

Adapting VET offer to labour market needs

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

Timeline

2016 Implementation	2017 Implementation	2018 Implementation
2019 Implementation	2020 Implementation	2021 Implementation
2022 Implementation	2023 Implementation	2024 Implementation
2025 Implementation		

ID number 28346

Background

In order to prepare learners for optimal future employment prospects and to meet the labour market's needs, VET programmes are constantly being adapted and expanded and more initial VET programmes are offered through apprenticeship. Apprentices have excellent employment prospects and the rate of those who find stable and quality employment directly after graduation is very high, as employers use apprentices in an effort to retain talent and ensure knowledge continuation from workers about to retire.

Objectives

Developing VET programmes and extending apprenticeship programmes to respond to labour market changes through offering new programme pathways in collaboration with professional chambers: the Chamber of Employees, the Chamber of Commerce, the Chamber of Skilled Trades and Crafts, and the Chamber of Agriculture.

Description

Since 2015-16, the following technician programmes have been offered in the form of apprenticeships:

- Technician in administration and business (three initial years at school and during the last year three days per week in a company);
- Technician in market gardener (the first year at school, two days per week in a company during the second and third years, and three days per week in a company during the last year);
- Technician in logistic services: the first year at school and during the last three years, three days per week are spent in a company;
- the two years of the Technician in aircraft mechanic (category B) are also organised in the form of an apprenticeship: during the first year, four days per week at school and during the last year, 2.5 days per week.

The new master craftsmanship diploma Artisan in food, started in November 2017. It addresses a range of trades (baker, pastry cook, caterer, butcher/pork butcher) and offers transversal (e.g. food safety, management) and specialised courses so that learners may obtain a complete qualification in food supply. The training is modular and flexible and uses blended learning. It follows a competence-based approach and is practice-oriented.

In the school year 2017/18, the Ministry of Education, Children and Youth, jointly with the Chamber of Commerce, and the Chamber of Employees, launched a new Sales and management technician diploma under an apprenticeship contract. This work-based training lasts two years. The candidate works 24 hours per week in a company and follows 16 hours per week of theoretical training in school. Candidates for the programme must hold a vocational aptitude diploma as Sales counsellor or similar.

In June 2018, the Ministry of Education, Children and Youth and the professional chambers (the Chamber of Employees, the Chamber of Commerce, the Chamber of Skilled Trades and Crafts, and the Chamber of Agriculture) announced their intention to adapt VET programmes to the labour market changes, particularly taking into account the needs induced by the digitalisation of trades and occupations. To that end, five secondary schools started offering, from the school year 2018/19, a new technician programme in smart technologies. The curriculum of the Technician Diploma in Electronics was entirely revised.

In the school year 2018/19, the Ministry of Education, Children and Youth and the Ministry of Higher Education introduced four new higher technician diploma (*Brevet de technicien supérieur*, BTS) programmes: internet of things (IoT); game art and game design (AG), focused on design, storytelling, visual and textual creation of a game, with a small programming component; game programming and game design (GP); and cloud computing.

The two-year cloud computing programme is part of the national digitalisation initiative; it offers a mix of courses and self-learning sessions that end with a 12-week internship. The initiative aims to promote technologies and innovative learning of science, especially computer science; create a pool of qualified people to attract more international firms to Luxembourg. These new courses are attended by a limited number of learners, so that learners get most personalised training possible. A range of partners are involved in the initiative, Isart Digital; the International College of Video Game and Animation 3D-FX, based in Montreal and Paris with a partnership in Tokyo; Luxembourg Creative Industries Cluster managed by Luxinnovation; and the Luxembourg ICT Cluster including the Lycée des Arts et Métiers, LAM.

In the school year 2018/19, the Ministry of Education, Children and Youth and the Ministry of Higher Education introduced a new higher technician diploma in Hospitality Management.

In line with the country's multilingual reality, emphasis is put on extending the VET offer in French, German and English.

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

In the school year 2019/20, new Higher technician diploma for medical-administrative assistant and Technician programme in smart technologies were introduced. After the first two years of the programme in Smart Technologies, learners choose a two-year programme in either full-time school-based electrotechnology, renewable energies or e-controls, or robotics and automation or smart energy acquired through apprenticeship.

A new adult training programme leading to a Technician diploma in management and business, was introduced by the Ministry of Education, Children and Youth with the involvement of professional chambers. The training is delivered partly in evening

courses (four or five days per week in a secondary school) and partly in e-learning mode. In addition, an in-company apprenticeship component takes place in the last two-years of the programme.

2020 Implementation

In the school year 2020/21, a vocational aptitude diploma (DAP) programme, specialised agent in smart materials, was introduced. To enter this three-year dual training programme, learners need to have an apprenticeship contract with a company.

2021 Implementation

In the school year 2021/22, a new vocational capacity certificate (CCP) was introduced in agriculture; it is a three-year apprenticeship programme.

Several technician (DT) programmes have been introduced or altered as well:

- (a) Technician in commerce and administration: the first two years can be followed by an optional two-year programme in e-commerce, full-time school-based and delivered in French;
- (b) Technician (DT) programme in mechatronics for agricultural and civil engineering. The new dual technician programme can be followed by graduates with a vocational aptitude diploma (DAP) in mechatronics for agricultural and civil engineering or with a Vocational Aptitude Diploma in the same field;
- (c) Technician in smart buildings and energies: a full-time school-based programme, including an internship;
- (d) Vocational aptitude diploma (DAP) and technician (DT) programme in mechatronics are also proposed in French.

Each new programme is also promoted in a leaflet.

In 2021, new technician programmes are offered in the form of apprenticeship:

- (a) Robotics and automation section of the technician in smart technologies, division electrotechnics: the first two years take place at school and during the last two years, learners spend two days per week in a company.
- (b) Smart energy section of the technician in smart technologies division electrotechnics; the first two years take place at school and during the last two years, learners alternate between periods in school and in the company.

In the school year 2021/22, the Ministry of Education, Children and Youth and the Ministry of Higher Education introduced three new two-year higher technician diplomas (*Brevet de technicien supérieur, BTS*), full-time school-based, and including internships: Legal assistant, Cybersecurity, and Digital content; and one new dual Higher technician diploma in commerce.

2022 Implementation

In the school year 2022/23, two new vocational aptitude diplomas (DAP) were introduced:

- (a) *DAP Éducation*, a three-year full-time programme with five internships of six weeks each. This diploma allows the candidate to work in child and youth care facilities, such as nurseries and after-school childcare centres. The training is offered in German and, from the school year 2023/24 in French, with the requirement for candidates to master Luxembourgish by the end of the programme. The programme was developed jointly with many representatives of the sector and the employees' chamber to tackle an urgent sectoral demand for well-trained professionals with reinforced pedagogical competences.
- (b) *DAP Electro-Technologies*, a full-time programme with two internships of six weeks or an alternating programme (three days in school and two days in a

company), oriented towards companies in the energy sector, the communications sector, the automation sector and companies active in industrial electrical installations or the services sector. Graduates will have access to a master degree and will be able to continue their training through a gateway to a technician degree in the same sector (Technician in smart technologies or mechatronics). Optional preparation modules are provided for this purpose.

In school year 2022/23, a technician diploma (DT) programme in Tourism and communication was offered. It is a 4-year programme with 28 weeks at school and 10 weeks in internship per year, including a mandatory internship in an English-speaking country.

A new technician programme in Horticultural landscaping in the form of apprenticeship was offered, it includes three days in school and two days in a company. The programme can be followed by graduates with a DAP in Landscape nurseryman or another DAP, preferably in the 'green' sector.

Each new programme is promoted in a leaflet.

In school year 2022/23, the Ministry of Education, Children and Youth and the Ministry of Higher Education introduced two new two-year school-based higher technician diploma programmes (*Brevet de technicien supérieur*, BTS), including internships, in Building information modelling and finance and financial products.

In Autumn 2022, the new Master craftsmanship (Brevet de maîtrise) in Beauty was launched following on from the major reform of the Master craftsmanship that began a few years ago.

2023 Implementation

In school year 2023/24, the Vocational capacity certificate (Certificat de capacité professionnelle -CCP) Daily support assistant (Assistant d'accompagnement au quotidien) was introduced. It is a two-year training programme that prepares learners to assist a variety of audiences (children and young people, seniors, people with special needs) replacing the short-term course 'social assistant in families'. It can also be taken as adult or on-the-job training. It is a two-year apprenticeship programme.

In the school year 2023/24, a new vocational aptitude diplomas (DAP) Inclusion Agent (Agent d'inclusion) was introduced. The first year takes place at school and during the last two years, learners spend three days per week in a company. They learn how to support children, young people, adults or the elderly with special needs, so that they can participate in everyday life.

In school year 2023/24, a new technician diploma (DT) programme in electromobility was offered. It is a 2-year programme; learners spend 3 days at school and 2 days in a company. The programme can be followed by graduates with a DT in automotive mechatronics or with a DAP in automotive and motorcycle mechatronics. Learners acquire theoretical and practical knowledge of electronics and automotive mechanics, with a focus on the specifics of electric mobility.

In school year 2023/24, the Ministry of Higher Education introduced two new two-year school-based higher technician diploma programmes (*Brevet de technicien supérieur*, BTS), including internships, in Human resources management and Technical advisor and project manager in the green sector.

In 2023, the new Master craftsmanship in Wood and Metal Craftsman was launched.

A Grand Ducal regulation adopted in October 2023 defines the trades and professions organised in the form of on-the-job training: the vocational aptitude diplomas (DAP) Nursing Assistant (EQF 3) and the vocational capacity certificate CCP Assistant in daily support (EQF2).

2024 Implementation

In school year 2024/25, a new vocational aptitude diplomas (DAP) Tattoo artist (Tatoueur) was introduced. It is a three-year programme; during the first year and the first semester of the second year learners spend two days at school and during the second semester of the second year and the third year, they spend one day at school. The course focuses on practice but provides a solid grounding in theory (hygiene conditions and regulations) while developing creativity.

The extension of vocational training courses in specific languages is continuing in collaboration with the professional chambers and the federations concerned.

In school year 2024/25, the Ministry of Higher Education introduced two new two-year school-based higher technician diploma programmes (*Brevet de technicien supérieur*, BTS), including internships, in Automated Industrial Production 'Industry 4.0', Applied Artificial Intelligence.

2025 Implementation

Starting from the 2025/26 school year, the first two years of the new Technician in Art training programme are organised as a common core curriculum. This shared foundation aims to provide all students with a comprehensive education, enabling them to make an informed choice when selecting their specialisation in the second and first years of the programme (DT Media Technician for Images, DT Technician in Graphic Art, DT Technician in 3D Design).

To further diversify the educational offering, the DAP programmes "Tattoo Artist", "Optician" and "Joiner" are also available in French as the language of instruction. Additionally, the DT programme "Technician in Administration and Business" and the DAP "Cutting Machine Operator" are offered in English.

Bodies responsible

- Ministry of Education, Children and Youth
- Chamber of Employees
- Ministry of Research and Higher Education
- Chamber of Commerce
- Chamber of Skilled Trades and Crafts

Target group

Learners

Learners in upper secondary, including apprentices
Young people (15-29 years old)
Adult learners

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Using learning-outcome-based approaches and modularisation

Diversifying modes of learning: face-to-face, digital and/or blended learning;
adaptable/flexible training formats

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Permeability between IVET and CVET and general and vocational pathways, academic and professional higher education

Subsystem

IVET CVET

Further reading

[Ministry of Education, Children and Youth website - announcement for new qualifications 2019/20 and for qualifications in different languages](#)

[Ministry of Education, Children and Youth website -technician diplomas in Smart technologies, DAP Education, DAP Electro-technologies, DT in Horticultural landscaping](#)

[Higher technician diploma, Medical-administrative assistant](#)

[ReferNet Luxembourg; Cedefop \(2020\). Luxembourg: Specialised agent in smart materials: new dual training programme. National news on VET](#)

[Ministry of Education, Children and Youth website - school offer for the school year 2022/23](#)

[Ministry of Education, Children and Youth website - school offer for the school year 2023/24](#)

[Ministry of Education, Children and Youth website - school offer for the school year 2024/25](#)

[Ministry of Education, Children and Youth website - school offer for the school year 2025/26](#)

Related policy developments

2025 Implementation

Introducing supplementary certificates in initial VET programmes

Standardised supplementary certificates are required by regulation in some occupations, especially as regards work safety or environmental standards. Several secondary schools have sought accreditation by national authorities to assess and deliver these certificates.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

IVET

2025 Implementation

Upskilling and reskilling adults

Each year, several measures and initiatives support employee training and professional development within Luxembourg's CVET system.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

CVET

2019 **Approved/Agreed**

Legislative framework for VET and apprenticeship

The revised VET Act of August 2016 introduced the concept of the final integrated project in initial VET in the CCP programmes (*Certificat de capacité professionnelle*, Certificate of professional competence).

 LUXEMBOURG

Type of development

Regulation/Legislation

Subsystem

IVET CVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28346>