



THE LUXEMBOURGISH PES STARTED A NEW INITIATIVE AIMED AT INTRODUCING JOBSEEKERS WITHOUT RELEVANT PROFESSIONAL EXPERIENCE TO ICT AND CODING.

## PROMISING PES PRACTICE<sup>1</sup> Training initiatives in digital competences

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### LUXEMBOURG

The project 'Start & Code' provides basic training for young jobseekers and allows access to further intensive training measures such as 'Fit4Coding'. All jobseekers registered with the Luxembourgish PES have free access to the digital learning platform 'Open Classrooms' which offers online training in the field of ICT and management. This initiative is in line with the general approach of the PES training programmes, aimed at a gradual training evolution towards the labour market.

The practice addresses a range of challenges including:

- A high level of unemployment of the most vulnerable groups
- A lack of people with the necessary qualifications
- IT-sector is facing enormous problems to recruit staff
- Lack of suitable or interested candidates for training offers with concrete job opportunities
- Improving the digital skills of jobseekers

Name of the PES

ADEM (Luxembourgish PES)

Scope of measure

National reform

When was the practice implemented?

The first training programme ('Fit4Coding') was launched in 2016 and has been extended with other programmes in order to allow a gradual and comprehensive training evolution towards the labour market.

What was the driver for introducing the practice? Was it internal or external?

The driver is internal and twofold:

- ▶ Permanently increasing high labour demand in the IT sector
- ▶ A well-balanced partnership between Luxembourgish PES, private training providers and recruiting companies

Which organisation was involved in its implementation?

Luxembourgish PES, private training providers such as Numeric All, Open Classrooms, House of Training, Luxembourg Employers' Association, individual companies/enterprises

Which groups were targeted by the practice?

- ▶ Non-qualified jobseekers (including young jobseekers and career changers)
- ▶ ICT companies looking for qualified staff

What were the practice's main objectives?

- ▶ Facilitate the recruitment and increase the number of hired jobseekers
- ▶ Limit the imbalance between job offers and profiles of the available jobseekers
- ▶ Support the recruitment for jobs where there is a labour shortage

What activities were carried out?

In May 2018, 'Fit4Coding' was in its sixth 'session' and aims to train candidates for web developer positions.

What resources and other relevant organisational aspects were involved?

Coordination and management of training activities is the responsibility of the Luxembourgish PES' training department. It organises the collaboration with private training providers. The Luxembourgish PES' employer service encourages companies to meet the participants who have successfully completed the training. Luxembourgish PES staff pre-select appropriate candidates for training and check their availability.

What were the source(s) of funding?

Luxembourgish PES budget. The training, including 'Fit4Digital Future' and 'Fit4CodingJobs', is co-financed by the ESF.

<sup>1</sup> Practices referring to promising changes/reforms/approaches.

What were the outputs of the practice: people reached and products?

- ▶ Since its launch in 2016, almost 200 jobseekers have successfully completed the training programmes 'Fit4Coding', 'Fit4Digital Future' and 'Start & Code'.
- ▶ 80 % of the participants who took part in the 'Fit4Coding' training were able to find employment immediately after having successfully completed the training.

What outcomes have been identified?

- ▶ Intensified collaboration of PES and employers
- ▶ Increased job placement opportunities for jobseekers without qualification
- ▶ Increased motivation and confidence of young unqualified people
- ▶ Opening perspectives for further career growth
- ▶ At the European Digital Skills Awards on 7 December 2017, the 'Fit4Coding' training course set up and organised by ADEM and NumericALL won the Award in the 'Best Practice' category

What are the lessons learnt and success factors?

- ▶ An integral approach of comprehensive training offers is important in order to ensure a gradual evolution of unqualified jobseekers towards the labour market.
- ▶ The conception of the training content has to be done in close collaboration between the PES, the training provider and the companies that are looking for new qualified staff.



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