

STRATEGY OF THE HIGHER
EDUCATION INSTITUTION
INTERNATIONAL SCHOOL OF LAW
AND BUSINESS

2022 - 2026

### INTRODUCTION

The International School of Law and Business (hereinafter referred to as ISLB) started its activities in 1998 as Daugvilienė Business High School. In 2001, the Higher Education Institution changed its name to Vilnius College of Law and Business, and since 2009 it has successfully continued its activities as the International School of Law and Business.

Each new stage of activity encourages to set new objectives and tasks for oneself, to respond to the challenges of the time, to coordinate one's activities with the current priorities of European and Lithuanian education. The Higher Education Institution seeks to improve the quality of activities, taking into account the development trends of the national and regional economy, labour market, education system and to create a creative, responsible community that meets the needs of sustainable development of society. ISLB's strategy for 2022 – 2026 is based on the values of the Higher Education Institution, accumulated experience and competencies, national and international requirements and the needs of society.



## **SWOT**

During the preparation of the 2022-2026 strategy, we conducted an analysis of the ISLB Strengths, Weaknesses, Opportunities and Threats (SWOT), which assesses the strengths and weaknesses based on the current situation, identifies external factors, assesses potential threats and anticipates new opportunities to contribute to the development of the ISLB.

#### **STRENGTHS**



#### Creative approach

- Quick response to the environment and needs
- Social partnership network
- International partnership
- Flexible organisation of studies
- Competent staff
- High employment rate of graduates
- Growing popularity in foreign markets
- Timely and appropriate provision of effective support to students and staff
- Open and non-discriminatory environment
- Many years of experience in implementing remote learning
- Development of the ISLB socially active community influence

#### **WEAKNESSES**



- Relatively low participation of lecturers in research and development
- Targeted financial planning and management
- Searching for and attracting alternative financial sources
- Lack of pedagogical staff working in key positions
- Limited offer of study programs



#### **OPPORTUNITIES**



- Development of lecturer competence qualification improvement system
- Publication of periodical peer-reviewed research papers
- Promotion of community mobility
- New EU financial perspective with a strong focus on sustainable growth and development
- Development of unique study programs and products
- Lack of competencies in the market for coping with technological and social innovations
- Attracting human resources, developing and managing a motivational system
- Increasing the involvement of the Alumni Society



- Adverse demographic situation
- Inconsistent state education policy
- Intense competition in higher education in internal and external markets
- Consequences of the Covid-19 pandemic
- State consular office policy on issuing visas to potential international students
- Low level of preparedness of high-school graduates for higher education institution studies

ISLB

### VISION, MISSION AND VALUES



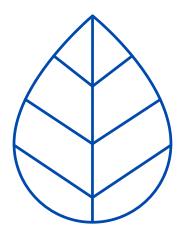


VISION - AN INTERNATIONAL HIGHER EDUCATION INSTITUTION CONDUCTING STUDIES THAT INCLUDE SUSTAINABILITY, ENTREPRENEURSHIP AND THE GLOBAL WORLDVIEW.

WITH ITS VISION, ISLB INVITES OTHERS TO CREATE MEANINGFUL EXPERIENCES BASED ON AN ENTREPRENEURIAL AND GLOBAL WORLDVIEW.



MISSION - TO DEVELOP A BRAVE,
RESPONSIBLE AND CREATIVE
PERSONALITY CAPABLE OF CREATING
CHANGES IN AN OPEN AND
SUSTAINABLE SOCIETY, TO DEVELOP
APPLIED SCIENCE FOCUSED ON THE
CHALLENGES OF A SUSTAINABLE
SOCIETY, AND TO CONTRIBUTE TO THE
DEVELOPMENT OF LIFELONG LEARNING
WHILE MEETING THE NEEDS OF MODERN
SOCIETY.



#### **VALUES:**

- RESPECT FOR DIVERSITY
- RESPONSIBILITY TO THE COMMUNITY AND THE ENVIRONMENT
- CREATIVITY
- PROFESSIONALISM AND COHERENCE IN ACTIVITIES

#### STRATEGIC PRIORITIES

Main priorities on which we will focus throughout the period of 2022-2026



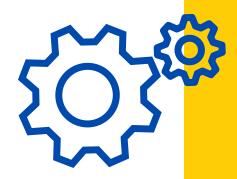
**DEVELOPMENT OF APPLIED SCIENCE** 

**DEVELOPMENT OF INTERNATIONALITY** 

DEVELOPMENT OF LIFELONG LEARNING SERVICES

**COMMUNITY INCLUSION** 

This strategy defines our growth path and helps to focus financial, material and human resources on the intended objectives. The implementation plan of the strategy is detailed in the annual activity plans, which assess the progress towards the objectives set in the strategy. In the annual action plans, we envisage specific actions, implementation periods, measurable results, and responsibilities for the implementation of strategic priorities.



In preparing the ISLB strategy for 2022 - 2026, we have taken into account national and international documents and strategies relevant to the development of activities:

- ·The Republic of Lithuania Law on Science and Studies;
- ·The Republic of Lithuania Law on Education;
- •The Strategic Action Plan of the Ministry of Education, Science and Sports of the Republic of Lithuania for 2021–2023 (Order of the Minister of Education, Science and Sports of 6 February 2021 No. V-163);
- ·Lithuania's Progress Strategy "Lithuania 2030";
- ·European Quality Assurance Reference Framework (ESG);
- ·EU's multiannual framework program for research and innovation, Horizon Europe, 2021-2027;
  2030 Agenda for Sustainable Development of the

**United Nations.** 







**Strategic direction:** studies for sustainable growth and breakthrough in meeting the needs of a green and circular economy

## PURPOSE: TO CARRY OUT STUDIES IN RESPONSE TO THE NEEDS OF THE GREEN AND CIRCULAR ECONOMY

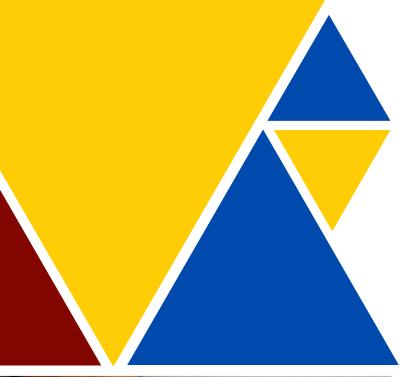
TASKS	MEASURES
TO DEVELOP AND IMPROVE STUDY PROGRAMS THAT MEET THE GLOBAL NEEDS OF SOCIETY AND THE LABOUR MARKET	<ul> <li>To identify the need for new study programs based on a systematic analysis of regional, national and European economic development trends through professional needs research;</li> <li>To prepare at least two study programs annually in the groups of engineering / technology / business and public management study fields;</li> <li>To prepare and implement short professional study programs in response to the needs of the country's economy.</li> </ul>

## TO ENSURE PROPER QUALITY STUDENT-CENTRED STUDIES

- To update the ongoing study programs by implementing and purposefully applying innovative, creative teaching and learning methods that allow the development of entrepreneurial and global worldview competencies;
- To develop support mechanisms for students, ensuring their satisfaction with academic and non-academic support, counselling and feedback;
- To develop and implement procedures for the recognition of part-time and prior learning, as well as non-formal and informal learning;
- To create and implement a system for the development of competencies of the academic staff of the ISLB;
- To develop links with Alumni for their active participation in ISLB activities.

# TO STRENGTHEN AND IMPROVE THE PRACTICAL LEARNING BASE

- To establish a Sustainable Business Advisory Centre in order to promote synergies between science and innovative and sustainable business:
- To ensure students' professional practice in sustainable business enterprises in Lithuania and abroad;
- To create an information system of internships, connecting students and graduates with the business community, state institutions and organisations.







2.

DEVELOPME
NT OF
APPLIED
SCIENCE

**Strategic direction:** applied science to meet the challenges and needs of sustainable growth and a cohesive society

# PURPOSE: TO CARRY OUT AND DEVELOP APPLIED RESEARCH ACTIVITIES THAT MEET THE NEEDS OF SUSTAINABLE GROWTH AND A SUSTAINABLE SOCIETY

### TASKS MEASURES

TO STRENGTHEN
STRATEGIC
PARTNERSHIPS FOR
INNOVATION,
ENTREPRENEURSHIP
AND SUSTAINABLE
LEADERSHIP

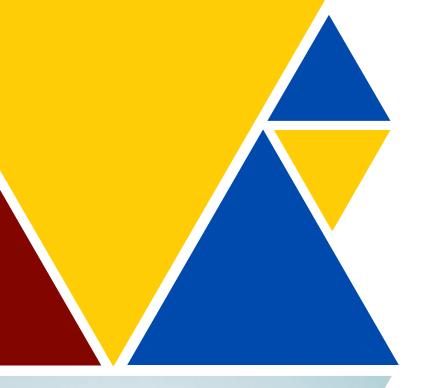
- To ensure the development of active partnerships with Lithuanian and foreign higher education institutions, business enterprises and international organisations;
- To prepare publications on sustainability issues, ensuring that their share of the total number of scientific publications grows by 20% annually;
- To carry out at least three commissioned / applied studies per year;
- To strengthen the connection with business enterprises by annually initiating and carrying out project applied research activities.

# TO ENSURE EFFECTIVE DISSEMINATION OF APPLIED RESEARCH RESULTS

- To update the publication of the ISLB research journal;
- To attract foreign researchers and scientists to publish their articles in the ISLB research journal (at least five articles by foreign authors annually);
- To organise annual scientific conferences on sustainable growth and the needs of a sustainable society.

## TO INVOLVE STUDENTS IN APPLIED SCIENCE

- To encourage active student participation in conferences in order to increase the number of student presentations by 10 percent annually;
- To create conditions and support measures for students' involvement in applied research;
- To maintain an entrepreneurial culture by implementing support mechanisms and measures for the participation of ISLB students in the development of start-ups.







3.

DEVELOPMENT OF INTERNATIONALITY

**Strategic direction:** the development of internationality is based on regional distinctiveness

# PURPOSE: TO FOSTER A GLOBAL WORLDVIEW AND THE INTERNATIONALISATION OF LEARNING THROUGH THE DEVELOPMENT OF INTERNATIONAL OPENNESS TO STUDY

#### **TASKS**

TO STRIVE FOR THE
GROWTH OF THE
NUMBER OF FOREIGN
STUDENTS BY
INCREASING THE
AWARENESS OF THE
HIGHER EDUCATION
INSTITUTION IN
FOREIGN MARKETS

#### **MEASURES**

- To actively participate in international science and study exhibitions;
- To continuously promote the higher education institution in the international space by involving foreign students and graduates;
- To expand partnerships with agencies in the regions of Ukraine, the Middle East and Central Asia for the purpose of expanding the geographical diversity of students;
- To expand the portfolio of study programs conducted in a foreign language in order to increase the number of students from foreign countries.

# TO STRENGTHEN THE INTERNATIONAL ACADEMIC COMMUNITY AND ITS ACADEMIC MOBILITY

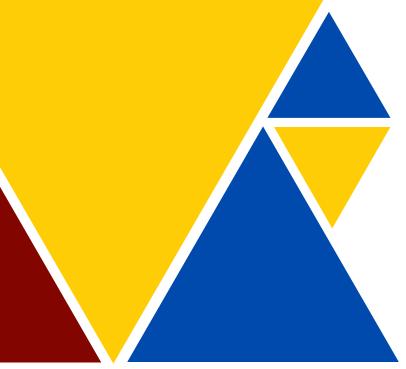
- To ensure the growth of the number of exchange students coming for part-time studies every year (at least 5 percent of the total number of ISLB students);
- To implement international mobility programs, promoting the international mobility of ISLB students for part-time studies and internships, using the opportunities provided by both physical and virtual mobility;
- To carry out the mobility of outgoing and incoming visiting lecturers, thus contributing to the increase of the international dimension of ISLB:
- To continuously carry out events to disseminate the experience of participants in internships for academic and non-academic staff.

# TO PROMOTE THE ACADEMIC, SOCIAL AND CULTURAL INTEGRATION OF FOREIGN STUDENTS

- To develop and carry out a student mentoring program;
- To conduct events each semester for the social and cultural integration of international students;
- To conduct an introductory course to ensure the successful academic integration of international students at ISLB;
- To develop support mechanisms for the integration of foreign students through international social networks and the ISLB website.

TO CARRY OUT
COOPERATION WITH
FOREIGN AND
LITHUANIAN
UNIVERSITIES IN ORDER
TO OFFER ISLB STUDENTS
GOOD CONDITIONS FOR
CONTINUITY OF STUDIES
AT HIGHER STUDY LEVELS

 To sign agreements on the continuation of studies at a higher level with Lithuanian and foreign universities, ensuring the future career path of ISLB students.





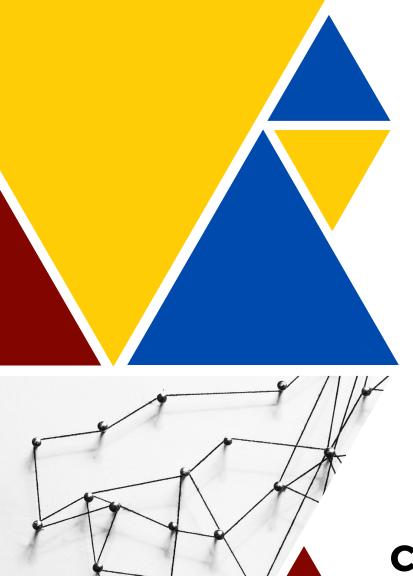


4.

DEVELOPMENT OF LIFELONG LEARNING SERVICES **Strategic direction:** development of lifelong learning services in order to meet the needs of integrated society education for the sustainable development of the country and the economy

## PURPOSE: TO EXPAND THE RANGE OF LIFELONG LEARNING SERVICES AND ENSURE THEIR IMPLEMENTATION

TASKS	MEASURES
TO CREATE AND EXPAND A RANGE OF SERVICES FOR VARIOUS AGE GROUPS, INCLUDING THE LIFELONG LEARNING SYSTEM	<ul> <li>To develop and implement non-formal education programs to prepare students for higher education;</li> <li>To create and implement non-formal education programs in order to develop students' creativity, environmental attitudes and consumption;</li> <li>To develop and implement specialised inservice training and retraining programs for adults that meet the needs of the market;</li> </ul>
TO DEVELOP PARTNERSHIPS WITH BUSINESSES AND PUBLIC SECTOR ORGANISATIONS IN ORDER TO PROVIDE LIFELONG LEARNING SERVICES THAT MEET THEIR NEEDS	<ul> <li>To provide specialised training services according to the needs of companies on an annual basis, with a particular focus on on-the-job training, mentoring, retraining and in-service training (at least 5 programs per year);</li> <li>To prepare a package of professional development programs for civil servants;</li> <li>To identify and sign agreements with foreign accredited certification centres on the implementation of certified training programs (at least two certified training programs shall be implemented);</li> </ul>







## COMMUNITY INCLUSION

**Strategic direction:** a community that builds sustainable interactions and promotes individual and collective development.

# PURPOSE: TO CREATE AN EFFECTIVE AND MOTIVATED ISLB COMMUNITY, ENSURING EXCEPTIONAL OPPORTUNITIES AND CONDITIONS FOR CONTINUOUS IMPROVEMENT AND PERSONAL SELF-EXPRESSION

TASKS	MEASURES
TO PROMOTE STUDENTS' SOCIAL AND SOCIAL RESPONSIBILITY, SUSTAINABLE CONSUMPTION AND DEVELOPMENT OF ECOLOGICAL SELF- AWARENESS	<ul> <li>To carry out events for students' self-development that contribute to their personal growth and development in the context of nonformal learning;</li> <li>To support the functioning of student self-government in ISLB by ensuring their involvement in the management of the higher education institution.</li> </ul>
TO PROMOTE COMMUNITY RESPONSIBILITY TO SOCIETY THROUGH VOLUNTEERING	To implement and join meaningful volunteering activities and initiatives for the development and active participation of a socially responsible society.

TO FOSTER THE
OPENNESS OF THE
ACTIVE AND
MOTIVATED ISLB
COMMUNITY TO THE
IMPLEMENTATION OF
SUSTAINABILITY
POLICY IN THE
ACADEMIC
ENVIRONMENT

- To develop and implement a sustainability policy standard developed in collaboration with members of the ISLB community;
- To implement initiatives to promote the health and awareness of the ISLB community on sustainable consumption issues;
- To ensure the provision of ongoing free psychological assistance to the ISLB community;
- To implement the BSS document management system, renouncing the use of paper in the circulation of documents (except for cases provided by law).

TO ENSURE
EXCEPTIONAL
OPPORTUNITIES AND
CONDITIONS FOR
PROFESSIONAL SELFEXPRESSION AND
CONTINUOUS
IMPROVEMENT OF
NON-ACADEMIC STAFF

- To create support mechanisms for the qualification improvement of ISLB employees (trainings, internships, projects, events) in order for at least 95 percent of the employees to use the opportunities for qualification improvement;
- To strive for the satisfaction of ISLB employees with the offered professional development opportunities;
- To create an organisational culture that ensures the stability of employees (the share of employees who have been working for more than five years is 80 percent of all employees).

### SUCCESS CRITERIA



The main criteria for our success in 2026, according to the priorities of the strategy:

#### **QUALITY AND DEVELOPMENT OF STUDIES**

Increased number of students - 40% Increased employment of graduates by specialty - 10% The number of study programs - 12

#### **DEVELOPMENT OF APPLIED SCIENCE**

Increased R&D income - 25% Increased number of students involved in applied research - 30%

#### **DEVELOPMENT OF INTERNATIONALITY**

Increased number of foreign students arriving for full-time studies - 40%

Percentage of employees participating in international exchanges out of the total number of employees - 50%

Increased number of students arriving for parttime studies - 10%



### SUCCESS CRITERIA



### DEVELOPMENT OF LIFELONG LEARNING SERVICES

Number of lifelong learning services/products developed - 10 Participants of the Lifelong Learning Program continuing their studies at ISLB - 15% Carried out training programs certified by foreign

#### **COMMUNITY INCLUSION**

accreditation centres - 2

Students actively involved in social activities - 20% Employee satisfaction with professional development opportunities - 80% Employees who have used the qualification improvement opportunities offered by ISLB (trainings, internships, projects, events) - 95%

