



National School for Adults (ENAD)

Giving young people a second chance either to finish their school education or to gain the qualifications they need to find a job

LUXEMBOURG

Title of the practice (in original language)

École nationale pour adultes (ENAD)

Who is/was implementing the practice?

Ministry of Education, Children and Youth

What are/were the main objectives of the practice?

National School for Adults (ENAD) aims to re-engage those who left school with low or no qualifications, to ensure their integration into the labour market.

When was the practice implemented?

On-going, since 2011 known as Second chance school (École de la 2e chance). In 2018 the name was changed to National School for Adults (École nationale pour adultes (ENAD)).

Who is/was targeted by the practice?

ENAD gives young people not having accomplished their studies a new chance to succeed at school. It targets persons who dropped out of school without achieving any recognised qualifications and people fulfilling the requirements to access one of the proposed trainings.

What activities are/were carried out?

The ENAD was initially created as Second chance school by national law in 2009 and established as a pilot project in 2011. Since 2012, the Second chance school has been running as a public school. In 2018 the name was changed to ENAD to fit the needs of a larger public in adult education.

In order to enrol, learners have to complete a number of activities:

- An individual interview during which they discuss with the pedagogical team their previous training, as well as their motivations and interest in the training.
- A skills audit to assess their verbal and written communication, mathematics and logical reasoning, as well as other skills.
- Signing a training contract which stipulates that they are motivated to participate actively in classes (an unjustified absence is not tolerated) and that they respect the discipline and schedules.

After enrolment, the following activities are carried out:

- Based on their skills and interests learners will choose a personal pathway to complete.
- Using the information gathered during the enrolment process, the educational team draws up a training plan, consisting of the courses offered by the ENAD. These courses belong to three broad categories:
 - General secondary education which includes languages (French, German, and English), mathematics and logical reasoning, natural and technical sciences, as well as human and social sciences;
 - Secondary vocational education and training;
 - Training for adults: DAES – Diplôme d'accès aux études supérieures (a diploma giving access to higher education, acquired through studies organised in a modular way) and educational studies, offering an in-service training to people working in social and educational entities.
- A strong emphasis is placed on personal guidance and tutoring. The learners have a 'personal coach' to guide them during their time at the ENAD. To facilitate this, the ENAD aims to keep a low staff-student ratio. As of September 2018, the staff consists of 90 employees for 420 students.
- The ENAD also has strong partnerships with companies which provide workshops and offer internships to learners.
- In order to encourage participation, any learner absent for more than 10% of compulsory lessons can be barred from completing the training for the rest of the year.
- On the basis of individual and family criteria, the ENAD can provide funding to learners who would otherwise be unable to support themselves during their training.
- Once the training has been completed, the ENAD issues the learners school reports and a diploma for completing both practical and theoretical courses.

What are/were the sources of funding?

ENAD is currently funded by the national budget through the Ministry of Education, Children and Youth.

What are/were the outputs: people reached and products?

People reached

- Since its launch in 2011 the number of ENAD learners has constantly increased. As of September 2018 there are 420 learners attending the school.
- Around 25% of the learners receive financial support to cover their basic living costs.

Products

- Since 2011, Second chance school (now know as ENAD) has been monitored and evaluated on a regular basis through a monitoring system that tracks students' activities for two years after they leave.

What are/were the outcomes: medium-term results or effects?

- Based on the evaluation of the pilot phase (March 2011 to July 2012), 81% of learners made a 'positive' transition right after leaving the measure either by reintegrating into the mainstream education system or entering employment. According to the evaluation carried out in 2012, 70% of all learners either reintegrated into education or were in employment.
- Since 2014, 90% of learners who enrolled have completed their studies in the Second chance school (now ENAD).

What are/were the lessons learnt and success factors?

Lessons Learnt

- Learners can drop out of school at different levels. As a consequence, the offer of courses had to be developed to cover all levels up to the end of secondary education.

Success Factors

- The following success factors are critical to the Second chance school (now know as ENAD) fulfilling its goals:
- Ensuring the selection procedure identifies the most motivated learners so that only those who will gain the most from the ENAD are enrolled.
- Personalised teaching improves the chances of learners to succeed. This requires managing the size of the school (in the case of ENAD, preferably below 600 students).
- Creating a sense of cooperation and mutual support among learners not only develops a positive working environment, but also allows them to develop team-working skills.
- The diverse backgrounds of the ENAD staff ensure that individual learners can benefit from approaches tailored to their needs.
- Financial support for learners is vital as many are unable to rely on family support, particularly older participants.

What are key sources of information?

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