



European Employment Policy Observatory (EEPO)

# **EEPO Review Spring 2015: Upskilling unemployed adults**

## **The organisation, profiling and targeting of training provision**

Luxembourg

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## **1 Introduction: Overview of organisation of training for unemployed adults 25-64 (funding, governance, providers)**

Since 2008, Luxembourg's government has consolidated and reinforced the framework under which training in general and other labour market policy interventions to provide upskilling for unemployed groups has been organised. In Luxembourg, as regards those labour market policies listed by EUROSTAT in 2011, nearly all of them contain training schemes up to a certain degree or, if required, training can be mobilised flexibly. Available data underlines that the training in general reflects the structure of Luxembourg's economy: most of the training schemes concern the area of finance and accounting with a focus on personal skills, languages, marketing strategies or IT skills<sup>1</sup>. While Luxembourg's 2014 National Reform Programme (PNR) indicates a high number of adult learners, available 2012 data underlines that only 22 % of largely resident employees are aware of at least one lifelong learning measure<sup>2</sup>. As the research for this EEPO review illustrates, training schemes for jobseekers should not be entirely disconnected from general training and upskilling schemes on offer: in many cases, this clear division is impossible as the objective to provide training is transversal with intercutting and flexible initiatives for which resources are pooled.

The general organisation and provision of training is embedded in a centrally organised framework consisting of a few main actors at national government level (PES- National Employment Agency<sup>3</sup>, the National Institute for the Development of Continuing Vocational Training INFPC<sup>4</sup>) in charge of implementing a vast array of instruments for jobseekers (CIE-CAE contracts, in-company traineeships, etc.), of a national lifelong learning strategy enforced in 2012 by the White Book on Lifelong Learning into national legislation<sup>5</sup>, of professional associations which are mobilised in the context of providing an expertise-based partnership (i.e. Chamber of Commerce<sup>6</sup>, Chamber of Crafts<sup>7</sup>), of government-funded non-profit and private initiatives and associations<sup>8</sup> at the regional and sectoral levels (i.e. insertion companies like Co-Labour<sup>9</sup>, the sectoral IFBL<sup>10</sup>) and of funding of unemployment training measures

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<sup>1</sup><http://www.lifelong-learning.lu/Detail/Article/Tendances/domaines-de-formation/fr>

<sup>2</sup><http://www.lifelong-learning.lu/View/Document-Etudes/formabref-aides-individuelles-a-la-formation-continue-novembre-2012/en>

<sup>3</sup><http://www.adem.public.lu>

<sup>4</sup>Law of 21 July 2012 on the creation of a National Institute for the Development of Continuing Vocational Training, Mémorial A, Number 190, 5 September 2012 (<http://www.infpc.lu/INFPC/Article/Accueil/en>).

<sup>5</sup>The objective is clearly defined in the former 2009-2014 government programme. The strategy is defined as 'The offer in training continues to increase, as well as the number of inscriptions. It is now required to provide a framework which enables a larger visibility and a greater efficiency.' The strategy is aimed at adults in general, but the objectives are set for early school leavers as they risk into falling into long-term unemployment (PNR objective of less than 10 %).

<sup>6</sup><http://www.cc.lu>

<sup>7</sup><http://www.cdm.lu>

<sup>8</sup>The statute of these associations is regulated by law through a ministerial law (arrêté ministériel). Training for certain professions (i.e. crafts) is also regulated by a specific legal framework (Law of 2 September 2011 on accessing craft, commerce and industrial professions, Mémorial A, Number 198, 22 of September 2011).

<sup>9</sup><http://www.colabor.lu>. While some non-profit organisations sign agreements (*conventions*) with the Ministry of Work, Colabor represents an example of an insertion company (*entreprise d'insertion*) which means that 30 % of the workforce have a PES background.

<sup>10</sup><http://www.ifbl.lu>

provided mainly by the law-based Employment Fund<sup>11</sup>. In addition, a series of laws ensure that training can also be organised at the work place even if this measure only concerns employees (i.e. linguistic leave). Training is thus organised at the levels of the unemployed, adults in general, as well as within companies for employees and which are co-financed by the government defined by Grand-ducal legislation. A good example of bridging and pooling these training strategies is the CIE-contract for the under 30 jobseekers in the context of which training is organised in a company and with the help of a tutor<sup>12</sup>. In total, the government spent in 2012 one third of the budget for active labour market policies (EUR 514 million) on training, activation, recruitment strategies.<sup>13</sup>

Table 1. Unemployment measures in December 2014

Unemployment measures in December 2014	in SRP <sup>14</sup>	FORMA <sup>15</sup>	Of which AP <sup>16</sup>	PA <sup>17</sup>	CAE <sup>18</sup>	CIE <sup>19</sup> (including new CIE-EP)	Total
<b>Men</b>	283	344	207	79	208	416 (1)	<b>3227</b>
<b>Women</b>	199	242	140	84	139	311 (0)	<b>1855</b>
<b>Total:</b>	482	586	347	163	347	727 (1)	<b>5082</b>
<b>2011</b>	354	559	308	/	174	365 (/)	/
<b>2013</b>	454	494	325	157	284	583 (90)	<b>4375</b>

Source: Compiled by author (EEPO 2011-2014, ADEM data December 2014).

Acknowledged by Luxembourg's 2014 PNR as a response to the Commission recommendations on employment rates<sup>20</sup>, the organisation of training has been reinforced by three dimensions linked to the socio-economic development of the country in the timeframe under study.

First, Luxembourg has continued to witness a considerable process of deindustrialisation from a steel sector to an international and multi-niched finance

<sup>11</sup>The Employment Fund is the major source of funding for training measures under review and regulated by law (Law of 12 May 1987 on the creation of an employment fund, Mémorial A, Number 37, 30 May 1987).

<sup>12</sup>For the purpose of this review, only the first two training dimensions are considered. For intra-company training, it is referred to the study *L'effort de formation des entreprises du secteur privé en 2012* (Efforts made by companies from the private sector as regards training) by the Training Observatory within the IFPC (<http://www.lifelong-learning.lu/View/Document-Etudes/formabref-effort-juin-2014/en>)

<sup>13</sup>Jean Ries, *Labor Market Policies (Les Politiques d'Emploi)*, Coll. Regards, National Statistical Office STATEC, April 2012

<sup>14</sup>Intra-company theoretical and practical training measures for unemployed (Stage de reinsertion professionnelle).

<sup>15</sup>Training measures to integrate the unemployed back into the labour market (Mesures de formation), organised by ADEM.

<sup>16</sup>Apprenticeships for adult jobseeker registered at ADEM and covered by the National Employment Fund (Apprentissage pour adultes).

<sup>17</sup>Pool of administrative staff assisting the headmaster of post-primary schools (Pool des assistants).

<sup>18</sup>Employment support contract (Contrat d'appui-emploi).

<sup>19</sup>Employment initiation contract (Contrat d'initiation à l'emploi).

<sup>20</sup>The 2014 PNR rightly underlines the importance (p.45) of LLM strategies but also the fact that unemployed often suffer a lack of basic competences. The government intends to reinforce cooperation between PES and adult learning ministerial bodies.

sector<sup>21</sup> with spill-over effects into the service sector (i.e. implementation of highly skilled workforce within bank sector-related consultancy firms): this development still calls for a skilled and specialised workforce recruited among the resident population, the Greater Region and more recently at the international level. Second, in the context of the various Lisbon processes since 2000 and current EU2020 objectives, Luxembourg has achieved high employment rates (in particular female employment rates) due to a number of sectors which have continued to create jobs (commerce, banking, etc.). In order to ensure that employment levels remain high and EU2020 objectives achieved, an array of training measures and instruments have been implemented and constantly adapted. **As a result of the high unemployment rates related to the crisis (especially for vulnerable groups like seniors and the young), the development of training measures was required to either reskill jobseekers or reintegrate them back into employment via training and activation measures.** In this respect, the overall unemployment rate moved from 2.3 % in 2001 and pre-crisis 4.4 % in 2007 up to 5.7 % in 2011 and 7 % in January 2015<sup>22</sup>. For seniors and young jobseekers, unemployment levels fluctuated and increased in the same timeframe. Despite changes to the framework, Table 1 illustrates the importance of training-related measures for unemployed between 2011 and 2014.

The emergence of a reinforced legal framework has produced a series of studies on adult and lifelong learning or non-formal learning with the result that the characteristics and main barriers (i.e. family responsibilities, non-adapted time schedules, etc.) are well-studied<sup>23</sup>. Nonetheless, the research for this EEPO review also stresses that studies and in particular evaluations on vulnerable target groups, as well as the related measures, remain unstudied. This review presents a selection of training programmes aimed exclusively at the unemployed with a particular focus on two cases studies (CIE-CAE contracts for young jobseekers and the sectoral Fit4Finance instrument).

## **2 Targeting provision to specific unemployed groups: detailed description of training provision**

As a preliminary remark to this section, it must be observed that most of the training schemes for unemployed are organised by the PES, in collaboration with non-profit associations subsidised by the National Employment Fund. The PES is also involved in a series of sector and profession specific measures, such as the Fit4finance instrument for the finance sector (see case study Box 2) or the Institute of Sectoral Training in the Construction Sector (IFSB<sup>24</sup>): while public funding is available and mobilised to set-up the schemes which are based on continuous guidance and orientation, they are outsourced to external specialists. Training and LMPs are in most cases interrelated.

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<sup>21</sup>Cf. Gérard Trausch, *Economic and social changes of Luxembourg's society since the French Revolution (Les mutations économiques et sociales de la société luxembourgeoise depuis la révolution française)*, National Statistical Office STATEC, Cahier économique, 2012.

<sup>22</sup>[http://www.adem.public.lu/actualites/2015/02/news\\_01\\_15/bulletin-emploi-janvier-2015.pdf](http://www.adem.public.lu/actualites/2015/02/news_01_15/bulletin-emploi-janvier-2015.pdf)

<sup>23</sup>Two fundamental studies were conducted by STATEC in 2009 and 2013, cf. Paul Reiff, Cécile de Puydt, *L'éducation des adultes au Grand-Duché de Luxembourg (Adult Education in the Grand-Duchy of Luxembourg)*, National Statistical Office STATEC, Bulletin du STATEC Number 13, April 2013; Armande Friesing, Liliane Eichmann, *La Formation continue (Vocational Training)*, National Statistical Office STATEC, Collection Regards, Number 2, 2009.

<sup>24</sup><http://www.ifsb.lu>

Further, training schemes are to be embedded in the context of the general reform of the PES, launched in 2012<sup>25</sup>. The fundamental change is based on a new approach which provides more individual guidance and support to jobseekers ('service personnalisé'), and especially to the most vulnerable groups to meet their demands. Objectives are set out in a mutual agreement between the jobseeker and the PES, while business and partner connections are reinforced. For other measures offered by PES (i.e. PES subsidies for start-ups – aides à la création d'entreprise par les chômeurs), selection criteria for jobseekers are defined, but training objectives are flexibly organised according to skills mismatches.

Access for unemployed adults is also provided by regional initiatives on a smaller scale, as well as by instruments to which employees can resort: this is the case for example for language classes (basic and advanced) organised at the National Institute of Languages INSL<sup>26</sup>. At this level, certification for courses is provided after sitting international exams. At the private level, similar courses and exams are also organised (i.e. Centre Pouschkine<sup>27</sup>) and can be attended by the unemployed if they fit the reskilling scheme to bring jobseekers back into employment.

Finally, all unemployment-related measures (i.e. reemployment bonus, measures to integrate disabled workers) can be accompanied by training schemes, which are flexible and often tailor-made. As training programmes are strongly anchored in labour market policies in Luxembourg, they are mobilised to implement the Youth Guarantee (extended to the under 30). The YG represents therefore a good example of ministerial cooperation, as three ministries (Work and Employment, Education and Family) are coordinating the strategy at the national level. Existing instruments are mobilised in the implementation phase with actors such as the PES (i.e. CIE and CAE contracts) or the Ministry of Education (through the Second Chance School<sup>28</sup>) who are involved to integrate the young or young adults back into the education or employment system.

The following brief selection of measures for unemployed (PES-related, regional, sector) are identified as relevant as they contribute a large proportion to overall training:

- **Tailor-made training schemes (training programme)**

Tailor-made training schemes are organised by PES when a lack of qualified workers is identified in a particular sector of the economy, federation or company. The selection criteria is not defined by law. Jobseekers (often low-skilled) are usually guided towards a measure as a result of a pre-selection process by PES. The programmes are characterised by their heterogeneous, flexible and small-scale nature, and can be applied transversely after a particular need is identified (i.e. expansion of a business or sector). Measures can be qualifying complementary formations (i.e. upskilling for CIE contracts or school degrees), pool formations (i.e. if qualified staff in a particular profession is required when opening a business in Luxembourg) or employability augmenting formations (Table 2). In most of the training schemes, candidates receive a certification. These measures were created back in 1998 in a tripartite meeting at a

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<sup>25</sup>Law of 18 January 2012 on the creation of a National Employment Agency, Mémorial A, Number 11, 26 January 2012.

<sup>26</sup><http://www.insl.lu>

<sup>27</sup><http://www.collegepouchkine.lu/pages/home.php>

<sup>28</sup><http://www.e2c.lu>

time when Luxembourg's employment rate was below the current rate and became part of Luxembourg's first 1998 National Action Plan which was enforced by law<sup>29</sup>.

Table 2. *Springboard to job theoretical and practical training*

Theoretical training	Practical training
<ul style="list-style-type: none"> <li>• 400 hours training</li> <li>• 6 weeks of training towards the ALFI UCI accountant certification with tailor-made, company-orientated modules (module on the actors, activities and assets of Luxembourg's financial sector, module on the fundamental principles of short-term interest rates...)</li> <li>• 5-week English business language program preparing for the Test of English for International Communication (TOEIC<sup>30</sup>)</li> <li>• Excel interpersonal and soft skills course units (communication, teamwork...)</li> </ul>	<ul style="list-style-type: none"> <li>• 160 hours</li> <li>• 4-week (extended to 7 weeks in the third phase of the program) internship, with the option to be hired</li> <li>• Mentoring: regular exchange between the mentor (of one of the partners involved) and the participant of the measure</li> </ul>

Source: Thill (2009)

A 2009 study<sup>31</sup> on the measures concluded that they figure among the most successful and efficient labour market initiatives for unemployed. They are promising in the sense that training is organised with experts from the sectors (i.e. business associations) and that they provide competences required for the professions. Further, the study underlined that they have the potential to lead towards permanent contracts. Tailor-made training programmes are closely linked to CIE-CAE contracts as they provide an efficient way to get a contract and move into more stable professional situation on the labour market. A small case study from the 2009 evaluation on training organised specifically for the Group4S company revealed that 5 out of 8 candidates received an 'employment initiation contract' (CIE) after finishing the training scheme.

- **CIE (contrat d'initiation à l'emploi - Employment initiation contract and CAE (Contrat d'appui-emploi - Employment support contract contracts (LMP)**

Enforced through law in 2008 and adapted during the crisis (Code of Work, Book V, Title IV, and Chapter III), CIE (for private companies) and CAE (for the public sector) employment contracts are perceived as two fundamental measures to integrate jobseekers under 30 back in employment. Stemming from the context of the crisis as an anti-crisis measure, they are not perceived as sole training programmes (a training

<sup>29</sup>Law of 12 February 1999 on the implementation of the 1998 national action plan PAN, Mémorial A, Number 13, 13 February 1999.

<sup>30</sup>Internet: <http://www.fr.toeic.eu>

<sup>31</sup>Patrick Thill, *Tailor-made training programmes for unemployed individuals*, Host Discussion Paper for the Peer Review on tailor-made training programmes, Mutual Learning Programme, March 2009.

plan defined by law<sup>32</sup>), but their objective is to provide profession-related skills to the jobseeker through working in the company (professional skills) and attending classes. For CAE contracts, a tutor accompanies the young jobseeker. Funding is mobilised through the National Employment Fund and under this scheme jobseekers receive the social minimum wage depending on their age. Companies are reimbursed for some part of their social contributions by PES. The main actors are the PES (guiding the jobseekers towards an open position and centralising offers), the companies providing training and the prospect of a permanent contract, as well as professional chambers if expertise is required. It is in the particular way that this measure is aimed at securing permanent contracts that makes it efficient, as permanent contracts provide a more stable professional situation as 2014 data illustrates<sup>33</sup>. As the case study box underlines, no recent evaluation has been made, but 2012 data by LISER (Luxembourg Institute of Socio-Economic Research, formerly CEPS/INSTEAD) points towards success as far as the reintegration back into the labour market is concerned, as well as the general effectiveness.

- **In-company traineeships for adults (Stage de réinsertion professionnelle) (training programme)**

This intra-company 12-month training programme is aimed at jobseekers of all skills levels (minimum age 30) who are registered at PES. If a company is willing to accept a jobseeker for a traineeship, it provides a description to the PES of the tasks to be performed. The employer is also reimbursed 50 % of the social minimum wage paid to the trainee. The other 50 % is paid by the employer to the National Employment Fund. Despite that no evaluation and follow-up of the measure is disclosed, data illustrates (Table 1) that the measure is efficient. Nonetheless, no follow-up studies analyse if these trainees are permanently reintegrated back into employment through, for example, permanent contracts.

- **Basic competences training of adults and persons with specific needs**

These training schemes are offered on a small scale by the Ministry of Education and include courses on mathematics, languages, writing or reading<sup>34</sup>. Adults have the possibility to benefit from free training at the secondary education level (i.e. to pass the final BAC) and technical levels (*2e voie de qualification*). However, evaluation or follow-up studies are not available in order to conduct a more in-depth assessment.

### 3 Most Significant Practice

#### CASE STUDY BOX 1

**Country: LUXEMBOURG**

**Name of training programme:** CIE (contrat d'initiation à l'emploi - Employment initiation contract) and CAE (Contrat d'appui-emploi - Employment support contract contracts)

**Short description and aims of the training programme:** The CIE aims to offer a first professional experience to young jobseekers under 30 and registered at

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<sup>32</sup>Grand-ducal legislation of 24 August 2007 on modalities regarding CIE training, Mémorial A, Number 164, 28 August 2007.

<sup>33</sup>Laetitia Hauret, Anne-Sophie Genevois, *Professional careers of the young resident (Les trajectoires professionnelles des jeunes résidents)*, LISER (formerly CEPS/INSTEAD), Number 1, February 2014.

<sup>34</sup><http://www.men.public.lu/fr/formation-adultes/instruction-base-adultes/150130-competences-base.pdf>

PES. In the case of CIE contracts, training depends on company activities and is profession-related, but no data is available on what skills are predominantly acquired in the companies. It is a 12 month contract with the possibility of a prolongation of 6 months. Companies can be reimbursed for some part of social security contributions, but they must offer practical training. Similar, CAE contracts are aimed to provide theoretical and practical training for jobseekers under 30 registered at PES. Non-professional actors (government, municipalities) can apply and they must offer a tutor to support the young jobseeker.

**Target group:** Young jobseekers under 30

**Number of participants:** 365 CIE, 347 CAE (December 2014)

**Duration of programme for the beneficiary (and amount of subsidy beneficiaries receive, if applicable):** 12 months, 80 % of social minimum wage for jobseekers under 18, 100 % of social minimum wage for jobseekers aged 18 and above and 130 % of social minimum wage for jobseekers with a bachelor or master degree.

**Target group or educational level targeted:** qualified, non-qualified (30 %), high-skilled (11 %)

**Eligibility Criteria:** Registration at PES

**Funding source and total budget (share of EU funding, if applicable):** National Employment Fund

**Types of skills (or qualification if relevant) delivered:** Practical, in company skills

**Actors involved in the provision of training and their role:** Companies and PES (CIE), public sector actors and PES (CAE)

**Summary of evaluation findings:** for CIE, available data (2012) underlines that from 772 young jobseekers who participated in a CIE contract, 370 were recruited by companies who would, without the measure, remain unemployed. For CAE, out of 618 young jobseekers, 235 were recruited in 2012 (Brosius, Zanardelli, 2012).

**Policy lessons:** The tutor in a company or public actor plays a vital role, as well as practical training.

**References** (including web links to published evaluation studies): Jacques Brosius, Mireille Zanardelli, Evaluation of the efficiency of labour policies in Luxembourg (Evaluation de l'efficacité des politiques de l'emploi au Luxembourg: CIE et CAE, CEPS/INSTEAD), February 2012.

## CASE STUDY BOX 2

**Country:** LUXEMBOURG

**Name of training programme:** Fit4finance

**Short description and aims of the training programme:** The measure is an initiative organised by the IFBL, the Institute for Training in Luxembourg's Finance Center, and promotes training schemes to reintegrate unemployed from the sector back into employment, notably through reskilling according to demand in the sector. Fit4finance is an example of a sectoral training and upskilling initiative.

**Target group:** All unemployed either from a social plan, registered at PES or private individuals (i.e. from a social plan).

**Number of participants:** N/A

**Duration of programme for the beneficiary (and amount of subsidy beneficiaries receive, if applicable):** N/A, training schemes are financed by PES or the social plan

**Target group or educational level targeted:** Skilled to high-skilled

**Eligibility Criteria:** Eligibility is based on a selection procedure (i.e. initial interview, profiling).

**Funding source and total budget (share of EU funding, if applicable):** N/A, where PES subsidises the course schemes, participation is funded by the Employment Fund.

**Types of skills (or qualification if relevant) delivered:** Sector-specific, niche skills, basic (i.e. presentation of general banking activities) to highly specialised (i.e. compliance, Islamic finance).

**Actors involved in the provision of training and their role:** PES, IFBL, external experts

**Summary of evaluation findings:** There are no official evaluations of the measure.

**Policy lessons:** The measure is tailor-made while monitoring, support, and orientation are provided. The measure includes a detailed procedure: a diagnosis and profiling of the candidate to evaluate the level of professional skills, an interview to detect the orientation of the candidate, the establishment and implementation of a development plan with objectives and outcomes.

**References** (including web links to published evaluation studies): <http://www.ifbl.lu/formations>

## 4 Conclusion

This report has provided a brief overview of training measures and labour market interventions where training is an important component. Both have been identified as important vectors to combat unemployment and increase employment rate objectives in the EU2020 context in Luxembourg.

On the one hand, the general framework can be identified as strong and performing well, as a series of interventions and programmes are embedded in a legal framework (i.e. CIE, CAE contracts, conventions). On the other, the national training framework is characterised by its flexibility, transversal applicability of schemes, available funding through the law-based National Employment Fund, the coordinating role of the PES and related current efforts of revising the PES framework, as well as the transferability from one measure to another. There is a current effort made by PES to revise the training schemes and offers, as well as the links with associations and partners.

Further, the focus is on long-term unemployment and vulnerable groups such as young jobseekers under 30 or seniors. All policy interventions contain an individual training path, which reflect the general individual support given by PES and this especially in the current context of the general individual support for jobseekers by the PES.

A strength of the framework resides in the involvement of expertise through sectoral actors and actors from the business community, but requires a strong coordination. A decentralisation of training provision from the national level to non-profit organisations

and insertion companies enhances opportunities for practical training on the labour market. This reinforces practical experience, a reinforcement of profession-specific skills, and the opportunity to be permanently recruited by the company. While employers are still hesitant to register open positions at PES, reimbursement mechanisms are available to provide incentives. The efficiency of all training programmes and interventions depends largely on available funding and employers' willingness to recruit and provide training schemes to jobseekers who may be candidates for permanent recruitment in the company.

CIE and CAE contracts, as well as tailor-made training programmes, are identified in this report as particularly important in the reactivation and upskilling of vulnerable jobseekers as they combine practical and theoretical training under the supervision of a tutor and are centered on a training plan underpinned by legislation.

A weakness related to the overall training framework is the absence of follow-up studies, and scientific evaluations, which is reflected in the scarcity of studies and available data related in particular to more vulnerable unemployed groups. The absence of follow-up studies means that it is difficult to measure the extent to which permanent reintegration back into employment as well as upskilling efforts occur. A further challenge to the national framework is to address mismatches on the labour market vis-à-vis appropriate training schemes reflecting the required profiles which are becoming increasingly high and niche-orientated according to a recent Business Federation (FEDIL) study<sup>35</sup>.

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<sup>35</sup>[http://www.fedil.lu/fileadmin/user\\_upload/publications/publications/04087\\_FEDIL\\_BROCHURE\\_ENQUETE\\_2014\\_web.pdf](http://www.fedil.lu/fileadmin/user_upload/publications/publications/04087_FEDIL_BROCHURE_ENQUETE_2014_web.pdf)

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- INSL: <http://www.insl.lu>
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- Ministry of Education and Youth: <http://www.men.public.lu>
- Ministry of Work and Employment: <http://www.mte.public.lu>
- Second Chance School: <http://www.e2c.lu>

## Annex 1: Measure Description Table

### Main training programmes in LUXEMBOURG

Name of training programme	LMP measure: the name and number of the relevant LMP measure, based on the list of LMP measures in the qualitative LMP report (if possible to attribute the training programme to the LMP measure)	Short description and aims of the training programme: e.g. basic skills(literacy, numeracy, ICT, other skills); general work experience and employability skills; initial vocational training oriented to a specific job; continuing training to up/re-skill in own occupation/sector; validation of prior learning and experience; tertiary education; preparation to start own business, etc.	No. of participants	Duration of programme for the beneficiary (and amount of subsidy, if applicable)	Target group or educational level targeted	Criteria for accessing the programme	Funding source and total budget	Types of skills (or qualifications) delivered	Actors involved in training provision and their role	Evaluation results available (here, please provide detail on the method used, on the coverage, and on the evaluation findings)	If no evaluation is available, what is the expert's assessment of the impact of the measure?
Tailor-made training schemes	Employability and re-training courses (11)	Tailor-made training schemes organised by PES are based on the approach that a lack of qualified workforce is identified in a particular mostly booming sector of the economy, federation or company. No selection criteria are defined by law and jobseekers are usually guided towards a measure in a pre-selection by PES. The programmes are characterised by their heterogeneous, flexible and small-scale nature, as well as they can be applied transversely after a diagnosis of a particular need is identified (i.e. expansion of a business or sector).	306 (2009)	Duration 4 weeks, extended to 7 weeks	Low-skilled, all levels	PES pre-selection	National Employment Fund	Profession-related skills, practical and basic skills	PES, companies	N/A, 2009 study	Flexibility and tailor-made character enable large degree of transferability to other business sectors. Small number of candidates and short length of schemes. Flexibility in terms of candidates and qualifications to enter the programme. Strong Cooperation required between actors, strong commitment of participants. High percentage of permanent and other contracts.
CIE (contract initiation à l'emploi Employment initiation contract and CAE (Contrat d'appui-emploi - Employment support contract contracts)	Job initiation contract (40) Workplace training (39)	The CIE aims to offer a first professional experience to young jobseekers under 30 and registered at PES.	365 (CIE), 347 (CAE) (December 2014)	12 month	Qualified, low-skilled (30 %), high-skilled (11 %)	PES registration, selection process	National Employment Fund	Profession-related skills, basic skills, practical skills	PES, companies (CIE), public actors (CAE)	2012 study	These measures are regarded as fundamental to reintegrate the under 30 back into labour. High proportion of training. The efficiency depends on tutoring and on availability of open positions by employers.
In-company traineeships for adults (Stage de réinsertion professionnelle) (training programme)	In-company traineeships for adults (26)	This intra-company 12-month training programme is aimed at jobseekers (minimum age 30) who are registered at PES.	482 (December 2014)	12 months	All levels	PES registration	National Employment Fund, company contribution to National Fund	Professional skills, basic skills	PES, companies	No study or evaluation available.	The measure is generally efficient, as regards the number of in-company traineeships. Nonetheless, no follow-up studies to analyse if these trainees are permanently reintegrated back. Availability depends on employer willingness as tutoring must be provided.
<b>Measures specifically targeting the low-skilled</b>											
See tailor-made training programmes											
<b>Measures specifically targeting the long-term unemployed</b>											

See CIE-CAE  
contracts, tailor-  
made programmes

See in-company  
traineeships for  
adults

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