


FutureSkills initiative

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

Timeline



ID number 39647

Background

In order to tailor training for reskilling and upskilling of jobseekers and employees to the (future) skills demand, the Public Employment Service (ADEM) launched an initiative to anticipate sectoral and transversal skills demand and adapt its training offer.

Objectives

To invest in the anticipation and development of tomorrow's skills to match available profiles better to those required on the job market.

Description

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:

National and sector-level studies

In addition to the production of key data on the evolution of job offers, ADEM conducts sectoral studies on the evolution of occupations, activities, and skills, contributes to national studies and will develop sectoral studies on the analysis of the evolution of occupations, activities, and skills. These studies are realised in collaboration with employer associations and research institutes. They serve to enable skills strategies and initiatives based on concrete anticipations and provide practical information to individuals, employers, and professional and sector associations.

Upskilling/reskilling of jobseekers

Based on the studies, ADEM develops new training offers for jobseekers to help them acquire and strengthen the skills that are most in demand on the labour market. These respond to current market needs and aim to develop transversal (soft), vertical (job-specific) and digital skills, based on individual upskilling and reskilling needs. In addition to these upskilling programmes, ADEM increases access to e-learning platforms (digital skills, soft skills, project management) accessible to a wider public.

Upskilling/reskilling of employees

ADEM raises awareness of companies and their employees, on the impact of important trends (e.g. technological) on skills and occupations and the importance of a strategic approach to workforce planning. Often viable trajectories for internal job transitions can be found so that employment can be maintained. ADEM advisors guide companies regarding anticipation and development of future skills.

2020 Implementation

In 2020, the first measure implemented in the frame of the FutureSkills initiative was a training programme to strengthen and expand core competences with a practical component for jobseekers. It was addressed to jobseekers having completed at least six years in secondary education, fluent in French and with the possibility to follow distance learning autonomously. It consisted of a three-month training developed in cooperation with the Chamber of Commerce and the Chamber of Employees and was oriented to the development of soft skills, such as communication, creativity, adaptability; digital skills; project management skills; and training in office tools or data and coding.

The training format was entirely virtual and consisted of blend of autonomous e-learning and virtual classes. After the training, participants followed a six-month internship in the public sector during which they performed several administrative tasks. The training was done in the framework of an existing employment measure, temporary paid employment (OTI), allowing participants to receive a premium over unemployment allowance. Throughout the training and the internship, participants actively continued their job search and remained available on the private and public market.

Between October and December 2020, 60 jobseekers followed the three-month training and 32 of them started an internship.

2021 Implementation

In 2021, implementation continued. 432 jobseekers participated in the training programmes.

2022 Implementation

In 2022, ADEM published seven sectoral studies; labour market trends, future occupations and skill requirements were analysed for seven sectors :the financial sector, industry, construction, accommodation and food service (horeca), trade, transport and logistics, and crafts. The analyses were based on job offers and their description as submitted by Luxembourgish companies to ADEM. Their results made it possible to match the training offer to the current and future needs of companies. These studies target both employers and employees/jobseekers. The former find a benchmark of the situation and trends in their respective sectors, while the latter can better adapt to these trends.

For each sector, ADEM collaborated with the relevant employer organisations to validate the results of the quantitative analyses and supplement those with qualitative input. The following were involved: the Chamber of Commerce (CC), the Chamber of Skilled Trades and Crafts (CdM), the Bankers' Association (ABBL), the Insurance and Reinsurance Association (ACA), the Federation of Craftsmen (FDA), the Hospitality Federation (Horesca), the Federation of Luxembourgish Industrials (FEDIL), the Commerce Confederation (CLC), and the Logistics Association (Cluster for Logistics, C4L)..

The videos, created in August 2022 by ADEM, presented the structure and trends of the Luxembourg job market, both in general and in 10 different sectors: Horeca, Commerce, Cleaning and body care, Industry, Transport and logistics, Construction and handicrafts, Finance, Health and social work, Administration and management, IT.

2023 Implementation

In 2023, the Public Employment Service (ADEM) published two new sectoral skills studies, based on published online job vacancies, focused on the Social Work Activities, and Health and Care sectors. For these two new studies, the ADEM quantitative data analysis has been supplemented by a qualitative analysis, in collaboration with the employers' federations concerned and sector experts.

2024 Implementation

In 2024, the Public Employment Service (ADEM) published a new skills study on IT professions carried out in close collaboration with the Chamber of Commerce, the ABBL (The Luxembourg Bankers' Association) and the Digital Skills & Jobs Coalition, as part of the 'innovative initiatives', a Government initiative launched by the Media, Connectivity and Digital Policy Department. Compared to the previous sectoral studies, this new study presented trends in the IT professions, irrespective of the sector in which they operate.

2025 Completed

In 2025, the FuturesSkills initiative took its end. Given the fast development of the labour market, no further sectoral studies are currently planned. Instead, Public Employment Services (ADEM) have introduced the jobinsights.lu dashboard which shows changes in skills demand in real life.

Bodies responsible

- Ministry of Labour
- Public employment service (ADEM)

Target group

Learners

Adult learners
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment
Low-skilled/qualified persons

Entities providing VET

Companies

Other stakeholders

Social partners (employer organisations and trade unions)

Thematic categories

Governance of VET and lifelong learning

Establishing and developing skills intelligence systems

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Diversifying modes of learning: face-to-face, digital and/or blended learning;
adaptable/flexible training formats
Acquiring key competences

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 promoting equality of opportunities

Osnabrück Declaration

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

Subsystem

CVET

Further reading

[Get ready for future skills \(FutureSkills initiative\)](#)

[FutureSkills leaflet](#)

[FutureSkills initiative launched in 2020](#)

[Analysis by sector - 2022](#)

[Analysis by sector - 2022](#)

[Videos Job trends by sector 2022](#)

[Analysis by sector - 2023](#)

[Analysis on IT professions - 2024](#)

Related policy developments

2025 Design

National skills strategy

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.



LUXEMBOURG

Type of development

Strategy/Action plan

Subsystem

IVET CVET

2020 Discontinued

Digital skills bridge

In May 2018, the Ministry of Labour, Employment and the Social and Solidarity Economy, in cooperation with the Ministry of Economy and the Public Employment Service (ADEM), launched the pilot project Digital skills bridge.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Improving CVET provision for jobseekers: the Companies, partners for employment project

The Public Employment Service (ADEM, Agence pour le développement de l'emploi), the Ministry of Labour, Employment and the Social and Solidarity Economy (MTEESS) and the Luxembourg Employers' Association (UEL) launched in 2015 the programme, Companies, partners for employment (*Entreprises, pa*

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Type of development

Practical
measure/Initiative

Subsystem

CVET

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/39647>