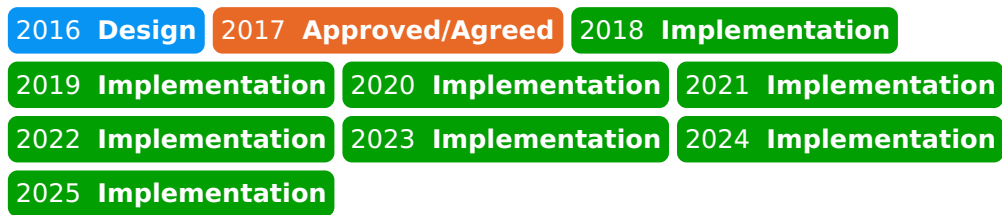


Efficient guidance provision



Timeline



ID number 28361

Background

The government wanted to give particular priority to the support of learners, based on relevant and well-organised educational and vocational guidance. A second priority was school autonomy, supporting efforts to put in place a system of support measures adapted to their own learners.

It is also essential to aid the transition of young people from school to work, support their labour market integration, and ensure that no young person is left out. Guidance projects have been designed and launched to meet this need, helping young people manage their educational and occupational careers, with particular attention to socially vulnerable groups.

Objectives

The objectives of the guidance-related policy were to first and foremost support schools, learners and their parents in the guidance process, providing the most appropriate guidance system. Guidance-related projects also seek to strengthen services for at-risk young people, supporting their social inclusion, active participation in lifelong learning, and smooth transition into working life, thereby helping to prevent school dropout.

Description

In February 2016, the Ministry of National Education, Children and Youth announced changes in the guidance process. To ease 5th Grade (third year of lower secondary school) learners' choice between the many vocational programmes offered, a new guidance procedure was introduced in 2016/17. In the new approach, decisions about possible career paths are only made after extensive discussions between teachers, learners and parents throughout the cycle and the analysis of a series of documents. A new unit for curriculum development (cellule de développement curriculaire) in VET actively participates in revising the guidance procedure.

Furthermore, the Law of June 2017 provides a legal basis for the functioning of the House of guidance (Maison de l'orientation). A reference framework for school and professional guidance (cadre de référence pour l'orientation scolaire et professionnelle) has been set as a tool for secondary schools to structure and evaluate their existing guidance actions and initiatives, and, if needed, introduce new ones. The obligation for each school to define its own educational and vocational guidance approach while meeting the criteria defined in the reference framework, was introduced. In every secondary school, a guidance unit (cellule d'orientation) is responsible for the orientation process set out in the school's development plan; the unit must include at least two members of the teaching staff, two educational or psychosocial staff and at least one guidance counsellor. The same law put emphasis on educating young learners to self-guidance.

The missions of the Centre for psychosocial and educational support (CePAS), were redefined in that perspective. CePAS is responsible for providing young people with self-guidance knowledge, methods and skills that enable them build their own personal and career plans. This involves offering psychological, social and educational consultations, helping learners identify their own resources, skills, preferences, aspirations and needs, and assist them in developing a personal and professional project. Target groups include young people not in education out of school, especially those wanting to reintegrate school. The Services of the House of guidance and CePAS work in collaboration with the National Youth Service's (SNJ) Local Youth Antennae (ALJ) providing guidance and initiatives for professional and educational reintegration to NEET population.

Building on this policy and institutional framework, a range of guidance-related projects have been implemented since 2014, following the Youth Guarantee. Led by the Ministry in partnership with the Public Employment Service (ADEM) and the National Youth Service (SNJ), and often part-funded by the European Social Fund (ESF) and Erasmus+, these initiatives translate policy into practical support for learners, particularly socially vulnerable groups.

Key initiatives include:

1. Act! Jeunes – alternative vocational training using theatre approaches to develop The Act! Jeunes project, offered an alternative programme of vocational training using, among others, theatre approaches to help young people not in education, employment or training (NEETs) develop their social and behavioural skills and find their talent. The initial target group was switched from NEETs to young people at risk of dropout and the programme implemented in lower classes of general secondary education and the preparatory track.

2. The Level up - build up your life initiative, launched in November 2015, to familiarise NEETs aged 16 to 29 with the construction sector and related career opportunities, supporting them in developing their personal plans and projects.

3. Job Shadowing (Schnupperstagen): Since 2017, young people who are uncertain about which career path to pursue, can do short-term placements (max 4 weeks) in companies or organisations offer firsthand insight into specific professions.

4. Your potential for your job project, ESF part-funded, was run in 2015-16 and targeted young people aged 16 to 30 seeking a job or a training. The project aimed to help clarify their aspirations, develop self-esteem and teach how to present themselves. It involved workshops and individual sessions. The project continued under the title Explore your potential in 2019, part-funded by Erasmus+ and the Ministry of Education.

5. The Skillpass project (2018-19), part-funded by the ESF, was based on training in the form of a serious game, through which young learners self-evaluated their competences, established a digital competence map, and had it validated by professionals. 300 adolescents took part.

6. In 2018, SNJ started a project, Training path (Parcours formation) empowerment. The project addressed young people between 16 and 25 who did not find an apprenticeship contract or who were inactive and wanted to set up a personal and professional project. It offered a 10-week training including theoretical modules and practical workshops targeted at developing trainees' social, technical, organisational and creative skills. In 2018, there were two sessions, the first with 12 participants and the second with 16. Other projects

designed to support young people aged 15 to 30 transitioning into the workforce existed already before the adoption of the Youth guarantee in 2014 and continue to this day.

These initiatives aim to help youth discover their strengths, build confidence, and define their career paths.

Key programmes include:

- Voluntary Service (Fräiwëllegendéngscht): Engage in a full-time voluntary project of public interest (abroad or in Luxembourg), allowing young people to gain practical experience and explore potential career paths.
- Workshops (Atelieren): Participate in creative workshops aimed at rekindling motivation, building self-confidence, and setting personal goals to achieve during the programme.
- Training Programmes (Formatiounen): These programmes allow enhancing skills through specialised training aligned with personal and professional development needs, facilitating transitions in education or career.

Other stakeholders implemented their projects and initiatives:

- The Training Institute in the Construction Sector (IFSB) initiated in 2014/15 a Building generation project, part-funded by the ESF. The project informed young people about different occupations, technological developments and job prospects in the construction sector through events, games, competitions among secondary schools. Discovery days and building games continued in 2018, supported by Perspektiv Handwerk.
- The Chamber of Commerce developed in 2016 the TalentCheck, a competence test focusing on concentration, observation, arithmetic, languages, organisational and other skills. This aims at helping learners choose a suitable apprenticeship based on better insights into their own strengths and weaknesses. Companies can also use the results in their selection processes.
- The Erasmus+ 120 pictures and 120 trades for orientation project (2015-16) combined information on occupations with language learning, using existing software. It addressed dropouts, and apprentices as well as teachers and trainers who helped young people elaborate personal goals.
- The Chamber of Employees and the Chamber of Skilled Crafts and Trades launched in 2016 an aptitude test, Basic-Check, focusing on linguistic reflection, spatial representation, digital logic and practical questions. The test analyses the knowledge and skills of fifth grade learners (third year of lower secondary education). It is a guidance tool that helps learners make choices before learning a trade/profession. The result indicates whether candidates meet the conditions required for apprenticeship in the trade they applied for.

Launched in 2017, the EduBoard application allows IVET learners to monitor their learning progression online: required modules, the current status and the remaining modules for successful achievement of the programme. From 2018, the individual results of the final diploma of general secondary education (Bac) are also accessible via the platform. The information is updated biannually, at the end of the class councils. Access to the EduBoard is strictly personal and secure.

In 2018, the Ministry of National Education, Children and Youth launched a new platform, Menschoul, to orient learners towards a suitable secondary programme and/or school.

In 2024 EduBoard was replaced by EduGuichet, a new platform that centralises access to numerous digital services offered to parents and students. Consulting personal documents and completing administrative procedures related to the Luxembourgish education system thus become simpler, more efficient, and more accessible to parents and students.

The law of 20 July 2018 created the Agency for Transition to Independent Living (ATVA), which operates nationally. It targets young people with special needs between the ages of 15 and 29. The agency informs young people, parents and education professionals about the different possibilities for employment, training or occupational activities after the end of compulsory education. It also informs employers who are willing to hire young people with special needs. The Agency commits to following young people for at least two years after

they have signed a contract with an employer. It identifies jobs and occupations, for which young people with special needs would be sufficiently trained or could be trained. It introduces employers and internship supervisors to specialised pedagogy in order to provide the best possible support to their interns.

2016 Design

2017 Approved/Agreed

2018 Implementation

2019 Implementation

In 2019, the House of guidance (*Maison de l'orientation*) published a reference framework for school and professional guidance (*cadre de référence pour l'orientation scolaire et professionnelle*), a tool for secondary schools to structure and evaluate their existing guidance actions and initiatives, and, if needed, introduce new ones. It is compulsory for each school to define its own educational and vocational guidance approach while meeting the criteria defined in the reference framework. In every secondary school, a guidance unit (*cellule d'orientation*) is responsible for the orientation process set out in the school's development plan; it is mandatory for each unit to have at least two members of the teaching staff, two educational or psycho-social staff and at least one guidance counsellor. Members of the guidance unit must follow continuing training for at least eight hours per year; training is organised by the coordination service of the House of guidance (*Maison de l'orientation*) and Training Institute of National Education (IFEN).

A new training programme, *#YouthYourFuture*, launched by the ADEM in 2019 helps young jobseekers build a career plan. Two weeks are dedicated to soft skills and digital skills development and participants end with a career plan that they will develop with individual coaches during the rest of the training. 142 young jobseekers followed the *#YouthYourFuture* training.

The *Sprong an d' Léier* project, set up by the ministry of Education, Children and Youth and part-funded by the ESF, targeted young people aged 18 to 24 who were registered with the *Berufsinformationszentrum* (BIZ) and who did not have an apprenticeship contract to help them find an apprenticeship for the next school year. The project provided personalised support in small group sessions and individual preparation. An individual training plan was set up and job interview preparations were provided. Potential future job opportunities were offered to try different trades and occupations in construction, hairdressing, personal assistance, catering, and metalworking. Following a pilot phase starting in September 2018, the project was implemented from January 2019 until December 2020.

2020 Implementation

Despite the pandemic, all guidance institutions managed to provide their services by implementing alternate ways of being in contact with people.

The Youth guarantee was extended to include young people up to the age of 30.

Despite the pandemic, 339 young jobseekers followed the *#YouthYourFuture* training also in 2020.

In 2020, the Fit for apprenticeship (*Fit fir d' Léier*) programme was set up to replace the *Sprong an d' Léier* project that was discontinued after December 2020. It targets initial VET learners (from age 15) who did not find an apprenticeship post or who lost it before the end of the trial period. During the pandemic, all learners at risk of dropout who did not register with a secondary school for the school year 2020/21 were individually followed up by the VET Department of the Ministry of Education, Children and Youth (Service de la formation professionnelle) and continued their path through the *Fit for apprenticeship* programme when they could not find an employer. This contributed to boosting their skills and starting in a regular VET programme in the following year under an apprenticeship contract with a training company.

The *Fit for apprenticeship* programme includes general subjects to improve learner basic skills, revise main subjects, foster communication and employability, and practical work-based learning in the National Centre for Continuing Vocational Training (CNFPC) workshops. Candidates who are ready for in-company training can have internship placements with potential future employers. If they complete 80% of the programme, learners are automatically admitted without a further application procedure to apprenticeship for adults if they are over 18 years old. Candidates are individually accompanied by a coaching team. Due to its success, the initiative was sustainably implemented.

2021 Implementation

In May 2021, the House of guidance (*Maison de l'orientation*) opened a platform made up of five thematic counters, although initially only three of them were opened because of pandemic. These three counters focus on the educational offer, for instance secondary schools' offer, wellbeing, writing a CV, as well as higher education, meaning access requirements, the application procedures and the recognition of diplomas. In addition, it concerned adult training and more specifically, general education courses, validation of prior experiential learning, resumption of studies, better reading and writing, and linguistic integration. The remaining two counters, not yet operational in 2021, should provide also a general overview of professions and VET such as trades, professions, first professional experiences, apprenticeship, and give information to youth concerning volunteering, au pair, internships, holiday jobs, accommodation, extracurricular activities, and administrative procedures.

The front-line counselling service on the platform could be followed up with sessions with specialised counsellors.

In 2021, the House of guidance (*Maison de l'orientation*) implemented 'ZOOM - Professions and trades', a dedicated webpage on the discovery of professions and trades. Video testimonies of professionals, trainees, and apprentices were made available, as well as information regarding access criteria, working conditions and the required skills and qualifications for each of the different professions and trades.

SNJ launched its new bilingual (French and Luxembourgish) website, hey.snj.lu, dedicated to young people, bringing together all the offers addressed to them: workshops, training, voluntary service, discovery courses, and detailed contact information on a map allowing them finding individual support.

SNJ and the VET Department of the Ministry of Education closely monitored the progress of each young person to ensure targeted support, thus avoiding school dropout.

The Fit for apprenticeship' (*Fit fir d' Léier*) and #YouthYourFuture (186 participants) programmes continued. Talent check, Basic check, Eduboard and Mengerschoul applications were still running.

2022 Implementation

In 2022, the House of guidance (*Maison de l'orientation*) officially opened the new multi-partner Guidance platform (after a limited opening in 2021) where citizens find information and advice to guide their paths towards education, training, or professional development. It acts as a clearance space that allows clients find relevant services they need and has five thematic entry points.

In 2022, the Fit for apprenticeship (*Fit fir d' Léier*) and #YouthYourFuture (169 participants) programmes continued. Talent check, Basic check, Eduboard and Mengerschoul applications were still running.

2023 Implementation

In November 2023, the House of Guidance (*Maison de l'orientation*) launched a new website, www.orientation.lu. It brings together in one place all the resources and

information related to academic and professional guidance. The site is designed for learners and their parents seeking a secondary school or information about higher education as well as for young entering professional life or adults looking to reskill or upskill.

The new website provides users with the following information and tools:

- Menschoul.lu to find the secondary school that best suits the needs of the learners,
- Mäiberuff.lu: contains information on trades and professions and on their respective training programmes available in Luxembourg or abroad,
- Mengstudien.lu: the website of the Ministry of Research and Higher Education is aimed at secondary school and university students who wish to pursue higher education or who wish to return to it. It provides information on higher education in Luxembourg and abroad, admission requirements and application procedures for universities, the state financial aid for higher education and information sessions and events related to higher education.
- Lifelong-learning.lu: the reference site for lifelong learning managed by INFPC. It is a platform of contact between individuals and training bodies that offers an extensive catalogue of more than 12 000 courses provided by more than 300 training bodies. It also centralises information on training: news, law, practices, training environment.
- Academic and Professional Guidance: to obtain information about academic paths, the labour market, or changing professional paths.
- Open doors at secondary schools: to discover Luxembourg's secondary schools and their academic offer during open days,
- First Professional Experiences: The "Jobs & Stages" platform of www.jugendinfo.lu offers holiday jobs, student jobs (temporary contracts), and internships to young individuals and provides companies with the opportunity to publish their offers to recruit young talent.
- Job Market, Opportunities by Sector and Profession: Job board managed by the public employment service (ADEM) to monitor the evolution of the job market in Luxembourg.

In 2023, 160 learners participated in the Fit for apprenticeship (Fit fir d' Léier) programme.

In 2023, #YouthYourFuture programmes continued, counting 251 participants. Talent check, Basic check, Eduboard and Menschoul applications are still in place.

2024 Implementation

In 2024, the law adopted June 2023, introducing a change in the organisational structure of guidance in secondary schools entered into force. Following this law, the missions of the School Guidance and Integration Unit ("Cellules d' orientation et integration") have been expanded to include the integration of newly arrived learners. The guidance teams are part of the newly created educational and psycho-social departments ("département éducatif et psycho-social"), consisting of:

- (a) the psycho-social and educational accompaniment service (SePAS);
- (b) the socio-educational service;
- (c) the ESEB (Educational and Social Support Service for learners with specific needs);
- (d) the school guidance and integration unit (COI); and, if applicable,
- (e) the boarding school.

The School Guidance and Integration Unit (COI) is responsible for implementing the school guidance and integration process.

As VET is part of upper secondary education, the missions of the COI include guidance from lower secondary education to VET, as well as guidance on VET pathways, including into post-secondary VET.

Set by law, the guidance process is carried out according to the reference framework. This reference framework describes:

- (a) the objectives to be achieved by school guidance and integration;
- (b) the measures to be taken to achieve these objectives;
- (c) the specialised services or external stakeholders consulted to provide information on the socio-economic world;
- (d) the involvement of members of the school community in the school guidance and integration process.

The reference framework for school guidance and integration is developed by the Coordination Service of the House of Guidance, in collaboration with the Department for Coordination of Educational and Technological Research and Innovation, and the school integration and welcome service (SIA), and is approved by the minister.

The guidance procedures of the secondary schools are evaluated, in line with the reference framework and based on the school development plan, every 5 years.

In 2024, Fit for apprenticeship (*Fir fir d' Léier*), Talent check, Basic check and Mengerschoul applications are still in place, as are the Voluntary Service, SNJ Workshops, Job Shadowing and SNJ Training Programmes. SNJ also continues to provide personalised guidance during individual counselling to assess the young persons' situation, analyse educational and professional levels, and provide tailored action plans. Counselling services are available across various locations in Luxembourg, including Differdange, Dudelange, Esch/Alzette, Ettelbruck, Grevenmacher, Junglinster, Luxembourg City, Mersch, Pétange, Redange/Attert, and Wiltz.

Furthermore, SNJ agents individually contacted school dropouts based on monthly lists to gather information about their situation and needs. The objective of this measure is to identify young people who require assistance in reconnecting with an activity and to invite them to an initial interview.

The application EduBoard has been replaced by EduGuichet.

2025 Implementation

In 2025, Fit for apprenticeship (*Fit fir d' Léier*), Talent check, Basic check and Mengerschoul.lu applications are still in place, as are the Voluntary Service, SNJ Workshops, Job Shadowing and SNJ Training Programmes. Other such projects include the initiative DayCARE Hands-on by the Maison de l'orientation, the Chamber of Crafts and Care Luxembourg. DayCARE Hands-on refers to company immersion days for young people aged 14-16. Complementary to other company immersion days for elder pupils, DayCARE Hands-on specifically aims to allow young people who might be interested in VET pathways to experience a day of hands-on work in different crafts before taking key decisions on their pathways.

Additionally, a new campaign for the promotion of VET was launched on 22 April 2025 by Luxembourg's Ministry of Education and the four main economic chambers : "Shape Your Future" is a large-scale, youth-led initiative that uses innovative communication channels—including an interactive video funnel and social media influencers - and speaks to young people in their own voice. The main aim is to show VET pathways as promising career opportunities and as a chance to follow one's passions, talents and interests. The campaign website offers guidance tools, FAQs, and direct links to apprenticeship opportunities. The project highlights VET's role in addressing labour market needs and fostering essential 21st-century skills.

Furthermore, two projects put in place by IMS Luxembourg, the Maison de l'orientation and other stakeholders, co-funded by the European Social Fund, are currently being implemented. These projects aim to foster the cooperation between secondary schools and employers from the economic, social and cultural sector in order to bring pupils closer to the world of work.

In 2025, the project "Orientation en temps de crise" continued. It delivered a series of workshops in secondary schools, bringing together employers and secondary school

pupils to reflect on and develop competencies essential for maintaining a positive career outlook even in times of crisis. Two conferences offered expert lectures and networking opportunities for school staff and HR professionals. The project's tangible outcomes include a toolkit for schools and strengthened relations between educational institutions and the labour market, fostering resilience and adaptability of young people.

From July 2025 to July 2027, the project "Girls Deploy Your Talents", supported by several ministries, pursues a dual objective: strengthening connections between young people and companies, and encouraging girls to explore opportunities in the often under-represented STEM sector. Key activities include an annual company immersion day for girls aged 13-16, a podcast featuring inspiring women in STEM careers, conferences for young people and professionals, discovery evenings for young people and their families, and a public exposition.

Bodies responsible

- Ministry of Education, Children and Youth
- House of guidance (Maison de l'orientation)
- Secondary schools
- Chamber of Skilled Trades and Crafts
- Chamber of Employees
- Anefore
- Public employment service (ADEM)
- National Youth Service (SNJ)

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Learners at risk of early leaving or/and early leavers
Adult learners
Low-skilled/qualified persons

Entities providing VET

Companies

Thematic categories

Modernising VET offer and delivery

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

Subsystem

IVET CVET

Further reading

[Ministry of Education, Children and Youth website - Guidance framework regulation](#)

[Ministry of Education, Children and Youth website - press release](#)

[Legal Act - creation of the House of guidance \(Maison de l'orientation\)](#)

[Ministry of Education, Children and Youth website - Guidance platform \(Espace orientation\)](#)

[The new guidance platform of the House of guidance \(Le nouvel Espace orientation de la Maison de l'orientation\), 2021](#)

[The new guidance platform of the House of guidance \(Le nouvel Espace orientation de la Maison de l'orientation\), 2022](#)

[Website \[www.orientation.lu\]\(http://www.orientation.lu\)](#)

[Legal Act - the organisational structure of guidance in secondary schools](#)

[VET Campaign "Shape Your Future"](#)

[Government Website - Act! Jeunes \(2015\)](#)

[Training Institute for the Construction Sector website - several projects](#)

[Project website - Skills self-test](#)

[Project website - apprenticeship guidance tool](#)

[Ministry of Education Website - Eduboard](#)

[National Education website - information about school choices](#)

[hey-snj.lu website](#)

[National Centre for Continuing Vocational Training \(CNFPC\) website](#)

[SNJ - School dropout](#)

[PES website - Youthyourfuture](#)

Related policy developments

2025 Implementation

Promoting apprenticeships

The Chamber of Commerce launched several initiatives to promote apprenticeship. In 2016, the Winwin promotion campaign was introduced, aiming to encourage companies to offer more training places for apprenticeship and uses apprentices and training companies as testimonials.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

“ … ” **Cite as**

Cedefop, & ReferNet. (2026). Efficient guidance provision: Luxembourg. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28361>