



What it is

FIT4ENTREPRENEURSHIP

A coaching and training programme for jobseekers with entrepreneurial potential, in order to provide them with the tools and support needed to create a company. Key features:

- ▶ Identification of opportunities that can be transformed into an entrepreneurial project
- ▶ Promoting entrepreneurship and contributing to a positive trend in the rate of business creation
- ▶ Professional guidance for participants who decide not to pursue their entrepreneurial project
- ▶ Consolidation of a structured collaboration between institutional actors to promote entrepreneurship among jobseekers
- ▶ Developed in collaboration with the Chamber of Commerce and the Chamber of Crafts & Trades and co-financed by the European Social Fund (ESF).
- ▶ Programme duration: +/-9 weeks; in French and German
- ▶ 01/01/2015 – 31/12/2016; extended to 2017-18

FIT4CODING

A training programme for jobseekers (especially dropouts or unemployed people in the process of professional reorientation) who wish to work in the IT sector. It enables them to apply for a position as developer/junior integrator in a web development agency, a large company, an SME or a start-up. Key features:

- ▶ Practice-oriented training
- ▶ Trainers with excellent practical programming skills who are permanently present. They are professionals (developers) in private IT companies working part-time as trainers
- ▶ A pedagogical setup designed to understand the skills required to be a developer and integrator
- ▶ Regular interaction with companies searching for candidates
- ▶ Mentoring by professionals with proven HR skills and knowledge of IT ecosystems. Their aim is to optimise the job search efforts of the mentees
- ▶ Programme duration: 3.5 months; in French; ESF co-funded
- ▶ 01/07/2015 – 31/12/2017

How it works

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After preliminary selection, candidates follow a training course enabling them to identify their entrepreneurial profile, their motivation and to support them to conceive their business idea, as well as to introduce them to drafting a business plan. Subsequently, an experienced coach supports them. Finally, candidates defend their idea in front of a jury that challenges them in terms of project viability

- ▶ Workshop to raise awareness of entrepreneurship (at ADEM premises) covering the programme, administrative procedures, the legal framework for starting a business, state aid, and including a testimony by experienced entrepreneur
- ▶ Training (in-depth workshop; on access to professions)
- ▶ Coaching/support by an external entrepreneur

Candidates present their project as part of an intermediate interview with (a) representative(s) of programme partners and their coach.

The medium-term objective is to continue the programme as permanent support system for jobseekers. With the share of English speaking jobseekers increasing, sessions in English are planned

FIT4CODING

Candidates have to pass tests in logic and general IT knowledge. An extensive interview is conducted to understand their motivation

Successful candidates receive 490 hours of training course including:

- ▶ 420 hours of training with a lecturer. 80% of these hours are individual or consists of practical group work.
- ▶ 70 hours of training regarding a subject to be developed
- ▶ 7 hours of programming a day

Future developments include:

- ▶ Diversification - adding most common tools/frameworks (based on job offer analysis and interviews with key employers)
- ▶ Training in English (nearly 95% of jobs on offer requires English language skills)
- ▶ Stepping up marketing to promote attractiveness of training and job opportunities (e-mailing jobseekers, info sessions at partners such as "Women in Digital Luxembourg")

Who is involved

FIT4ENTREPRENEURSHIP

1. Chamber of Commerce (Project manager)
2. ADEM
3. Chamber of Crafts & Trades
4. House of Entrepreneurship
5. House of Training

FIT4CODING

1. ADEM (Project manager)
2. NumericAll (represents the Webforce3 school in Luxembourg)
3. Key employers and employer federations

More information

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On the web

FIT4ENTREPRENEURSHIP

<http://www.fit4entrepreneurship.lu/>

<http://www.adem.public.lu/fr/temoignages/Fit4Entrepreneurship/index.html>

FIT4CODING

<http://www.adem.public.lu/fr/publications/demande>

[urs-emploi/2016/Fit4-Coding/Fit4coding.pdf](http://www.adem.public.lu/fr/publications/demande-emploi/2016/Fit4-Coding/Fit4coding.pdf)

<http://www.fonds-europeens.public.lu/fr/projets-cofinances/fse/2014-2020/1026/index.html>