## Programme

### Forecasting the Needs of Teaching Workforce: Workshop

**10th April, 2018 Vilnius**

**Ratonda Centrum Hotels (A. Rotundo G. 1)**

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<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td><strong>08:30 – 09:00</strong></td>
<td>Registration</td>
<td>“Shaping the Teacher Demand: Competences, Workload, Professional Development, and Career” Vilma Bačkiūtė, the Ministry of Education and Science</td>
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<tr>
<td><strong>09:00 – 10:00</strong></td>
<td>Presentations</td>
<td>“Forecasting the Needs of Teaching Workforce” Research and Higher Education Monitoring and Analysis Centre (MOSTA)</td>
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| **10:15 – 11:30** | Discussions in groups                          | 1. “Strategic Human Resource Management in School”  
2. “Initial Teacher Training”  
3. “Organising the Work of a Teacher”  
4. “From Forecasting the Teacher Need to Successful Planning” |
| **11:30 – 12:00** | Coffee break                                   |                                                                                           |
| **12:00 – 13:00** | Findings from roundtable discussions           |                                                                                           |
Group discussion topics
The discussion groups will happen simultaneously, each on a different topic. The working language of groups No. 1 and 2 is English, groups No. 3 and 4 - Lithuanian.

1. STRATEGIC HUMAN RESOURCE MANAGEMENT IN SCHOOL
   Facilitators: Patricia Perez-Gomez, Luka Juros (European Commission)
   • How to ensure the integration of a recent ITT graduate - starting teacher, in school?
   • How to ensure a sustainable staff turnover age-wise?
   • How to maintain a stable community and skills-match when changes in demographics occur?

2. INITIAL TEACHER TRAINING
   Facilitator: Aine Hyland (Professor Emeritus in Education, University College of Cork)
   • How to attract and retain motivated youth to study ITT programmes?
   • What is the ideal "length" (in ECTS credits) of an ITT programme - and how might ITT programmes be configured to meet future needs (e.g. concurrent; consecutive; other alternatives?)
   • Would ITT Centres of Excellence be a good idea in Lithuania, and if so, how might they be configured?

3. ORGANISING THE WORK OF A TEACHER
   Facilitator: Vilma Bačkiūtė (the Ministry of Education and Science of the Republic of Lithuania)
   • Continuous professional development and career flexibility
   • Shaping the teaching workload
   • The impact of changes in the primary-school starting age on the teacher demand

4. FROM FORECASTING THE TEACHER NEED TO SUCCESSFUL PLANNING
   Facilitators: Beatričė Leiputė, Giedrius Padvilikis (Research and Higher Education Monitoring and Analysis Centre, MOSTA)
   • What are the stakeholders that should be involved during different phases of forecasting and planning the need of teachers?
   • How to engage different stakeholders? When and by whom the critical points in teacher need should be noticed?
   • Balancing the forecasting results and planning practices