

Improving CVET provision for jobseekers: the Companies, partners for employment project

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

Timeline



ID number 28355

Background

The labour market is evolving. Professions and skills are changing, which require investment in the development of skills that are in high demand now and in the future. Innovative solutions must be found to facilitate access to employment for jobseekers.

Objectives

Strengthening the competitiveness of enterprises and contributing to economic growth and reducing unemployment.

Description

The Public Employment Service (ADEM, Agence pour le développement de l'emploi), the Ministry of Labour, Employment and the Social and Solidarity Economy (MTEESS) and the Luxembourg Employers' Association (UEL) launched in 2015 the programme, Companies, partners for employment (*Entreprises, partenaires pour l'emploi*). The programme was extended from 2018 to 2020 and its main objectives were to increase the recruitment of jobseekers, bridge the gap between vacancy requirements and jobseeker profiles by identifying training needs, and ease and increase the hiring of unemployed people, especially in occupations in workforce shortage.

Enterprises are involved in the development of training targeted at the unemployed, to ensure that the training provided corresponded to company needs. The programme encourages cooperation between ADEM, the Chamber of Commerce and the Chamber of Skilled Trades and Crafts. UEL motivates companies to participate in the sectoral working groups. Twice a year, a steering committee evaluates the programme using several indicators, including the number and type of training developed in cooperation with companies and UEL.

Sectoral working groups support the project through various measures including a regular

strategic exchange between ADEM and UEL and establishing lists of workforce shortages. Bilateral partnerships were extended by awarding the label, Partner for employment, to enterprises that take part in the programme and sign a bilateral agreement with ADEM. Other measures concern increasing transparency of the labour market, by encouraging companies to publish vacant positions on the ADEM job board platform, and encouraging enterprises to report feedback on the skills of interviewed candidates to ADEM, aiming at matching candidates' skills with enterprise needs more efficiently.

ADEM increased training offer of training programmes with tailor-made to employer needs training. In addition, ADEM anticipates future recruitment needs based on data analytics of recruitments and reports those to the social insurance service. In terms of providing support to recruitment in sectors with workforce shortage, ADEM committed to extending its offer of specialised training to match the professions in shortage, to facilitating foreign and cross border recruitment by promotional events, to attracting talent by marketing campaigns and to collaborating closely with stakeholders (professional chambers, ministries, Luxinnovation). Events and information sessions addressed to employers were organised (Meet ADEM) while collaboration with HR manager associations intensified. Finally, a survey of employer satisfaction was conducted by LISER in 2018.

2018 Implementation

2019 Implementation

In 2019 the Companies, partners for employment programme is in place and runs on a regular basis.

2020 Implementation

In December 2020, the 'Companies, partners for employment' programme (*Entreprises, partenaires pour l'emploi*) was renewed for the third time for the period 2021 to 2023.

According to the rapidly changing socioeconomic context, the first annual priority actions chosen by ADEM and UEL build upon four objectives: the expansion of recruited jobseekers and the facilitation of the recruitment process in companies by strengthening the dissemination of information to them, the levelling between job offers and candidate profiles through tailored training offers, the deepening of knowledge on the current and future job markets, and the filling of labour shortages.

2021 Implementation

In 2021, ADEM and UEL worked on the following actions: effective and multilateral communication of information to companies, the analysis of available labour market data to understand and anticipate skills trends, the organisation of targeted training for jobseekers, the organisation of regular recruitment events (virtual and/or physical), the conclusion of bilateral agreements with companies wishing to commit themselves to employment, the implementation of a digital tool facilitating feedback from companies on candidates assigned by ADEM, and finally strengthening partnerships between ADEM and commercial job boards.

2022 Implementation

In 2022, ADEM and UEL continued their cooperation in the activities started in 2021. UEL relayed and presented the results on the trades and skills in demand on the labour market of the first seven sectoral studies elaborated by ADEM in collaboration with the employer organisations.

The privileged partnership agreement between the employers that recruited the most in Luxembourg and ADEM (Label Partenaire pour l'emploi) was revised to be effective in 2023. ADEM and UEL conducted an in-depth study to identify the criteria for determining which jobs were in short supply and to identify the appropriate measures to remedy the situation, particularly in terms of immigration.

ADEM also followed up on the situation of Ukrainian citizens that were welcomed in Luxembourg.

2023 Implementation

In 2023, UEL and the Federation for Recruitment, Search and Selection (FR2S) presented the results of the work carried out in 2022 to draw up a first employment barometer among recruitment firms and followed up at the ADEM-UEL steering committee level.

Adem and UEL have extended the actions carried out in previous years, in particular by making available the JobsInsights interactive dashboard, which provides information on job opportunities and trends in employment and skills. The sectoral studies carried out by the PES (ADEM) are also part of the PES's Future Skills Initiative and the partnership for employment between PES and the UEL.

2024 Implementation

In October 2024, the 'Companies, partners for employment' programme (*Entreprises, partenaires pour l'emploi*) was renewed for the fourth time for the period 2024 to 2027. It is based on four major priorities:

- (a) Improving the exchange of information between companies and ADEM to facilitate recruitment and better meet employers' needs.
- (b) Increase access to employment and labour market data for better strategic decision-making.
- (c) Encourage tailor-made partnerships between ADEM and companies to ensure more targeted and effective recruitment.
- (d) Increasing the transparency of the employment market

2025 Implementation

Since the end of 2024, the renewed partnership between the public employment service (ADEM) and the Luxembourg Employers' Association (UEL) - covering the 2024-2027 period - has been driving joint efforts.

Within this framework, the "Companies, Partners for Employment" programme was introduced as a bilateral agreement aimed at granting a label to employers that actively collaborate with ADEM and demonstrate their commitment to social responsibility.

The programme is structured around four key priorities:

- Promoting tailor-made partnerships
- Expanding access to employment and labour market data
- Enhancing information exchange
- Improving labour market transparency.

By 30 September 2025, the first ten employers from a range of economic sectors had officially signed partnership agreements with ADEM. These companies have committed, for example, to recruiting between 12% and 45% of their future hires from among registered jobseekers.

Bodies responsible

- Public employment service (ADEM)
- Ministry of Labour
- Luxembourg Employers' Association (UEL)

Target group

Learners

Unemployed and jobseekers

Entities providing VET

Companies

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Establishing and developing skills intelligence systems

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

Subsystem

CVET

Further reading

[Employers' union website - enterprises, partners for employment](#)

[First employment barometer among recruitment agencies](#)

[Jobsights](#)

[Employers' union website - enterprises, partners for employment 2024/27](#)

Related policy developments

2025 Completed

FutureSkills initiative

In October 2020, the Ministry of Labour, Employment and the Social and Solidarity Economy and the public employment service (ADEM) presented the FutureSkills initiative, which consists of three parts:

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 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

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

CVET

“ ... ” Cite as

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