


Diplom+ : new bridging programme

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

Timeline

2020 Implementation 2021 Implementation 2022 Implementation
2023 Implementation 2024 Implementation 2025 Implementation

ID number 39633

Background

The initiative was initially set up to support young learners during the lockdown at the peak of the COVID-19 pandemic to tackle potential effects on transitions from school to work or to higher education, e.g. potential delays in finding an employment, difficulties to start their higher education abroad due to sanitary restrictions and negative effects of inactivity or isolation on the well-being of young learners. Luxembourg had not suspended learning in national education and privileged training in presence learning and hybrid formats, respecting sanitary rules. The Diplom+ allows learners further developing their transversal skills and competences, while pursuing to seek employment or to apply for university studies. It has flexible and modular structure and is adaptable in terms of intensity and duration to the learners' interests and obligations. Due to its instant success and positive feedback of the learners, the measure was continued. The initiative has strong government support.

Objectives

Diplom+ aims at facilitating the transition between school and employment or higher education.

Description

Diplom+ is a customised training programme bridging the transition between school and employment or higher education targeting recent graduates at EQF 4 (both general and vocational programmes), neither in employment or higher education. Diplom+ is a cycle of individually certifying training modules on transversal skills in high demand on the labour market, skills applicable in higher education and everyday life skills. Participants are accompanied on demand by individual coaching sessions. Participants can leave the training cycle if they are hired or participate in higher education; they obtain certificates for successfully completed modules.

2020 Implementation

The training consists of six mandatory and two to six optional modules leading to

certifications. During the first semester learners follow six common modules.

- a. Module 1: Preparing for employment search or application
- b. Module 2: Presentation and communication
- c. Module 3: Computer skills
- d. Module 4: Time and well-being management
- e. Module 5: Project management
- f. Module 6: Informed citizen and employee

They also follow two out of the six optional modules which allow the learners to tailor their training to individual expectations.

- a. Module A: Tips for everyday life
- b. Module B: First aid
- c. Module C: Practical Crafts Workshops
- d. Module D: Web design
- e. Module E: Design and 3D Printing
- f. Module F: Data analysis.

Learners who choose to continue during the second semester have the opportunity to deepen and apply the newly acquired skills within the framework of an innovation project, supervised by professional mentors, which consists of developing a product as a team from conception to realisation.

For school year 2020/21, 140 learners in seven classes attended the first semester. Courses were organised over seven locations and were provided by 12 training providers. Following the first semester, 80 learners pursued an innovation project, which provided learners with the opportunity to deepen and apply newly acquired skills by developing a product from conception to completion under the supervision of a professional mentor. 60 of them regrouped in 11 teams have finalised their project. Among those who left the programme before the end of the second semester, more than half reported that they had interrupted the training due to a job offer and more than a third to pursue higher education.

2021 Implementation

In 2021, a survey of participants in the pilot project revealed a high level of satisfaction. For the school year 2021/22, 98 learners in six classes attended the first semester. Courses were organised in five locations and were provided by 11 training providers.

The programme was extended to young people who had started but dropped out of higher education.

2022 Implementation

Among the 98 learners who enrolled in the school year 2021/22, 60 followed the innovative project during the second semester. Thus, more than one third successfully enrolled in higher education in the summer semester or found employment. Employment was often voluntarily under temporary contracts with the prospect to join higher education in the following year.

In the school year 2022/23, 88 learners registered, in 4 classes. 58 registered for the innovative project in the second semester.

In summer 2022, a short summer school “Diplom+ Ukraine” offered a seven-week training cycle to learners from Ukraine to join higher studies or aimed at obtaining a secondary education diploma in Luxembourg. It concerned learners between 17 and 30 years who had recently arrived from Ukraine and who had just finished secondary school or were about to finish it, and were seeking employment. It consisted in six modules tailored to their specific situation: Live and Work in the EU; Discover Luxembourg; Public Speaking and Empowerment; Time and Stress Management; First Aid Module; and practical workshops and upcycling. Learners received a certificate for each successfully-passed module. The training was usually provided in English but language mediators and individual support were available to adapt to the needs of learners. The project ended in September 2022.

The content of the Diplom+ course was adapted at the beginning of the school year 2022/23, and students started following eight common modules instead of six. The new modules are:

- (a) Module 1: Professional guidance
- (b) Module 2: Preparing for employment search or application
- (c) Module 3: Empowerment and Mentoring
- (d) Module 4: Presentation and Communication
- (e) Module 5: Time and Stress Management
- (f) Module 6: Project management
- (g) Module 7: Informed citizen and employee
- (h) Module 8: Computer Skills

They follow four to eight optional modules instead of two to six:

- (a) Module A: Learning Strategies
- (b) Module B: Tips for everyday life
- (c) Module C: First aid
- (d) Module D: Green Skills and Circular Economy
- (e) Module E: Practical Workshops
- (f) Module F: Web design and Content Management
- (g) Module G: Design and 3D Printing
- (h) Module H: Data Analysis and Visualisation

2023 Implementation

During the school year 2023/24, 84 learners registered for the Diplom+ programme. The programme was held in 4 classes in three different regional sites. 65 learners received certifications for at least one module

2024 Implementation

The content and organisation of the Diplom+ course was adapted at the beginning of the school year 2024/25. It is now organised in three parts. During the first part, students follow eight common modules:

- Professional guidance
- Presentation and Communication
- Preparing for employment search or application
- First aid
- Time & Stress Management
- Project Management
- Practical Life Skills
- Skills for Climate

During the second part, students can choose one pack among three packs:

- Pack 1 : Crafts - Cooking, Sewing, Woodwork
- Pack 2 : Design IT - Web Design, Graphic Design, Design & 3D Printing
- Pack 3 : IT - Coding, Data Analysis, Learning Strategies

Each module (common or in the pack) lasts between 16 and 40 hours. Students receive a certificate for each module successfully completed. Courses are provided in Luxembourgish, French, German and English.

During the third part, students participate in a practical in-company experience, either in the form of an internship of their choice or several short-term job-shadowing opportunities, to confirm their future career choices.

2025 Implementation

Starting with the school year 2025/26, the Diplom+ programme will introduce several key changes:

- (a) Shorter duration: the programme will now run over one semester instead of a full year.
- (b) Two sessions per year: one in autumn and one in spring.
- (c) New packs: students can now choose among four updated specialisation packs:

- Art
- Digital
- Management
- Social

These changes aim to make the programme more flexible, more accessible, and better aligned with the needs and interests of young graduates.

1. Common core

All students begin with ten shared modules, focusing on professional and personal development:

- Professional guidance
- Presentation & Communication
- Preparing for employment applications
- First aid
- Time & Stress Management
- Project Management
- Practical Life Skills
- Skills for Climate
- Learning strategies
- AI - basics

2. Specialisation packs

Students then choose one of four themed packs, allowing them to deepen their skills in a specific field:

Pack 1: Management – Project Management, Change Management, Leadership, etc.

Pack 2: Digital – Cybersecurity, Artificial Intelligence, Digital Marketing, etc.

Pack 3: Art – Interior Design, Graffiti, Manga Drawing, etc.

Pack 4: Social – Social Professions, Pedagogy, Inclusion, etc.

3. Practical experience

Finally, students complete an in-company experience, either through an internship of their choice or several short-term job-shadowing opportunities, helping them to confirm their future career paths.

Each module lasts between 16 and 40 hours, and students receive a certificate for every successfully completed module. Courses are available in Luxembourgish, French, German and English.

Bodies responsible

- Ministry of Education, Children and Youth
- VET Department of the Ministry of Education, Children and Youth (SFP)

Target group

Learners

Young people not in employment, education or training (NEETs)
Learners with migrant background, including refugees

Thematic categories

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Using learning-outcome-based approaches and modularisation
Acquiring key competences

Supporting lifelong learning culture and increasing participation

Permeability between IVET and CVET and general and vocational pathways, academic and professional higher education
Providing for individuals' re- and upskilling needs

Subsystem

IVET

Further reading

[Ministry of Education, Children and Youth Website - Diplom+](#)

[Diplom + ,a new training programme following secondary school](#)

[Diplom+ success and extension](#)

[Diplom+ - 2025](#)

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