Future Skills Initiative

COVIDIMPACT – ACT ON SKILLS – 10/12/2020

Context

Changing world of work

Talent & skills gaps

Role of PES in proactive upskilling and reskilling

Evolution of jobs and competencies

Covid-19 pandemic has accelerated these trends

Future Skills Initiative

ADEM supports the anticipation and development of future skills, with the aim of employment preservation.

Via:

| Upskilling and reskilling of job seekers | Supporting companies in upskilling and reskilling of employees | Analysis & studies of evolution in sectors, jobs and skills |

Upskilling of job seekers

FutureSkills programme launched in October 2020

Who?

300-500 job seekers will participate in the whole program until end of 2021
(training modules will be opened to a wider public)

What?

3 months (online) training in Future Skills
(soft skills + digital skills)

+

Max. 6 months traineeship in a public administration

Why?

Stay active during this difficult period of unemployment

Free access to a real upskilling in transversal future skills

Improve employment prospects (short- and long-term)

Participants remain available for the job market for the whole duration of the program, and continue to pursue actively their job search

Upskilling of job seekers

Collaboration with training centers for delivery

Soft Skills	Digital Skills	Management Skills	Digital Skills «à la carte»
1. Learn to learn 2. Communication 3. Collaboration 4. Creativity/Proactivity 5. Organisation/ Analysis	1. The digital world 2. Tools of the digital world	1. Project management 2. Risk & change management	Office tools (advanced) OR Coding & Data (awareness)
4-5 weeks	**2 weeks**	**2 weeks**	**3-4 weeks**

Format: 99% online – mix between autonomous e-learning & virtual sessions

Upskilling and reskilling of employees

Workforce planning & upskilling programme, to be launched Q2 2021

Who?

Companies whose activities, workforce and skills needs are significantly impacted by recent trends (digitalization/automation, regulations, environment, client needs, pandemic...) → their employees in need of upskilling or reskilling

What?

Methodological support by external experts (certified by ADEM) on workforce planning
Output: workforce & training plan

+

Financial support of consulting/coaching fees and of **training fees**

Why?

Strengthen employment prospects of employees impacted

Preventive (internal) upskilling and reskilling

Improve resilience of participating companies

Upskilling and reskilling of employees

	①	②	③	
Job impacts	What jobs are **created**? (description, volumes, timing)	What jobs are **at risk**? (description, volumes, timing)	What jobs are **transformed**? (description, volumes, timing)	Research, Workshops, optional support by tools
Mobility trajectories	Which current employees can be up/re-skilled to those positions? (feasibility + desirability) *remaining = recruitment needs*	To what other positions can the impacted people be up/re-skilled? (feasibility + desirability) *job loss risks?*		Workshops, individual interviews or coaching, optional support by tools
Skills needs	What are the corresponding skills development needs?	What are the corresponding skills development needs?	What are the corresponding skills development needs?	
Reports	**Workforce** (mobility) **plan** + **Training plan** (timeline of corresponding trainings + budget)			

Sector-level studies

Analysis of ADEM job vacancy data to study evolution of the demand of different occupations p. sector

Analysis of matching data and demand/supply data to study talent gaps (and surpluses)

Text mining of vacancies to structure skills requirements p. job (and study their evolution)

Survey with companies on emerging occupations

Collaboration with research institutes and employer/sector associations

Evidence-based reskilling and upskilling trajectories

Dedicated training programs

Data-based advising of job seekers and employers

Feeding into national skills strategy (OECD support)

Questions?

Your contact at ADEM

Inès Baer

Future Skills Initiative manager

ines.baer@adem.etat.lu

T: 247-61691