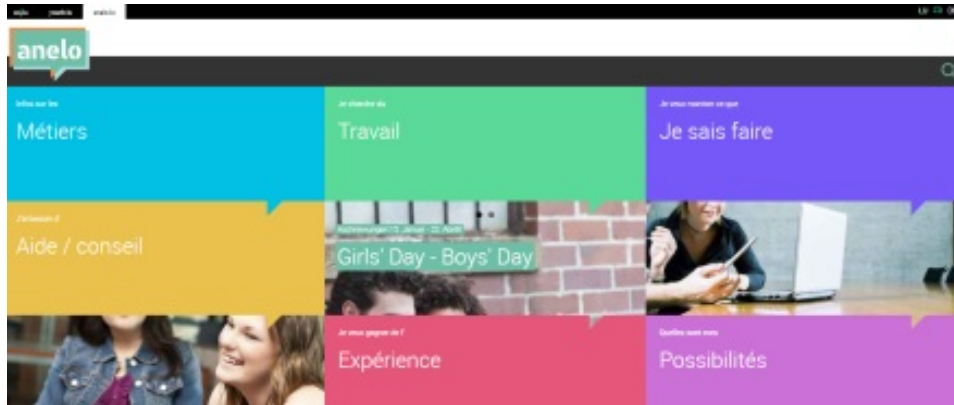


Anelo.lu



Luxembourg

Founding year:

2012

Geographic level:

National

Stakeholders involved:

The Governmental organisations SNJ, ADEM-OP, CPOS, CEDIES. Schools, teachers, youth workers serve as multipliers of the platform. The business community is an informal stakeholder, as testimonial videos are recorded at their premises.

Target groups:

Employed
Guidance Counsellors
School Students/Parents
Teachers/ Professors
Unemployed

Is the initiative a Single Access Point? :

Yes

Providing organisation:

Maison d'Orientation (National guidance centre Luxembourg)

URL:

<https://www.anelo.lu>

Stakeholders roles:

Businesses
Civil Society
Government

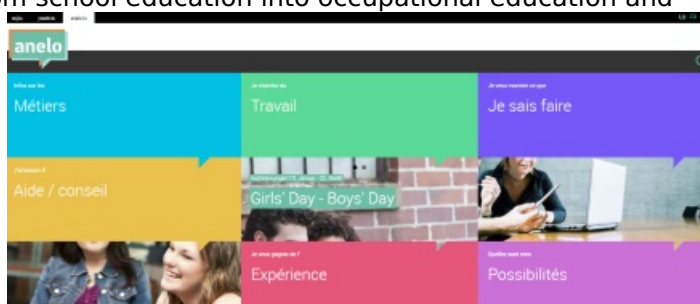
Challenges Addressed:

Facilitation of transition from school education to career selection
Improve matching between skills and jobs
Improvement of guidance/ employment services
Promote self-assessment
Raise awareness on guidance

Challenges Addressed description:

Anelo is a **one stop-shop** serving as a comprehensive online source for teenagers and young adults, facing the transition from school education into occupational education and the world of work. It consists of:

- **beruffer.anelo.lu:** extensive database of different professions and job profiles;
- **eportfolio.anelo.lu:** for uploading all documents relevant to job search;
- **certificate.anelo.lu:** for uploading certificates obtained;
- **self-assessment.anelo.lu:** for discovering one's interests and strong characteristics, which might be helpful for the transition from school to work;
- **entretien.anelo.lu:** relevant information on job interviews;
- **jobcity.anelo.lu:** online 'game', where different jobs are presented and people can discover their interests and strong characteristics.

**Policy objectives:**

Access to Lifelong Guidance Services
Career Management Skills
ICT in Lifelong Guidance
Improving careers information
Raising the skills and qualifications of young people
Training and Qualifications of Guidance Practitioners

INNOVATIVE ASPECTS OF LMI description:

- Tool **beruffer.anelo.lu** contains a large amount of LMI as it provides **descriptions of a large set of professions;**
- Three different organisations are responsible for the collection of up-to-date information of different jobs and educational requirements;
- Anelo.lu also provides **a general link** to the **public employment service ADEM** that contains a large amount of LMI.

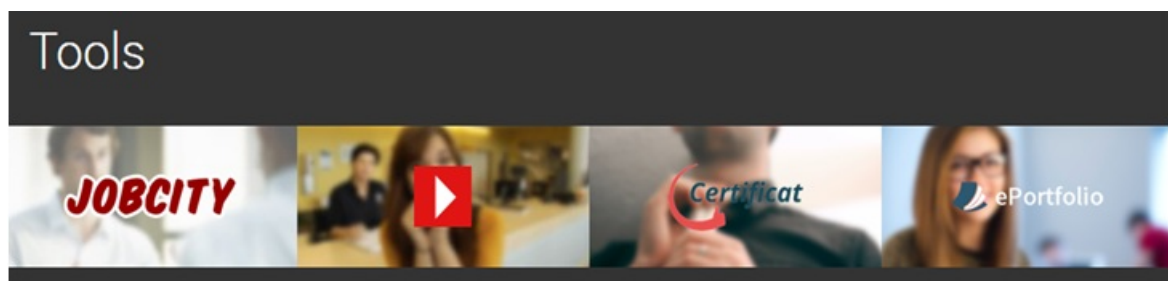


INNOVATIVE ASPECTS OF LMI:

Blended counselling
 Innovative user profiling
 Occupational information

INNOVATIVE USE OF ICT description:

- Serves as a comprehensive online resource;
- Support is provided in terms of both, textual online content and multimedia content;
- An extensive occupational video data base is featured;
- Self-assessment of personal interests and skills, including so called soft skills, is facilitated by a dedicated online tool;
- A further tool - supports the user in preparing, conducting and following-up job interviews; Gamification elements are included in terms of a dedicated online game;
- Upon registration, a further tool supports the user in organising certificates already received;
- The e-portfolio can be used for developing and maintaining a personal online portfolio, including official documents and other documentations of personal strengths and capabilities.



INNOVATIVE USE OF ICT:

e-portfolio
 Interactive online tools
 Online counselling

Online wiki
Open source
Personalised information storage

Results and impacts obtained:

- In numbers, in 2015 visits amounted to around 74 568, with the vast majority being for anelo.lu (32 155 visitors), and Berufer (31 711).
- There are **no qualitative results** of evaluations of Anelo.lu available, as no official evaluations have been performed to assess the impact of the services on career choices, career skills or the empowerment of users. Only **anecdotal evidence** exists on the impact of Anelo.lu on career choices and career skills, according to the experience of career counsellors and youth workers, who consider that the platform succeeds quite well in achieving these goals.
- Evaluation process: the different tools are presented to a small group of potential users for evaluation prior to their launch.

Success Factors:

- **Motivation of stakeholders** to keep the platform up-to-date and reliable;
- **One stop shop** for youngster in search of information and tools provision to upgrade their skills;
- **User friendliness and appealing layout**

Points of Attention:

- **Qualitative continuous updating.**
- **Practical barriers with accounts**, e.g. difficulties remembering personal password and settings.
- Due to **rapid technological change**, some tools are not available on all processors or internet browsers.

Socio-economic-political context:

- Lack of a one-stop shop with job information;
- Financial crisis in 2008 which led to a substantial increase of jobless young people that induced the call for improved guidance services.

Financial requirements:

Anelo.lu is developed partly by funding of the European Social Fund (50%) and partly with public money (50%).

HR requirements:

- Regarding the maintenance and keeping the information up-to-date on Anelo.lu, each department is responsible for its own work field:
- As policy reforms and school reforms have implications for the information provided on Anelo.lu, continuous updating is necessary in order to keep the platform reliable and up-to-date. The updating of the information remains the responsibility of each organisation.

ICT elements:

- Anelo.lu is a stand-alone website containing several links to the different tools of Anelo.lu;
- These different platforms are secured as they are only accessible by a unique personal password, in combination with an e-mail address;
- Specific software is developed by external specialised companies, in collaboration with graphical design firms.

Non-ICT elements:

No specific non-ICT elements are needed for the usage of Anelo.lu.

Future developments & Trends:

- There are no actual changes planned on the current platform of Anelo.lu;
- As young individuals are increasingly connected through applications, it would be possible to think about an application in which Anelo.lu and its different tools are offered;
- Other tools might be introduced on Anelo.lu, for example a tool on international mobility of workers.

Type of initiative:

Public

Politico-administrative domain clusters:

Improving educational/ occupational guidance processes