

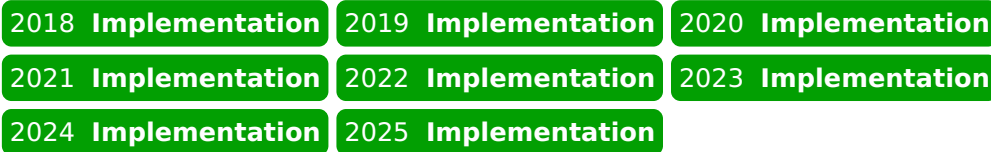
Teacher continuing professional development

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 LUXEMBOURG

Timeline



ID number 28380

Background

Teacher continuing professional development (CPD) has gained increasing importance and is now considered a professional duty in the Luxembourgish education system. In its 2015 national reform programme, Luxembourg indicated its intention to modernise teacher and trainer professional development.

The project Teachers meet businesses, initiated in 2018 by the Chamber of Commerce and the Training Institute for National Education (IFEN), connects the worlds of school and work, particularly in emerging technologies and business sectors. It supports secondary education teachers in gaining insights into industry developments to help improve the training and guidance they provide to students. Participating teachers explore growing economic sectors and become familiar with the relevant qualifications and competences.

Objectives

Establishing a legal framework and implementing provisions for the organisation of teacher CPD, while introducing teachers to emerging economic sectors to keep their knowledge up to date and improve the guidance they provide to students.

Description

The 2015 legislation establishing the Training Institute for National Education (IFEN) stipulates that IFEN offers mandatory teacher CPD schemes to develop and refresh teaching staff competences. These include training leading to certification, coaching, supervision, job shadowing, and exchange networks. With IFEN's support, schools may also develop optional internal CPD plans (Schulinterne Lehrer/innen-Weiterbildung) to align training activities with their objectives.

Teacher CPD is defined according to a competence framework that helps teachers conceptualise the competences required for their professional practice and share a common approach to fulfilling their teaching tasks. Each teacher must complete 48 hours of CPD over three years, of which at least 24 hours should focus on priority training areas or

the school's internal training plan. Current priorities include competence-based teaching and learning, ICT technologies, teamwork, and communication, while a maximum of 24 hours may be dedicated to disciplinary knowledge. Any training outside the teacher's profile must be approved by the school director.

Within this framework, the Teachers meet Businesses project, launched in 2018 by the Chamber of Commerce and the Training Institute for National Education (IFEN), connects secondary education teachers with industry developments. It helps teachers discover growing economic sectors, familiarise themselves with relevant qualifications and competences, and improve the training and guidance they provide to students.

2018 Implementation

2019 Implementation

In 2019, a new law amending the 2015 law creating IFEN was adopted. It provides for new methods of providing in-service training to teachers: peer grouping, coaching, and e-learning.

In 2019, the implementation of the project Teachers meet business continued.

2020 Implementation

In 2020, due to the COVID-19 pandemic, the CPD offer was extended to cover knowledge and methods of distance learning, including distance learning for practical courses. The regular offer was also constantly adapted.

In 2020, due to the COVID-19 pandemic, the project, Teachers meet businesses, was suspended.

2021 Implementation

In 2021, in addition to constant update of its offer, IFEN created its first educational Third Place, F.use (Future Space for Education - Tiers lieu) to diversify its training and support offer, and thus respond to the challenges of the future of education. It is a physical space for exchange, innovation and experience-action which targets all education professionals. In these 'classrooms of the future', open and adaptable spaces, multiple activities are offered in the form of working sessions, activities of discovery or training sessions, focused on game-based learning, digital technology in general and the creation of one's own educational material.

In 2021, the project, Teachers meet businesses, was suspended.

2022 Implementation

In 2022, another Educational Third Place, F.use, opened.

The ministry of Education's VET Department (SFP), in collaboration with IFEN, organised thematic seminars for teachers and in-company trainers, tailored to the provision of the newly introduced IVET programme DAP Éducation (socio-pedagogical childcare agent). In 2022, the project, Teachers meet businesses, was discontinued.

2023 Implementation

Since March 2023, the ICT teacher training courses offered by the National Education Training Institute's (IFEN), includes conferences and seminars about AI and related tools. In the 2023/24 school year, the institute introduced massive open online courses (MOOCs) and blended learning formats to supplement these face-to-face training sessions. The majority of the IFEN's AI related teacher training courses, which are part of the ICT domain, include:

- (a) chat about ChatGPT and AI,

- (b) demystifying AI and ChatGPT,
- (c) AI, ethics and future-proofing the classroom,
- (d) introduction to generative AI: using ChatGPT to optimise teacher preparation.

IFEN has continued to diversify its training formats (such as seminars, seminars with an individual learning phase, resonance spaces, guided exchange networks, reading circles, educational walks and film debates) and to develop on-line training courses.

To support and prepare teachers for the implementation of digital science courses throughout secondary education, IFEN is offering tailored continuing professional development courses.

IFEN has introduced its very first 'training pathway'. These pathways aim to strengthen expertise in targeted areas while developing professional skills. They are structured to provide a coherent and progressive learning experience, enriched by a variety of teaching resources in a specific area. It emphasises flexibility and customisation, offering tailor-made support from experienced trainers, a practical approach through projects and observation periods, and a multi-level recognition system.

In 2023, a new Vocational Aptitude Diploma 'Inclusion' was introduced. The introduction of the programme is accompanied by a dedicated in-company trainer training deployed by IFEN.

2024 Implementation

In January 2024, the program Teachers meet business was relaunched. The first session of the 2023/2024 edition is devoted to the commerce sector.

2025 Implementation

In 2025, IFEN has continued the Teachers meet businesses programme. It also hosted the first Trainer Innovation Day to prepare their new networking offer for trainers which is set to be launched in October 2025.

Furthermore, IFEN is a partner for the INTERREG Grande-Région programme 'Engagement'GR' which aims to promote the integration of youths into the labour market in the Greater Region, sustainability, digital and citizenship education, by further training educators on these topics.

Bodies responsible

- Training Institute for National Education (IFEN)
- Chamber of Commerce

Target group

Education professionals

Teachers

Entities providing VET

Companies

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Subsystem

CVET

Further reading

[Act on establishing the Training Institute for National Education \(IFEN\)](#)

[Regulation of 2015 on 48 hours of mandatory continuous teacher training \(in French\)](#)

[Regulation of 2016 amending Regulation of 24 July 2007 determining the duties of teachers in secondary schools and technical schools](#)

[Law of 2019 amending the Act on establishing IFEN](#)

[IFEN CPD offer](#)

[F.use - Educational Third Place](#)

[IFEN - Digital Sciences](#)

[Chamber of Commerce Website - Teachers meet businesses](#)

[Chamber of Commerce Website - Teachers meet businesses 2024](#)

[IFEN - training catalogue DAP Education](#)

Related policy developments

2023 Completed

Reforming initial teacher training

Following the 2015 reform, a candidate for the teaching profession first has to take preliminary tests in the three national languages (German, French and Luxembourgish) followed by a competitive examination (*concours*) organised by the Ministry of National Education.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

IVET

2015 Approved/Agreed

Training Institute for National Education

Legislation in 2015 established the Training Institute for National Education (Institut de Formation de l'Education Nationale, IFEN) to organise professional induction and continuing professional development (CPD) for teaching and socio-educational staff, including VET teachers.

 LUXEMBOURG

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Promoting digital literacy

In 2015, the Digital Education strategy was developed, including five dimensions broken down into specific projects; the strategy's major focus is on IT infrastructure and equipment.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

IVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Teacher continuing professional development: Luxembourg. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

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