


VET responses to COVID-19 crisis

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

Timeline

2020 Implementation

2021 Implementation

2022 Discontinued

ID number 39639

Background

The COVID-19 pandemic impacted Luxembourg at multiple levels. Several measures have been taken to tackle the crisis and counterbalance its effects.

Objectives

Measures have been taken to reduce the risk of infection, to protect learners, teachers and tutors while trying to limit the impact on school and apprenticeship organisations, and on the labour market entry of young graduates. Measures have also been taken to tackle the risk of reduction in the number of apprenticeship places.

Description

In the light of the COVID-19 pandemic, the following measures were introduced to assure the continuation of vocational education and training (VET) and specifically of apprenticeships. School closures were limited to the minimum and school training was continued as distance learning. School closures were limited to the minimum and school training was continued as distance learning. Practical training was mostly suspended during the lock-down but the work placement periods were recovered, by postponing deadlines and final exams, e.g. in the restaurant sector.

Apprentice protection at the working place

Practical training had to be properly provided in the context of apprenticeships, with the apprentice's health and safety being guaranteed as they were for other employees according to Article L.313-1 of the Labour Code: employers had to provide appropriate measures of protection. A grand-ducal regulation of 17 April 2020 introduced specific measures to be taken by employers to guarantee security and protection of employees.

Extending the deadline for the signature of an apprenticeship contract

For learners seeking an apprenticeship contract, the deadline to sign the contract - initially determined by law to 31 October 2020 - was extended until 31 December 2020. In order to prevent school dropout, learners who could not find an apprenticeship placement by the end of 2020 could join the Fit4 d'Léier (Ready for Apprenticeship) programme and continue their training at the National Centres for Continuing Vocational Training (CNFPC) until the

end of the school year. The programme was sustainably implemented after the pandemic.

Fit 4 Léier programme (Ready for Apprenticeship)

The offer of school-based training in CNFPC was expanded: all learners who could not enrol in regular school training could join the for the Fit 4 Léier programme, a preparatory year that allows learners improving their soft skills, discovering different professions and trades during practical work-based learning and benefiting from individual accompaniment, in order to find a regular apprenticeship in-company training position the following year.

Tutoring lessons

The Ministry of Education made available thematic dossiers on the main subjects for the different grades in both initial and secondary education. These were made public in August 2020 on the dedicated platform to support learners who needed, or felt the need, to prepare well for the start of school year 2020/21. Learners attending a public school or private, secondary schools following the national programme also had the opportunity to take tutoring lessons during the last two weeks of the holiday period, from 31 August to 11 September. These recovery lessons were free of charge and held by secondary education teaching staff. These measures continue to become an essential part of the Luxembourgish education system.

Bonus for the promotion of apprenticeship

The Ministry of Education, jointly with the Ministry of Labour and the social partners, professional chambers and trade unions, put in place a range of measures and financial support to ensure the integration of learners in vocational training and to support them in the transition to working life. The bonus for the promotion of apprenticeship is a direct financial aid to support training companies that welcome apprentices and ensure their employability. The measure aims at supporting training companies in maintaining apprenticeship contracts; offsetting the risk of reduction in the number of apprenticeship posts; encouraging training companies to offer more apprenticeships, and encouraging the resumption of apprenticeship contracts terminated due to the health crisis.

The bonus amount is determined on the basis of the number of apprenticeship contracts, the number of new ones, the number of apprenticeship contracts taken over and the number of apprentices hired during the three last years or since the authorisation for training was granted to the organisation. It varies between EUR 1 500 and EUR 5 000 per apprentice.

Incentive for training bodies	Amounts per contract
maintaining existing contract	EUR 1500
concluding new contract	EUR 2000
if number of apprentices is higher than previous average (2017-20)	plus EUR 1500 per contract
contract for re-employment of laid-off apprentices	EUR 5000

Any organisation established in Luxembourg that takes an apprentice on the basis of an apprenticeship contract, and maintains the right to train an apprentice, can apply for the bonus for the promotion of apprenticeship. There are certain prerequisites for applicants who wish to benefit from the bonus. More specifically, applicants have to have the status of a training institution regardless of legal status, size, or sector of activity; have the right to train apprentices on the day of the application for the bonus. In addition, they have to provide proof of an apprenticeship contract with the apprentices or their legal representatives, and hold a certificate of affiliation of the apprentice to the Joint Social Security Centre (CCSS) so that the professional relationship can still be established on the date of the application. In case of resuming an apprenticeship contract prior to the application, the apprentice should not have been the subject of more than two resumptions since 24 June 2020.

2020 Implementation

In order to deal with the health crisis, several new measures were put in place during

2020, to adapt and to reduce the effects of the crisis.

2021 Implementation

The deadline for the signature of an apprenticeship contract for learners seeking an apprenticeship contract was initially set by law on 31 October 2021 and had been extended until 30 November 2021.

The bonus for the promotion of apprenticeship originally in place until 15 July 2021, was replaced by the second exceptional and time-limited financial aid to support apprenticeships to be submitted by post or online. This aid, which was complementing existing aid, was intended for training institutions that fulfilled the following conditions: they had to offer an apprenticeship position, have the right to train and they should have taken the decision to take on new apprentices despite the current economic climate.

Apprenticeship contracts eligible for financial aid were newly-concluded apprenticeship contracts from 16 July 2021, and apprenticeship contracts terminated after 16 April 2021 that were taken over, in accordance with article L.111-3, paragraph 4 of the Labour Code, by a training company, provided that the contract had not been taken over more than twice.

2022 Discontinued

In October 2022, the Bonus for the promotion of apprenticeship was suspended.

Bodies responsible

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

Target group

Learners

Learners in upper secondary, including apprentices

Entities providing VET

Companies

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Financial and non-financial incentives to learners, providers and companies

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

IVET

Further reading

[Apprentice protection at the working place](#)

[Link Shouldoheem for IVET \(school at home for IVET\):](#)

[Remedial courses](#)

[Bonus for apprenticeship](#)

[Bonus for apprenticeship -2021](#)

[Bonus for apprenticeship -2021](#)

[Bonus for apprenticeship -2022](#)

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