

# National skills strategy

POLICY DEVELOPMENT

STRATEGY/ACTION PLAN

 LUXEMBOURG

## Timeline

2021 Design

2022 Design

2023 Design

2024 Design

2025 Design

ID number 41398

## Background

The need to anticipate demographic change and satisfy sectoral skills demand to ensure the competitiveness and resilience of the Luxembourgish economy has given rise to the 'Skillsdësch', a round table that periodically regroups representatives of the government and of the social partners. More specifically, the following bodies are members of 'Skillsdësch': the Ministry of Education, Children and Youth (MENJE), the Ministry of Research and Higher Education, Ministry of Labour, the Public employment service (ADEM), the Chamber of Skilled Trades and Crafts, the Chamber of Commerce, the Chamber of Agriculture, the Chamber of Employees, and trade unions. Its mission consists in designing a National Skills Strategy, identifying overarching national reform measures, supporting and preparing the tripartite committee's negotiations. It commissioned an OECD-led study, aiming at analysing the state-of-play of the Luxembourgish continuous vocational education and training (CVET)/Adult learning system and developing recommendations.

## Objectives

The objectives of the project are to suggest various relevant policy levers for a long-term all-of-government strategy to foster skills development in Luxembourg.

## Description

With the tripartite agreement, an objective assessment of the CVET landscape, led by the OECD Centre for Skills was launched. Various stakeholders were consulted to establish recommendations that are tailored to the Luxembourgish context.

The OECD study is part of the 'Skillsdësch' initiative, which regularly regroups high-profile governmental, employee, and employer representatives (the Ministry of Education, the Ministry of Labour, professional chambers, and trade unions) since Q3 of 2020. The main objectives are to analyse skills needs, be they of transversal or sectoral nature, and to subsequently define a training action plan and determine how to implement it.

The 'Skillsdësch' and the setting up of a national skills strategy pursue the common goal of closing the skills gaps through a long-term strategic approach to continuing vocational education and training (VET).

The strategy focuses on four thematic areas (priority areas):

- (a) providing labour market relevant adult learning opportunities;
- (b) guiding and incentivising skills choices;
- (c) attracting and retaining talent to fill skills shortages;
- (d) strengthening the governance of skills data.

### 2021 Design

Initially, a questionnaire was launched by the OECD to analyse the state-of-play and provide a framework for the official kick-off event, which was held online in June 2021 and involved all relevant stakeholders. The subsequent four months consisted of establishing an overview of the state-of-play through enquiries that included exchanges with the Luxembourgish national project team (NPT) and bilateral meetings with national stakeholders. This concluded with a workshop-conference at the end of October 2021 where stakeholders brainstormed and exchanged ideas in focus groups. The lessons learnt from these exchanges were used for future recommendations.

### 2022 Design

In 2022, OECD continued bilateral meetings with stakeholders representing different sectors and institutions, including practitioners, experts, policy makers, employers, trade unions, local authorities, and education and labour market researchers. In April 2022, 130 representatives of ministries and public administration, professional federations and chambers, unions and training organisations discussed, refined and completed the preliminary OECD recommendations of 2021.

The recommendations were structured around four priority strands:

- (a) the creation of continuing vocational training tailored to the labour market;
- (b) measures to promote lifelong learning and upskilling/reskilling;
- (c) talent attraction and retention;
- (d) data governance for skills.

The analyses and recommendations from 2021 and 2022 events were published as the OECD Skills Strategy - Assessment and Recommendations report.

### 2023 Design

In February 2023, the results of the study and the Skills Strategy - Assessment and Recommendations report were presented by the OECD. The report consists of a series of findings on skills in Luxembourg and recommendations adapted to the specific situation of Luxembourg, which are organised around the four strands that were considered priorities during the implementation of the project. A full report in English has been published, with an abridged version available in English and French.

### 2024 Design

Conceptual work on the National Skills Strategy continues.

### 2025 Design

Thematic working groups were formed within the National Project Team to continue conceptual work on the National Skills Strategy.

## Bodies responsible

- Ministry of Education, Children and Youth
- Ministry of Research and Higher Education

- Ministry of Labour
- Public employment service (ADEM)
- Chamber of Skilled Trades and Crafts
- Chamber of Commerce
- Chamber of Agriculture
- Chamber of Employees
- Trade Unions

## Target group

### Learners

Adult learners

Low-skilled/qualified persons

## Thematic categories

### Governance of VET and lifelong learning

Coordinating VET and other policies

Engaging VET stakeholders and strengthening partnerships in VET

### Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

VET as an attractive choice based on modern and digitalised provision of training and skills

VET promoting equality of opportunities

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

## Subsystem

IVET CVET

## Further reading

[Launching of the National Skills Strategy project](#)

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## Related policy developments

**2025 Completed**

### FutureSkills initiative

In October 2020, the Ministry of Labour, Employment and the Social and Solidarity Economy and the public employment service (ADEM) presented the FutureSkills initiative, which consists of three parts:

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

**2025 Implementation**

### Upskilling and reskilling adults

Each year, several measures and initiatives support employee training and professional development within Luxembourg's CVET system.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

#### “ ... ” Cite as

Cedefop, & ReferNet. (2026). National skills strategy: Luxembourg. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/41398>

