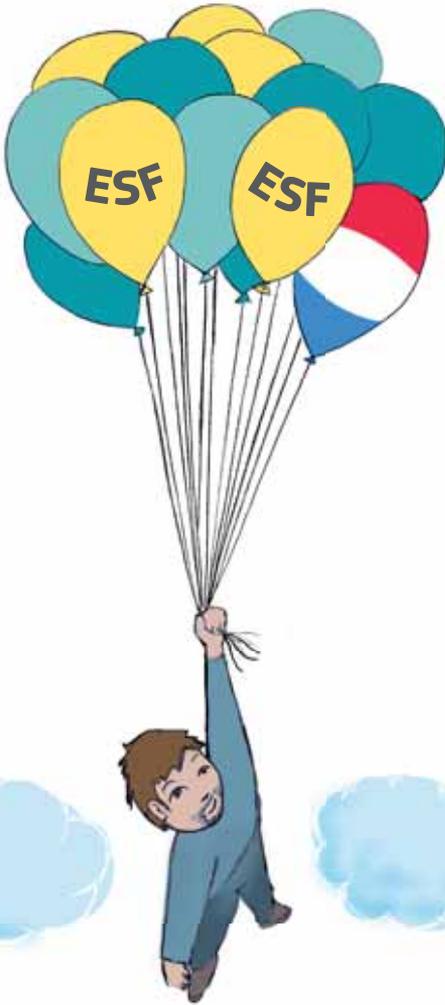




European
Commission



LUXEMBOURG AND THE EUROPEAN SOCIAL FUND

With ESF support, the Grand Duchy of Luxembourg is helping people facing obstacles to work, such as older workers and young people with few qualifications, to improve their skills and job prospects. Boosting a culture of lifelong learning is another priority, to ensure workers can keep their skills up to date and benefit from the job opportunities on offer today and in the future.

*Social
Europe*

LUXEMBOURG

INVESTING IN PEOPLE AND JOBS: THE OPPORTUNITIES FOR LUXEMBOURG

Luxembourg is implementing a strategic plan to improve the country's competitiveness and remove obstacles to sustainable growth. The plan contains a series of initiatives to make more effective and efficient use of resources to raise productivity. These initiatives include embracing the digital economy, simplifying administration for companies, supporting SMEs, and boosting a culture of innovation throughout the Duchy: and they also form the framework for providing more and better jobs for its citizens. An ageing population poses a challenge, too – age-related spending in Luxembourg is projected to increase at the fastest rate in the EU up to 2050. In response, people will need to work longer, and in turn they will need the new and upgraded skills to do so.

Traditionally, the Luxembourg economy has a strong specialisation in financial services and fostering opportunities and skills for finding employment in this sector remains important. At the same time, to ensure economic diversity, Luxembourg is encouraging the development of innovative industrial sectors, such as information technologies, the plastics sector and health and environmental technologies.

*“An employment rate
of 73% by 2020”*

These sectors also offer job opportunities, so education and training programmes are under way to equip Luxembourgers with the skills to benefit from these. In addition, Luxembourg is reforming its school education system to reduce the drop-out rate and offer better career chances to disadvantaged young people.

ESF spending in the Grand Duchy of Luxembourg

For 2007-2013, Luxembourg is receiving EUR 25 million in ESF funding. With national co-funding, this brings the total ESF spending on jobs to over EUR 50 million. ESF programme spending priorities are improving access to employment for disadvantaged groups, helping workers and businesses to be more adaptable, and improving the training and education systems to give people better qualifications and skills.



LUXEMBOURG'S ESF PRIORITIES

Better access to jobs for all

ESF projects are helping people facing particular obstacles to finding a job. For example, work-life balance projects for women offer a range of childcare solutions and encourage more flexible working methods. Older workers are another target, for example through the 'Fit4Job 45+' project that offers older job-seekers a range of support measures to get back to work; and the 'NoAgeSite' project – a 'control panel' for enterprises on best practice in developing and recruiting older workers. For unemployed workers from the financial services sector, the 'Fit4Financial markets' project – run in partnership with the Luxembourg Bankers Association with trades union support – actively supervises and supports their efforts to get back to work with training and counselling.

“Young people and their job prospects are a major focus”

Young people and their job prospects are a major focus of ESF funding. The 'Youth&Co' project guides young people, and their families, from their last years in school towards the qualifications and skills needed for construction industry jobs. 'JobCoaching' is a project to help young people with handicaps

into work, while others are helping young people suffering from autism and Asperger's syndrome to find suitable work opportunities – such as in information technologies.

More adaptable workers

A key step in this priority was the establishment of an Employment and Labour Market Observatory with ESF support. This is giving Luxembourg's employment authorities better insights into market requirements and the skills workers will need to take full advantage of these. Another project is giving hospital workers the value-added management skills they need to meet the increasingly complex demands on health services. Lifelong learning is a major focus and companies and SMEs are encouraging their workers to participate and gain new and better skills that will boost their competences. CDS, a workers' organisation, is playing a major role in encouraging its members to take on vocational training and lifelong learning opportunities. CDS offers a suite of flexible training opportunities in a range of topics, such as financial services, information technologies and sustainable management practices. Another example is the "Fit4Commerce" project that analyses the training and development needs of workers in the growing retail and commercial sectors with the aim of reinforcing their skills and employability.

THE ESF IN LUXEMBOURG: SOME EXAMPLES

Motivation makes the difference

Unemployment among young people (25 and under) in Luxembourg is more than twice the overall rate, and individuals with no school qualifications are the worst affected. They make up the majority of those still without a job after 12 months. The 'Increasing the employability of jobless youngsters' project equipped 18- to 29-year-old job-seekers with the confidence and skills they needed to secure work. During four training modules, they learnt how to write a CV and letter of motivation, prepare for interview, upgrade their communication skills, and draw up career objectives and a plan of action. By the end of the project, most participants increased their confidence and motivation, had greater awareness of what employers are looking for, and knew how to evaluate their own strengths.

Youth 4 Work

"Youth4Work" is a pilot project targeting early school leavers and young unemployed people

with low skills. By offering apprenticeships it is helping them integrate into the labour market. It also builds connections between young people and local businesses through innovative and personalised programs and exchanging best practices.

Out of drug dependency and into work

Luxembourg, like many other EU countries, has to deal with the fall-out from drug abuse. The 'Process' project set out to help some of the country's estimated 2500-2800 problematic drug users, including ex-prisoners, who find themselves excluded from work and society. The unemployment rate among this group is as high as 67%. 'Process' offered individual and group counselling as well as job-coaching, and worked with private and public partners to identify employment vacancies. As a result, 104 people got into work while 290 participants (94%) improved their job prospects.

Do you want to...?

- ...learn more about the ESF in Luxembourg?
- ...understand better how the ESF works?
- ...see video clips on projects from across the EU?

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