



# WP1 Desk Research

Patent entrepreneurship for migrants (PatENT)

Project No. 2022-2-LT02-KA220-YOU-000101045

Prepared by AY Institute

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# 1. Introduction

In recent years, Lithuania has experienced a notable increase in its immigrant population, almost doubling in numbers between 2021 and 2022. This surge can be attributed, in part, to the ongoing conflict in Ukraine. While returning Lithuanian citizens once constituted the majority, the proportion of returning Lithuanians dwindled to just 15%, whereas EU citizens accounted for a mere 1%. A striking 84% comprised non-EU citizens, with the largest share originating from Ukraine and Belarus, representing approximately 75% of the total immigrant population. (IOM Lithuania)

Amidst these evolving demographics and the growing immigrant community, the PatENT (Patent entrepreneurship for migrants) project emerges as a timely and strategic initiative. Recognizing the potential of patents as pathways to sustainable economic development, this project is dedicated to facilitating access to these opportunities for young migrants aspiring to pursue patent entrepreneurship. Central to this endeavor is the development of educational approaches focused on entrepreneurship, particularly patent entrepreneurship, among young migrants. Project partners will draw upon their past experiences in entrepreneurship education and conduct extensive research to craft innovative methods tailored to the specific needs and constraints of the target audience.

Against this backdrop of increased immigration and the multifaceted objectives of the PatENT project, this research report seeks to provide a comprehensive overview of the current landscape of entrepreneurship and patent opportunities for migrants in Lithuania. It aims to define the requisite skills and knowledge that migrants need to establish businesses and potentially patent their innovative projects and products. Through rigorous analysis of available data and successful initiatives, this report endeavors to identify and evaluate best practices that will subsequently be integrated into the implementation of the PatENT project.

The structure of this report commences with an examination of key stakeholders in entrepreneurship, followed by an exploration of the training and skill requirements for migrants seeking to embark on entrepreneurial ventures in Lithuania. Subsequently, the report delves into existing opportunities and successful initiatives, serving as a foundation for the identification of best practices that will inform the development of learning hubs, online courses, and training programs offered by the PatENT project. Ultimately, this research report will conclude with recommendations and an assessment of opportunities and challenges awaiting the PatENT project on its path towards empowering young migrants through entrepreneurship and patenting in Lithuania.

## 2. Literature Review

The literature review for this report included the following phases:

1. To commence our exploration, we conducted a comprehensive analysis of available data pertaining to the Lithuanian entrepreneurial landscape, migration trends, migrant entrepreneurship, and the involvement of migrants in patenting endeavors. This analysis

entailed the meticulous examination and synthesis of both primary and secondary sources, including scholarly articles and research reports. The findings of this research are synthesized in the subsequent section of this report.

2. A comprehensive examination of primary and secondary literature, with a particular emphasis on institutional websites and existing initiatives, was conducted to assess the prevailing landscape of entrepreneurial and patent opportunities for migrants in Lithuania. The aim was to discern their current impact and evaluate their potential applicability within the framework of the PatENT project.

### 3. Stakeholders in Entrepreneurship in Lithuania

What are the Stakeholders in Lithuania's entrepreneurial/ innovation ecosystem?

#### **Internal Stakeholders:**

Entrepreneur  
Investors (Financial Institutions)  
Accelerators  
Incubators  
Universities and other HEI  
Employees  
Suppliers/Service Providers

#### **External Stakeholders:**

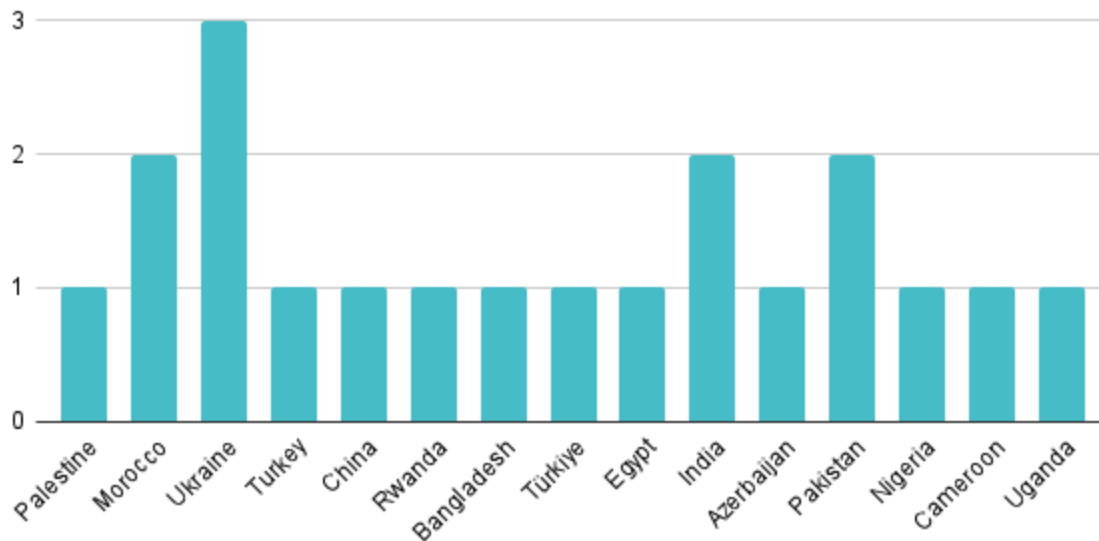
Community  
Consumers/Customers  
Competitors  
Government  
Municipalities  
Sectoral organizations  
NGOs/Associations etc.  
Trade Union  
Media  
(Environmental Groups)

<https://www.researchgate.net.pdf>

### 4. Primary data collection – Survey

Question 1: Country of origin

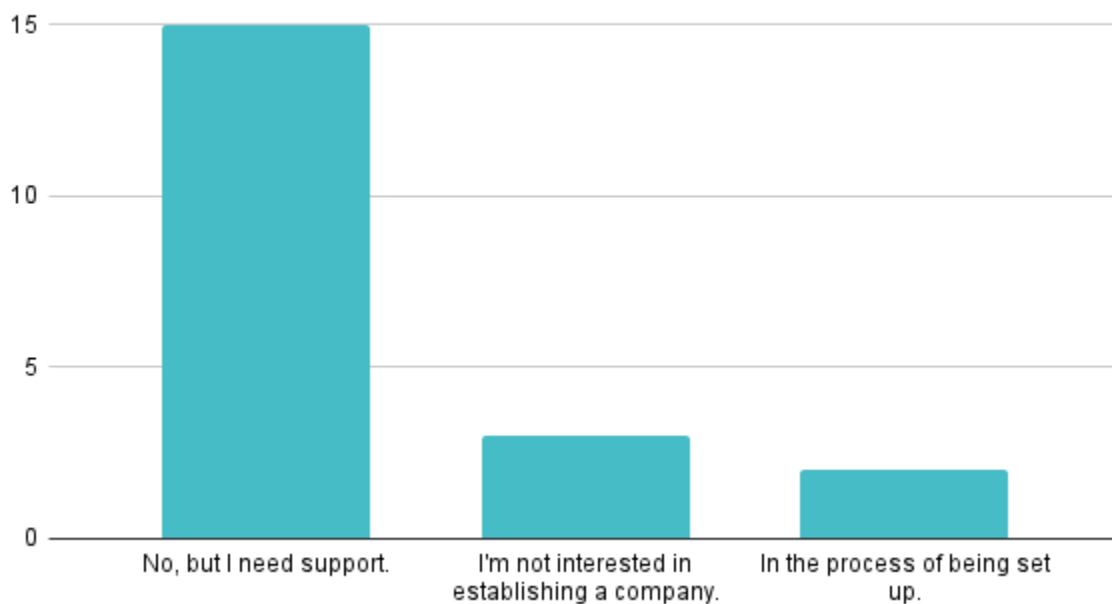
### Country of origin:



Stulpelio „Country of origin:“ verčių skaičius

Question 2: Have you already set up a company in Lithuania?

### Have you already set up a company in Lithuania?



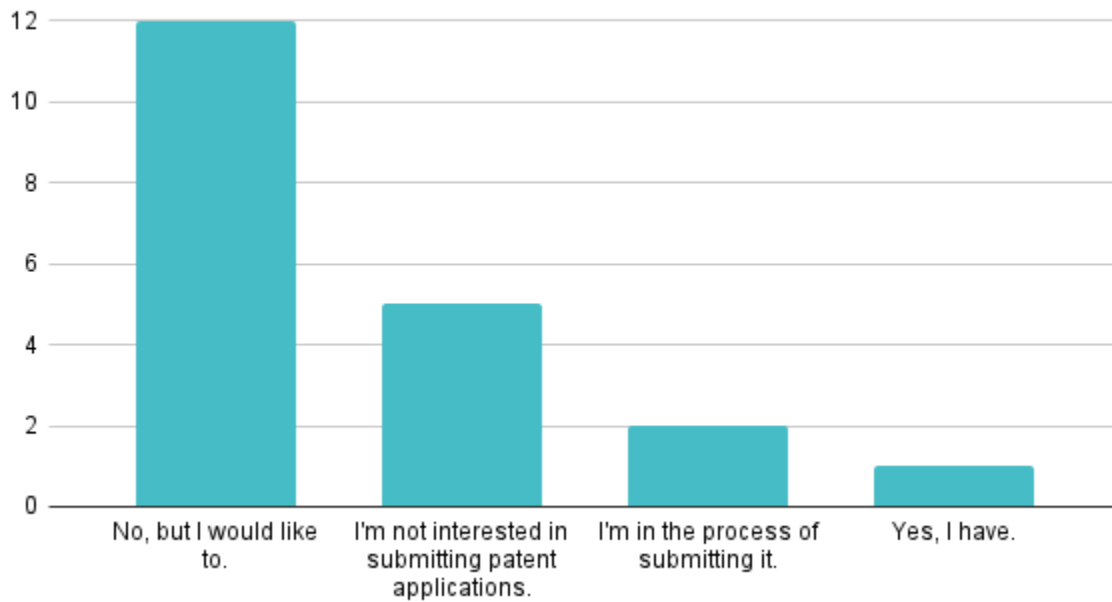
Question 3: In your experience, what do you consider to be the main barriers to developing an entrepreneurial activity?

Language barriers, Cultural differences, Difficulty in obtaining information on how to set up a business, Difficulties in obtaining funding

Lack of knowledge about the necessary steps, Difficulty in obtaining information on how to set up a business, Reduced networking, Difficulties in obtaining funding
Language barriers, Lack of knowledge about the necessary steps, Lack of knowledge of applicable legislation, Lack of knowledge about industrial property, Difficulties in obtaining funding
Bureaucracy, Difficulties in obtaining funding
Lack of knowledge about the necessary steps
Language barriers, Lack of knowledge about the necessary steps, Lack of knowledge of applicable legislation
Lack of knowledge of applicable legislation, Bureaucracy, Difficulties in obtaining funding
Language barriers, Lack of knowledge of applicable legislation, Difficulties in obtaining funding
Language barriers, Difficulty in obtaining information on how to set up a business
Language barriers, Bureaucracy, Difficulties in obtaining funding
Lack of knowledge about the necessary steps, Difficulty in obtaining information on how to set up a business, We are in THE INTERNET era!!!!!! Does Lithuanian government know what it means?
Language barriers, Lack of knowledge about the necessary steps, Difficulty in obtaining information on how to set up a business, Lack of adequate training, Lack of knowledge about industrial property
Language barriers, Lack of knowledge about the necessary steps, Reduced networking
Reduced networking
Language barriers, Difficulty in obtaining information on how to set up a business, Lack of knowledge of applicable legislation, Lack of knowledge about industrial property, Reduced networking
Lack of knowledge of applicable legislation, Bureaucracy, Difficulties in obtaining funding, like mostly entrepreneurs would be reluctant about seeking outside help from venture capitalists or the likes in fear of losing autonomy of their company
Language barriers, Difficulty in obtaining information on how to set up a business, Lack of adequate training, Lack of knowledge of applicable legislation, Lack of knowledge about industrial property
Language barriers, Cultural differences, Difficulties in obtaining funding
Language barriers, Difficulties in obtaining funding
Lack of knowledge of applicable legislation, Reduced networking, Difficulties in obtaining funding

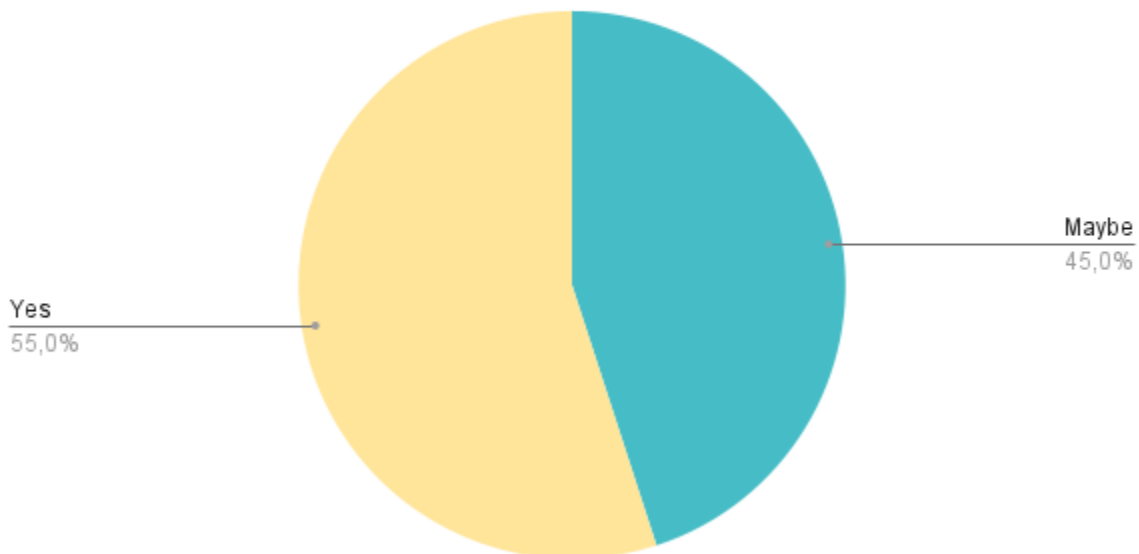
Question 4: Have you submitted any patent applications in Lithuania?

### Have you submitted any patent applications in Lithuania?



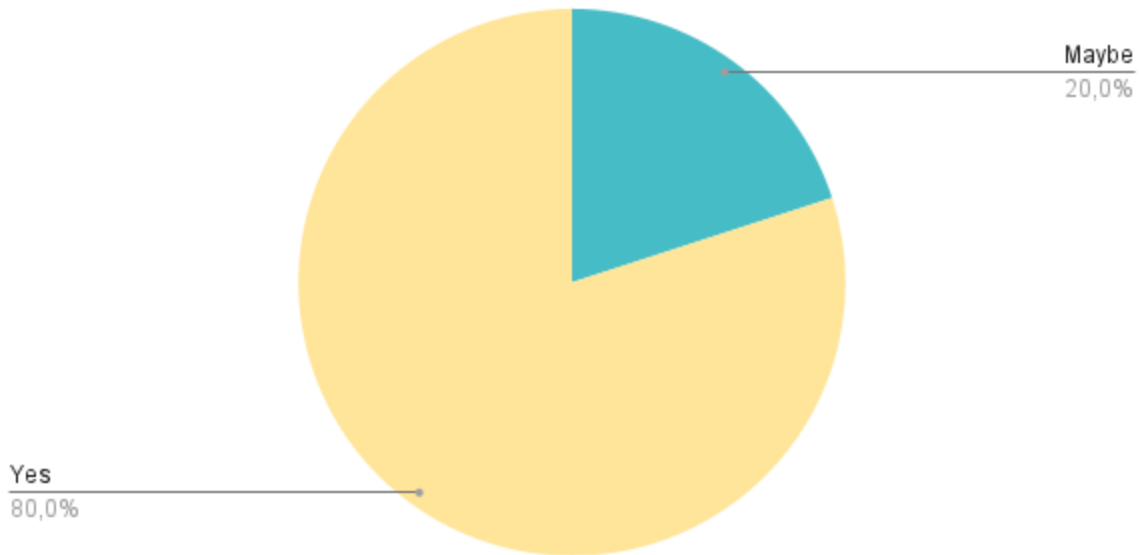
Question 5: Would you like to receive training in Industrial Property, particularly patents?

### Would you like to receive training in Industrial Property, particularly patents?



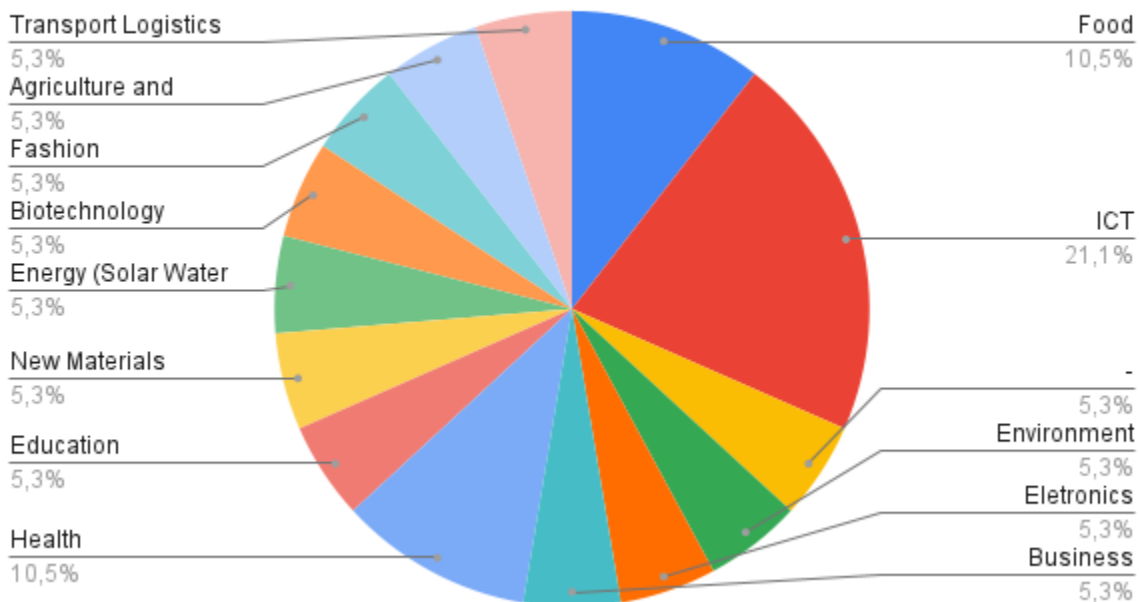
Question 6: Would you like to participate in training on knowledge-intensive entrepreneurship?

Would you like to participate in training on knowledge-intensive entrepreneurship?



Question 7: Area of activity of the business idea or established organisation:

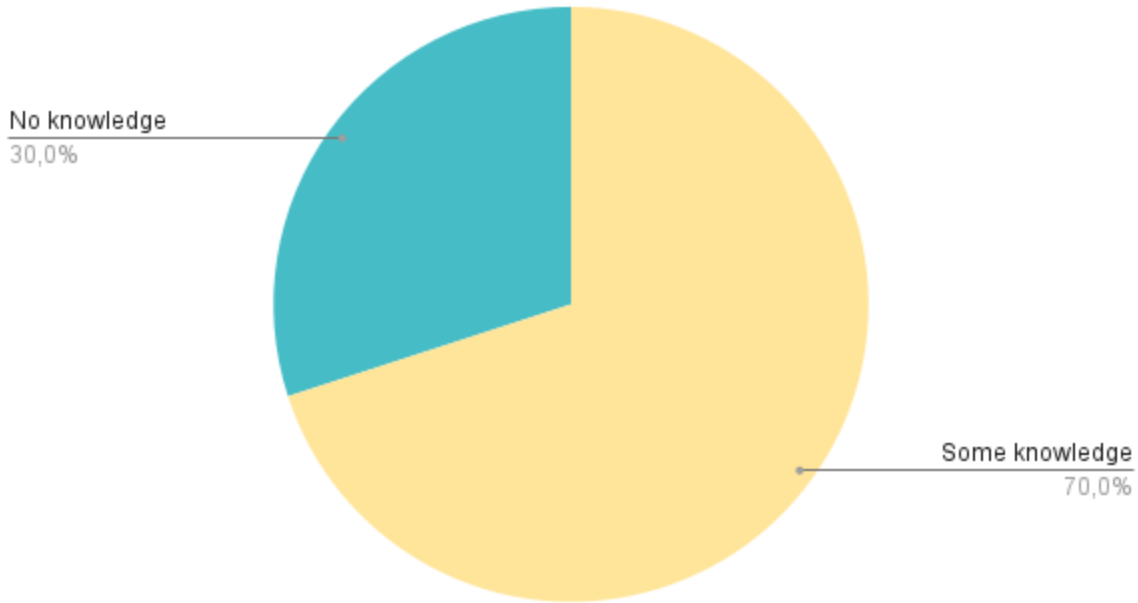
### Area of activity of the business idea or established organisation



Question 8: Please rate your knowledge of the following topics: [Patents]

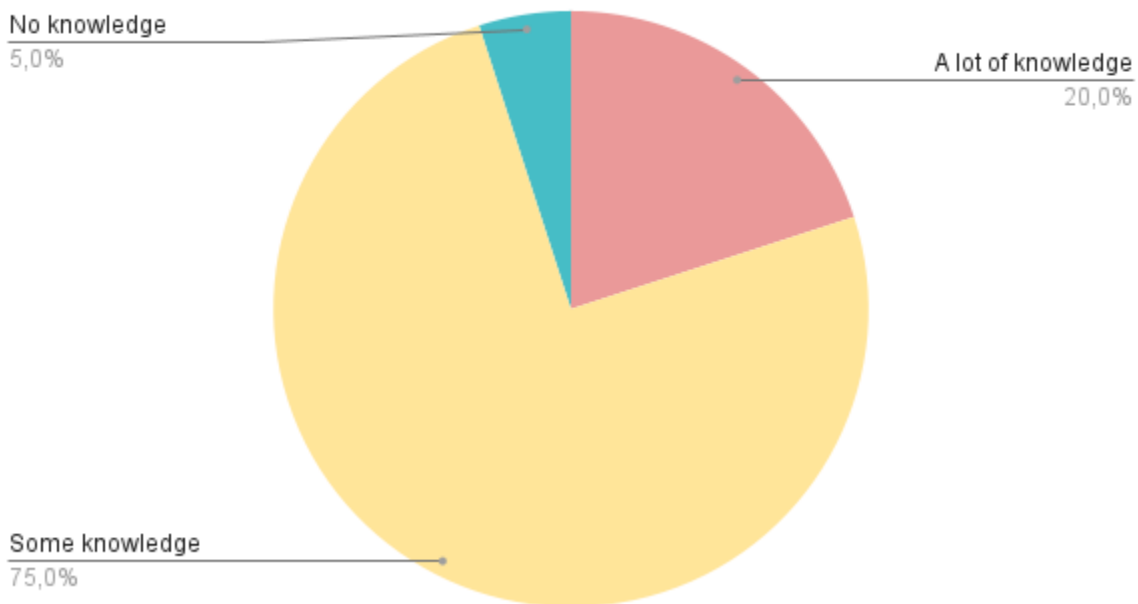


Please rate your knowledge of the following topics: [Patents]



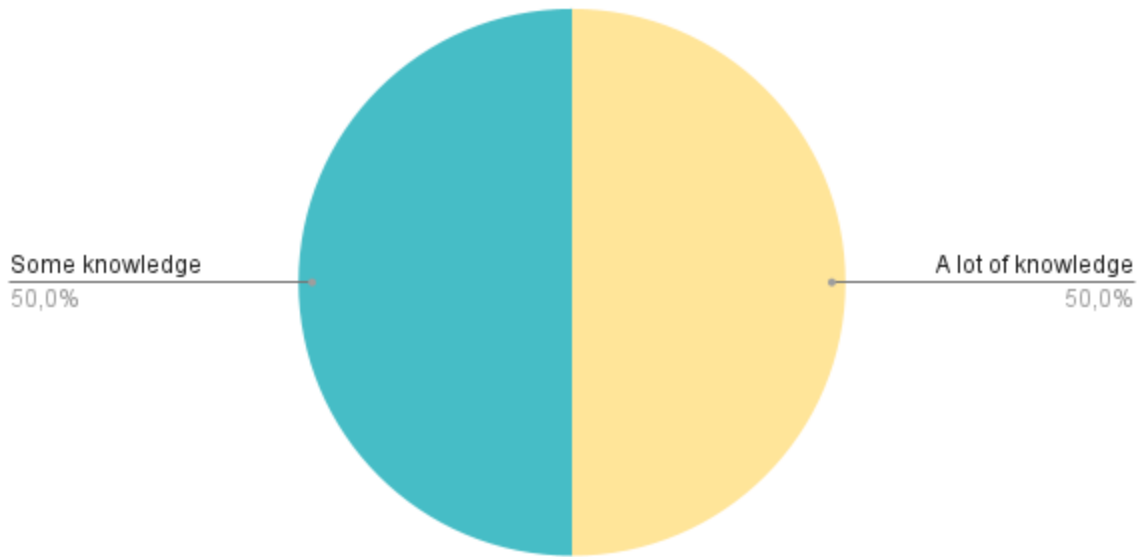
Question 9: Please rate your knowledge of the following topics: [Innovation]

Please rate your knowledge of the following topics: [Innovation]



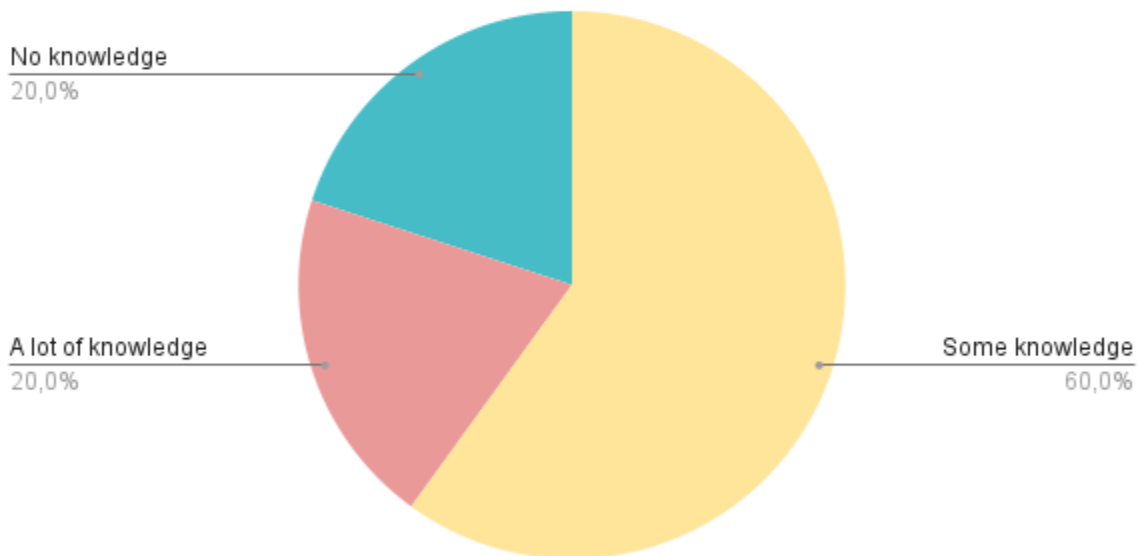
Question 10: Please rate your knowledge of the following topics: [Entrepreneurship]

Please rate your knowledge of the following topics:  
[Entrepreneurship]



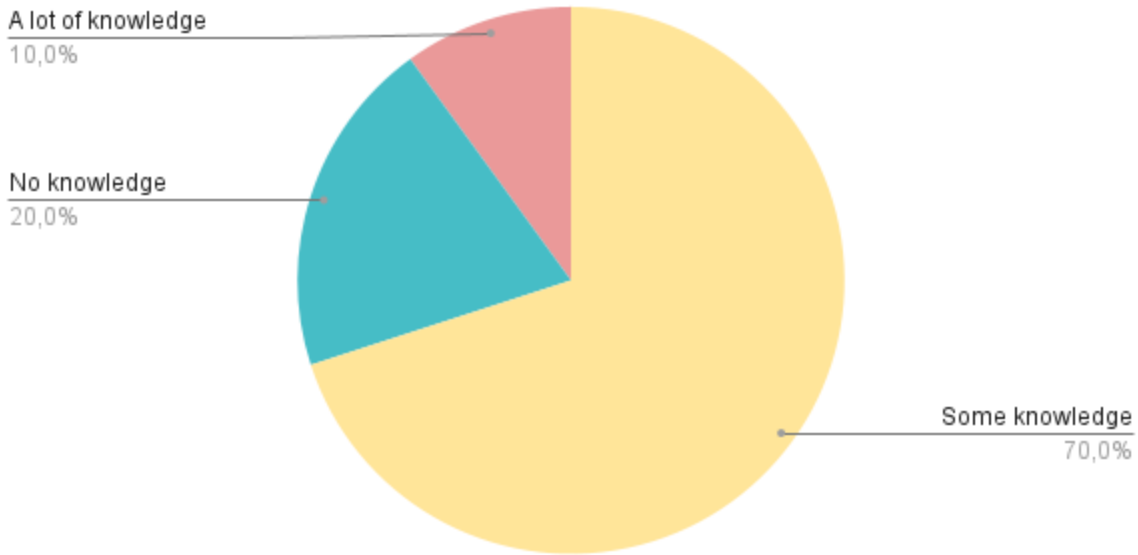
Question 11: Please rate your knowledge of the following topics: [Trademarks]

Please rate your knowledge of the following topics:  
[Trademarks]



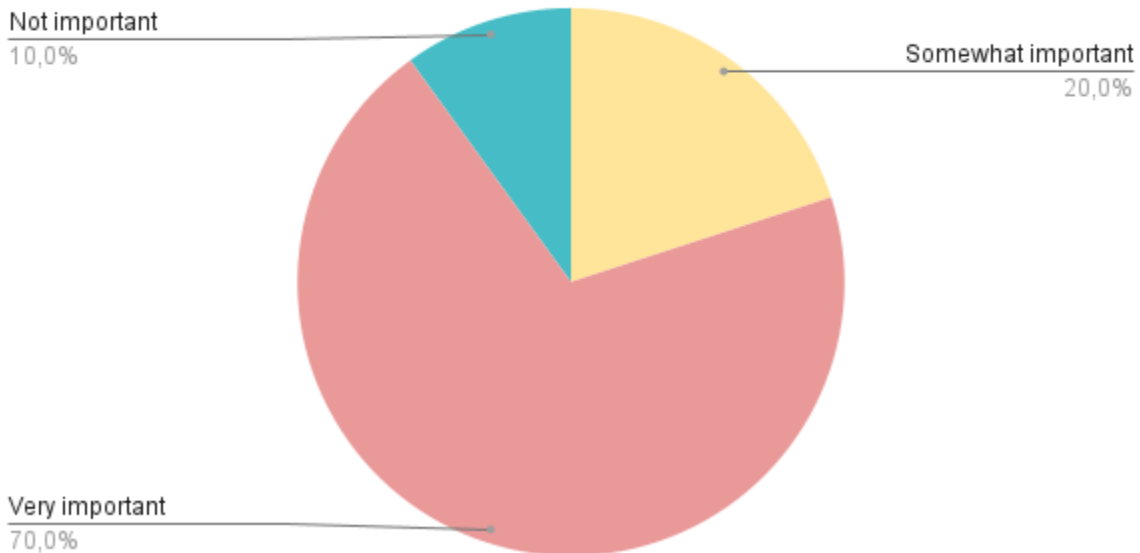
Question 12: Please rate your knowledge of the following topics: [Designs and utility models]

Please rate your knowledge of the following topics: [Designs and utility models]



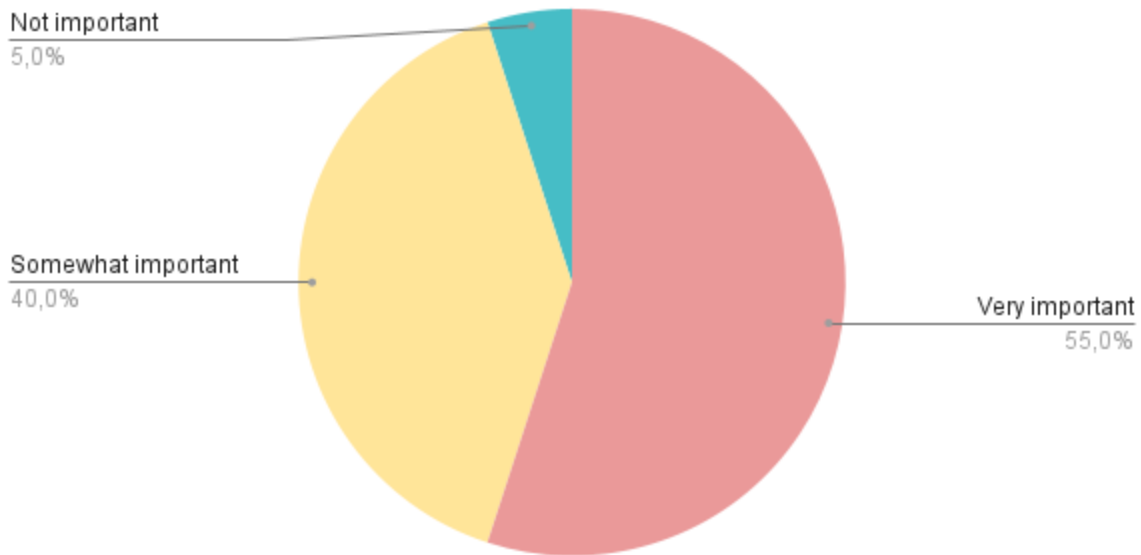
Question 13: As an entrepreneur, what importance do you give to knowledge in the following areas? [Digital practices]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Digital practices]



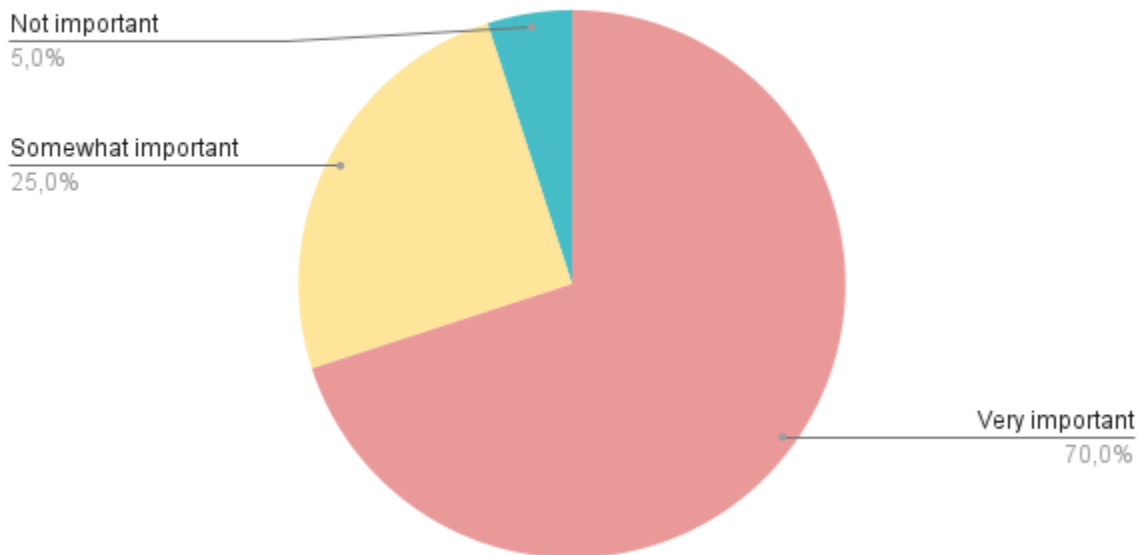
Question 14: As an entrepreneur, what importance do you give to knowledge in the following areas? [Business competition]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Business competition]



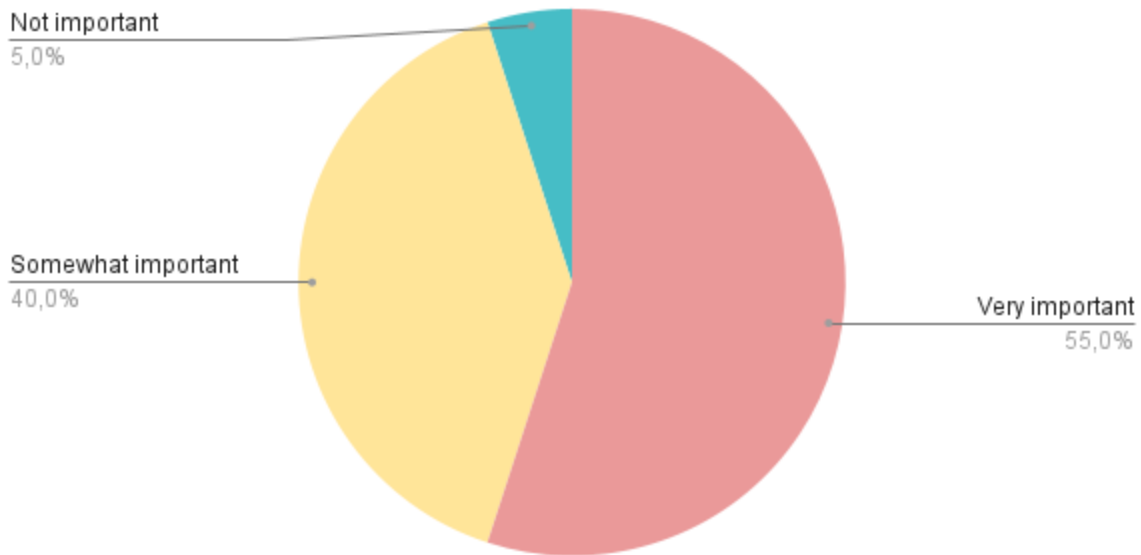
Question 15: As an entrepreneur, what importance do you give to knowledge in the following areas? [Product/service creation]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Product/service creation]



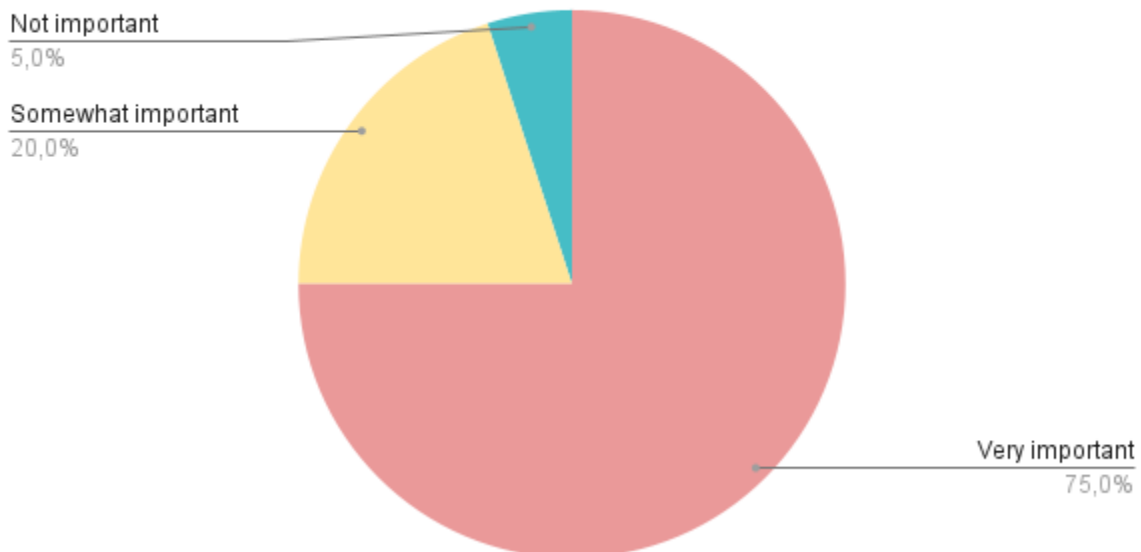
Question 16: As an entrepreneur, what importance do you give to knowledge in the following areas? [Customer relationship]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Customer relationship]



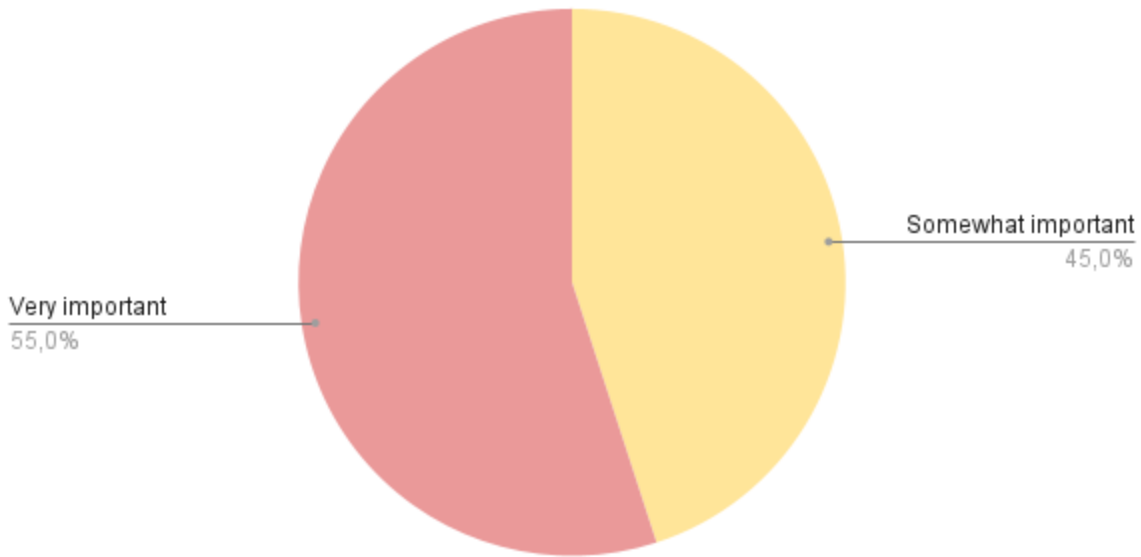
Question 17: As an entrepreneur, what importance do you give to knowledge in the following areas? [Market analysis]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Market analysis]



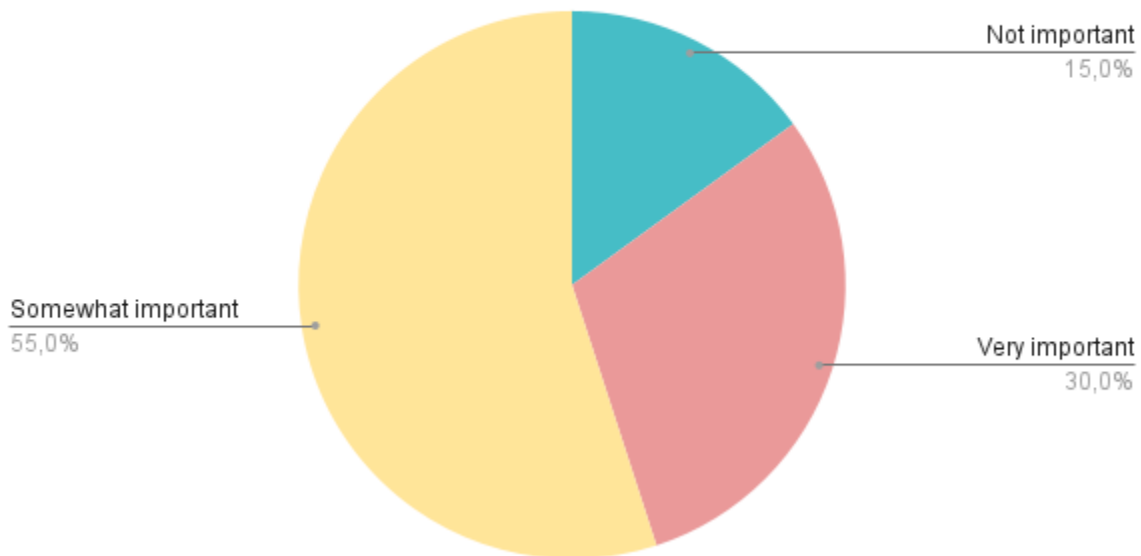
Question 18: As an entrepreneur, what importance do you give to knowledge in the following areas? [Investment and costs]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Investment and costs]



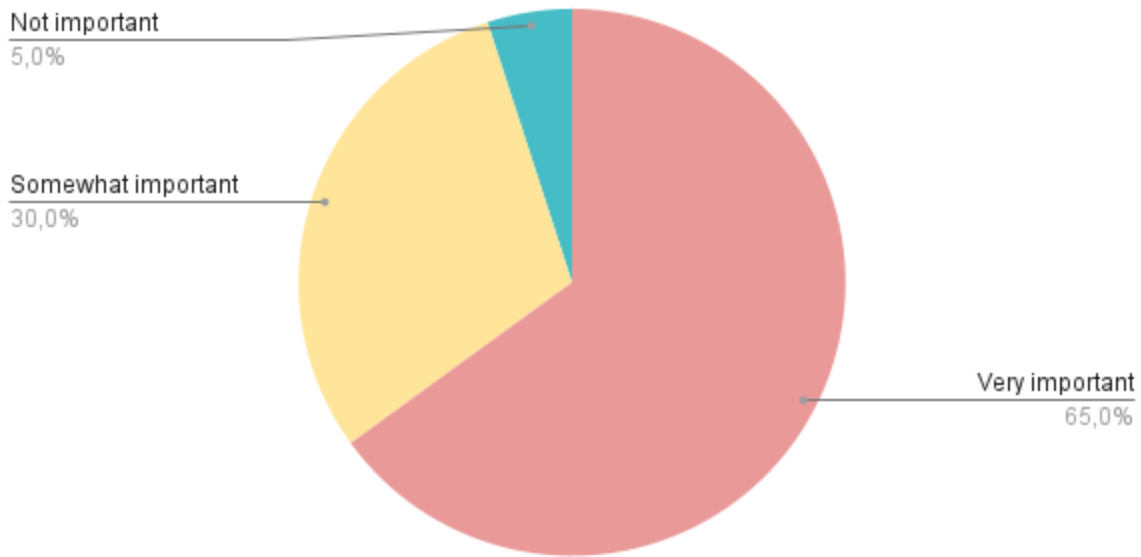
Question 19: As an entrepreneur, what importance do you give to knowledge in the following areas? [Programing]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Programing]



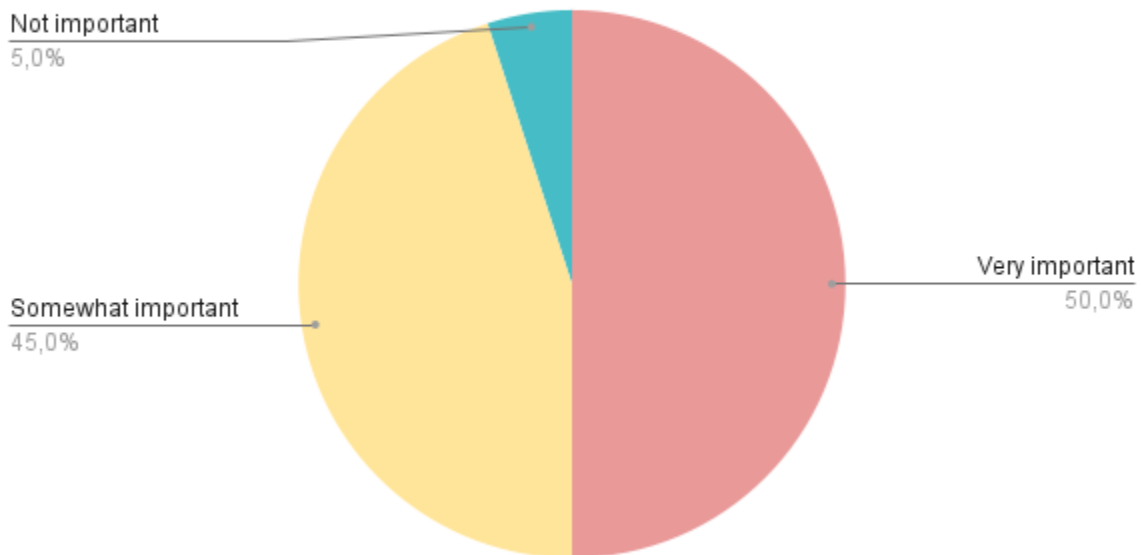
Question 20: As an entrepreneur, what importance do you give to knowledge in the following areas? [Online Marketing]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Online Marketing]



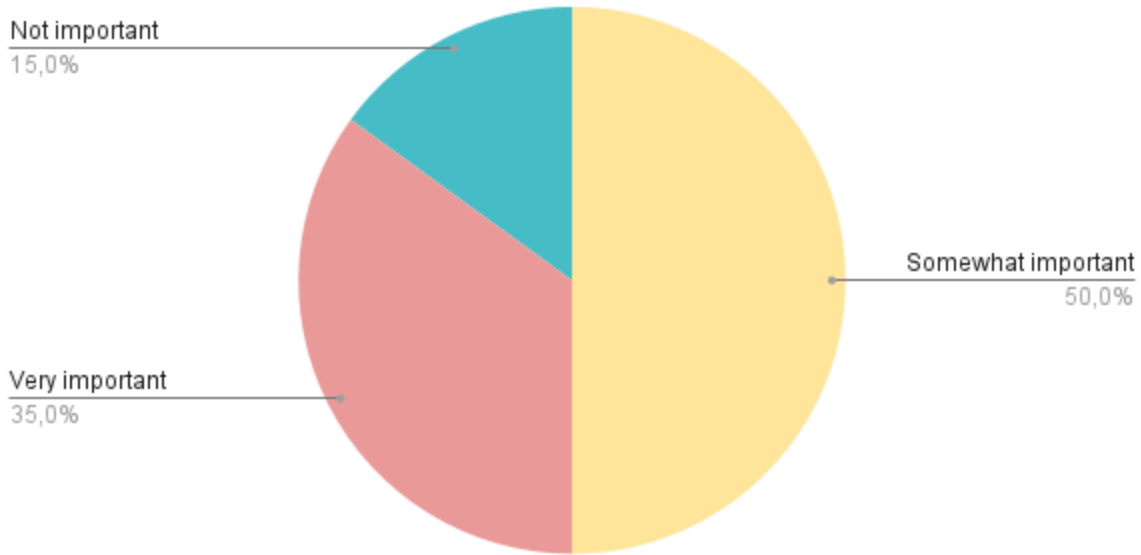
Question 21: As an entrepreneur, what importance do you give to knowledge in the following areas? [Inclusive leadership]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Inclusive leadership]



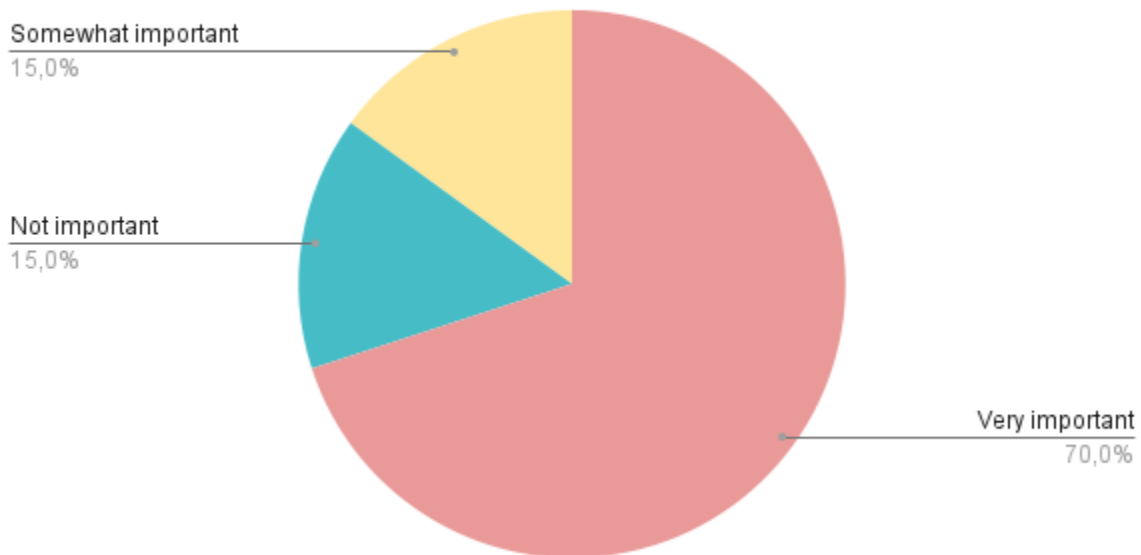
Question 22: As an entrepreneur, what importance do you give to knowledge in the following areas? [Digital Disruption]

As an entrepreneur, what importance do you give to knowledge in the following areas? [Digital Disruption]



Question 23: As an entrepreneur, what importance do you give to knowledge in the following areas? [Entrepreneurial spirit]

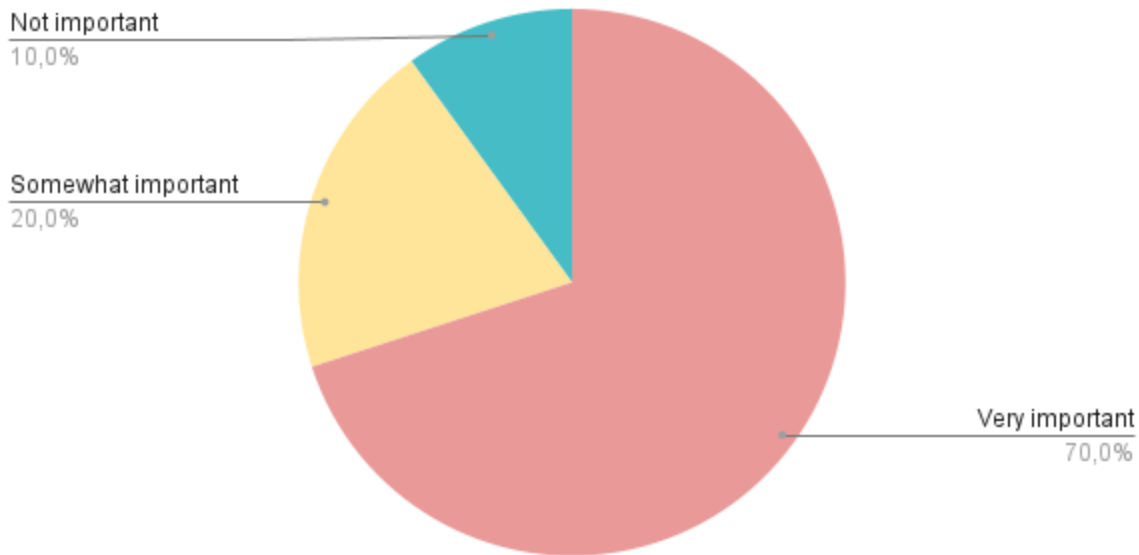
As an entrepreneur, what importance do you give to knowledge in the following areas? [Entrepreneurial spirit]



Question 24: As an entrepreneur, what importance do you give to knowledge in the following areas? [Innovation]



As an entrepreneur, what importance do you give to knowledge in the following areas? [Innovation ]



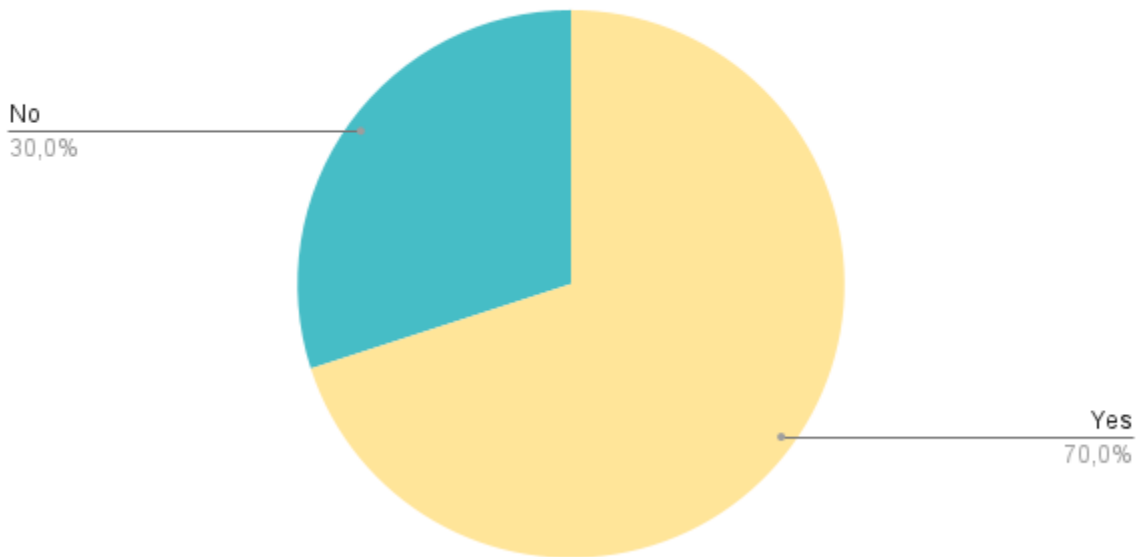
**Question 25:** In your opinion, what are the most important characteristics/areas for the success of a knowledge-intensive company?

Marketing, Sales, Social media, Financial management, Project management, Team management, Innovation
Internal communication, Marketing, Sales, E-commerce, Creativity, Financial management, Project management, Team management, Time management, Technological monitoring, Innovation
Marketing, Sales, Social media, Creativity, Financial management, Team management, Time management, Innovation
Marketing, Sales, Creativity, New tools/management models, Team management, Time management, Innovation, Talent spotting
Industrial Property Management - Patents, E-commerce, Creativity, Project management, Team management, Time management, Technological monitoring
Industrial Property Management - Patents, Marketing, Sales, Social media, Creativity, Financial management, Project management, Team management, Time management, Innovation, Openness to internal co-creation, Talent spotting
Marketing, Sales, E-commerce, New tools/management models, Financial management, Project management, Team management, Time management, Technological monitoring
Marketing, E-commerce, Creativity, Multiculturalism, Innovation, Talent spotting

Industrial Property Management - Patents, Sales, E-commerce, Financial management, Project management, Team management, Technological monitoring, Innovation
Industrial Property Management - Patents, Marketing, Sales, Creativity, Financial management, Technological monitoring, Innovation, Talent spotting
New tools/management models, Financial management, Project management, Team management, Time management
Marketing, Sales, Social media, Creativity, Project management, Openness to internal co-creation, Talent spotting
Internal communication, Marketing, Sales, E-commerce, Social media, Financial management, Project management, Team management, Technological monitoring
Industrial Property Management - Patents, Sales, E-commerce, Social media, Team management
Internal communication, Marketing, Sales, Social media, Financial management, Time management, Technological monitoring
Internal communication, Marketing, Sales, E-commerce, New tools/management models, Financial management, Project management, Team management, Time management, Innovation, Openness to internal co-creation, Intangibility, Networking, Emotional Intelligence, Data analysis, etc
Marketing, Sales, E-commerce, Social media, Creativity, Financial management, Project management, Innovation, Talent spotting
Industrial Property Management - Patents, Internal communication, Marketing, E-commerce, Social media, Creativity, Multiculturalism, New tools/management models, Team management, Time management, Technological monitoring, Innovation, Openness to internal co-creation, Talent spotting
Internal communication, Marketing, Sales, E-commerce, Social media, Creativity, New tools/management models, Financial management, Project management, Team management, Time management, Technological monitoring, Innovation, Openness to internal co-creation, Talent spotting
Internal communication, Marketing, Sales, E-commerce, Creativity, Multiculturalism, New tools/management models, Innovation, Openness to internal co-creation

**Question 26:** In the last year, have you dedicated any of your time to learning about topics such as patents, innovation and entrepreneurship?

In the last year, have you dedicated any of your time to learning about topics such as patents, innovation and entrepreneurship?



**Question 27:** If yes, what kind of initiatives did you take part in?

By exchanging knowledge with other people in my organisation, Learning by doing, Starting my MBA
Training courses (online), Online searches, YouTube
Learning by doing, YouTube, university
Conferences and workshops, By exchanging knowledge with other people in my organisation, Advice from external experts, Learning by doing, Online searches
Training courses (face-to-face), Conferences and workshops, Webinars, Blogs and newsletters, By exchanging knowledge with other people in my organisation
Conferences and workshops, Webinars, By exchanging knowledge with other people in my organisation, Advice from external experts, Online searches
Training courses (face-to-face), Training courses (online), Online searches
Training courses (online), Webinars
Blogs and newsletters, YouTube
Training courses (face-to-face), Conferences and workshops, YouTube

Training courses (face-to-face), Webinars, Learning by doing, Online searches, YouTube
Training courses (face-to-face), Training courses (online), Conferences and workshops, YouTube, E-commerce business (Amazon FBA)
Conferences and workshops, Blogs and newsletters, Advice from external experts, Online searches, YouTube
Training courses (face-to-face), Learning by doing
Conferences and workshops, By exchanging knowledge with other people in my organisation, Advice from external experts, Learning by doing, Online searches
Training courses (online), Conferences and workshops, By exchanging knowledge with other people in my organisation, Learning by doing, Online searches

**Question 28:** Any other comments you may have:

I ended up registering a limited liability company in Estonia instead because accounting has to be done once a year. As far as I can remember that's monthly for UAB type companies. I don't even know how would I sign documents for company formation etc since Mobile-ID doesn't work for foreigners.
I would be glad to join the Conference organized by your body.
We are in technology era. Everything can be muvh more easier! No bureaucracy in all steps!

#### 4.1. Opportunities and obstacles of entrepreneurship for migrants

According to the survey data, the main obstacles are language barriers, limited knowledge of national laws and processes for filling out patent applications and limited knowledge of start-up development and growth.

#### 4.2. Training needs on patent application and entrepreneurship skills for migrants

Almost all participants agreed that they would be interested in special training courses on patenting inventions, ideas and the majority also agreed that the training and practical workshops on entrepreneurship, ideation and business growth would be very welcome and needed for the respondents.

### 4.3. Development of patent application and entrepreneurship. What is an innovation based on patents? Skills and competencies

Majority of respondents confirmed that patents are important if you would like to be more competitive, patents can guarantee a business advantage and increase the startup's competitiveness. Innovation and technologies are the backbones of the world, therefore knowledge of patenting, innovation and technology application are the key elements for the promotion of entrepreneurial discovery and identification of new business opportunities.

## 5. Research on existing Practices for Migrant Patenting Support

A core objective of this research effort is to identify, evaluate and assess existing practices that have been used to support migrants in developing and patenting of their innovative concepts in Lithuania. Through this evaluation, we aim to identify the most effective and supportive practices and make any necessary improvements before incorporating them into the PatENT project.

To accomplish this goal, our research initiative began by examining the landscape for established best practices dedicated to supporting migrant entrepreneurs in the patenting process in Lithuania. A notable scarcity of documented good practices directly related to supporting migrants in the patenting process was encountered. This gap underscores the importance of this research report in addressing gaps within the theoretical and methodological framework, and highlights the need for further research in this area. In light of this information gap, our research has broadened its scope to encompass not only patenting, but also migrant entrepreneurship more broadly.

In the following sections, we present an assessment of four initiatives that have been previously implemented in Lithuania. We evaluate whether the methodologies and structural elements used in these initiatives hold promise for integration into the PatENT project. Particular emphasis is placed on identifying the obstacles and challenges encountered during the implementation of these initiatives, with the aim of determining necessary improvements.

Given that entrepreneurship and the development of new ideas are essential prerequisites for patenting efforts, the methodologies observed in these evaluated practices offer insights into the development of elements that can facilitate the patenting process for our target group and provide them with robust support.

### 5.1. Existing Entrepreneurship Support Initiatives for Migrants in Lithuania

#### Initiative 1:

Identification of the initiative/programme	<a href="#">Talent Together</a>
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Promoter(s)	Refugee council of Lithuania. UNHCR is the donor of the project.		
Website	<a href="https://www.refugeeslt.com/general-7">https://www.refugeeslt.com/general-7</a> <a href="https://globalcompactrefugees.org/good-practices/talent-together-entrepreneurship">https://globalcompactrefugees.org/good-practices/talent-together-entrepreneurship</a> <a href="https://www.norden.org/en/information/about-nordic-council-or-ministers-office-lithuania">https://www.norden.org/en/information/about-nordic-council-or-ministers-office-lithuania</a>		
Country	Lithuania		
Active	YES (till end of February 2024)	Resources are not available	
Language (s)	-	-	-
Type of training	Blended training/learning		
Group(s) addressed	Refugees (dominant nationalities: Ukraine, Syria, Afghanistan, Tajikistan, Turkey, Russia)		
Starting point	<p>Rising refugee numbers in Lithuania in general, but especially since the beginning of Russia's war of aggression against Ukraine.</p> <p>Ethical reason: because real integration is when people are called by their names and recognized by their talents and not for their migration status. Everybody can achieve full potential given the right opportunities.</p> <p>Also, according to National Integration Evaluation Mechanism (NIEM) national report, 2022:</p> <ul style="list-style-type: none"> <li>- Limited assistance is offered for refugees who want to create their own business</li> <li>- There is also a lack of initiatives encouraging participants in employment-related training</li> <li>- 80.8% of refugee survey respondents indicated that they worked in jobs with lower qualifications than their professional qualification in Lithuania</li> </ul>		
Objectives	<ul style="list-style-type: none"> <li>- Building an inclusive network of companies, training providers, startup accelerators and mentors to uncover and grow the foreign talent</li> <li>- Make integration process more sustainable and beneficial for both refugees and the local market</li> <li>- Support refugees to develop skills and knowledge</li> <li>- Enable refugees to open or strengthen their current/own business</li> </ul>		

Description	<p>Providing qualification trainings and support through 3 types of integration programs:</p> <ul style="list-style-type: none"> <li>- Entrepreneurship (enable refugees to launch strengthen their own business)</li> <li>- Employment (provide specialised training for refugees and help them integrate into the labour market more easily)</li> <li>- IT-Skills (provide specialised IT Training for refugees to fill the shortage of IT specialists in the market)</li> </ul> <p>The project was supposed to help 8 Refugees, but the Refugee Council of Lithuania was able to build a strong network of mentors and volunteers to contribute to the project and 15 refugees have been connected with their mentors. 30 participants were consulted to develop the entrepreneurship program.</p> <p>Activities:</p> <ul style="list-style-type: none"> <li>- mentorship services</li> <li>- trainings</li> <li>- consultations</li> <li>- experience exchange events.</li> </ul>
Training/learning methodology applied	collaborative, sessions with mentors and exchange events etc.
Competences developed	N/A
Structured - learning/training topics covered	N/A
Results	N/A
Challenges/Recommendations	<p><u>Challenges:</u></p> <ul style="list-style-type: none"> <li>- Outreaching refugee entrepreneurs</li> <li>- Building mentors' network</li> <li>- Lack of budget to cover all project linked expenses</li> </ul> <p><u>Recommendations//How challenges were overcome:</u></p> <ul style="list-style-type: none"> <li>- find leaders from different refugee communities to help accessing refugees</li> <li>- coordinated with many different companies and organizations working in the same field → helped to have many business mentors for refugees and allowed to connect with other projects. We also relied on volunteers.</li> </ul>

## Initiative 2:

Identification of the initiative/programme	Futurepreneurs		
Promoter(s)	Lead organization: Sunrise Tech Park, cofunded by the Erasmus+ program of the European Union		
Website	Initiative link: <a href="https://futurepreneurs.eu/">https://futurepreneurs.eu/</a> Lead organization: <a href="https://ssmtp.lt/en/">https://ssmtp.lt/en/</a>		
Country	Lithuania (now also in other countries)		
Active	NO, but possible next event	YES	
Language (s)	English	Website with workbook and YouTube Channel with workshops and recorded live streams	Workbook: <a href="https://futurepreneurs.eu/wp-content/uploads/2020/01/Futurepreneurs-workbook-2020_compressed-2.pdf">https://futurepreneurs.eu/wp-content/uploads/2020/01/Futurepreneurs-workbook-2020_compressed-2.pdf</a> YouTube Channel: <a href="https://www.youtube.com/@Futurepreneurs">https://www.youtube.com/@Futurepreneurs</a>
Type of training	Face-to-face workshops		
Group(s) addressed	Everybody interested in entrepreneurship, needs to be based in Lithuania		
Starting point	Futurepreneurs is a concentrated sustainability pre-acceleration program for people willing to become entrepreneurs. In order to create and develop (future) start-ups, participants have to focus on Sustainable Development Goals and find an innovative solution to worldwide problems. Participants will not only be trained to become an entrepreneur, but also to build an impact driven business that is good for the environment, society and economy. Futurepreneurs pre-acceleration program was launched in 2017 and became the first sustainability pre-acceleration program in Lithuania.		
Objectives	Participants will develop an idea that will help to achieve the sustainable development goals of the United Nations and make a positive impact on the environment, society, and/or economy. The goal is to provide participants with mentorship and education and help them develop relevant skills while working on a business idea.		
Description	Program was organized in 2017-2021 and 2023 and took 2 months. It Starts with the launch day, on which groups are built and participants start working on their ideas. During the program there are several workshops and meetings with mentors who support entrepreneurs with their expertise. At the end of the program participants have the opportunity to present their ideas in front of a jury and investors and		



	<p>win the competition at the end. (Last years price was to come to Lithuania for 5 days and attend LOGIN203, Amazon gift voucher worth of 900 Eur for the team, MIT Technology Review digital subscription for the whole team for a year) There are no information on how many people participated in the program.</p> <p>The following was the timeline for the program in 2023:</p> <p>2023.01.16 Registration started  2023.02.13 Registration ended  2023.02.15 Launch Day  2023.02.22. Workshop I - Problem Solving  2023.03.01 Workshop II – Minimum Viable Product  2023.03.08 Workshop III – Customer Value Proposition  2023.03.15 Workshop IV – Business Financials  2023.03.22 Workshop V – Pitch Essentials  2023.03.29 Demo Day</p>
Training/learning methodology applied	Collaborative (teamwork and help of mentors)
Competences developed	See workshop topics
Structured - learning/training topics covered	See description
Results	There are no exact numbers of participants, but in last years program there were 7 teams, each team should include between 4-6 participants, which means around 28-42. The entrepreneurship ideas that are developed during this program are ready to actually be implemented, as participants have to present their idea in front of the jury, but it is not obligatory to establish a company at the end.
Challenges	N/A

### Initiative 3:

Identification of the initiative/programme	Start-up Lithuania		
Promoter(s)	Innovation Agency Lithuania		
Website	Start-up Lithuania: <a href="https://www.startuplithuania.com/">https://www.startuplithuania.com/</a> Innovation Agency Lithuania: <a href="https://inovacijuaagentura.lt/">https://inovacijuaagentura.lt/</a>		
Country	Lithuania		
Active	YES	Yes	
Language (s)	English	Open/free online course (registrat	Access to online course: <a href="https://startupguide.startuplithuania.com/courses/startup-abc/">https://startupguide.startuplithuania.com/courses/startup-abc/</a>

		ion necessar y)	
Type of training	Self paced online learning		
Group(s) addressed	Everybody who wants to start a business in Lithuania		
Starting point	Startup Lithuania is powered by Innovation Agency Lithuania, which is the official public agency responsible for the development of the Lithuanian innovation ecosystem and the promotion of innovation at all stages of business development. This program was developed to support innovation and entrepreneurs who want to start a business and create a dynamic start-up ecosystem in Lithuania.		
Objectives	<ul style="list-style-type: none"> <li>- <u>Promoting Entrepreneurship</u>: The initiative aims to encourage entrepreneurship and innovation within Lithuania by providing resources, mentorship, and networking opportunities to aspiring entrepreneurs and start-up founders at various stages of development.</li> <li>- <u>Attracting Foreign Talent and Investment</u>: Start-Up Lithuania seeks to attract foreign entrepreneurs, investors, and talent to the Lithuanian start-up ecosystem. (see start-up Visa Lithuania)</li> <li>- <u>Fostering Collaboration</u>: Start-Up Lithuania facilitates collaboration between start-ups, established businesses, academia, and government institutions.</li> <li>- <u>Providing Access to Resources</u>: The initiative offers start-ups access to a wide range of resources, including co-working spaces, incubators, accelerators, and funding opportunities.</li> <li>- <u>Organizing Events and Programs</u>: Start-Up Lithuania organizes various events, conferences, hackathons, and training programs to foster knowledge sharing, networking, and skill development among the entrepreneurial community.</li> <li>- <u>Internationalization</u>: The initiative supports Lithuanian start-ups in expanding their businesses internationally by providing guidance, connections, and market insights.</li> </ul>		
Description	<p>52 weeks 132 online lessons (videos), 7 quizzes, many exercises and assignments, 1192 students already took this online course</p> <p>Intro Self assessment quiz Section 1: Planning Your Business Idea Section 2: Testing Your Business Idea Section 3: Funding Your Business</p>		

	<p>Section 4: Go To Market  Section 5: When Things Go Wrong  Recommended reading  Sales Kit by Hubspot  Startup toolbox  Final Quiz → certificate</p> <p>For sub-topics of each section, see below “Structured - learning/training topics covered”</p>
Training/learning methodology applied	Self paced online courses
Competences developed	See sub-topics of each section
Structured - learning/training topics covered	<p><u>Intro to this pre-acceleration course: Startup Guide</u>  <u>Self assessment quiz</u></p> <p><u>Section 1: Planning Your Business Idea</u>  How to brainstorm, discover and plan entrepreneurship idea and bring it to life.</p> <p>1.1. The Essence: problem solving and value proposition  Exercise 1.1.1 - Identify Problems, Jobs, and Gains  Exercise 1.1.2 - Prioritize and Bundle the Solution  Exercise 1.1.3 - Define Value Proposition  1.2. Alternative solutions &amp; competitive analysis  Exercise 1.2.1 - Google the Solution  Exercise 1.2.2 - Talk to People  Exercise 1.2.3 - Compare Offerings  Exercise 1.2.4 - Find Blue Ocean  Assignment/deliverable #1 - Value Proposition 7 days  1.3. Segmentation and potential market size  Exercise 1.3.1 - Define Market Type  Exercise 1.3.2 - Divide Market into Segments  Exercise 1.3.3 - Create Scheme and Persona  Exercise 1.3.4 - Choose Target Segments  1.4. Monetization Options and Financial Estimations  Exercise 1.4.1 - Choose Revenue Model  Exercise 1.4.2 - Calculate Your Costs  Exercise 1.4.3 - Know Your Cash Burn Rate  Exercise 1.4.4 - Evaluate Need for Investment  1.5. Business model  Exercise 1.5.1 - Answer Key Questions  Exercise 1.5.2 - Draft the Canvas  Exercise 1.5.3 - Review and Clarify  Assignment/deliverable #2 - LEAN Canvas 7 days  1.6. Market and business environment analysis  Exercise 1.6.1 - Plan the Research  Exercise 1.6.2 - Estimate Market Size and Growth  Exercise 1.6.3 - Evaluate Your Business Environment</p>

Exercise 1.6.4 - Update Value Proposition  
Assignment/deliverable #3 - Market Size and Business Environment  
7 days  
Self assessment quiz #1 - Business Model

### Section 2: Testing Your Business Idea

How to approach, validate and test the idea with potential users, customers, partners.

#### 2.1. Get ready for hypotheses verification

Exercise 2.1.1 - List all the Assumptions

Exercise 2.1.2 - Complete Experiment Cards

Assignment/deliverable #4 - Experiment Cards 7 days

Exercise 2.1.3 - Find Potential Customers

Exercise 2.1.4 - Choose the Type of Engagement

#### 2.2. Creating minimal viable products: purposes and types

Exercise 2.2.1 - Select the Type of MVP

Exercise 2.2.2 - Create Your MVP and Run Experiments

Exercise 2.2.3 - Make Decision: Pivot or Proceed

#### 2.3. Validating problem-solution-market fit

Exercise 2.3.1 - Validate the Problem

Exercise 2.3.2 - Validate the Solution

Exercise 2.3.3 - Validate the Price

Exercise 2.3.4 - Validate the Target Segment

Exercise 2.3.5 - Update Your Business Model

#### 2.4. Testing communication and distribution channels

Exercise 2.4.1 - Decide on Distribution Strategy

Exercise 2.4.2 - Make a Draft of Your Sales Funnel

Exercise 2.4.3 - List Possible Channels

Exercise 2.4.4 - Test Channels in Small Batches

Exercise 2.4.5 - Update Your Business Model

Self assessment quiz #2 - Experiments and Validation

### Section 3: Funding Your Business

How to attract initial and further investments to help the startup grow and prosper.

#### 3.1. Startups challenges and the fundraising process

Exercise 3.1.1 - Get Ready for the Process

Exercise 3.1.2 - Turn on Fundraising Mindset

Exercise 3.1.3 - Identify Key Milestones

Exercise 3.1.4 - Estimate Your Financial Needs

#### 3.2. Choosing the best funding source

Exercise 3.2.1 - Personal Savings, Loan, and Other Sources

Exercise 3.2.2 - Business Income in Advance

Exercise 3.2.3 - Crowd Funding Platform

Exercise 3.2.4 - Angel Investors and Seed Firms

Exercise 3.2.5 - Accelerators and Incubators

Exercise 3.2.6 - Venture Capital Funds

Assignment/deliverable #5 - Milestones 7 days

3.3. Creating a pitch deck and other fundraising material

Exercise 3.3.1 - Elevator Pitch and One-pager  
Exercise 3.3.3 - Investor Presentation and Pitch  
Exercise 3.3.4 - Detailed Pitch Deck  
Exercise 3.3.5 - Online Profiles and Media  
Exercise 3.3.6 - Financials and cap table  
Exercise 3.1.5 - Maximize Your Startup Valuation  
Assignment/deliverable #6 - Pitch Deck 7 days  
3.4. Entering into an investment agreement  
Exercise 3.4.1. Is the investor a good fit for your startup  
Exercise 3.4.2. Investor-founder partnership expectations  
Exercise 3.4.3. Forms of the investment  
Self assessment quiz #3 - Fundraising

#### Section 4: Go To Market

How to sell the product once it is tested and ready for the world markets.

4.1. Craft an irresistible offer  
Exercise 4.1.1 - Draft a High ROI Offer  
Exercise 4.1.2 - Create Unique Selling Proposition  
Exercise 4.1.3 - Make Your Offer Believable  
4.2. Prepare your go to market strategy  
Exercise 4.2.1 - Product and market relationship  
Exercise 4.2.2 - Set Strategic Direction for Growth  
Exercise 4.2.3 - Define Marketing Strategy  
Exercise 4.2.4 - Have Alternative Marketing Strategy  
Exercise 4.2.5 - Update Your Business Model  
Assignment/deliverable #7 - Go-to-Market Strategy 5 days  
4.3. Plan your marketing and sales actions  
Exercise 4.3.1 - Define the Main Goal  
Exercise 4.3.2 - Outline the Objectives  
Exercise 4.3.3 - Break Out Objectives Into Tasks  
Exercise 4.3.4 - Tie Tasks to Dates  
4.4. Get ready to up-sell, cross-sell, and down-sell  
Exercise 4.4.1 - Create Up-Selling Offers  
Exercise 4.4.2 - Create Cross-Selling Offers  
Exercise 4.4.3 - Create Repeat Sales Business Model  
Exercise 4.4.4 - Consider Down-Sell Strategy  
Exercise 4.4.5 - Find Partners for Affiliate Sales  
4.5. Foundations for startup branding  
Exercise 4.5.1 - Prepare for Brand Development  
Exercise 4.5.2 - Decide on Brand Characteristics  
Exercise 4.5.3 - Create Your Brand Identity  
Assignment/deliverable #8 - Marketing Plan 7 days  
Self assessment quiz #4 - Go-to-Market

#### Section 5: When Things Go Wrong

How to troubleshoot the startup and get on track to building innovative and scalable business.

Troubleshooting Guide

	<p>5.1. Identify Macro Trends and Target Niche</p> <p>5.1.1. Macro Trends and Fads</p> <p>5.1.2. Macro Trends Impact on Startup Marketing</p> <p>5.1.3. Sources of Secondary Data</p> <p>Exercise 5.1.4 - Conduct a PESTEL Analysis</p> <p>Exercise 5.1.5 - Dig Even Deeper</p> <p>Exercise 5.1.6 - Define Your Niche</p> <p>5.2. Conducting Customer Discovery Interviews</p> <p>5.2.1. Whom Should You Talk To?</p> <p>5.2.2. Don't Talk To Your Mom</p> <p>5.2.3. How to Conduct Interviews</p> <p>5.2.4. How Many Interviews You Need</p> <p>5.2.5. How to Invite For an Interview</p> <p>Exercise 5.2.6 - Do At Least 5 Customer Interviews</p> <p>5.2.7. Practical Tips</p> <p>5.3. Assemble the Customer Brain Trust Team</p> <p>5.3.1. What Is Customer Brain Trust Team</p> <p>5.3.2. Focus on Innovators and Early Adopters</p> <p>Exercise 5.3.3 - Create Incentives for Your Brain Trust Team</p> <p>Exercise 5.3.4 - Find and Attract Early Adopters</p> <p>Exercise 5.3.5 - Build Relationship</p> <p>Exercise 5.3.6 - Collect Feedback</p> <p>5.4. (Re) Creating Your Offer for Early Adopters</p> <p>Exercise 5.4.1 - Overview Available Alternatives</p> <p>Exercise 5.4.2 - Analyze Main Competitors Offers</p> <p>Exercise 5.4.3 - Get Back to Value Proposition Design</p> <p>Exercise 5.4.4 - Define Your Primary Promise</p> <p>Exercise 5.4.5 - Showcase Your Unique Mechanism</p> <p>Exercise 5.4.6 - Clarify Deliverables, Price and Risk Reversal</p> <p>Exercise 5.4.7 - Add Bonuses and Urgency</p> <p>Select Self assessment quiz #5 – When Things Go Wrong</p> <p><u>Additional Resources</u></p> <p><u>Recommended reading</u></p> <p><u>Sales Kit by Hubspot</u></p> <p><u>Startup toolbox</u></p> <p><u>Final Quiz</u></p>
Results	<p>Detailed preparation for starting a business</p> <p>1192 students</p> <p>There is no exact information on the results of this program/online course, but we believe that participants were able to improve their skills in the topics covered</p>
Challenges	N/A

**Initiative 4:**

Identification of the initiative/programme	Migrant Talent Garden		
Promoter(s)	AY Institute (former Active Youth Association) Lead Organisation funded by Iceland, Liechtenstein and Norway through the EEA grants and Norway grants fund for Youth		
Website	Official Website: <a href="https://startbusiness.today/">https://startbusiness.today/</a>  Website for Lithuania: <a href="https://startbusiness.today/migrant-talent-garden-lithuania/">https://startbusiness.today/migrant-talent-garden-lithuania/</a>		
Country	Lithuania, Greece, Bulgaria, Croatia, Latvia		
Active	NO	Only online videos	
Language (s)	English, Lithuania	YouTube Videos	YouTube Playlist by AY Institute: <a href="https://youtube.com/playlist?list=PLjOrwHrMvTIPHPjzeE4uukvhiUnka6_Z2&amp;si=n5qiy-9EbRtwlyKV">https://youtube.com/playlist?list=PLjOrwHrMvTIPHPjzeE4uukvhiUnka6_Z2&amp;si=n5qiy-9EbRtwlyKV</a>
Type of training	Blended, face-to-face and online learning		
Group(s) addressed	The addresses group of this initiative are migrants with a recognised legal status in one of the partner countries with priority to young entrepreneurs between 20-29 years old.		
Starting point	Entrepreneurship is often described as one of the main drivers for economic growth and job creation. Significantly enough, entrepreneurship is also related to economic competitiveness and innovative growth. However, during the recent years, the number of people willing to be self-employed in Europe has dropped (European Commission, 2012). Nowadays it is more and more difficult for youngsters with non-EU background to find a job due to cultural differences, language barriers and unfamiliar regulatory frameworks. Therefore, the project Migrant Talent Garden (MTG), was created to reduce unemployment and boost entrepreneurship amongst migrants, improving their social and economic integration.		
Objectives	Migrant Talent Garden is an initiative that aims to help migrants develop their entrepreneurial skills, support them in business establishment, and gather a business-minded community. It supports/supported migrants in the process of the business establishment by mentorship; training courses; free working space & events in the business acceleration program.		
Description	Initiative consisted of the following elements/activities: <ul style="list-style-type: none"> <li>- <u>Online platform</u> for networking benefits for migrants</li> <li>- <u>Physical hubs</u> in each partner country</li> <li>- <u>Expert trainings</u> in each partner country (mainstream business providers on how to work with migrants and social workers on how to help migrants with entrepreneurship)</li> <li>- Entrepreneurial <u>capacity trainings</u></li> <li>- <u>Incubator program</u></li> </ul>		

	<ul style="list-style-type: none"> <li>- <u>On demand support</u></li> </ul>
Training/learning methodology applied	<p>Collaborative working in teams and directly with mentors, the focus was put on the possibility to exchange ideas and communicate with like minded people to boost motivation and innovation. Each of the elements mentioned above was important in order to achieve the desired results. For more details please see the following research report on methodology from the Migrant Talent Garden project: <a href="https://migrantgarden.eu/wp-content/uploads/2020/03/methodology.pdf">https://migrantgarden.eu/wp-content/uploads/2020/03/methodology.pdf</a></p>
Competences developed	<ul style="list-style-type: none"> <li>- Computer skills</li> <li>- Creative competences</li> <li>- Drafting a business plan (financial plan, management strategy, issue management, marketing, risk analysis)</li> <li>- understanding legislation, accounting and taxes, as well as funding and investment</li> <li>- How to find, validate and execute the idea</li> <li>- From Problem Solving to Creating Value Proposition</li> <li>- How to set, measure &amp; achieve goals?</li> <li>- Understanding customers</li> <li>- Business Model Canvas</li> <li>- Sales, distribution channels</li> <li>- Product development</li> <li>- Registering business in Lithuania, Know How</li> </ul> <p>→ Topics from the available YouTube Videos</p>
Structured - learning/training topics covered	<p><u>Expert trainings:</u></p> <ul style="list-style-type: none"> <li>- <u>Introduction to the Migrant Talent Garden:</u> <ul style="list-style-type: none"> <li>- What we seek to achieve?</li> <li>- What have we done so far?</li> <li>- Present the research and methodology</li> <li>- The importance of a migrant specific business hub.</li> </ul> </li> <li>- <u>Introductory Information regarding target group:</u> <ul style="list-style-type: none"> <li>- Main concepts regarding the target group</li> <li>- Who are we seeking?</li> <li>- Definitions of immigrant, refugee, asylum seeker</li> <li>- Information regarding the integration process (denial, adaptation)</li> <li>- Things to be aware about (difficulties they experience, visa issues? Restrictions? Working restrictions?)</li> </ul> </li> <li>- <u>Specifics regarding the target migrant groups in the partner country:</u> <ul style="list-style-type: none"> <li>- General Country information (History/Geography/Politics/Economy/Society(Demographics, language, education))</li> <li>- Cultural introduction</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>- Current employment situation (ex. Pakistani students in Latvia usually work in the transport sector and seek to start businesses within transport or restaurant branches, Ukrainians are employed in the hospitality sector or construction)</li> <li>- <u>The target group`s legal rights and obligations in the hosting country:</u> <ul style="list-style-type: none"> <li>- What benefits they receive.</li> <li>- Possible limitations.</li> <li>- Governments views on them and their integration.</li> </ul> </li> <li>- <u>Introductory information regarding psychosocial support:</u> <ul style="list-style-type: none"> <li>- What is psychosocial support?</li> <li>- Working with traumatized individuals</li> <li>- The importance of inclusion</li> <li>- Knowledge of organizations, governmental entities, or centers working with these issues.</li> </ul> </li> </ul> <p><u>Entrepreneurial capacity training:</u>  12 weekly workshops of capacity building for everybody that is interested in starting a business. These workshops focused on how to develop an idea, test it, present it and start building it. Themes:</p> <ul style="list-style-type: none"> <li>- Entrepreneurship</li> <li>- Customer development</li> <li>- Creating and testing an idea</li> <li>- Product development</li> <li>- Business model</li> <li>- Sales &amp; distribution channels</li> <li>- Branding</li> <li>- Public relations</li> <li>- Management &amp; teamwork</li> <li>- Finance</li> <li>- Accounting (basic)</li> <li>- Law of establishment</li> </ul> <p><u>Incubator training (6 months):</u></p> <ul style="list-style-type: none"> <li>- Development: This phase consisted of advanced business training/workshops and mentoring. Business courses provided knowledge about product and service development, final business models, marketing, sales, PR, project and team management, financial literacy, tax calculation, and legal procedural aspects.</li> <li>- Action: The phase consisted of final mentorship and training/workshops. The final courses covered testing the business model in a real-market setting with real customers, creation of a financial plan, ways of assessment for business</li> </ul>
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	<p>financing and additional funding, and meetings with potential investors.</p> <ul style="list-style-type: none"> <li>- Final Step: Final business models were pitched to potential investors, the registration of individual businesses was organized, and graduation certificates were given to each participant.</li> </ul> <p><u>On-demand support:</u></p> <p>At the end of the program, entrepreneurs were invited to continue with coaching and consultations. On-demand support could be provided by phone, via online chat, email, or one-on-one sessions. To ensure the sustainability of the MTG project, its outputs are available to the public free of charge for at least 5 years after the completion of the project.</p>
<p>Results</p>	<p><u>Results Incubator Training:</u></p> <ul style="list-style-type: none"> <li>- More than 75% of all participants graduated from the incubator</li> <li>- Evaluation showed that an immense number of beneficiaries increase their capacities</li> <li>- According to Participants, all the information that was provided to them was very important for future activities.</li> <li>- Some of the participants started their business within the project</li> </ul>
<p>Challenges/Recommendations</p>	<p><u>Challenges during the incubator:</u></p> <ul style="list-style-type: none"> <li>- Technical problems during online lectures</li> <li>- Language barriers, some participants did not speak English good enough to be able to follow the lectures</li> </ul> <p><u>Recommendations:</u></p> <ul style="list-style-type: none"> <li>- Offline lectures showed better results</li> <li>- Using an official translator to help overcome the language barriers</li> <li>- courses must be more open to adjustment depending on beneficiaries level and background because a lot of participants may not be in the level to follow that type of courses.</li> <li>- It must be mentioned that participants of entrepreneurship incubators had a variety of profiles (Unemployed, Employees, Entrepreneurs etc). These differences make the courses difficult for some participants because of their backgrounds.</li> </ul>

	<ul style="list-style-type: none"> <li>- the content of the incubator must be more adjustable and general and define a specific content divided in 3 categories <ul style="list-style-type: none"> <li>- Amateur</li> <li>- Professionals</li> <li>- Experts</li> </ul> </li> </ul>
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## Business-Friendly Environment for young foreign entrepreneurs

Lithuania is committed to providing the best conditions possible to get your business up and running. That is why our country has reached such high global ranks:

11<sup>th</sup> – globally for ease of doing business

2<sup>nd</sup> – in the world for procedures to start a business

3<sup>rd</sup> – lowest profit tax in the EU

## Startup Visa

**If you are a startup founder** who wishes to establish an innovative business in Lithuania, the Startup Visa is a talent attraction scheme that provides a streamlined entry process to the Lithuanian startup ecosystem for innovative non-EU entrepreneurs to build, grow, and compete in our booming international community. Startup Visa Lithuania provides a streamlined entry process to the Lithuanian startup ecosystem for innovative non-EU entrepreneurs to build, grow, and compete in our booming international community.

Enjoy the benefits:

- Temporary residence permit for 2 years with a chance to extend it to 5 years
- Lower initial capital and hiring requirements compared to other migration pathways for business
- EU company status with access to a 450 million customer market
- Residence permits for family members
- Free-of-charge consultations during the whole process
- Easy access to online banking and other online services with E-signature

**What does Lithuania offer you?**

**Growth opportunities**

Currently counting 1,000+ startups and ranking 1st in the CEE by the growth of ecosystem value, Lithuania is full of opportunities for innovative businesses: local and international venture capital funds, accelerators, angel investors support, grants, and other supporting programs.

### **Business-friendly environment**

Lithuania is committed to providing the best conditions to get your business up and running, that's why our country has been globally recognized for ease of doing business (11th), access to digital public services (4th in the EU), various free services and an innovation-friendly government to provide support and guidance.

### **Developed innovative infrastructure**

Lithuania has a perfect mix of infrastructure solutions for startups to start their growth: science, innovation, and technology parks, business accelerators and incubators, co-working spaces, hubs, and sandboxes – all at affordable rates.

### **Startup-life balance**

Lithuania has a high quality of life - a relatively low cost of living, a high standard of healthcare and education, and well-developed public infrastructure. Additionally, Lithuania has a rich cultural heritage and a thriving arts and music scene (don't forget the food as well!), which contributes to a high quality of life for its residents.

For more information, please find here: <https://startupvisalithuania.com/>.

## **Startup Employee Visa**

A Startup Employee Visa is a migration procedure designed to facilitate attracting highly skilled workers from third countries to Lithuanian companies that create high-added value and have great technological potential (start-ups). The purpose of the measure is to promote attracting, retaining, and integrating foreign talents in Lithuania. This program also aims to create a business environment that is favorable to innovative activities and develop a start-up ecosystem in Lithuania.

### **This procedure is open to all Lithuanian startups that:**

1. Meet the official start-up definition. As defined under the law, a “start-up” is a micro or small enterprise with a large and innovation-based business development potential and registered in the Register of Legal Entities for up to 5 years”\*.
2. a start-up that seeks to hire a highly qualified professional must also be registered in the official start-up database of Startup Lithuania. If an innovative company meets the definition of a start-up but is not registered in the database, it should visit the official [website](#) and sign in by pressing the button “sign-in”. If you have any inquiries, please contact [visa@startumlithuania.com](mailto:visa@startumlithuania.com).

### **The process of this program is as follows:**

1. Post a job ad on the Lithuania Labor Exchange's website. Wait for 5 days and get verified to hire a foreigner.
2. Submit documents to Lithuania's Labor Exchange to get issued a work permit for the employee. Documents need to be submitted physically. You can apply for a work permit on a few different grounds: regular qualification, high qualification – Blue Card, scarce profession (Together with High qualification) in Lithuania – Blue card. Don't need to apply for the work permit in Lithuania's Labor Exchange for this option. Go to step 3. (List of professions below)
3. Employees can register to get a TRP simultaneously while waiting for the work permit.

Here's how to book a meeting: Migracija.lt -> For foreigners (choose your citizenship) -> I want to get a residence permit in Lithuania -> I want to receive a temporary residence permit -> Work -> (Regular qualification) I intend to work under an employment contract, my profession is not.; -> (High qualification) I am a high qualified employee (professional activity is not regulated and the decision of Employment service is needed.); -> (Scarce profession) I am a high qualified employee (professional activity is not regulated and the decision of Employment service is not needed.; And apply for a permit.

If you're hiring a worker who is either Temporary or Works Remotely or is not a worker but an Intern, then you don't need to post a job ad on Lithuania's Labor Exchange website. You can skip step 1.

For a broader description, a list of necessary documents, and related questions reach out to [visa@startuplithuania.com](mailto:visa@startuplithuania.com). \*Start-up definition, Article 2(16)

## Patenting in Lithuania

A person who wants to protect an invention and obtain a patent for an invention in Lithuania must submit a patent application to the State Patent Office (VPB), which must meet the requirements of the Patent Law of the Republic of Lithuania and the rules for filing, examination and issuing of patent applications.

The procedure for patenting an invention begins with the filing of a patent application.

For filing an application, a fee of a fixed amount must be paid, which depends on the points of the definition of the invention.

For more information, foreign applicants need to approach the National Patent Office, as all the forms and legislation are only in the Lithuanian language (<https://vpb.lrv.lt/en/services/inventions/>).

## 5.2. Best practices in Entrepreneurship Training for Migrants

Definition of best practices: “a working method or set of working methods that is officially accepted as being the best to use in a particular business or industry, usually described formally and in detail” (Cambridge Dictionary)

After all four initiatives have been examined in detail and with the help of feedback collected from the individual initiatives, the following conclusions can be drawn and the following best practices can be identified with regard to the PatENT project:

### General conclusions that should be kept in mind:

- aim should be determined → big impact means: help more migrants but therefore it will become more superficial or work with less participants who for e.g. can receive more one on one mentorship (difference between initiative 3 and 4).
- Depending on this decision, competences of each participant should be evaluated beforehand → divide participants into amateurs, professionals and experts → tailor course content in accordance with each group's needs and proficiency level.
- Official translator would be useful.
- Work closely with migrant organizations that know best what support is needed and also can help find participants as they are closely connected with communities.

### Best practices/methodologies which should be included:

- Combination of several practices to offer learning opportunities to different learning types.
- Expert trainings
  - inform experts about specifics concerning target groups such as cultural differences, limitations for migrants etc.
- Online platform
  - Should include all the important learning content and basic courses.
  - Easy access to all helpful tools.
  - Space for interaction between professor and beneficiaries at any time.
  - If online tools are developed for migrants to learn by themselves it can increase the impact of the project, because even people who can not attend the project due to limited capacities or migrants who will find out about this program later on will be able to, at least, learn the basics.
- Learning hub
  - Very important to build a space for interaction and a safe space where a community can grow → support, networking, and grow in confidence.
  - Long working hours to adapt to every learning type.
- Workshops/Training Courses
  - Should be recorded and uploaded for participants to rewatch.
- Mentoring

- Mentoring is a really essential step to ensure success as the participants can work one on one with mentors from the field on their ideas
- It is important that mentors from different backgrounds will be found to be able to offer support in different stages and topics of the development process
- In the feedback it was also mentioned that it is important to have migrants as mentors as migrants often struggle with social exclusion etc. and migrants who already experienced the process can support participants on a psychological level → can boost motivation and self-confidence.
- Business pitch
  - In front of investors.
  - boosts motivation (Competition) → higher completion rate.
  - Program becomes something real, otherwise it can stay theoretical.
  - If decided to have a winner that will be funded → only one team/participant has to be funded at the end.
  - It must be ensured that all participants have the opportunity to finance their business idea → courses/trainings on how to become funds/finance business ideas.

Topics that should be included:

- Wide array of topics to give participants the chance to start a business while knowing all important aspects.
- Here only main topics will be identified, subtopics and exact content will be developed during the ongoing project.
- Topics can be divided in the following three categories:

Entrepreneurship	Soft Skills	Patenting
<ul style="list-style-type: none"> <li>- Data/market analytics</li> <li>- product and service development</li> <li>- business models</li> <li>- Marketing/Branding</li> <li>- Sales</li> <li>- HR</li> <li>- PR</li> <li>- Project and team management</li> <li>- Accounting skills, financial planning, fund allocation</li> <li>- tax calculation</li> <li>- legal procedural aspects</li> </ul>	<ul style="list-style-type: none"> <li>- Training on cultural diversity</li> <li>- Problem solving</li> <li>- Leadership</li> <li>- Communication</li> <li>- Negotiation</li> <li>- Stress management</li> </ul>	<ul style="list-style-type: none"> <li>- Legal procedure</li> <li>- Where should I file for a patent? (individual countries or worldwide?)</li> <li>- How to obtain a patent</li> <li>- Financial planning in regard to patents</li> <li>- Documentation process</li> </ul>

## 6. Conclusion and Recommendations

### 6.1. Research results commentary

The research for the PatENT project, aimed at enhancing patent entrepreneurship among migrants in Lithuania, reveals a complex landscape with significant opportunities and challenges. The surge in Lithuania's immigrant population, predominantly from non-EU countries, underscores a vital need and potential for fostering innovation and entrepreneurship within this community. The project's survey highlights critical obstacles faced by migrant entrepreneurs, including language barriers, limited understanding of national laws, and the complexities of patent application processes and startup development. Despite these challenges, there's a strong interest among migrants in training on patenting and entrepreneurship, indicating a clear demand for support in these areas. Furthermore, the research identifies some existing practices addressing migrant entrepreneurship and patenting support in Lithuania, emphasizing the need for tailored initiatives like PatENT. Best practices for the project include leveraging a combination of expert training, online platforms, learning hubs, and mentoring, aimed at overcoming the identified barriers and equipping migrants with the necessary skills and knowledge. The project thus stands as a critical intervention in tapping into the untapped potential of migrant entrepreneurs, contributing to Lithuania's broader economic and innovative growth.

### 6.2. Identification of the opportunities and challenges the patent application and entrepreneurship opportunities landscape in country

Patent application and entrepreneurship opportunities in Lithuania, especially for migrants, presents a dynamic mix of opportunities and challenges.

#### Opportunities:

- The increase in Lithuania's immigrant population, particularly from non-EU countries, presents a unique opportunity to tap into diverse talents and perspectives, enriching the entrepreneurial ecosystem.
- The Lithuanian government's openness to innovation and entrepreneurship, coupled with EU support, provides a conducive environment for launching and scaling new ventures, including support mechanisms for patent applications.
- Lithuania's strategic position within the EU and close ties to Eastern European and Nordic markets offer migrant entrepreneurs a gateway to a broader market for their patented products or services.
- A robust ICT infrastructure and a growing tech community in Lithuania offer fertile ground for tech-driven innovations and ventures, enhancing the potential for patentable technologies.
- The presence of high-quality educational institutions and a focus on entrepreneurship and innovation education can provide migrants with the knowledge and skills needed to navigate the patenting process and entrepreneurial journey.

#### Challenges:

- The primary obstacle for many migrants is the language barrier, which can complicate understanding and navigating the legal and bureaucratic aspects of patent applications and entrepreneurship.



- The complexity of national laws, including patent laws, and the bureaucratic processes for starting a business can be daunting for migrants unfamiliar with the Lithuanian legal system.
- Securing funding to develop and patent innovations can be a significant challenge, especially for migrants who may not have access to traditional financing sources or lack the local network to attract investors.
- Successfully integrating into the Lithuanian business culture and building trust with local consumers, partners, and investors can be challenging for migrant entrepreneurs.
- Migrants may not be fully aware of the existing support mechanisms, resources, and opportunities available to them for patenting innovations and launching businesses in Lithuania.

To leverage the opportunities and overcome the challenges, initiatives like the PatENT project must adopt a holistic and inclusive approach.

### 6.3. Implications for PatENT project

The findings underscore the necessity for a multifaceted approach to support migrant entrepreneurs, one that encompasses tailored educational programs, mentorship, and accessible online resources. The recommendations for best practices, such as leveraging a combination of expert training, an online learning platform, and a learning hub, are designed to address the diverse needs and learning preferences of the migrant population. Furthermore, the emphasis on cultural sensitivity, community building, and inclusive mentorship aligns with the broader goal of integrating migrants into the Lithuanian entrepreneurial ecosystem, fostering innovation, and contributing to economic growth.

### 6.4. Specific recommendations for PatENT

Based on the research and survey results, the following specific recommendations are proposed for the PatENT project to effectively support migrant patenting and entrepreneurship in Lithuania:

1. Develop multilingual resources and provide legal assistance to help migrants navigate the patent application process and understand local business regulations.
2. Offer tailored training courses focusing on entrepreneurship, patenting processes, and local market integration, segmented by the participants' knowledge levels (amateurs, professionals, experts).
3. Establish a mentorship program that pairs migrant entrepreneurs with experienced local entrepreneurs and migrant success stories, facilitating knowledge transfer, networking, and psychological support.
4. Create an accessible online platform that includes learning materials, courses, and tools for patenting and business development, complemented by a physical learning hub for community building and networking.
5. Provide workshops on financial planning, fundraising, and accessing grants or loans, specifically designed for migrant entrepreneurs' needs.
6. Incorporate training on cultural diversity, communication, negotiation, and stress management to enhance migrants' integration into the Lithuanian business environment.
7. Actively promote the PatENT project within migrant communities and collaborate with local municipalities, NGOs, and migrant organizations to reach and support potential migrant entrepreneurs effectively.

Implementing these recommendations can significantly enhance the PatENT project's impact, empowering migrants with the necessary tools, knowledge, and support to succeed in their entrepreneurial endeavors in Lithuania.

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