

The background features a dark blue gradient with faint, light-colored technical diagrams. On the left side, there is a large circular scale with numerical markings from 140 to 260 in increments of 10. Several concentric circles and dashed lines with arrows are scattered across the background, suggesting a technical or scientific theme.

# VOCATIONAL TRAINING PARTICIPANTS AS HUMAN CAPITAL

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The background features a dark blue gradient with a subtle pattern of white stars and technical diagrams. On the right side, there are several circular gauges or dials with numerical scales (e.g., 140, 150, 160, 170, 180, 190, 200, 210) and arrows. There are also dashed lines and solid lines forming circular paths, suggesting a technical or scientific theme.

ARE VOCATIONAL TRAINING PARTICIPANTS  
A **VALUABLE** HUMAN CAPITAL?

The background features a dark blue gradient with a subtle pattern of white stars and technical diagrams. On the right side, there are several circular diagrams resembling gauges or dials with numerical scales (e.g., 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210) and arrows. On the left, there are dashed circular paths with arrows indicating direction. The overall aesthetic is futuristic and data-oriented.

CAN FOREIGN  
VOCATIONAL TRAINING PARTICIPANTS  
BE A VALUABLE HUMAN CAPITAL?

WE FACE THIS QUESTION EVERY DAY

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# WORRIES OF HOST COMPANIES

# WHAT'S IN IT FOR US?

- What can VET participants do? Can they be useful to our company?
- Schools cannot prepare students for specifics of each company
- Vocational Education and Training participants are still undervalued in some sectors

# FOREIGN PARTICIPANT? OH NO!

- Not all students speak English (good enough)
- Not all mentors at host company speak English

# TOO MANY LEGAL ISSUES

- There's no national regulations on Erasmus+ students
- There are many legal aspects that companies must take into consideration



# SAFETY FIRST!

- The participants are foreigners yet still a subject to national Work Safety regulations
- Running safety instructions in foreign language is a challenge
- What if something happens?

# TOO SHORT TIME

- The VET participants will not have sufficient time go deeply into the subject
- High-quality training at workplace requires more time and efforts
- Only overview of work processes and observation of other employees' work is possible during this short time

# CAN WE EMPLOY THEM LATER?

- Pupils must come back home and finish their studies first
- Employment of foreigners is still more complicated
- Salaries are not too competitive yet

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# ENTHUSIASM OF HOST COMPANIES

# POSITIVE IMPACT ON THE TEAM

- Other employees feel “international drive”
- Working together with young enthusiastic students encourages re-motivation and growth
- Need to communicate in foreign languages at workplace

# VIEW FROM “OUTSIDE THE BOX”

- Explaining simple work tasks help to re-assess the processes and often leads to improvement
- Hosting placements gives new ideas to Human Resources planning in company

# JUST NEED A HELPING HAND

- VET participants can fill gap in company's human resources (e.g. while opening a new shop, processing large orders, simply letting some employees on holiday, etc.)

# “KARMA POINTS”

- Often companies just want to train young people
- Nowadays education has no borders...



The background features a dark blue gradient with a subtle pattern of white stars and technical diagrams. On the right side, there are several circular diagrams with concentric lines and arrows, resembling a gauge or a circular flow chart. One of these diagrams has numerical markings from 80 to 210. In the bottom left corner, there are dashed circular lines with arrows pointing in a clockwise direction. The overall aesthetic is futuristic and data-oriented.

LET'S BUILD HUMAN CAPITAL  
FOR OUR FUTURE

THANK YOU  
FOR YOUR ATTENTION