



Leonardo da Vinci Multilateral Network
Employer-Led Vocational Educational and Training in Europe
Ref. No.: 539154-LLP-1-2013-1-UK-LEONARDO-LNW

Company 1: TOKS

General introduction:

UAB „Tolimojo keleivinio transporto kompanija" (**TOKS**) is private company founded in 1996. The first activity was transportation of passengers and routes included Vilnius city suburbs and a few intercity routes. At this moment company offer bus routes to all the cities in Lithuania and most European countries: Estonia, Latvia, Russia, Ukraine, Poland, Czech Republic, Germany, Austria, Italy, Great Britain, Denmark and many others. Company is a member of European network of passenger carriers „Eurolines“, Lithuanian national association and European bus stations association.

Company owns more than 80 busses that meets the strictest European standards. Recently TOKS widen their services and now provides luggage storage, parcel transportation, rent of the busses and technical assistance in the road.

TOKS employees around 300 people and they are constantly expanding services so they are planning to increase the number of employees.

The reason that company was selected for the interview – TOKS is the biggest transportation company in Lithuania. They are always searching for new qualified employees and are happy to provide the opportunities to gain experience for students.

Information on the implementation of the selected programme/project (ASL for Fòrema) in the four companies:

The practical training usually lasts 3 months of the summer. The main profiles of students are: logistics, management, mechanics and electro mechanics. The biggest participation is of mechanics and electro mechanics students.



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Leonardo da Vinci Multilateral Network
Employer-Led Vocational Educational and Training in Europe

Ref. No.: 539154-LLP-1-2013-1-UK-LEONARDO-LNW

Relationship company-training agency/VET provider and management of incoming students:

Company decided to provide opportunities for students to receive valuable practical training and advertised on-line. Students are free to select any company for their practical trainings and they started contacting company. VET providers were not included in this step.

Company provides manager that is responsible for training and he supports students during the training. After the training company provides written evaluation about practical trainings, student skills and competencies. If the qualification and motivation are sufficient, students are offered permanent position in the company.

Joint design/planning of training path:

Company does not have an active part in designing training path, only acts as advisory institution - provides recommendations and not official evaluations.

Implementation: relations company-VET provider during project implementation

Interaction between company and VET provider is minimal. There are few situations when they do communicate.

- Most often communication is initiated by VET provider - institution is interested in improving training course, receiving the opinion from company about training course in general and in specific modules.
- Sometimes VET provider visits students and observes their work and skills. Company provides all the necessary information and access to facilities and tools.
- Most often the reason company contacts VET provider is concerning the motivation of students. If the motivation is very low, company contacts VET provider to inform about the problem and possible solutions.
- The last interaction is evaluation of students' skills and competencies. This activity is done after the practical training in writing as well as by the phone.



Leonardo da Vinci Multilateral Network Employer-Led Vocational Educational and Training in Europe

Ref. No.: 539154-LLP-1-2013-1-UK-LEONARDO-LNW

SWOT Analysis:

Practical training opportunities provided by the company supports the development of students' professional skills and contributes to easier and faster employment, unfortunately students consider this training as working for free and it lowers their motivation.

The communication between VET provider and company is not very rare but sometimes is seen as not necessary and this attitude contributes to bigger skills mismatch – skills that students are taught by VET provider and those required by the company.

The evaluation of cooperation is 5 (where 1 – very bad, 6 - very good).

Students' Skills:

Level of preparation of students in general is quite low, there are some exceptions than students come with at least medium skills. The skills that students do not possess are being taught by the company.

Motivation/attitude at the beginning of the training usually is high – they are eager to learn. During the training the motivation drops and at the end of the training students realize how much they have learnt and the motivation rises. The biggest issue for the motivation is that some students consider practical training as working for free.

General level of skills is quite low, the biggest improvement is in technical skills and they are most valuable to the company.

Cooperation company-VET institute/training agency on other projects/initiatives:

Company is not officially engaged in other activities with VET providers. They are considering participation in design of training programmes but at this time they are acting as advisory institution - providing recommendations, evaluations and assessments.



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Leonardo da Vinci Multilateral Network
Employer-Led Vocational Educational and Training in Europe
Ref. No.: 539154-LLP-1-2013-1-UK-LEONARDO-LNW

Key messages and recommendations:

- Company should have an active part in the design of training programmes and training path
- Interaction between company and VET provider should be constant and more frequent (including visit from VET provider to the company)
- Students consider practical training as working for free and it lowers their motivation
- Technical skills are most valuable
- Practical training opportunities contributes to easier and faster employment



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Employer-Led Vocational Education and Training in Europe

Leonardo da Vinci Multilateral Network
Employer-Led Vocational Educational and Training in Europe
Ref. No.: 539154-LLP-1-2013-1-UK-LEONARDO-LNW



Lifelong
Learning
Programme

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.