

Promoting integration of international students and graduates into the labour market in Vilnius

Qualitative survey of companies on the employment of international students and graduates

"It is difficult to communicate with some institutions in Lithuania like the Migration Department and the Employment Service. They provide slow response to inquiries, the quality of consultations is not always good and the answers of the employees of the same institution do not always coincide."

CRITERIA OF THE TARGET GROUP

Companies that:

1. have open job positions that require higher education
2. are Lithuanian or foreign capital based in Vilnius
3. have 40+ employees
4. belong to the GBS or Vilnius business priority areas: FinTech, lasers, IT + GameDev, BioTech.



21 COMPANIES
interviewed



25/10/2021 - 26/11/2021

semi-structured
interviews

"International students lack knowledge and education about what opportunities they have in Lithuania."

"A good example is always contagious."



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Create
Lithuania

International
House Vilnius

Go Vilnius

RESEARCH OBJECTIVES

1. Identify emerging challenges for companies hiring international students/graduates for work or internships.
2. Find out what would encourage companies to hire or accept more international students/graduates for work or internships.
3. To identify challenges for companies that do not hire international students for work or internships.
4. Find out what would encourage companies that are not hiring international students or graduates yet to start doing employing them.

MAIN FINDINGS

1

What are the main challenges of hiring international students/graduates?
(Companies that already hire international students)

1. Bureaucratic difficulties
2. Lack of cooperation with higher education institutions
3. Internal culture of the company

2

What are the main challenges of hiring international students/graduates?
(Companies that do not hire international students yet)

1. Bureaucratic difficulties
2. Internal culture of the company

3

What would encourage companies to start recruiting (or to recruit more) international students/graduates?

1. Shortened and easier migration processes
2. More effective cooperation with higher education institutions
3. Adapting internal company culture to international students

SOLUTIONS

Three solutions were developed based on main three challenges (to be implemented by 04/03/2022)



Employment guides
for students and
companies



Event
(Career Fair) for
students and
companies



'First international
employment kit' for
companies