Future Skills Initiative

COVIDIMPACT – ACT ON SKILLS – 10/12/2020
Changing world of work

Evolution of jobs and competencies

Talent & skills gaps

Role of PES in proactive upskilling and reskilling

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

**Soft Skills**
1. Learn to learn
2. Communication
3. Collaboration
4. Creativity/Proactivity
5. Organisation/Analysis

**Digital Skills**
1. The digital world
2. Tools of the digital world

**Management Skills**
1. Project management
2. Risk & change management

**Digital Skills «à la carte»**
- Office tools (advanced)
- OR
- Coding & Data (awareness)

<table>
<thead>
<tr>
<th>Soft Skills</th>
<th>Digital Skills</th>
<th>Management Skills</th>
<th>Digital Skills «à la carte»</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-5 weeks</td>
<td>2 weeks</td>
<td>2 weeks</td>
<td>3-4 weeks</td>
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**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

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

**Workshops, individual interviews or coaching, optional support by tools**
Sector-level studies

- Analysis of ADEM job vacancy data to study evolution of the demand of different occupations per sector
- Analysis of matching data and demand/supply data to study talent gaps (and surpluses)
- Text mining of vacancies to structure skills requirements per 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

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