

EURES across borders: Lithuanian – Polish cooperation for inclusive labour mobility

Lithuania

GENERAL INFORMATION	
Name of the organisation	EURES Lithuania. Employment Service under the Ministry of Social Security and Labour of the Republic of Lithuania
Type of organisation	Labour Office
Address	A. Vivulskio g. 13 LT-03162 Vilnius Lithuania
Web page	https://eures.uzt.lt/en
Contact person	Name and surname: Oksana Treščenko Job position: EURES Adviser E-mail: oksana.trescenko@uzt.lt
Topic of the good practice	Youth and students: apprenticeships and the first job in the EU and EEA
Geographical focus	Cross-country (please specify) The practice covers Lithuania and Poland and focuses on labour mobility between neighbouring regions connected by geographical proximity, transport links, educational cooperation and long-standing linguistic, cultural and family ties. On the Lithuanian side, the principal operational locations are Vilnius and southern Lithuania, particularly Alytus, Lazdijai, Druskininkai and Birštonas. On the Polish side, activities focus on the Podlaskie Voivodeship, particularly Białystok and Suwałki. The model is bilateral and multinational: it combines national EURES expertise with regional and local delivery in both Member States.

The selected territory reflects two complementary functions. Southern Lithuania and Suwałki form the most immediate border-labour-market area. Residents and employers in these locations are close enough for cross-border recruitment, temporary or seasonal work, relocation and, in some cases, commuting to be realistic.

Nevertheless, proximity does not remove practical obstacles. A person considering a first job in the neighbouring country still needs reliable information on recruitment, employment contracts, taxation, social security, qualification recognition, accommodation, transport and workers' rights. Employers likewise require clear routes to competent advisers and candidates who understand the conditions offered.

Vilnius and Białystok provide the institutional capacity required to address these barriers. Both cities host public employment services, EURES staff, universities, career-guidance institutions and organisations working with young people, minority communities and newcomers. The University of Białystok Branch in Vilnius connects students with both national contexts. The Employment Service's "Karjeras" centre in Vilnius demonstrates interactive career-guidance methods. Białystok University of Technology and the State University of Applied Sciences in Suwałki connect the practice with students preparing for technical, healthcare, logistics, administrative and service occupations. The Polish Cultural House and International House Vilnius, together with the Caritas Migrant and Refugee Assistance Centre in Białystok, provide trusted access to groups that may not routinely approach an international employment service.

The geographical design therefore links three levels: national EURES and public employment service expertise; regional labour-market and employer knowledge; and local institutions that already have relationships with students, graduates and border communities. Reciprocal activities ensure that information does not flow in only one direction. A Polish EURES delegation visited Lithuania in December 2025; EURES Lithuania delivered information at the Białystok Job Fair in March 2026; and Lithuanian EURES staff from Vilnius, Kaunas and Tauragė visited Białystok

	and Suwałki in April 2026, including delivery at the Suwałki Job and Education Fair. The geographical scope uses a hub-and-spoke arrangement. Vilnius and Białystok provide coordination and access to national systems; regional and local offices contribute vacancies, employers and local knowledge; and Suwałki and southern Lithuania anchor the model near the border. This supports escalation of complex questions while matching delivery to place: campus information in Vilnius, employer access in Białystok and combined education and employment support in Suwałki. For monitoring, each activity is assigned to its actual location and audience. Overall fair attendance is not treated as the population of the geographical area, and visitors are not assumed to be mobile workers or young people unless identified. Results distinguish event reach, identified young participants, direct EURES interactions and referrals, allowing national, regional and local activity to be compared without double counting.
Duration	1/9/2025 – 31/5/2027
Summary of the good practice	Since September 2025, EURES Lithuania and EURES Poland, working with the Voivodeship Labour Office in Białystok (WUP Białystok), have converted bilateral professional contacts into a structured outreach pathway for young people, students, recent graduates, first-time mobile workers and border-region jobseekers. Official information on jobs, contracts, taxation, social security, qualifications, living conditions and rights is dispersed and does not always reach young people through trusted settings. Local institutions also need a clear counterpart for cross-border questions. The first implementation cycle produced a documented two-way sequence. On 9–11 December 2025, WUP Białystok EURES staff visited Vilnius. The programme included the Employment Service of Lithuania, the Ministry of Social Security and Labour, the Polish Cultural House, International House Vilnius, the University of Białystok Branch in Vilnius and the Employment Service’s interactive “Karjeras” career centre. More than 30 mainly IT and economics students attended a dedicated Lithuanian–Polish session on career opportunities, work and

traineeship search, living and working conditions and EURES support. On 25 March 2026, EURES Lithuania participated in the Białystok Job Fair. On 14–16 April 2026, Lithuanian EURES staff from Vilnius, Kaunas and Tauragė made the reciprocal visit to Białystok and Suwałki, meeting employment, education and integration partners and participating in the Suwałki Job and Education Fair.

Published attendance figures show an aggregate event reach of more than 3,930: more than 3,000 visitors at the Białystok fair, approximately 900 at the Suwałki fair and more than 30 students at the dedicated Vilnius session. The Białystok fair involved 53 Podlaskie employers, 10 exhibitors with vacancies in EU/EFTA countries, 6 universities and 3 post-secondary schools. The Suwałki fair involved 38 exhibitors and attracted 240 school pupils, students and other jobseekers. Its youth panel addressed EURES support, preparation for safe mobility, Erasmus+ and the Academic Business Incubator, while participants could also access social-security, labour-inspection and tax expertise. These figures demonstrate the scale of outreach but are not treated as the number of individual EURES service users or verified mobility outcomes.

At the Białystok fair, EURES Lithuania presented a webpage with 1,500 employment positions in the Lithuanian part of the Lithuanian–Polish border region: Alytus, Lazdijai, Druskininkai and Birštonas. The webpage was prepared to provide Polish jobseekers with access to concrete employment opportunities in neighbouring Lithuanian municipalities. The figure counts available positions displayed, not unique vacancy notices: one notice may include several positions. It also does not represent users, consultations, applications or placements. The 1,500 indicator is therefore presented as the number of employment positions made visible through the webpage, while participation and service indicators are reported separately. The page created a practical link between information on safe and informed mobility and real employment opportunities in southern Lithuania.

The strongest demonstrated outcome is organisational: bilateral contacts led to reciprocal and repeated delivery involving over 10 employment, education, career-guidance, minority and integration bodies. The practice

	has also produced a practical replication package containing a cooperation flow, partner-mapping template, event checklist, referral algorithm, feedback questionnaire, indicator dictionary and aggregate monitoring table. A draft bilateral commitment note defines proposed contacts, response standards, activities, indicators and post-project ownership. Together, these elements turn individual exchanges into a model that can be repeated, monitored and adapted in other border regions. The initial activities did not use a common person-level register. The application therefore separates event reach, identified youth, direct EURES services and verified employment outcomes and does not infer consultations, applications, interviews or placements from attendance. This distinction protects the credibility of the reported results and avoids double counting. Future activities use common consultation, referral and feedback tools so that direct contacts, follow-up actions and participant learning can be monitored more consistently. The Polish contribution is supported by the project “Support for the Public Employment Services of the Podlaskie Voivodeship in providing services within the EURES network”, financed under European Funds for Podlaskie 2021–2027. Regular EURES functions and partner resources support continuation of the cooperation and repeated delivery beyond individual events.
OBJECTIVES AND ACTIVITIES	
Background/context What challenge, need or gap were you trying to solve or respond to? Why was this issue relevant or urgent in your context (sector, region, country)?	► Lithuania and Poland share an internal EU border and participate in the EURES network, but geographical proximity and freedom of movement do not automatically create an accessible route to a first job abroad. Before the practice, Lithuanian–Polish EURES cooperation was based mainly on professional contacts, exchanges of information and separate national activities. There was no documented joint delivery sequence linking advisers in both countries with universities, career services, local employment offices and organisations trusted by border and minority communities. A young person considering employment in the neighbouring country might find general information online but still lack one clear route from an

initial question to a competent adviser, verified opportunity or practical next step. This gap is relevant in the Lithuanian–Polish border region, where short distances create realistic opportunities for first jobs, traineeships, seasonal employment and commuting, but differences in language, procedures and institutional responsibilities can still discourage young people. The challenge was therefore to turn geographical proximity into an understandable and supported mobility pathway rather than leave individuals to navigate two national systems.

- The partners identified three related problems. First, mobility information is fragmented: young people may need to understand vacancies, contracts, wages, living costs, taxation, social security, qualifications, transport and safe recruitment. Second, employers may struggle to reach nearby candidates across the border. Third, advisers and local organisations need direct counterparts in the neighbouring country to route questions accurately. Before the practice, contacts existed but were not organised into a repeatable youth-oriented pathway with shared referral and monitoring methods.
- Available labour-market evidence supports the need for intervention. Employment Service of Lithuania reported that, on 1 January 2026, registered unemployment was 6.8% among people aged 16–24 and 7.8% among people aged 16–29. People under 29 represented 20% of all registered unemployed persons. One third of registered unemployed persons without vocational preparation were under 29, underlining the importance of practical career guidance and education-to-work support. In Alytus County, 923 employers registered 7,700 job offers during 2025, 8.7% more than in 2024. Demand increased for, among others, metalworking machine setters, robot operators, international freight drivers, cooks, construction managers, plumbers and pipe fitters.

- ▶ On the Polish side, the Podlaskie Occupations Barometer for 2025 identified shortages in 12 occupational groups, particularly in healthcare and care, construction and transport, and identified no surplus occupation at voivodeship level. Wider EURES labour-market information for Poland also identifies shortages in construction trades, metal and machinery occupations, teaching, healthcare, transport, logistics and hospitality. The issue is therefore not a lack of any employment opportunity, but a mismatch between demand, available skills and the ability of potential candidates to navigate cross-border recruitment safely and confidently. This evidence shows that better matching requires not only vacancies but timely guidance, reliable contacts and support for safe mobility.
- ▶ The practice responds by bringing official expertise into trusted settings and by creating direct links between the organisations that receive questions and the advisers able to answer them. Universities and career centres help reach people before or at the beginning of labour-market entry. Public employment services provide verified vacancy and labour-market information. Community and integration organisations provide trusted access and knowledge of barriers. EURES advisers connect the two national systems and explain how to use competent sources. The model creates a practical referral chain: a question raised at a university, career centre, job fair or community organisation can be directed to an EURES adviser and, where necessary, to a competent institution in the other country. This reduces the risk of incomplete or unofficial information and makes follow-up possible.
- ▶ The approach also reflects an important principle of fair mobility: the objective is not mobility at any cost, but informed and voluntary choice. Participants should understand the offered conditions, administrative requirements and available protection before deciding whether to apply or move. The first cycle established the institutional and delivery pathway. The next cycle uses

	common event, consultation, referral and feedback tools so that reach, learning, referrals and confirmed employment-related steps can be measured consistently.
Objectives What were the main goals of this practice (e.g. better compliance, faster processing, improved worker protection)? (Please limit to three) Who or what were these goals intended to help or change? (Please limit to three)	► Objective 1 — provide accessible and practical support for young and first-time mobile workers. The first objective was to bring reliable cross-border employment information into settings used by students and young people in both countries. By April 2026, the practice had delivered a dedicated Lithuanian–Polish meeting for more than 30 mainly IT and economics students in Vilnius, Lithuanian EURES participation at the Białystok Job Fair, and a youth component at the Suwałki Job and Education Fair attended by 240 school pupils as well as students and other jobseekers. Support covered work and traineeship search, career opportunities, living and working conditions, EURES services, safe mobility and access to competent social-security and tax institutions. Overall fair attendance is reported separately from the documented youth groups so that broad reach is not misrepresented as a youth-only result. The intended beneficiaries are students, recent graduates, young jobseekers and people considering mobility for the first time. Delivery in universities, career centres and job fairs reduces the distance between general online information and personalised guidance, while preserving access to official sources. ► Objective 2 — establish a repeatable two-way cooperation pathway. The second objective was to move beyond occasional professional contact and create a sequence in which learning and relationships lead to reciprocal delivery. This was achieved through the December 2025 Polish visit to Lithuania, Lithuanian delivery in Białystok in March 2026, and the April 2026 Lithuanian return visit and delivery in Suwałki. More than 10 employment, education, career-guidance, minority and integration bodies had a documented role across the sequence. An organisation is treated as an active partner when it co-organises, hosts, refers participants to or delivers an activity. This definition

prevents simple invitation lists from being reported as partnership outcomes. The pathway links national EURES expertise with regional labour-market knowledge and trusted local institutions. Each activity should identify a host, responsible EURES contact, target audience, route for complex questions and follow-up owner in both states.

- Objective 3 — connect labour demand with informed candidate access. The practice makes concrete employment positions and official living-and-working information visible to candidates in the neighbouring country. For the Białystok fair, a dedicated webpage gave Polish jobseekers access to 1,500 employment positions in Alytus, Lazdijai, Druskininkai and Birštonas. This is a count of available positions displayed on the page, not of unique vacancy notices, employers or users. Employer referrals, applications, interviews and placements remain separate results and are reported only when confirmed by an authorised record, an employer or a consent-based participant follow-up. The webpage therefore functions as an access tool rather than an outcome indicator. It links interest generated at the fair with opportunities in the Lithuanian border region while maintaining a clear distinction between positions made visible and actions later taken by individual jobseekers.
- Objective 4 — consolidate governance, evidence and transferability. By the end of the current appraisal phase on 31 May 2027, every remaining bilateral activity should use the prepared cooperation flow, partner map, event checklist, referral algorithm, feedback questionnaire and common indicator definitions. This will create comparable evidence on identified young participants, direct EURES interactions, referrals, participant learning and verified next steps. A draft bilateral commitment note has been prepared to formalise operational contacts, a response standard, review arrangements, planned activity and ownership.

	Numerical service targets will be added only after both coordinating institutions endorse them. ► The objectives form one results chain: partner mapping and reciprocal learning create delivery capacity; youth sessions, fairs and adviser contacts provide access to official information and jobs; referral and follow-up turn a question into a traceable next step; and common definitions show what was delivered, who was reached and what followed. This prevents large audience figures from being presented as impact. ► Progress is assessed at three levels: outputs cover activities, partners, reach, identified young participants and opportunities; immediate outcomes cover EURES interactions, referrals and learning; and progression covers confirmed employer referrals, applications, interviews and placements. A result is included only when its period, source, owner and verification status are known. This makes the objectives measurable without unendorsed targets.
Main activities What were the main steps or actions you carried out to put the practice into effect? Were any tools, materials, partnerships, or processes created?	1. Partnership mapping and joint planning. EURES Lithuania, EURES Poland and WUP Białystok mapped organisations reaching target groups and employers. Partners included the Employment Service and 'Karjeras'; the University of Białystok Branch in Vilnius; the Polish Cultural House, International House Vilnius and Caritas; Polish district labour offices; Białystok University of Technology and DEMOLAB; and the State University of Applied Sciences in Suwałki. EURES and employment services provide official information and referrals; education partners reach students; community bodies provide trusted access; and employer-facing organisations connect demand. The mapping records each partner's role, target audience, delivery capacity and referral responsibility. This allows organisers to select partners for a defined function rather than report organisations as involved merely because they received an invitation.

2. Reciprocal professional visits linked to delivery. On 9–11 December 2025, WUP Białystok EURES staff visited Vilnius. They exchanged information with Lithuanian EURES and public authorities, learned about career-guidance methods, met minority and integration organisations and delivered a session for more than 30 students. On 14–16 April 2026, Lithuanian EURES staff from Vilnius, Kaunas and Tauragė visited Białystok and Suwałki. They met the District Labour Office in Białystok, Białystok University of Technology, DEMOLAB, Caritas and employment and education partners in Suwałki. The reciprocal design built understanding of both labour markets and created direct adviser-to-adviser and institution-to-institution contacts. Visit programmes combine peer learning, observation of services, stakeholder meetings and public delivery. Contacts created during each visit are retained for follow-up questions and future activities, giving the sequence a purpose beyond institutional networking.
3. Public outreach and access to opportunities. On 25 March 2026, the Białystok Job Fair reached more than 3,000 visitors and included 53 Podlaskie employers, 10 EU/EFTA vacancy exhibitors, 6 universities and 3 post-secondary schools. EURES Lithuania presented a dedicated webpage with 1,500 employment positions in Alytus, Lazdijai, Druskininkai and Birštonas, in the Lithuanian part of the border region, together with guidance on living and working conditions. The figure counts positions displayed, not unique vacancy notices or users. On 16 April 2026, Lithuanian staff delivered an EURES stand at the Suwałki fair, which reached about 900 people, including 240 pupils, and involved 38 exhibitors from employment, education, business and public support. The webpage converted general mobility information into a route to neighbouring-region vacancies. Fair attendance, positions displayed, direct

	conversations and later employment steps are monitored as different indicators to prevent double counting. 4. Youth-focused and trusted guidance. The Vilnius meeting addressed career development, job and traineeship search in Poland, living and working conditions and EURES support. The Suwałki panel addressed EURES, safe mobility, Erasmus+ and entrepreneurship. Participants could also reach social-security, labour-inspection and tax experts. Universities and career institutions provide early access to young people, while minority, community and integration organisations reach people who may not routinely use international employment services. Questions that cannot be answered responsibly are referred to the competent institution. 5. Referral, evidence and continuous improvement. The practice now has a prepared replication package containing a one-page cooperation flow, partner-mapping and roles template, pre-event and follow-up checklist, consultation and referral algorithm, feedback questionnaire, indicator dictionary, aggregate monitoring table and data-quality rules. The tools distinguish overall attendance from identified youth participation, direct EURES interactions, referrals, applications, interviews and placements. A separate evidence workbook guides advisers through emails, calendars, service logs, vacancy exports, CV or employer referrals, analytics and partner records. Each figure requires an identifiable source, owner, period and checker. The tools can be adapted for use in other border regions. ► Personal data remain in each institution's authorised system. After each activity, the coordinating teams can review reach, enquiries, referrals, learning evidence, confirmed next steps, staff time, direct costs and lessons. This connects delivery with measurable
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	improvement while avoiding the creation of an unnecessary joint database.
Funding/organisational resources	The practice combines European Social Fund Plus support, existing EURES and public employment service resources and partner contributions in kind. The main identified project resource on the Polish side is “Support for the Public Employment Services of the Podlaskie Voivodeship in providing services within the EURES network” under Priority VII, Action 7.5 of the European Funds for Podlaskie 2021–2027 programme. It runs from 1 April 2025 to 31 December 2027. The wider project supports staff competence, language and professional development, communication tools and information activities for jobseekers, young people, students, employers and people returning from abroad. Lithuanian participation is not financed from the Polish project: EURES Lithuania participates on a voluntary basis, with the support of the Lithuanian PES, using staff time, expertise, national systems and institutional channels. This distinction keeps the funding description accurate and prevents the bilateral practice from being presented as wholly financed by the Polish ESF+ project. The wider Polish project budget is reported for transparency and is not attributed fully to this practice. It funds a broader 2025–2027 programme of staff development, communication tools and EURES information activities. Only activity-specific inputs should be compared with the bilateral practice’s outputs and outcomes. For monitoring, input is attributed only when it is linked to a specific activity, period and contributing organisation. Shared programme costs remain contextual information and are not used to calculate the efficiency of bilateral activities. The Employment Service of Lithuania and EURES Lithuania contribute adviser and coordination time, labour-market expertise, information on vacancies and living and working conditions, access to national and EURES information channels and links with regional Employment

Service units and employers. WUP Białystok and participating district labour offices contribute project and EURES coordination, regional labour-market knowledge, employer mobilisation, event organisation and links with Polish institutions. EURES staff from Vilnius, Kaunas and Tauragė contributed to the April visit and delivery.

Education, career and community partners provide substantial non-financial value. Universities and career centres provide venues, access to students, programme content and staff expertise. Local employment offices and fair organisers provide event infrastructure, employer contacts and attendance data. Community and integration organisations provide trusted outreach and knowledge of minority, migrant and refugee needs. Participation in the Białystok Job Fair was free for exhibitors and visitors.

The practice did not create a new administrative body, commission a bespoke IT system or duplicate existing public-information platforms. This combination of funded, regular and in-kind resources makes the model feasible without a separate legal structure or permanent joint budget. Each partner retains responsibility for its own staff, premises, travel and data processing.

The replication and monitoring package introduces an activity-level resource record for the next cycle. Coordinators will be able to enter attributable staff hours, travel, accommodation, event and material expenditure, partner in-kind hours, direct EURES interactions, referrals and verified outcomes. This permits later calculation of cost per direct interaction or confirmed next step without assigning unrelated project costs. It also allows comparison of delivery formats, such as a university session and an adviser exchange.

Operational coordination is shared between the EURES unit of the Employment Service of Lithuania and the EURES team of WUP Białystok. Activities are planned through institutional email, available online tools and face-to-face meetings. The draft bilateral commitment note proposes clear contacts, an initial response standard and regular results reviews. Financial commitments for future in-person activities remain subject to approved institutional and project work plans, while referrals, online coordination

	and the use of existing EURES information can continue through regular functions at low marginal cost. The organisational model is proportionate: strategic ownership remains with public employment services, EURES teams coordinate operations and hosts lead local delivery. This avoids permanent overhead while preserving accountability. The evidence index assigns figures to a record owner, and the resource table identifies staff time, premises, communications and direct expenditure contributed by each partner. Future reviews distinguish institutional capacity from cash expenditure and identify formats providing the strongest reach and follow-up.
PARTICIPATION	
Stakeholders involved Organisations or entities actively contributing to the design, implementation, monitoring, or support of the good practice (e.g. labour inspectorates, social security institutions, trade unions, employers' associations, or other).	► EURES Lithuania and the Employment Service of Lithuania coordinate the Lithuanian contribution. They provide verified information on Lithuanian vacancies, labour-market demand and living and working conditions; deliver guidance; connect the practice with Lithuanian regional Employment Service units and employers; and handle questions or referrals concerning Lithuania. The application contact is Oksana Treščenko, EURES Adviser. EURES staff from Vilnius, Kaunas and Tauragė participated in the April 2026 reciprocal visit, ensuring that learning was shared beyond one location. EURES Lithuania participates on a voluntary basis with the support of the Lithuanian PES. The contribution uses existing adviser time, institutional channels and regional expertise, while responsibility for Lithuanian information and follow-up remains within the Employment Service. ► EURES Poland and WUP Białystok coordinate the Podlaskie contribution through the project "Support for the Public Employment Services of the Podlaskie Voivodeship in providing services within the EURES network". They organise visits and events, provide Polish labour-market and living-and-working information, connect Lithuanian partners with regional institutions and mobilise local public employment

services and employer networks. WUP Białystok also documents activities publicly, creating an evidence trail for participation and reach. Its coordinating role includes identifying hosts and speakers, confirming programme content, routing questions to competent Polish bodies and consolidating activity evidence. This gives Lithuanian partners a clear operational counterpart.

- ▶ The District Labour Offices in Białystok and Suwałki contribute local labour-market intelligence, employer relationships, jobseeker access and practical event organisation. The Białystok office co-organised the March fair, while the Suwałki office participated in the April fair and youth- and employer-facing programme. Their local position helps convert bilateral EURES cooperation into services that are relevant to actual regional recruitment.
- ▶ Education and career-guidance institutions reach young people before labour-market entry. The University of Białystok Branch in Vilnius hosted more than 30 mainly IT and economics students. The Employment Service's 'Karjeras' centre demonstrated career exploration and interview preparation. Białystok University of Technology and DEMOLAB contributed technical-education expertise. The State University of Applied Sciences in Suwałki hosted the April fair and connects the practice with more than 1,000 students. Education partners are not treated simply as venues: they identify audiences, adapt content to students' needs, host delivery and help communicate follow-up routes.
- ▶ Community, minority and integration organisations extend reach and relevance. The Polish Cultural House links the practice with the Polish community. International House Vilnius contributes relocation and integration knowledge. The Caritas Migrant and Refugee Assistance Centre in Białystok brings experience of migrant and refugee barriers. Their involvement reaches people not already familiar with EURES. Their role is especially important where language, confidence, relocation questions or

	unfamiliarity with public institutions may prevent people from approaching EURES directly. ► Employers, employer-facing organisations and fair exhibitors provide employment opportunities, recruitment information and direct candidate contact. The Białystok fair included 53 Podlaskie employers and 10 EU/EFTA employment exhibitors, while the Suwałki fair included 38 exhibitors from manufacturing, construction, logistics, services, healthcare, employment agencies and public institutions. EURES Lithuania added a dedicated cross-border webpage giving Polish jobseekers direct access to 1,500 employment positions in Alytus, Lazdijai, Druskininkai and Birštonas. The figure counts available positions displayed on the page; employer participation, unique vacancy notices, webpage users and confirmed recruitment outcomes are separate indicators. ► Governance is operational and proportionate. The Lithuanian and Polish EURES units serve as the two coordinating points; the host organisation leads local logistics; and responsibilities are recorded in the activity plan. A draft bilateral commitment note has been prepared to designate the Polish operational contact alongside the Lithuanian contact, agree an initial response standard, identify planned work through 2027, define common indicators and clarify post-project ownership. Until it is signed, governance is evidenced by the completed reciprocal sequence, institutional roles and official reports rather than by claiming a formal agreement that does not yet exist.
Target groups Main groups or categories that the practice is directly aimed at, who should receive its services or who engage with it (e.g. employers, mobile or posted workers, labour inspectors and social security officers, or other).	► The practice works with three primary target groups and a supporting group of institutional multipliers. The target groups are defined by their relationship to education-to-work transition, cross-border employment and recruitment need rather than by nationality alone. The supporting multipliers are EURES advisers, public employment services, education and career institutions, community and integration organisations, fair organisers and other competent authorities.

	1. Young people, students and recent graduates. This is the priority group. It includes university students, vocational education students, school pupils approaching education or career decisions, recent graduates, trainees, apprentices and other young people considering their first substantial work experience in another EU or EEA country. They may have limited experience of recruitment and employment contracts and may be navigating taxation, social security, qualification recognition, housing and workers' rights for the first time. The practice therefore combines opportunity information with practical guidance and access to competent advisers. ▶ The first cycle reached young people in several settings. More than 30 mainly IT and economics students attended the dedicated Vilnius session on career opportunities, work and traineeship search in Poland, living and working conditions and EURES support. At the Suwałki fair, the documented audience included 240 school pupils as well as students and other jobseekers. Its youth panel covered EURES services, safe work abroad, Erasmus+ and the Academic Business Incubator, while specialists provided social-security, labour-inspection and tax information. ▶ Students and young people also attended the Białystok and Suwałki fairs, but no complete age breakdown is available. The application therefore reports the confirmed groups—240 pupils and more than 30 students—separately from overall reach and does not describe all 3,930 attendees as young beneficiaries. Future monitoring will identify pupils, students, recent graduates or an agreed age group without inferring age from appearance. ▶ Within this target group, special attention is relevant to first-time mobile workers. Their needs differ from those of experienced cross-border workers. They may need help assessing whether a vacancy is reliable, preparing an application, understanding the contract and wage,
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identifying the correct social-security or tax authority, planning accommodation and transport and recognising risks. Support is intended to improve readiness rather than encourage mobility as an end in itself. A young person should be able to compare options, understand the proposed conditions, identify official sources and decide voluntarily whether to apply, remain in the home labour market or seek further guidance.

2. Border-region jobseekers and communities with cross-border links. This group includes residents of southern Lithuania and Podlaskie who are looking for work or considering a change. Linguistic, cultural or family links may make the neighbouring country familiar, but they do not remove legal or administrative barriers. Community organisations and local public employment services provide trusted access. People may need support for commuting, seasonal work, relocation or longer-term employment. The practice does not assume that geographical proximity removes differences in employment law, administration, language, transport or local living costs.

► Migrants, refugees and newcomers may be reached through International House Vilnius and the Caritas Migrant and Refugee Assistance Centre in Białystok where their situation falls within the activity and applicable mobility rules. They are not reported as a quantified subgroup because the first-cycle attendance data were not disaggregated in this way. Their inclusion in the partnership nevertheless improves the advisers' and institutions' understanding of language, integration and access barriers.

3. Employers in participating regions. Employers are contributors and beneficiaries. Relevant sectors include manufacturing, construction, transport and logistics, healthcare and care, hospitality, tourism, food and other services. The Białystok fair included 53 Podlaskie employers; the Suwałki fair included 38 exhibitors. EURES Lithuania presented a

	dedicated webpage with 1,500 employment positions in Alytus, Lazdijai, Druskininkai and Birštonas. This counts positions displayed, not unique vacancy notices or users. Employers benefit when vacancies reach nearby candidates and applicants understand mobility conditions before recruitment.
Final beneficiaries Individuals or groups that ultimately benefit from the outcomes of the practice, even if they are not the direct target or user (e.g. mobile or posted workers, vulnerable workers at risk of exploitation, employers benefiting from clearer rules or reduced admin burdens, or other).	► The principal final beneficiaries are young people and first-time mobile workers who need to make informed decisions about employment or a traineeship in the neighbouring country. The intended benefit is not simply awareness that jobs exist. It is the ability to find an official source, understand the conditions attached to an opportunity, identify administrative steps and competent authorities, recognise basic rights and risks, and obtain personalised guidance or referral when general information is not enough. In practical terms, the intended pathway begins with a question or opportunity, continues through verified information and, where needed, referral to the competent organisation, and ends with a documented next step chosen by the participant. The practice supports the decision but does not assume that mobility is the appropriate outcome for every person. ► The first cycle created documented benefits. In Vilnius, more than 30 mainly IT and economics students received information on career development, work and traineeship search in Poland, living and working conditions and EURES support. This brought cross-border expertise into education before an international job search. At the Suwałki fair, 240 pupils, students and other visitors could meet employers and hear about EURES, safe mobility, Erasmus+ and entrepreneurship, while specialists answered social-security, labour-inspection and tax questions. ► Fair participants had face-to-face access to employers, employment services and advisers. Białystok brought more than 3,000 jobseekers together with 53 Podlaskie employers and 10 EU/EFTA employment exhibitors;

Suwałki connected about 900 participants with 38 exhibitors. EURES Lithuania combined living-and-working guidance with a dedicated webpage containing 1,500 employment positions in Alytus, Lazdijai, Druskininkai and Birštonas. This counts positions displayed, not unique notices or users, and shows the supply made accessible without overstating participant outcomes. The combination supports better-informed candidate-employer contact. Event reach is an access indicator, not evidence that every visitor received an EURES service or changed employment status. Direct interactions, referrals, applications, interviews and placements are therefore recorded separately when a source and verification status are available.

- Border-region jobseekers and national-minority communities benefit from receiving official information through institutions they know locally. A person may have cultural or language familiarity with the neighbouring country but still be uncertain about taxation, social insurance, health coverage, employment conditions or recognition of qualifications. The bilateral route enables a local adviser or trusted organisation to connect that person with the correct EURES counterpart rather than leaving them to rely on informal or fragmented sources. It also gives partners a clear referral counterpart.
- Migrants, refugees and newcomers can benefit where relevant through integration partners. International House Vilnius provides practical relocation and integration expertise, while the Caritas centre in Białystok understands migrant and refugee barriers. Their participation helps make outreach more inclusive and improves referral quality. No numerical outcome is claimed for these groups because the initial data were not disaggregated, but their institutional inclusion strengthens access and learning.
- Employers are a second final-beneficiary group. They benefit from wider visibility of genuine recruitment needs, direct contact with jobseekers and access to

	EURES support for cross-border recruitment. Candidates who understand the offered conditions and administrative requirements are better placed to decide whether to apply and to complete recruitment. The current evidence demonstrates employer access and participation but does not yet quantify resulting applications, interviews, placements, time-to-fill or satisfaction. The prepared employer-feedback and follow-up tools will allow these benefits to be measured rather than assumed. Future follow-up will distinguish opportunities presented from employer referrals and confirmed recruitment results, enabling the practice to show where cross-border information leads to action. ► In the longer term, better-supported mobility may contribute to more transparent recruitment, improved matching and stronger links between education and labour demand in the border regions. These wider economic effects are plausible but are not reported as achieved impacts without longitudinal evidence. The immediate, evidenced benefit is access: young people, jobseekers, employers and institutions were connected across the border through official advisers, trusted local channels and repeated bilateral delivery.
GOOD PRACTICE CRITERIA	
Achievements and outcomes What specific results did the practice achieve? (e.g. How many workers or employers were reached, number of publications created? What processes became faster?) What kind of broader benefits did it bring? (e.g. Did it improve understanding of rights and obligations, enhance cooperation between authorities, or reduce legal uncertainty and inconsistent application of rules?)	► A two-way pathway rather than a one-off event. Three linked cross-border actions were completed. WUP Białystok EURES staff visited Vilnius on 9–11 December 2025. EURES Lithuania then participated in the Białystok Job Fair on 25 March 2026. Lithuanian EURES staff from Vilnius, Kaunas and Tauragė made the reciprocal visit to Białystok and Suwałki on 14–16 April 2026 and delivered information at the Suwałki Job and Education Fair. The sequence is an important organisational outcome: the initial professional exchange led to public delivery and a return exchange involving additional regional and local partners. This structure shows continuity across time and locations: professional learning was followed by delivery to jobseekers and young people, and the return visit

widened participation from national contacts to regional offices, education bodies and local hosts.

- Verified event reach and stakeholder participation. The Białystok fair reached more than 3,000 visitors and involved 53 Podlaskie employers, 10 exhibitors with vacancies in EU/EFTA countries, 6 universities and 3 post-secondary schools. The Suwałki fair reached approximately 900 people and involved 38 exhibitors representing regional employers in manufacturing, construction, logistics, services and healthcare, together with employment agencies and public-support institutions. The dedicated Vilnius student meeting involved more than 30 students. Aggregate published reach across these components therefore exceeded 3,930. This figure is used only as an event-reach indicator and not as a count of direct EURES consultations or unique beneficiaries. Published attendance is therefore used to show visibility and access. It is kept separate from identified youth, adviser interactions, referrals and verified employment steps, preventing broad fair traffic from being treated as an individual outcome.
- Documented youth participation and practical content. More than 30 mainly IT and economics students in Vilnius and 240 school pupils in Suwałki are identifiable without estimation; other young fair participants were not separately counted. The Vilnius session covered work and traineeship search, living and working conditions and EURES support. The Suwałki panel covered EURES, safe mobility, Erasmus+ and entrepreneurship, with access to social-security, labour-inspection and tax specialists. These are documented access outputs; a retrospective knowledge increase is not claimed.
- Visibility of employment opportunities. On 25 March 2026, EURES Lithuania presented a dedicated webpage with 1,500 employment positions in the Lithuanian part of the Lithuanian–Polish border region, covering Alytus, Lazdijai, Druskininkai and Birštonas. It

gave Polish jobseekers and Białystok fair participants direct access to concrete opportunities in southern Lithuania. The counted unit is an employment position: where one vacancy notice offered several jobs, each available job contributed to the total. The figure therefore does not mean 1,500 unique vacancy notices, employers, webpage users, consultations, applications or placements. It is a documented supply-side result, not a participant outcome. The webpage converted general promotion into a practical cross-border job-search offer combined with guidance on living and working conditions. The webpage links official mobility guidance to positions in named municipalities; later candidate or employer outcomes require separate evidence.

- Institutional breadth and learning. More than 10 employment, education, career-guidance, minority and integration bodies had a documented role across the sequence. The visits enabled advisers to compare labour-market information, EURES delivery, career-guidance methods, education provision and integration services. Official partner reporting describes reciprocal benefit and the intention to broaden cooperation. The participation of Lithuanian staff from three cities and of regional and district offices in Poland increases institutional reach beyond one adviser pair.
- The first cycle did not use a common person-level register for interactions, referrals, applications, interviews, placements or satisfaction. No employment result is inferred from attendance, and unknown is not reported as zero. The evidence method checks adviser emails, calendars, service logs, vacancy extracts, referrals, analytics and partner data. A result is added only when its definition, period, source, owner and checker are known. Future activities distinguish reach, young participants, direct service, referrals and confirmed progression from the outset. This approach supports comparison over time: each future activity can record location, audience, partner, service delivered

	and confirmed follow-up without retroactively estimating missing first-cycle data.
Cost effectiveness How did you keep costs low while still achieving results? (e.g. Did you reuse existing tools, automate processes, or share resources across teams?) Can you show that the outcomes were worth the investment? (e.g. Did small changes lead to big improvements, or were expensive tools avoided?)	▶ The practice achieves cross-border reach and institutional learning without creating a new organisation, IT platform or parallel service. It uses existing EURES advisers, public employment infrastructure, official digital information, partner venues and established events. For the Białystok fair, a dedicated webpage placed 1,500 employment positions in one access point for Polish jobseekers. This reduced start-up, printing and transaction costs and directed participants to existing services. Because participants are directed to existing official systems and advisers, resources can focus on outreach, explanation and referral rather than on building or maintaining a separate service. The webpage serves as a practical access layer while the underlying vacancy and information services remain within established institutional channels. ▶ The largest public activity, the Białystok Job Fair, was free for both exhibitors and visitors. By participating in an established regional fair, EURES Lithuania gained access to more than 3,000 visitors, 53 Podlaskie employers, universities, post-secondary schools and international employment exhibitors without organising a separate large-scale event. The Suwałki fair similarly provided access to about 900 participants, 240 school pupils and 38 exhibitors through an existing education and employment setting. The dedicated Vilnius meeting used a university environment to reach a defined student group directly. ▶ Reciprocal visits were organised as multi-purpose programmes. The December visit combined national and regional EURES exchange, public-authority discussion, meetings with education, minority and integration organisations, a student session and observation of career-guidance methods. The April visit

combined public employment, university, technical-education, integration and fair activities. Combining several objectives in one programme reduces repeated travel and allows professional learning to be applied immediately in public delivery. The same travel therefore supported coordination, peer learning, partner development and direct engagement with beneficiaries. The value of a visit is assessed across these linked functions rather than against a single meeting or presentation.

- ▶ The Polish supporting project includes staff competence, language and professional development, communication tools and broader EURES information activities. It would therefore be misleading to attribute the full amount to this bilateral practice or divide it by the practice's attendance. The application reports the project budget as context and funding capacity, not as direct practice expenditure. Only costs linked to an identifiable bilateral activity, period and contributing organisation should be used in later efficiency calculations. Wider programme expenditure remains contextual and is not assigned to results that it did not exclusively finance.
- ▶ The Lithuanian contribution is integrated into the regular functions and available resources of the Employment Service and EURES Lithuania. Polish public employment services contribute coordination, project resources, employer links and delivery. Universities and community organisations contribute venues, staff time, promotion and access to target groups. These in-kind contributions are real but were not valued consistently in the first cycle. No artificial monetary value is assigned without timesheets or an agreed valuation method. Future records will link staff time or direct expenditure to the relevant activity and partner. Until then, the application describes the contribution but does not convert it into an unsupported cash estimate.
- ▶ Resource efficiency also comes from role specialisation. EURES advisers provide authoritative

	mobility information and cross-border contacts. Public employment services supply labour-market intelligence and employer access. Universities and career services recruit relevant students and provide learning environments. Community and integration organisations improve access and contextual understanding. Fair organisers provide scale, infrastructure and public visibility. This division reduces duplication and enables each organisation to contribute through its existing competence. ► For subsequent activities, the monitoring package includes fields for attributable staff hours, travel, accommodation, event and material expenditure and partner in-kind hours, alongside direct interactions, referrals and confirmed next steps. This will allow direct cost per recorded interaction or outcome to be calculated on a comparable basis. The tools also allow formats to be compared: a targeted university session may have lower reach but greater relevance, while a large fair provides scale but requires separate counting of substantive EURES contact.
Transferability What are the key features that make this practice work well? (e.g. a digital platform, clear guidelines, a joint inspection process, or strong coordination) What would another country or organisation need to make this work for them? (e.g. certain laws, IT systems, or staff training)	► The transferable core of the practice is a low-infrastructure bilateral outreach and referral model that connects EURES expertise with education providers, local public employment services, employers and trusted community intermediaries. It is intended for border regions where official information exists nationally but is dispersed across institutions or does not reach young people and first-time mobile workers through the channels they already use. ► The model can be replicated through five stages. First, the coordinators analyse labour demand, target-group needs and information barriers. Second, each country designates an EURES contact and competent authorities for taxation, social security, qualifications and workers' rights. Third, they map education, employment, employer and community partners and define roles. Fourth, peer learning is combined with student sessions, fairs, consultations and a targeted

webpage grouping relevant positions for the neighbouring audience. The Lithuanian example distinguishes 1,500 positions from unique vacancy notices, employers or users. Fifth, the partners monitor reach, young participants, direct interactions, referrals, learning and confirmed employment steps separately.

- ▶ A practical replication package has been prepared and can be shared electronically. Its one-page cooperation flow shows how labour-market need leads through contact points, partner mapping, targeted delivery, referral and follow-up. The partner-mapping template records target group, role, operational contact, evidence and activity status. The event checklist covers vacancy verification, audience definitions, feedback preparation, data protection, post-event referral, evidence storage and resource recording. The consultation algorithm classifies the enquiry, checks official sources, resolves or refers the case, records the result and provides for lawful follow-up.
- ▶ The package also contains a short participant questionnaire that measures understanding before and after support, topics clarified, intended next steps and missing information. The indicator dictionary defines event reach, identified young participant, direct EURES interaction, cross-border referral, employer referral, application, interview, placement, learning change, response time and active partner. The aggregate table records results and resources per activity, while the evidence index links each figure to its owner and verification status. Data-quality rules distinguish “not measured” from zero and vacancy notices from positions and employers.
- ▶ Minimum institutional requirements are modest: one coordinating organisation in each country; advisers competent in labour mobility; access to verified vacancy, legal and administrative information; local partners trusted by the target groups; and capacity for referral and follow-up. No new legislation or shared IT platform is inherently required. Personal data can

remain in each institution's authorised system, with anonymised aggregate information used for joint review.

- ▶ Adaptation is nevertheless essential. Each border region must adjust for language, labour demand, transport and commuting patterns, taxation, social-security administration, qualification rules, the responsibilities of public employment and education institutions and the needs of local communities. A region with established cross-border commuting may focus on daily-worker issues, while a region with limited transport may focus on relocation. A university city may use campus sessions; a rural region may rely more on vocational schools, mobile advisers or municipal partners.
- ▶ A pilot may start with two EURES contact points and one shared target group. After reviewing participation, referrals, feedback and resources used, partners can extend the model to additional regions, sectors, employers and beneficiary groups. The same approach can support young people and first jobs, shortage occupations, seasonal work, national minorities, migrants or established cross-border commuters. Activities can remain face to face or be complemented by online sessions and shared digital information. Transfer therefore depends more on clear responsibilities, verified information, trusted local access and consistent follow-up than on infrastructure. Common definitions and an agreed evidence owner for each indicator allow partners to compare activities without merging personal data or making unsupported claims.
- ▶ The learning value lies in integrating ordinary instruments. Replicators can see how peer learning becomes reciprocal delivery, broad attendance is separated from direct service, trusted organisations expand access and common definitions prevent unsupported impact claims. The package is ready for validation and pilot use during the remaining cycle.

Sustainability

How is the practice sustainable from a social, financial or environmental perspective?

What makes this practice able to continue over time? (e.g. It is now part of regular work or has been built into law or procedures?) and how are you making sure it lasts beyond the pilot or project phase?

- ▶ The practice is socially sustainable because it places labour-mobility information within institutions that maintain long-term relationships with young people, jobseekers, employers and border communities. Universities and career institutions can keep directing students to EURES; public employment services continue receiving jobseeker and employer enquiries; and community organisations remain trusted access points. The resulting referral capacity outlasts a single fair or visit. Sustainability is therefore based on repeated access through established organisations rather than on continued participation in one specific event. A student, jobseeker or employer can return to the same institutional channels after the initial activity and be directed to the appropriate national or cross-border source.
- ▶ Institutional sustainability is supported by the mandates of the core partners. EURES Lithuania, EURES Poland, the Employment Service of Lithuania, WUP Białystok and district labour offices perform labour-mobility, labour-market information and employment-support functions as part of their regular work. Direct contacts, knowledge of the neighbouring system and the prepared tools remain within these institutions. The participation of staff from Vilnius, Kaunas and Tauragė and multiple Polish regional and local bodies reduces reliance on a single personal relationship. Distributed participation also supports continuity when staff roles change. Knowledge and contacts are shared across national, regional and local levels, while the documented referral route allows a new adviser to identify the relevant counterpart without rebuilding the partnership.
- ▶ The practice's current appraisal phase ends on 31 May 2027. For the purposes of this application, that date marks the end of the phase whose activities and results are being assessed; it is not presented as the end of all Lithuanian–Polish EURES cooperation. The supporting Polish project runs until 31 December 2027, providing a further seven months for consolidation, results review,

continued delivery and preparation of post-project arrangements. This explanation resolves the apparent difference between the practice and project dates without assuming that all future activity is already financed.

- ▶ The Polish project provides a defined resource framework through 2027. Its total value is PLN 1,261,705.88, with 85% financed from European Funds. It supports staff competence, communication tools and information activities relevant to young people, students, jobseekers, employers and returnees. On the Lithuanian side, adviser time, labour-market expertise, information systems and coordination are contributed through the Employment Service and EURES functions. Partner venues, promotion, staff time and target-group access reduce the need for a separate delivery structure. The project budget is reported as the value of the wider Polish programme and is not attributed in full to this bilateral practice. Sustainability decisions should therefore use activity-level costs and partner contributions rather than assume that the entire project budget finances the reported activities.
- ▶ A draft bilateral operational commitment has been prepared for institutional approval. It names the Employment Service of Lithuania/EURES Lithuania and WUP Białystok/EURES Poland as coordinating parties. The Lithuanian contact is named, and the Polish contact must be designated in the signed version. The draft covers a response standard, youth activity, common monitoring, adviser learning, periodic review, continuation before the Polish project ends and separate national data-controller responsibilities. Until institutional approval is completed, the application relies on the documented reciprocal sequence, named roles and official activity records as evidence of cooperation. It does not describe the draft as a signed memorandum or an unconditional financial commitment.
- ▶ The replication package strengthens sustainability by reducing dependence on informal memory. New staff

	can use the cooperation flow, partner map, event checklist, referral algorithm, indicator dictionary and evidence index. Common definitions support institutional learning and comparable reporting. Activity-level resource fields will help the partners decide which delivery formats provide the best balance of reach, relevance and cost. ► Low-cost functions can continue when project expenditure ends: adviser referrals, online coordination, use of existing EURES information, partner dissemination and authorised case discussion. In-person fairs and visits remain subject to approved plans and budgets. Sustainability therefore rests on institutional ownership and reusable processes rather than a guaranteed future event budget. This supports planned continuity.
Innovativeness What makes this practice new or different in your field or country? (e.g. Is it the first of its kind, or does it combine actors who don't usually work together, or activities not performed before?) How does it improve older or less effective approaches? (e.g. By reaching more people, using data better, or simplifying complex procedures)	► The innovation is organisational, procedural and service-based rather than dependent on new technology. Visits, fairs, university sessions and EURES information are established instruments; the added value comes from linking them into a reciprocal pathway where professional learning leads to public delivery, trusted local organisations connect target groups to cross-border expertise and later activities build on earlier contacts. The practice does not claim that an individual visit, fair or webpage is new in itself. Its innovation lies in the sequence, the allocation of complementary roles and the conversion of institutional exchange into accessible services and reusable procedures. ► The first innovative feature is early and targeted access. The practice brings labour-mobility information to students and pupils before or at the beginning of active international job search. A first job abroad involves a different level of uncertainty from mobility by an experienced worker. The Vilnius session combined career and traineeship information with living and working conditions and EURES support. The Suwałki programme connected young people with EURES,

safe-mobility guidance, Erasmus+, entrepreneurship support and competent public authorities. Using settings already visited by students and young people lowers the threshold for asking questions and allows mobility information to be linked with education, career planning and first-job decisions. Personal guidance complements rather than replaces official digital information.

- ▶ The second feature is the combination of national expertise with trusted local channels. EURES and public employment services hold authoritative labour-market and mobility information, but universities, career centres, minority organisations and integration services often have stronger day-to-day relationships with particular groups. By giving these organisations a role in outreach, hosting and referral, the practice improves accessibility without asking them to become experts in another country's labour law or administration. The referral function protects both accessibility and accuracy: local partners can identify needs and open the door, while questions requiring legal or administrative interpretation remain with the competent EURES or public authority.
- ▶ The third feature is reciprocity linked to delivery. In December 2025, Polish EURES staff learned from and delivered in Lithuania. In March 2026, EURES Lithuania presented Lithuanian opportunities and information at a Polish fair. In April 2026, Lithuanian advisers made the return visit and delivered at the Suwałki fair. This sequence demonstrates an operational relationship rather than a one-directional information campaign. It also connects capital-city, regional and immediate border locations. Each action creates contacts, knowledge and delivery experience that can be used in the next action. Reciprocity therefore becomes a method for continuous improvement and shared ownership, not simply an exchange of delegations.
- ▶ The fourth feature is the integration of vacancy visibility with fair-mobility guidance. At the Białystok fair, a

	dedicated webpage placed 1,500 employment positions from Alytus, Lazdijai, Druskininkai and Birštonas in one cross-border access point. The number counts positions displayed, not unique vacancy notices or users. Participants could combine concrete opportunities with living-and-working guidance and referral to social-security, tax, labour-inspection or other competent sources. This links recruitment with rights guidance and gives employers better-informed candidates. ► The fifth feature is evidence-aware design. The first cycle revealed that large event attendance does not show how many people received substantive advice or progressed towards employment. Instead of converting reach into an unsupported impact claim, the practice now uses a common indicator dictionary, referral algorithm, feedback questionnaire and evidence index. The tools distinguish vacancy notices, positions and employers and distinguish event reach, youth participation, direct service, referral, application, interview and placement. This procedural improvement increases credibility and learning value. ► Compared with the earlier ad hoc situation, the change is substantial: two reciprocal visits, two public fairs, more than 10 active bodies, 240 pupils, more than 30 students, more than 3,930 aggregate attendees and a dedicated page with 1,500 positions. The experience became a replication package and commitment draft. Innovation lies in the coherent, youth-oriented and evidence-conscious combination of existing instruments. ► The approach shows how to start with a manageable bilateral relationship, widen it through existing organisations and avoid a parallel service.
Digitalisation What kind of digital tools or platforms were used in this practice? (e.g. online portals, automated case tracking, data sharing, digital databases or other)	► Digitalisation is an enabling element of the practice rather than its main innovation. The model deliberately uses existing official systems instead of creating a new platform. This keeps costs and implementation barriers low and ensures that participants are directed to

How did these tools help in reaching your goals? (e.g. Did they save time, facilitate access to data in real time, reduce errors, help detect fraud, or improve coordination between authorities?)

information maintained by competent institutions. The digital model is therefore based on reuse and interoperability at service level: advisers work with sources already governed, updated and recognised by their institutions, while the cooperation adds a clearer route between those sources and users.

- EURES advisers use the EURES portal and national public employment sources to identify vacancies and provide guidance on living and working conditions. For the Białystok fair, a dedicated webpage grouped 1,500 employment positions in Alytus, Lazdijai, Druskininkai and Birštonas for Polish candidates. It was a targeted access route, not a new vacancy database. The figure counts positions displayed; it does not mean 1,500 unique vacancy notices, employers, consultations or employment outcomes. This prevents webpage content from being confused with user impact.
- Institutional email and online tools support planning, exchange of materials, adviser contact and follow-up. In a two-country model, they allow EURES teams to route questions to the correct counterpart, maintain partner relationships and prepare activities without requiring travel for every issue. Digital coordination also supports continuity between events because contacts, agendas, materials and follow-up responsibilities can be retained within authorised institutional environments. This reduces dependence on informal memory.
- The monitoring package can be implemented with approved institutional tools. Its aggregate table separates event reach, young participants, direct interactions, referrals, applications, interviews, placements, feedback, costs and staff hours. The indicator dictionary also distinguishes positions, vacancy notices, employers and webpage use so each digital or employment result retains its correct meaning. Common definitions make aggregate results comparable across a university session, large fair, adviser visit or online access route. They also prevent

the same person, position or action from being counted under incompatible meanings.

- ▶ The approach is data-minimising. It does not create a joint Lithuanian–Polish participant database. Each public authority remains the controller of personal data collected in its authorised systems and applies its own lawful basis, privacy information, access controls, retention and deletion rules. Cross-border monitoring uses anonymised aggregate information unless another lawful and documented arrangement applies. Unknown values are marked as not measured rather than entered as zero. Personal or case-level information is not transferred merely because partners cooperate. Where a question requires cross-border follow-up, each institution records and handles information through its authorised process and applicable responsibilities.
- ▶ Digital tools strengthen accessibility when combined with human guidance. A young person may find a vacancy online but still need help with the contract, social security, taxation, qualifications or safe-mobility steps. Advisers interpret the need, identify the competent source and refer the case where necessary. Digital information extends direct support but does not replace professional judgement. This assisted-digital approach is particularly relevant to first-time mobile workers, who may need both online access and an adviser’s explanation before they can assess an opportunity and decide on a next step.
- ▶ The initial cycle did not collect page-view, click-through or response-time data, so the 1,500 figure is not used as a digital engagement result. It describes positions made accessible; user activity and participant outcomes remain separate. Future records can include webpage or QR analytics. The draft bilateral commitment proposes a response standard for documented referrals.
- ▶ The digital added value is practical: faster coordination, reuse of authoritative information, consistent monitoring definitions, an auditable evidence trail and lower



dependence on paper or bespoke systems. Because the package can be implemented with standard approved tools, it is easier to transfer to other border regions and sustain after project-funded events.

- Digital preparation supports quality control. The webpage organised 1,500 positions for a defined cross-border audience and made the geographical focus explicit. Future pages can retain dated location, employer, validity and position information. Positions, vacancy notices, employers, sectors, webpage use and employment outcomes remain separate fields.