


# Skillsbridges: addressing skills shortages

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

## Timeline

2024 Implementation

ID number 47141

## Background

Skillsbridges address the shortage of qualified labour and support the necessary professional transitions for a sustainable and innovative economy. The initiative is part of Luxembourg's Recovery and Resilience Plan and is co-financed by the European Union. The policy development is supported by the OECD Skills Strategy Luxembourg, which was commissioned in 2020 by the inter-ministerial and tripartite *Skillsdësch* ('round table on skills').

## Objectives

The short CVET programmes allow adults to adapt to new technologies and the constantly changing job market (upskilling) and to retrain in a different profession (reskilling). They target a diverse audience in terms of qualification levels, industry sectors, language skills, or employment status.

The Skillsbridges aim to promote digital inclusion, making digital technology accessible to everyone. They also focus on skills for the green transition. The subjects of the training programmes were selected based on recent labour market analyses that identified growth sectors and labour market shortages.

## Description

The programmes are designed to develop targeted skills that can be immediately applied in practice. Short in duration, they vary from 40 to 240 hours. Courses are provided by the National Centres for Continuing Vocational Education and Training (CNFPC), either in-person or through blended learning. Certification is issued upon successful completion, by the Ministry of National Education, Children and Youth's VET department and the CNFPC.

### 2024 Implementation

Three Skillsbridges programmes were introduced in September 2024:

- (a) Artificial Intelligence for Administrative Teams;
- (b) Green Space Maintenance Worker;
- (c) Low-Carbon Construction and the Use of Bio-Based Building Materials.

Around twenty additional training programmes, with focus on digitalisation, artificial intelligence, the green transition and renewable energies, construction, process management, hospitality and soft skills are due to be gradually introduced from spring 2025, increasing the capacity of the programme to up to 800 participants per year.

## Bodies responsible

- Ministry of Education, Children and Youth
- National Centre for Continuing Vocational Training (CNFPC)

## Target group

### Learners

Adult learners

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

## 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

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

VET as an attractive choice based on modern and digitalised provision of training and skills

VET promoting equality of opportunities

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

## Subsystem

CVET

## Further reading

[MENJE - Press conference](#)

[ReferNet Luxembourg, & Cedefop \(2024, November 5\). Luxembourg: Skillsbridges - a new format for upskilling and reskilling adults. National news on VET.](#)

[Luxembourg's Recovery and Resilience Plan](#)

[OECD Skills Strategy Luxembourg](#)

[Skillsdäsch](#)

## Related policy developments

2024 **Design**

### National skills strategy

With the tripartite agreement, an objective assessment of the CVET landscape, led by the OECD Centre for Skills was launched. Various stakeholders were consulted to establish recommendations that are tailored to the Luxembourgish context.

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#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

2024 **Implementation**

### Upskilling and reskilling adults

Each year several measures and initiatives support employee education and training.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

2024 **Implementation**

### Adapting VET offer to labour market needs

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

apprenticeships:

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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