf of guidance practitioners and aims at protecting their interests and rights in labour market.

### *Provision agencies*

**In education sector** career guidance (i.e. career education, information and counselling) services) are provided by: 1242 **General education schools** and 74 **VET schools**.

General education and VET schools organize provision of career guidance services to pupils according to the **Procedure on Implementation of Career Guidance** (2012).

Public and private 46 **HE school's** (22 universities and 24 colleges) career centres or similar career related divisions provide career guidance services to students.

**In employment sector** career guidance (i.e. information and counselling) services for jobseekers (adults and youth) are provided by 10 **territorial labour exchanges**, and 29 it's structural divisions – **youth job centres**.

**Associations and NGO's of people with disabilities or any different special educational needs** provide specific career guidance to their target groups. The range of offered services varies and depends on type and priorities of NGO. Some organisations offer employment mediation and various training programmes (building confidence and motivations, developing career planning skills, etc.) for persons of disadvantaged groups (including persons with disabilities).

### **Private companies, psychologists and counsellors**

In last few years more private companies, individual psychologists and career counsellors enter the field of career guidance and offer various types of career guidance services – psychological diagnostic testing, counselling, assistance in preparation of individual career plan, advising on career decision making, etc.

## **PUBLIC AWARENESS, FUNDING, ICT IN GUIDANCE**

### *ICT in guidance*

**Open Information, Counselling and Guidance System (AIKOS)** (liet. Atvira informavimo, konsultavimo ir orientavimo sistema, AIKOS) [www.aikos.smm.lt](http://www.aikos.smm.lt) is a national database on learning opportunities which provides information on occupations, study programmes on all levels of education, qualifications, licenses, education and training institutions, other. Part of AIKOS is dedicated for individual career planning.

**Career Education for Pupils Information website** (liet. Mokinių ugdymo karjerai informacinė svetainė) [www.mukis.lt](http://www.mukis.lt) is dedicated to general education schools and VET schools and aims to assist individual pupil's career planning, provides resources for career counsellors work and information for parents.

**Career Management Information System (KVIS)** (liet. Karjeros valdymo informacinė sistema) [www.kvis.karjera.vu.lt/](http://www.kvis.karjera.vu.lt/) is dedicated to the HEi students and aims to assist students in career problem solving and career decision making with a help of information resources and information, career education and counselling services).

**Euroguidance LT website** [www.euroguidance.lt](http://www.euroguidance.lt) offers information and methodology materials on career guidance for career practitioners.

**Website of Lithuanian Labour Exchange website** (liet. Lietuvos darbo biržos internet svetainė) [www.ldb.lt](http://www.ldb.lt) presents the main information on labour market statistics, services for jobseekers and employers, including information and counselling.

#### *Funding:*

Career guidance services are funded from diverse resources.

**In education sector** these services are funded by:

- **State budget** via pupil's basket (i.e. amount of money dedicated to one student's education) for guidance and cognitive activities) for general education and VET schools (which provide general education alongside VET). Part of overall pupil's basket (approx. 3 EUR per student) is dedicated to career guidance and study visits / activities.
- **State budget and own institution resources** of VET schools and HEi;
- **ESF funds.**

**In employment sector** these services are funded by:

- **Funds for Active Labour Market measures /Funds for unemployed / Funds for Youth Guarantee Initiative;**
- **ESF funds.**

## SECTORAL APPROACHES



### *Early Childhood*

Though there are no official state-regulated career guidance services in the early childhood, careers guidance is carried out in non-formal or informal ways. The services and their quality in this sector are limited by personal enthusiasm and creativity of the practitioners.

### *School Education*

Since 2012 general education schools and VET schools provide career guidance services to pupils according to the Procedure on Implementation of Career Guidance (liet. [Profesinio orientavimo vykdymo tvarkos aprašas](#)) (2012). The Procedure provides general guidelines for career guidance and schools have freedom in organisation of these services on local level. Since 2014 **Career Education Programme** aimed at development of pupil's career management skills through the curriculum is being obligatory implemented in schools. Usually the school community adopt annual career guidance plan which constitute integral part of the annual educational plan. The team of school staff (typically composed of school psychologist, headmasters – subject teachers, social pedagogues, other) compose the career guidance group and shares responsibilities for provision of career guidance services – **career education** (seminars, courses, lessons), **career information** (events, info sessions, etc.) and **career**

**counselling** (psychological counselling, diagnostics, coaching, etc.). A role of career coordinator and/ or career counsellor is attributed to members of the above mentioned group. Only minority of schools have established separate full-time position of career counsellor /career coordinator. For most of guidance practitioners this is a part-time job. Recently high priority was given to the career information organised as work tasters / job shadowing experience which is called vocational activation (liet. profesinis veiklinimas). Meetings with professionals – employers and employees in different sectors of economy, visits to companies, practice are being organised on national level by the Lithuanian Centre of Non-Formal Youth Education (Career Education Unit) in cooperation with schools, local municipalities and employer's organisations.

#### *Adult Learning / Continuous Training*

Career guidance services are provided in some institutions – adult education centres (liet. suaugusiųjų švietimo centrai), which help adults to complete secondary education, but these are mostly case-by-case situations. Nevertheless, the perception of the importance career guidance in this sector is constantly growing.

#### *Higher Education*

According to the Law on Education career guidance shall be provided at HEi in accordance with the procedure laid down by these institutions, and according to the Law on Higher Education and Research HEi must provide career consultations to students. Majority of HEi (universities and colleges) have established either career centres or other types of career guidance related divisions. The scope of provided guidance services is divers and depends on the policy of the institution and it's financial situation, but mostly are in line with the principles of The Model of Career Management Services for Students (liet. [Studentų karjeros valdymo paslaugų modelio aprašas](#)) (2011) approved by the Ministry of Education and Science which provides general guidelines for the following career services provision: career education (courses, seminars), career assessment, career counselling, career exploration, job search. Part of career guidance services for students are being implemented online via **Career Management Information System** (KVIS) (liet. Karjeros valdymo informacinė sistema) <https://beta.tavokarjera.eu/web/guest/apie-sistema>. The aims to assist students in career problem solving and career decision-making via provision of information, career education and counselling services. It also serves as a methodology resource for career guidance practitioners working at HEi.

#### *Employment*

Territorial labour exchanges established in main cities of Lithuania provide a comprehensive range of services for jobseekers including information and counselling other types of services are: subsidised employment, support for the acquisition of professional skills, profiling services, etc.

The main target group of the Youth job centres are job-seekers and youth up to 29 years old (not necessarily registered as job seekers). These Centres also cooperate with general education schools; their services are available for pupils as well.

Both types of institutions provide services for employers in order to help them find employees. These services are free of charge and accessible for all interested customers.

Territorial labour exchanges provide information on all aspects of the labour market related issues: job vacancies, situation in the labour market, skills demand. Information is provided in the local labour exchange offices individually, in groups, either directly (face-to-face) or remotely (by phone, e-mail, the internet, etc.).

Territorial labour exchanges specialists usually provide information and counselling on:

- labour market information, free job vacancies and requirements for applicants, job description, functions and terms of payment;
- choosing occupation, training and study opportunities;
- labour market services and procedures of providing these services;
- employment support measures and the conditions of participation;
- job search (e-services, EURES) and career opportunities.



#### *Others (Health, Active Citizenship)*

Due to economic, social and demographic challenges as well as practitioners' enthusiasm career guidance is becoming a more important and popular topic on social policy agenda. In the past few years ESF funding was provided by the Ministry of Education and the Ministry of Social Security and Labour to support institutions and organisations (including NGO) in organisation and promotion of voluntary work, training of mentors. These activities were targeted at NEETs and included career guidance services – in form of career education, information and counselling.

Some private/social initiatives encourage volunteer work by inviting professionals of different fields to act as career role models and share their experience with school students and young people (by visits to schools, giving lectures, seminars and workshops, etc.)

## QUALITY ASSURANCE

### *Standards, Indicators, Accreditation Systems*

#### **School guidance sector**

Provision of career guidance services at general education and VET schools is regulated by the **Procedure on Implementation of Career Guidance** (liet. [Profesinio orientavimo vykdymo tvarkos aprašas](#)) (2012) adopted by the Minister of Education and Science together with the Minister of Social Security and Labour. No specific standards are being available at the moment, except for the HEi which follows the **Framework of Quality assurance of career management services for students** (liet. Studentų karjeros valdymo paslaugų srities kokybės gairės) (2012). The Framework encompasses description of principles for ensuring the quality of career resources, career practitioners, code of ethics, etc.

General education and VET schools are being regularly audited according to the External Audit procedures for schools implementing secondary education programmes (liet. [Mokyklų, vykdančių bendrojo ugdymo programas, veiklos išorinio vertinimo organizavimo ir vykdymo tvarkos aprašas](#)) (2007), which include indicators related to the provision of career guidance services at schools.

## Employment sector

Counsellors within Lithuanian Labour Exchange system are working according to the Quality Standard of Provision of Guidance Services. The standard defines the rules and procedures of providing guidance services for jobseekers.

Lithuanian Labour Exchange also has a special Central Department of Internal Audit. This department also contributes to quality assurance of the system. Moreover, a special methodology for evaluation of active labour market measures is in action.

The effectiveness of Youth Job Centres is evaluated by analysing quarterly activity reports, action plans, feedback from social partners and public opinion as well as organising monitoring and customer surveys.

### *Professionals in Guidance*

#### Qualifications – Requirements / Standards

Career guidance counsellor is not state-regulated occupation, thus professionals in guidance are recruited according to separate sectorial/corporate standards and requirements.

#### **School guidance (general education and VET schools).**

Requirements for school career coordinators and career counsellors as well as their functions are defined in their job descriptions.

**School career coordinator** who works within the school level is required to:

- Have a higher education degree;
- Have at least 3 months working experience with tasks related to activities with school students or counselling;
- Be aware of careers education related legislation, have a good command of ICT related to guidance tasks;
- Be aware of basics of document processing and record keeping;
- Be fluent in Lithuanian language;
- Have at least B2 level command of any foreign language, preferably English, French or German.

**School career counsellor**, who coordinates a group of assigned school career coordinators, is required to:

- Have a higher education degree;
- Have at least 1 year of working experience with tasks of counselling or consulting activities;
- Have a good knowledge of national guidance policies, systems and legislation;
- Have some experience in performing management tasks;
- Have a good knowledge of pedagogy and andragogy and ability to use it in practical work;
- Be aware of basics of document processing and record keeping;
- Have a basic computer literacy qualification according to national standard;
- Be fluent in Lithuanian language;
- Have at least B2 level command of any foreign language, preferably English, French or German.

Requirements for counsellors of **territorial labour exchanges and it's youth job centres** are as follows:

- Degree of higher or equivalent education;
- At least 1 year of work experience in the field of employment policy;
- Knowledge of relevant legislation;
- Information management and analytical skills;
- Skills of written and verbal communication, ability to produce official documentation;
- Good command of Microsoft Word, Excel, Power Point, Outlook, Internet Explorer;
- Knowledge of foreign language (English, German or French) at C2 level.

**Private companies** set up their own requirements and standards for guidance practitioners.

*Institutions offering qualifications and training*

There are several study programmes for guidance professionals at Lithuanian HEIs (see table below):

HEi	Programme	Degree
Vytautas Magnus University	Karjera ir profesinis konsultavimas (Career and vocational counselling)	bachelor
Vytautas Magnus University	Karjeros konsultavimas (Career counselling)	conterminous bachelor studies
Vytautas Magnus University	Karjeros projektavimas (Career designing)	master
Lithuanian University of Educational Sciences	Karjeros projektavimas (Career designing)	master
Klaipėda University	Karjeros projektavimas (Career designing)	master
Šiauliai University	Karjeros edukologija (Career educology)	master

At some of the HEi short specialised courses (2-4 credits) on career development and career counselling are offered.

In education sector courses for further development of school staff (including professionals acting as career counsellors or career coordinators) are being regularly offered by licensed educational institutions.

### **GUIDANCE RESEARCH**

Country specific research on different aspects of career guidance is commissioned by the Ministry of Education and Science and Euroguidance LT, but does not constitute the regular practice and heavily depend on available funding.



HEi are implementing research in the field of career guidance.

Examples could be provided from the two universities in Lithuania:

- **Vilnius University** area of research is focused on psychological aspect of career guidance and individual's career implications, attitudes and decisions as well as counselling methodologies.
- **Vytautas Magnus University** in 2012 has established Quality of Studies and Career Research Group (liet. Vytauto Didžiojo universitetas, Studijų kokybės ir karjeros tyrimų grupė). This group publishes the international journal “**Career Designing: Research and Counselling**” (liet. **Karjeros projektavimas: tyrimai ir konsultavimas**) in Lithuanian and English languages. This journal meant to be a forum for diverse and competing philosophies and practices of career designing and counselling. It offers publications of both theoretical and empirical research about career designing and invites researchers, practitioners, and policy makers to join in international discussions aimed at resolving issues and problems in career education (choosing profession) and planning (further career development) issues.

## **PARTNERSHIPS AT EU AND AT INTERNATIONAL LEVEL**

### ***ELGPN (European Lifelong Guidance Policy Network)***

Representatives of the Ministry of Education and Science of the Republic of Lithuania, Education Exchanges Support Foundation are the main national delegation members for the ELGPN. At some periods of ELGPN implementation the national ELGPN team also included representatives from the Ministry of Social Security and Labour and the Ministry of Economy. Lithuania has been a member of European Lifelong Guidance Policy Network (ELGPN) since its launch in 2007 and actively involved in ELGPN thematic groups targeted at career management skills development (2009-10, 2011-12, 2013-14), widening access (2009-10) and quality assurance and evidence-base (2011-12). In 2015 Lithuania together with Finland fulfilled the role of ELGPN lead country for the development of the Guidelines for Policies and Systems Development for Lifelong Guidance: A Reference Framework for the EU and for the Commission.

### ***Euroguidance***

Lithuania has been an active member of Euroguidance network since 1997. Euroguidance LT has been established at the Education Exchanges Support Foundation (i.e. National Lifelong Learning Agency). Euroguidance LT has taken an active role in guidance policy developments as well as training and methodological support of guidance practitioners. The centre actively participates in national working groups related to guidance issues. Moreover, the centre organizes trainings for practitioners, promotes mobility and European dimension in guidance, and produces various methodological tools.

***PES network***

Lithuanian Labour Exchange is a member of the Network of European Public Employment Services.

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Ministry of Social Security and Labour of the Republic of Lithuania [www.socmin.lt](http://www.socmin.lt)

Lithuanian Centre of Non-Formal Youth Education (Career Education Unit) <http://uks.lmnsclt/>

National ESF project on development of career management services in HE  
[www.tavokarjera.eu](http://www.tavokarjera.eu)

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