

Invest  
Lithuania

Lithuania  
Co-create



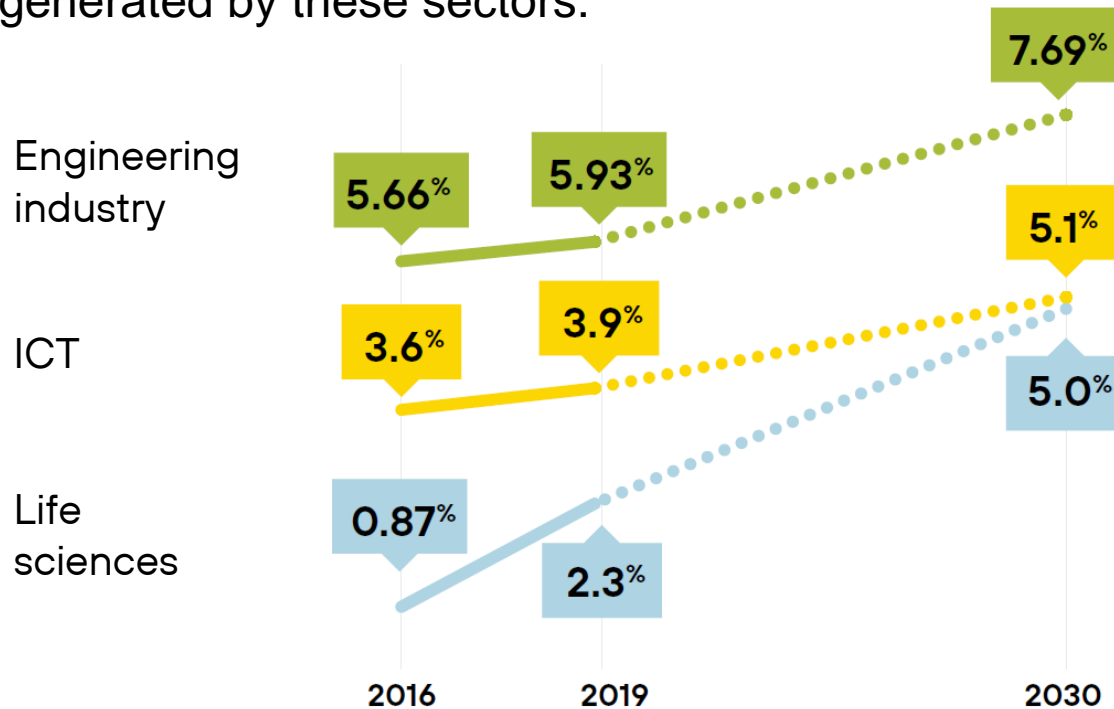
# The fight for global talent

An opportunity for Lithuania's  
breakthrough



# Growth in human capital is necessary to achieve our development goals

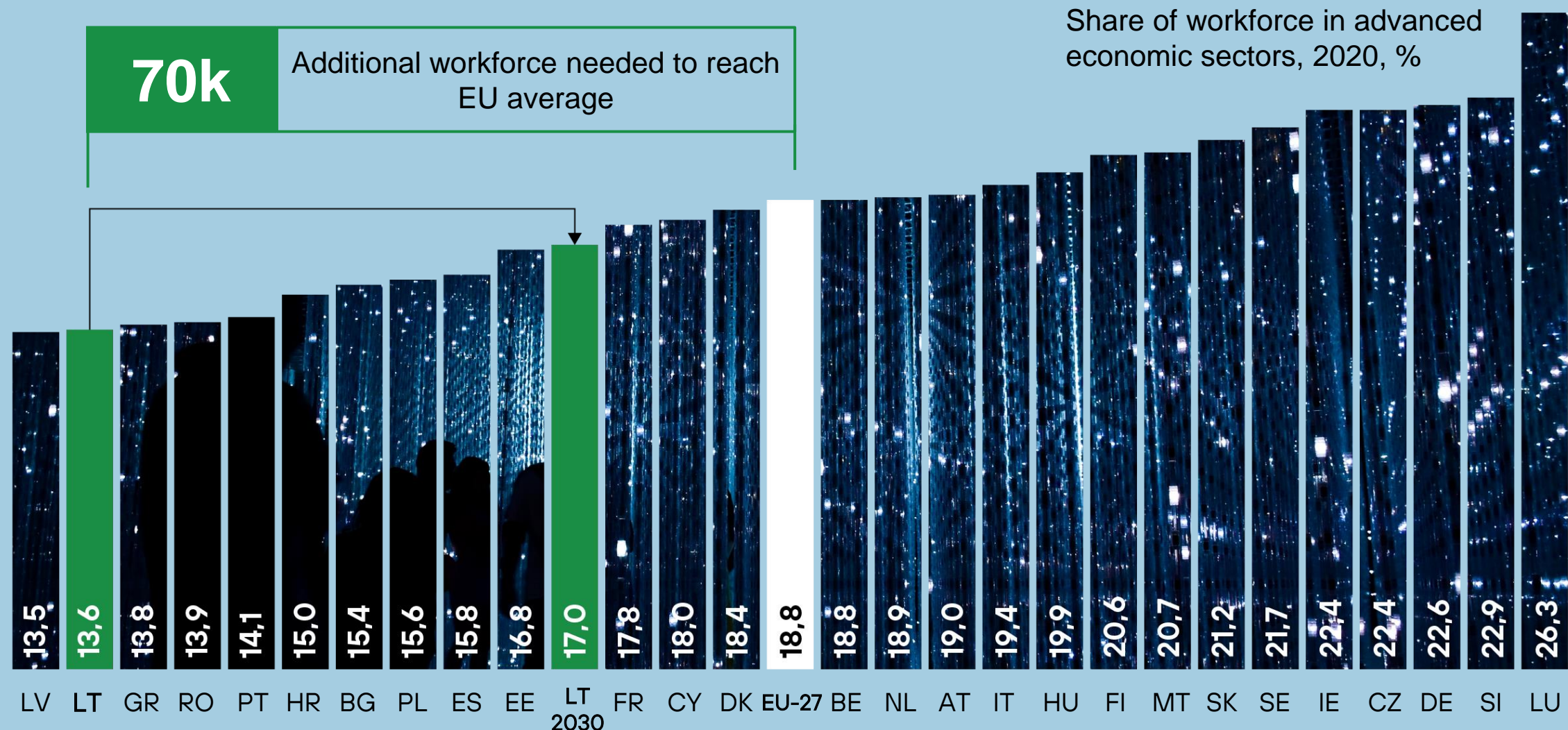
Set targets to increase the share of GDP generated by these sectors:



Source: National Progress Plan 2021-2030 | Mano Vyriausybė (Irv.lt)

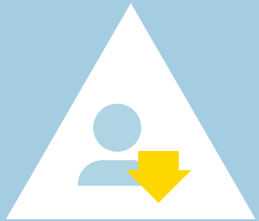


# Lithuania needs to increase the number of people working in advanced economic sectors



Source: Eurostat, 2021 (high and medium high-technology manufacturing, knowledge-intensive high-technology services, knowledge intensive market services, knowledge-intensive financial services)

# We face complex issues concerning our human resources



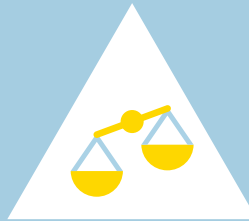
## Depopulation

14%

predicted decline  
in population in  
2030

38%

in the age  
group of 20-34



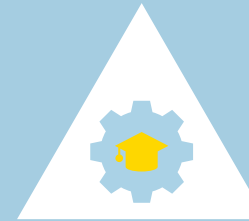
## Disbalance in labour market

14k

lack of specialists in  
ICT sector at the  
moment

37%

planned IT capacity  
increase by GBS &  
ICT companies



## (In)capacity of the education system

~1,5k

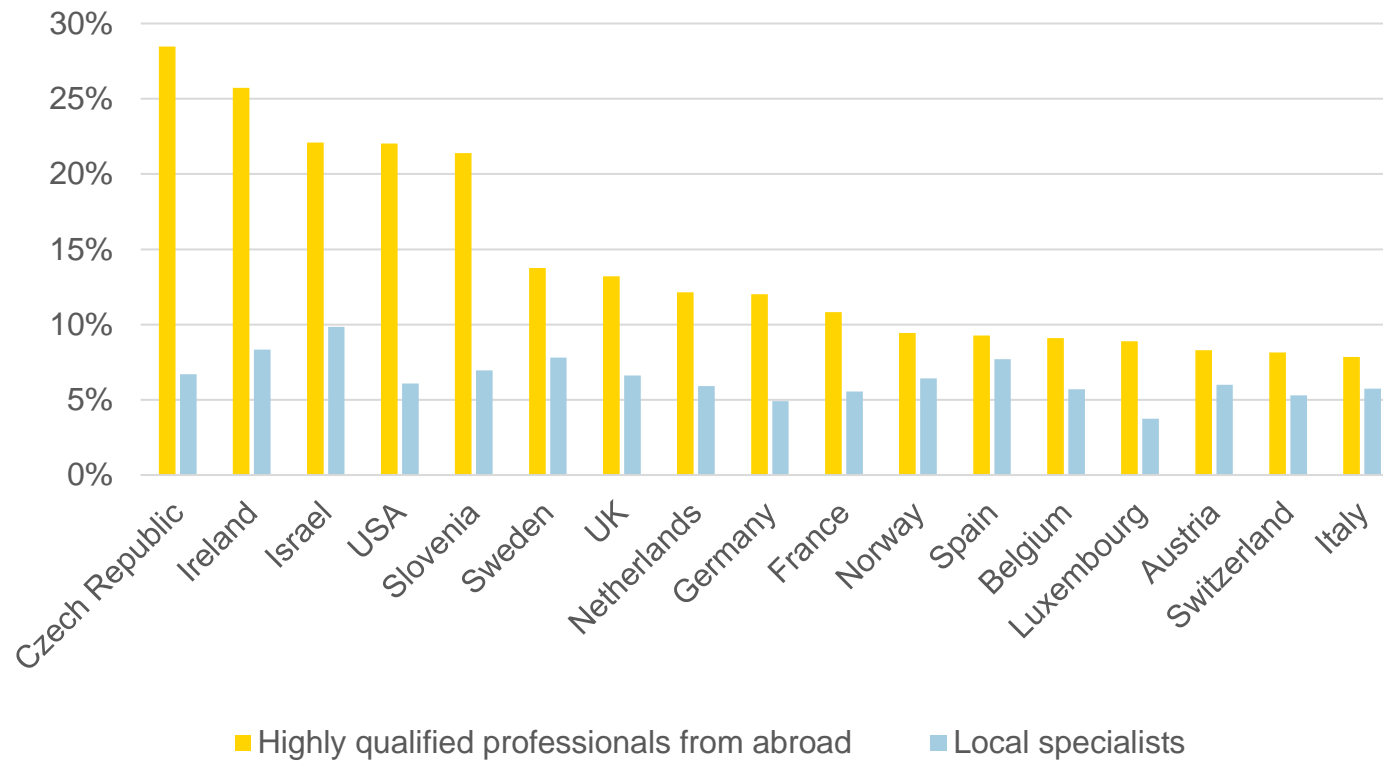
IT professionals have  
completed their studies  
or professional training  
(2020)

1/3

trained professionals  
work in ICT professions



# The shortage of qualified workforce can be successfully compensated by attracting foreign talent



Source: International Migration Outlook 2020, OECD



# The untapped potential of foreign talent in Lithuania



There are  
**>91 000**  
foreigners working  
in Lithuania

**86%**

Low-skilled and unqualified workers

**14%**

Highly skilled workers

**0,8%**

ICT specialists

# Lithuania has to (co-)create a unique value proposition



Targeted talent attraction initiatives must start now

Manageable talent ecosystem – the foundation for long-term results

We look forward to the involvement of private stakeholders

# Targeted initiatives can lead to a greater talent flow



**Partnership projects** with selected countries to recruit specific talents (traineeships, internships, ...)

→ Digital Explorers – a successful first step?



**Financial and other incentives** for foreign talent and their employers



A special package of return measures for the **Lithuanian emigrants**



**Studycation program** for foreign students to get acquainted with the opportunities in Lithuania



**„Co-create“ marketing steps** – to increase awareness among international talents of Lithuania and it's companies



# Paying attention to ensure a smooth “path” to Lithuania for talents

Framework conditions:  
Policies  
Regulations  
Economic situation  
Political climate

## Talent reputation

No long-term connections with talents

## Talent attraction

Complicated migration procedures, employers are not ready to hire internationally

## Talent reception

Complicated and expensive procedures in public institutions

## Talent integration

Public services are not provided or not adapted to foreigners, other integration problems

### Enablers:

Jobs  
Quality of life  
Culture & leisure  
Accessibility  
Place branding & marketing  
Education & research  
Clusters & networks



Source:

(Talent Attraction Management): Marcus Andersson et al. Innovating Talent Attraction: A Practitioner's Guide for Cities, Regions and Countries, 2016

(Weaknesses): [International Centre for Migration Policy Development \(ICMPD\), 2021](#)

# Projects and initiatives can scale-up talent attraction efforts

## Facilitating attraction

**Assistance to business/HR agencies** (market analysis, consultation on international recruitment)

**A welcoming immigration route** (special visas for specific professions) and opportunities to relocate with family



## Open and available information sources

### ***International House***

One-stop-shop style immigration and other services

**A mobile platform** to provide necessary information on moving to Lithuania



## Extra integration measures

Quality **courses of Lithuanian language and culture**

**Assistance to foreigners and returning Lithuanian families to integrate** in the labor market, education system, society

Projects to **integrate foreign students** into the Lithuanian labor market

## Long-lasting connections with talents

*Learning to say goodbye?*

Strengthening **clubs and networks** of specialists and foreign students leaving Lithuania (invitation to co-create Lithuania's reputation)

# A fragmented talent ecosystem can become an obstacle for long-term results



## Private sector Educational institutions Social partners

- Business associations
- International employment agencies
- Migration Information Center
- Global Lithuanian Leaders
- Diversity Development Group
- Lithuanian Center for Social Sciences
- Association of Lithuanian Municipalities
- Lithuanian Science Council
- Universities, colleges

...



## National and regional development agencies

- Invest Lithuania
- „Work in Lithuania“
- Enterprise Lithuania
- „Startup Lithuania“
- Go Vilnius
- Kaunas IN
- Klaipėda ID
- Panevėžys NOW



## The Government

- Office of the Government of the Republic of Lithuania
- Ministry of Economy and Innovation
- Ministry of Social Security and Labor
- Ministry of Internal Affairs
- Ministry of Foreign Affairs
- Employment Service
- Migration Department

# A well-managed talent ecosystem is the foundation for long-term success

## POLICY MAKING

Consistent policies across the talent path and ecosystem

- The Government
- Ministries
- National Commission for the Co-ordination of Human Resources Monitoring

## COORDINATING IMPLEMENTATION

Involvement of the stakeholders, recommendations for policy makers

## ANALYSIS

Systematization, research and forecasting of labor market and migration

- Government Strategic Analysis Center (STRATA)

## PARTNERSHIPS AND EXPERTISE

Cooperation and consultation with stakeholders / social partners

- Business associations
- Economic development agencies
- Municipalities, boards of regional development
- Educational institutions
- NGO's



# Can evidence based management of human resources be a key to success?



Strategic economic sectors



Forecast & data analysis



Specific talent needed



Changes in education system,  
upskilling and reskilling initiatives, ...



Talent attraction and retention initiatives

- Target markets
- Targeted & coordinated action



Other initiatives of improvement of  
framework conditions and enablers in  
the talent ecosystem



# Let's share ideas!



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