



## Skills Observatory

### L'Observatoire Compétences

**Luxembourg**

#### 1 DESCRIPTION

**Timespan** 2011-14**Stage** **NO LONGER OPERATIONAL**  
End of funding period ESF**Focus area**

MATCHING SKILLS FOR TODAY'S JOB MARKET



MATCHING SKILLS FOR THE FUTURE OF WORK

#### 2 FOUNDATIONS

**Policy Area**

INITIAL VOCATIONAL EDUCATION AND TRAINING

The exact policy area for this instrument is difficult to attribute to one particular field, but the objectives of the Observatory are strongly focused on sectoral skills needs identification, so as to improve vocational training and ultimately, employment.

**Policy Goal**

The 5 main objectives for the Skills Observatory: to identify and anticipate the skills that employees should have currently and in the future; to ensure, based on sector analysis, rapid implementation of training involving the relevant actors in the field; to develop training through individual and collective skills in companies of four specific economic sectors: logistics, the hospital sector, the administrative staff of private companies and the legal sector; to provide policymakers and the professional sectors concerned with tangible elements, so that they can agree on training solutions and continue to implement these; and to conduct a forward thinking strategy and sustainability of training in place. The Skills Observatory identifies and anticipates skills and competence needs, which look to be required in a given sector. In doing so, it aims to identify what sort of competences and skills require improved treatment or further attention within continued and initial vocational education and training.

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**Mismatch****EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH**

The observatory's goal is to measure and identify skill shortages.

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**Aim of policy instrument****UPSKILL AND MATCH SKILLS OF UNEMPLOYED****ADDRESS SKILL SHORTAGES****UPSKILL EMPLOYED ADULTS**

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**Legal basis****OTHER**  
ESF.

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**Administrative level****NATIONAL**

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**Main responsible body**

The Ministry for Higher Education and Research

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**Stakeholders****GOVERNMENT (CENTRAL & REGIONAL)****RESEARCH CENTRES AND UNIVERSITIES****SOCIAL PARTNERS**

The observatory is part of a research institution involving researchers. Stakeholders and government participate in discussion/oversight. Several companies per sector are involved in the sector studies.

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**Funding**

ESF funds matched with national sources. No detailed information is available.

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**Intended beneficiaries**

The Skills Observatory focuses on providing advice for CVET and IVET for both companies and administrations across sectors.

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**3 PROCESSES**

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**Use of labour market intelligence****INFORM DECISIONS ON COURSE FUNDING/PROVISION**

The competence observatory describes current competences needed in sectors. Several sectors have been analysed so far. These competences can then be introduced in curricula/training.

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**Frequency of updates**

No longer updated

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**Development**

There was the normal process of developing methods and instruments.

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**Barriers**

Initial barriers were in developing expertise and experience in the methodology. In the beginning of the project, no clear cut methodology existed. Once it was developed, this no longer posed as a barrier.

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**Innovativeness**

**SLIGHTLY INNOVATIVE**  
Developing a methodology that worked within the context of Luxemburg.

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**4 SUSTAINABILITY**

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**Evidence of effectiveness**

The methodology is still being used in various forms to derive competencies within companies, sectors or other settings. The model of competencies has been adapted to cater to specific groups (e.g., unemployed).

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**Engagement of stakeholders**

No information available.

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**Transferability**

**NOT EASILY TRANSFERABLE**  
The methodology was developed (from international experience) to fit the country's needs.

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**Sustainability**

The project has ended.

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