

# Upskilling and reskilling adults

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

## Timeline

2019 **Approved/Agreed** 2020 **Implementation** 2021 **Implementation**  
2022 **Implementation** 2023 **Implementation** 2024 **Implementation**

ID number 39642

## Background

Since the major reform of 2008 implemented between 2010/11 and 2013/14, and in the context of an ever-changing labour market, Luxembourg's priority has been to ease employees and their companies into upskilling or reskilling. Whether this consists of training in the new skills required by their company or improving their skill levels, employees will be increasingly required to update their skills.

Continuing vocational education and training (CVET) is offered by private training providers, non-profit organisations and other institutional training providers:

- (a) Private training providers are subject to the rules of the right to practise and must hold a ministerial authorisation to provide continuing training. For capital companies (legal entities) and partnerships (natural persons), the authorisation to practise as a 'manager of a continuing vocational training body' is issued by the Ministry of the Economy at the recommendation of the Ministry of Education, Children and Youth.
- (b) Private non-profit organisations, foundations and natural persons need to apply individually to the minister responsible for vocational training to be approved as a continuing vocational training provider.
- (c) Other institutional training providers can organise continuing vocational training without a request for authorisation. These include professional chambers; ministries, government services (e.g. public employment service and public bodies); institutions with public or private school status recognised by the public authorities, and issuing certificates recognised by these same authorities; and municipalities.

## Objectives

Public and private initiatives come together to build a system which offers various education and training opportunities for employees.

## Description

Each year several measures and initiatives support employee education and training.

In 2015, the Federation of Craftsmen (Fédération des Artisans) launched skills/competence centres in construction engineering and building completion work (GTB-PAR) to help

companies keep skilled employees abreast of developments in technology, management and economy.

In 2018, the Federation of Craftsmen, in collaboration with GTB-PAR and the Education and Training Institute in the Construction Sector (IFSB), founded the Competence Centre for Digital Craft (Centre de Compétences Digitalt Handwerk, Digi HW), jointly funded by the ESF. Its objective is to provide training to managers and employees of enterprises in the crafts sector, to support and accompany digital change management, and to help them define CVET objectives. It serves as contact point for the Fit4Digital and Digital skills bridge programmes. Training was provided to 1 260 participants in 2018-19.

### **2019 Approved/Agreed**

In July 2019, a new law amending the Labour Code and the Law reforming vocational training (2008) entered into force. It establishes an 'on the job' vocational training model. The model allows employees who do not hold certification for the selected trade or profession to complete their training parallel to their job and to obtain a diploma.

### **2020 Implementation**

Since autumn 2020, the Skillsdësch (round table discussions on skills) has brought together the Ministry of Education, Children and Youth, the Ministry of Higher Education, the Ministry of Labour, Employment and the Social and Solidarity Economy, the professional chambers, companies and trade unions. The objective is to analyse (sectoral) skills needs, identify rapidly growing professional fields, and prepare the way to a national skills strategy. A set of specifically designed professional reconversion pathways for employees at risk of job loss due to automation, the skills bridges, were piloted in 2018/19 and recommended by the Skillsdësch to be permanently implemented.

During the COVID-19 pandemic, all training bodies, institutional and private, including competence centres, developed digital learning solution offers.

At the beginning of 2020, SITC, a training organisation for the security and guarding sector, was created by FEDIL, The Voice of Luxembourg's Industry, and the Luxembourgish Movement for quality and excellence (Mouvement Luxembourgeois pour la Qualité et l'Excellence) in order to accompany the digital transformation of companies in this sector.

### **2021 Implementation**

Université Populaire (UniPop)

Université Populaire opened in April 2021. It brings together three public lifelong learning players, the National Languages Institute (INL), the National Centre for Continuing Vocational Training (CNFPC), and the Adult Education Service of the Ministry of Education, Children and Youth (SFA). It allows offering a whole range of training courses in a single place. The combination of the three offers aims to increase the visibility of the different training pathways. The CNFPC offer is particularly developed in the digital field, ranging from office applications to coding, which enables adults to strengthen their skills (upskilling) or develop new skills with a view to professional reorientation (reskilling). SFA focuses on basic education, the linguistic integration of newcomers and second qualification pathways in order to provide interested people with certification possibilities. SFA also offers an information and guidance service for adult learners. The training centre is equipped with a media library and work areas for independent learning. INL provides language training for adults on all levels as well as certifications. Université Populaire also offers training on topics of general interest to develop one's knowledge and skills, e.g. jewellery-making, creating and printing in 3-D, repairing and recycling, switching to renewable energies, the MicroPython programming language.

Online procedures to facilitate employee access to continuing training

Since 1 February 2021, employees can apply online for individual educational leave (CIF) via a dedicated platform, myGuichet.lu. CIF is a special leave to attend courses, prepare for exams, etc.. Each employee is entitled to a total of 80 days of CIF throughout their professional career. MyGuichet.lu also allows employers to apply for reimbursement to compensate for the days of their employees' CIF.

Employees who have benefited from short-time working during the COVID-19 pandemic, are entitled to a EUR 500 voucher for online training in digital skills. Any employee who has been on short-time work between 1 January 2021 and 31 March 2021, can obtain the voucher for digital skills training through an online application; the employee must submit an online request.

### **2022 Implementation**

In 2022, Université Populaire organised an open day. In workshops, visitors discovered general interest training (e.g. yoga, drawing, languages), a second qualification pathway, and had an overview of the content of the proposed seminars (e.g. astronomy, rights).

### **2023 Implementation**

For the school year 2022/23, the INLL recorded 15 259 registrations compared to 15 166 in 2021/22. The general adult education managed by the SFA recorded 23 695 registrations, more than 80% of them are for language courses, reflecting the specific multi-linguistic reality of the country and the importance of language skills for labour market integration, especially for migrants.

In June 2023, Digital Skills and Jobs Coalition Luxembourg launched the new enhanced platform digitalskills.lu, consolidating all information related to digital skills.

### **2024 Implementation**

In the Framework of the National Recovery and Resilience plan, co-financed by the European Union and in line with the OECD National Skills Strategy for Luxembourg, the Ministry of National Education, Children, and Youth launched a new format of continuing professional education, the Skillsbridges. In a rapidly evolving economic context marked by fast technological advancements, these programmes allow adults to adapt to new technologies and the constantly changing job market (upskilling) and to retrain in a different profession (reskilling). They target a diverse audience in terms of qualification levels, industry sectors, language skills, or employment status. The Skillsbridges are of short duration, varying from 40 to 240 hours. Courses are provided by the National Centres for Continuing Vocational Education and Training (CNFPC), either in-person or through blended learning. Certification is issued upon successful completion, by the Ministry of National Education, Children and Youth's VET department (SFP) and the CNFPC.

Three Skillsbridges programmes are available since September 2024:

- Artificial Intelligence for Administrative Teams,
- Green Space Maintenance Worker, and
- Low-Carbon Construction and the Use of Bio-Based Building Materials.

## **Bodies responsible**

- Ministry of Education, Children and Youth
- Ministry of Labour, Employment and the Social and Solidarity Economy (MTEESS)
- Chamber of Skilled Trades and Crafts
- Chamber of Employees

- Chamber of Commerce

## Target group

### Learners

Persons in employment, including those at risk of unemployment

### Entities providing VET

Companies

### Other stakeholders

Social partners (employer organisations and trade unions)

## Thematic categories

### Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Acquiring key competences

### Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

Flexibility and progression opportunities at the core of VET

### Osnabrück Declaration

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

## Subsystem

CVET

## Further reading

[Competence Centre for Digital Craft \[Centre de Compétences Digitalt Handwerk\]](#)

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[Skills competence centres](#)

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[Law of 12 July 2019](#)

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[Ministry of Education Website](#)

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[Ministry of Education Website](#)

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[Myguichet, Online leave application forms](#)

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[Voucher for digital training](#)

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[Security industry training centre \(SITC\)](#)

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[Université Populaire](#)

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[Open day at the Université Populaire](#)

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[Skillsbridges](#)

## Related policy developments

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**2024 Implementation**

### Skillsbridges: addressing skills shortages

The programmes are designed to develop targeted skills that can be immediately applied in practice. Short in duration, they vary from 40 to 240 hours.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

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**2024 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.

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#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

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**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.

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

CVET

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**2024 Implementation**

**Upskilling and reskilling measures for jobseekers**

ADEM, in cooperation with different stakeholders, developed the following main upskilling and reskilling measures for jobseekers.

Skill you up

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

CVET

“ ... ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/39642>