

# Changing Role of Public Employment Service in the Future Labour Market: towards future resilient skills and competences

Inga Balnanosienė, Director  
Employment Service Under the Ministry of Social  
Security and Labour of the Republic of Lithuania

Hello! Sveiki ['ʂvɛiki]!

Lithuanian is  
one of the  
oldest living languages in  
the Indo-European family.







10th in Henley Passport Index  
89 % of EU average purchasing power  
standard



12th freest economy globally  
95 % of public sector services digitised





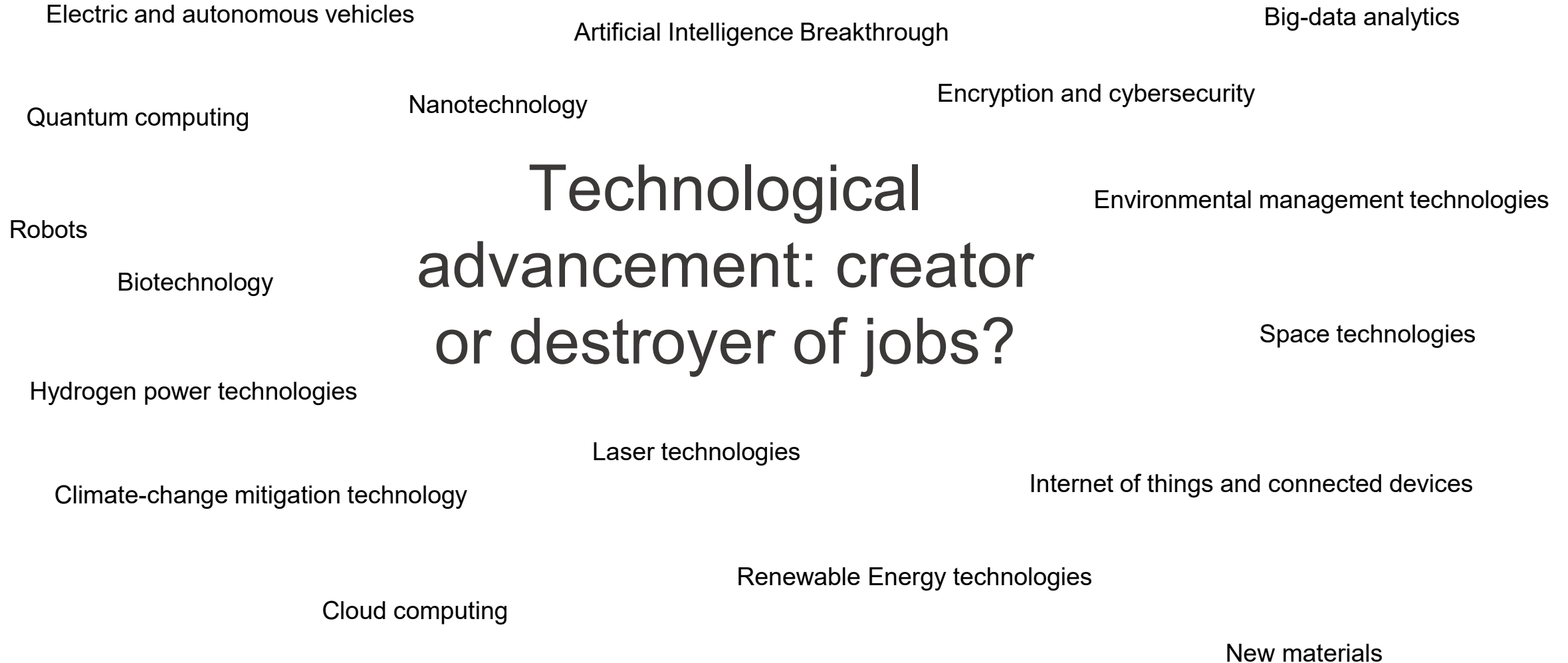
85 % of young professionals proficient in English  
64 % of female scientists and engineers, EU's highest  
68 % of young adults have higher education (EU average 42 %)





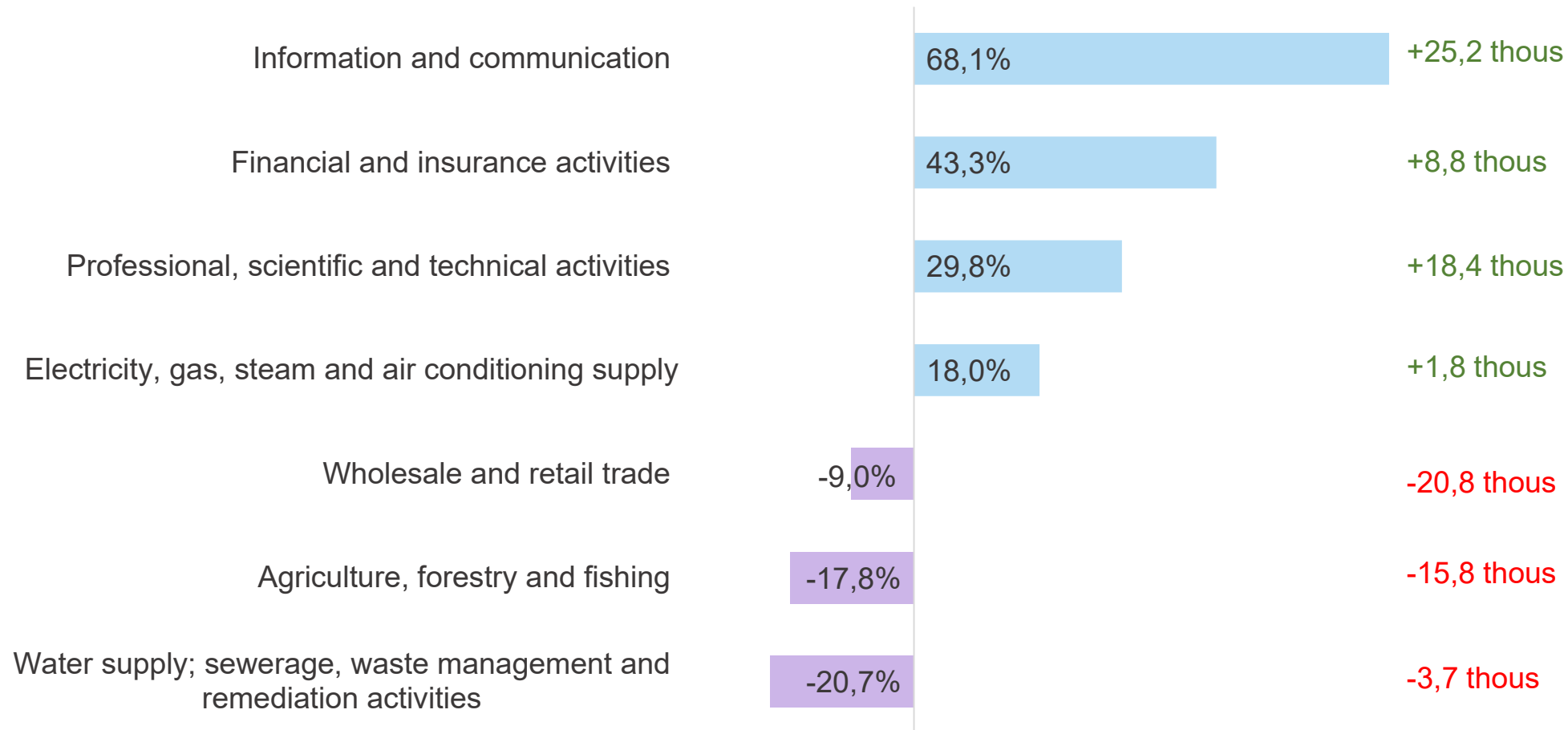
World is changing.  
Lithuania is changing.  
Clients are changing.  
PES is changing.

# Macrotrends Shifting Businesses and Labour Markets



# Lithuanian Labour Market Transformation:

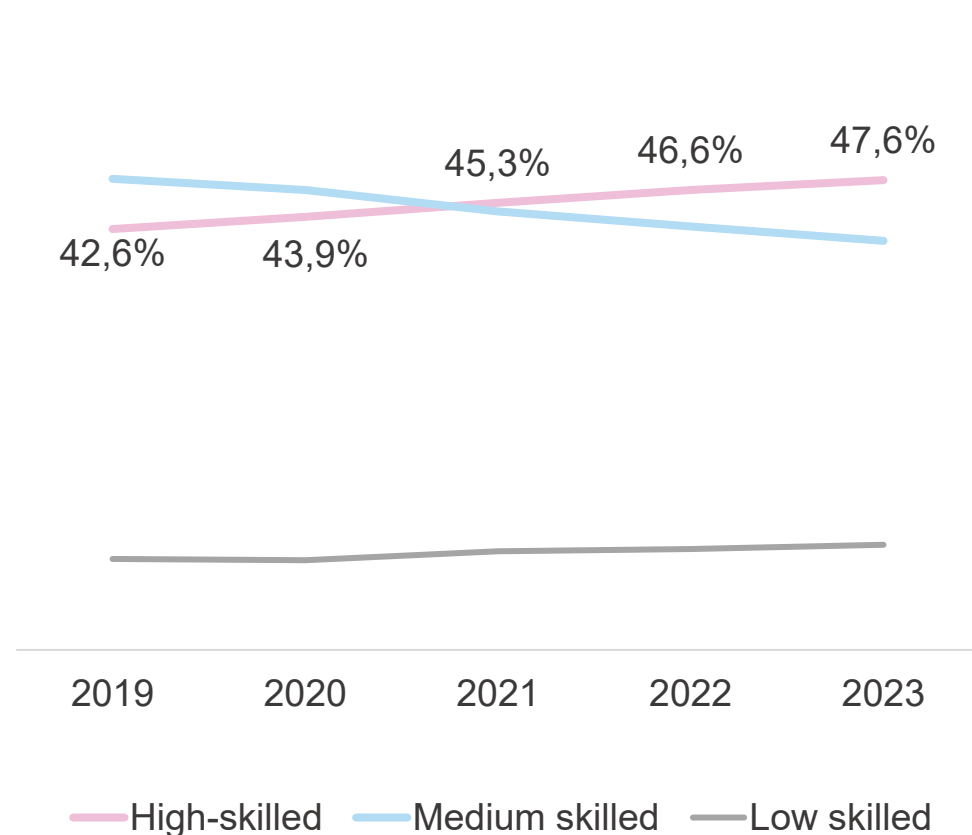
## changes in the number of employed by economic activity (2023 vs 2019)



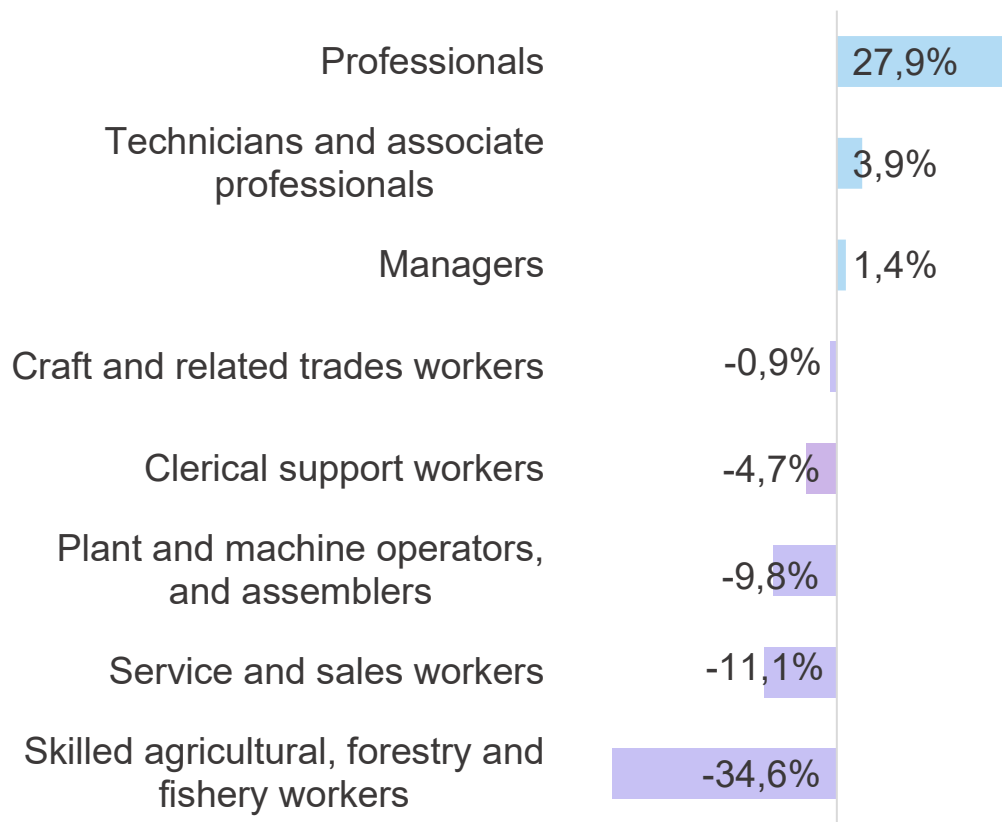


# Lithuanian Labour Market Transformation: changes in the number of employed by occupation (2023 vs 2019)

## By occupation levels



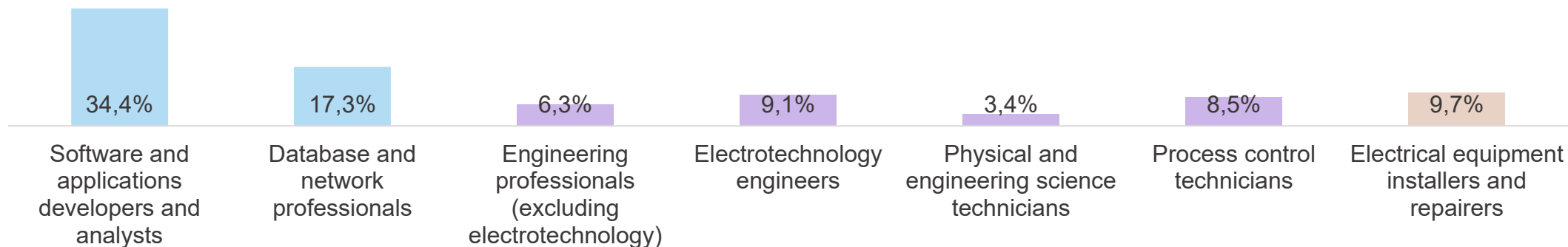
## By occupation groups



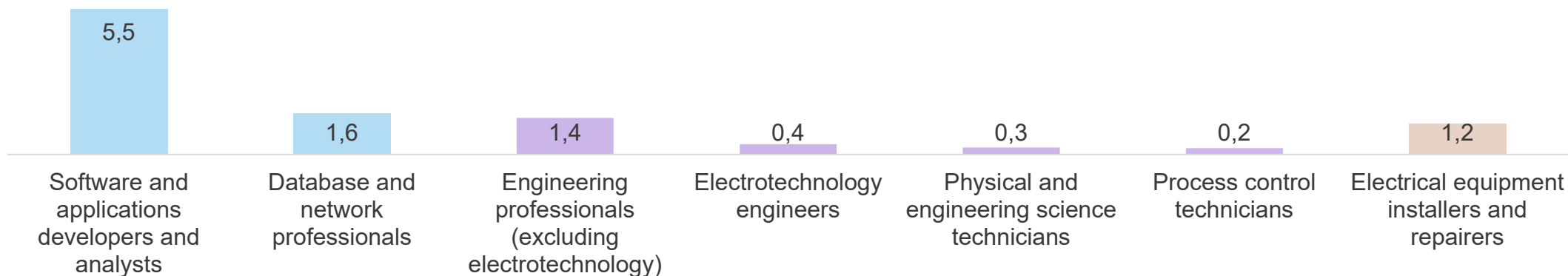


# Lithuanian Labour Market Transformation: changes in the number of employed by occupation

## 36-month change, %



## 36-month change, thous





# How our PES is changing?

New service: recruitment service for highly skilled employees.

New Regional Career Centres: "one-stop-shop" principle for everyone.

New vocational training effectiveness dashboard for more competitiveness in training market.

Recognition of competences acquired through non-formal and informal learning.

More clients send to green and digital training programs.



Becoming a hub for lifelong learning,  
offering resources and programs for  
continuous upskilling and reskilling.



# Vocational training effectiveness dashboard (PowerBI)

The aim is to give potential vocational training participants and also training providers available information on effectiveness indicators for **evidence-based decision making** and ensure better quality of training services.

Evidence-based **sanctions**: Training programs with effectiveness lower than 40% (over last 2 years) are removed from the lists of training programs financed by the LT PES for 12 months.

Proposition of potential **changes in legislation** (change or introduce new measures, change or introduce new target groups, discontinue measures, etc.)





# Competitiveness in the training market through the publication of statistics

Stress on  
Learners

°<sub>4</sub> cffj cã<sup>6</sup>  
ç 2 offj offj ffj cãç2<sub>4</sub> ç

Competition

" -ã<sup>6</sup>2Δ  
h<sup>5</sup> · 0<sub>4</sub> ≠ffj ffj ç

Short-term Focus

Informed Choices

PES should enhance its career counselling services to guide individuals towards high-demand sectors and emerging job roles.

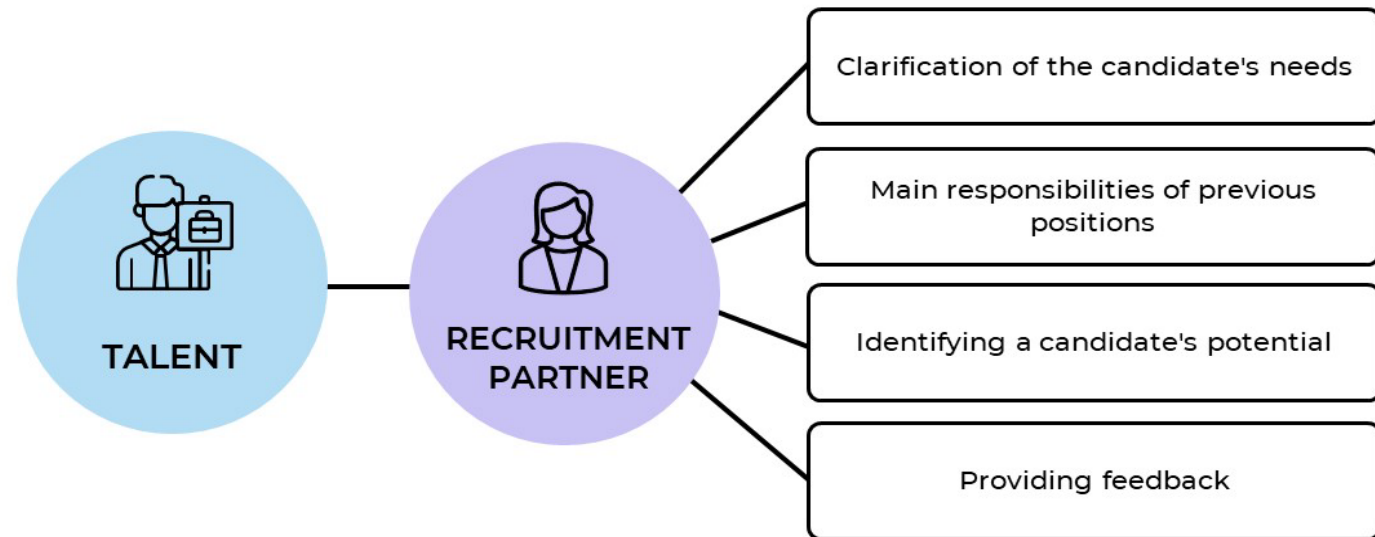




# Highly skilled talents recruitment department

**The selection team provides a high-quality recruitment mediation service.**

We work with the target client from start to finish.



## The importance of a training tool for the recognition of competences acquired through non-formal and informal learning

### Workforce Development

By identifying and validating skills acquired on the job, it enhances employability and supports career advancement, addressing the needs of a dynamic labor market.

### Lifelong Learning

Promoting the recognition of informal and non-formal learning encourages individuals to engage in continuous personal and professional development throughout their life.

### Skill Utilization

It helps in effectively utilizing the skills and knowledge individuals acquire, reducing skill mismatches and underemployment.

### Recognition and Motivation

Validating individuals' efforts and achievements boosts their confidence and motivation, encouraging them to continue learning and developing new competences.

### Educational Pathways

Providing alternative pathways for learners to gain formal qualifications and credentials increases access to education and allows for more flexible and adaptive learning journeys.



# "ONE-STOP-SHOP" principle for all TARGET GROUPS



We can reach students from an early age and educate them about future labour market.



We can focus on training and retraining for the green and digital economy.



We can cover the entire country with high-quality individual or group consultation services.



Centre of lifelong learning for everyone.



Maintaining relations and organizing study visits to companies.

## PES should focus:

Becoming a hub for lifelong learning, offering programs for upskilling and reskilling.

Enhancing career counselling services to guide individuals towards high-demand sectors.

Leveraging data analytics to anticipate labour market trends and proactively address skill shortages.

Promoting inclusive employment practices, ensuring that vulnerable groups have access to training.

Using **skills first approach**. Skills assessment to discover people's talents and use this to match with vacancies.



Thank you  
*ačiū* ['a:tʃʲu:]  
for your attention

