

# Reskilling/Upskilling with ADEM

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# Reskilling and Upskilling with ADEM

- Short introduction of ADEM – Labor market data
- Importance of Up/Reskilling
- ICT Trainings organized by ADEM
- How to establish new trainings according to the needs of the employers
- How to hire an ADEM candidate who completed a training (internships,...)
- Financial support for employers/candidates
- Q & A

# ADEM – Who we are

- ADEM (it stays for « agency for the development of employment») is the Luxembourg's **public employment agency**.
- ADEM supports **job seekers** during their job search and helps **companies** in meeting their human resources needs.
- ADEM's professional orientation department helps **young people and adults** to choose their more appropriate professional path. The department is also in charge of **placements and apprenticeships**.



# Main philosophy of the Employers department: "One face to the customer"



A dedicated team of over 70 people , of which 30 are specialized advisors issued from the private sector, split into business sector units. Each employer has thus a dedicated advisor specialized in his business sector.

## Objectives

- Pro-active solutions proposals in order to help employers to find the best possible candidate
- Ensure a thorough and efficient processing of every job offer
- Carry out a pertinent pre-selection of jobseekers and improve the quality of the assignments.
- Initiate new vocational training programs according to the need of the market/employers

Business units and activities covered by ADEM's Employers Dept.	
<b>14 business units</b>	Services
Commerce	Building
Industry	Logistics
Finance	<b>8 specialized units</b>
Handicrafts	Eligibility of measures in favour of employment
Recruitment and counselling companies	Handicapped employees and reduced working capacity employees
Cleaning	Business start-up
Interim	Women's projects
Hotels, restaurants & bars	Managers coaching
Public Sector	Beneficiaries of international protection
<b>ICT</b>	Social Initiatives
Health & socio-educational sect.	Third countries nationals

# Employer adviser – ICT

## Secteur ICT/TIC



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# Unemployment situation

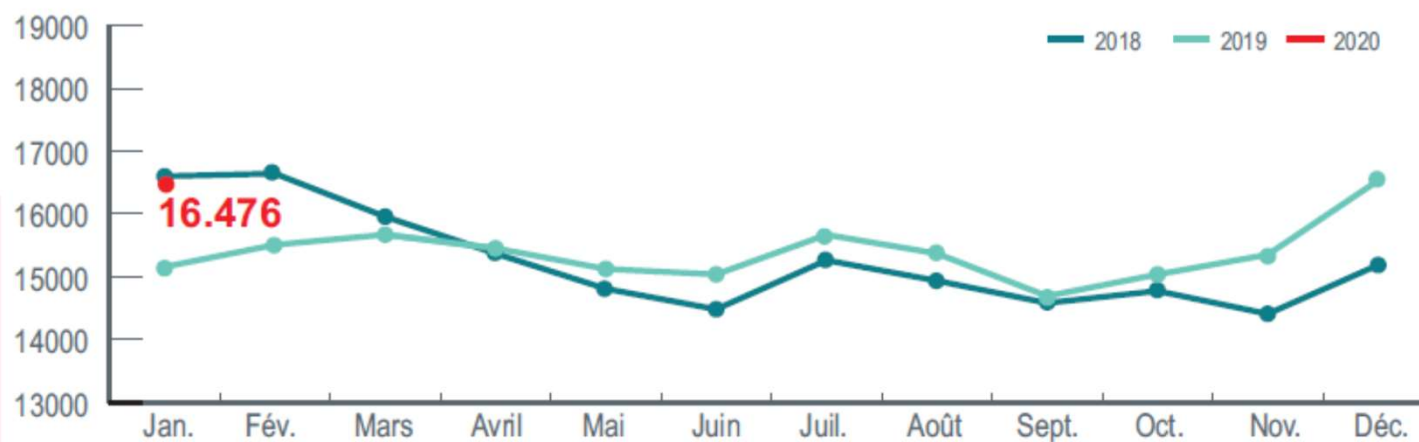
## Résidents disponibles

Le nombre de demandeurs d'emploi résidents disponibles s'établit à 16.476 au 31 janvier 2020. Sur un an, cela constitue une hausse de 1.319 personnes, soit de 8,7 %.

Taux de chômage\*

**5,5 %**

\*corrigé des variations saisonnières



**16.476**  
demandeurs d'emploi  
résidents disponibles

**+8,7 %** sur 1 an

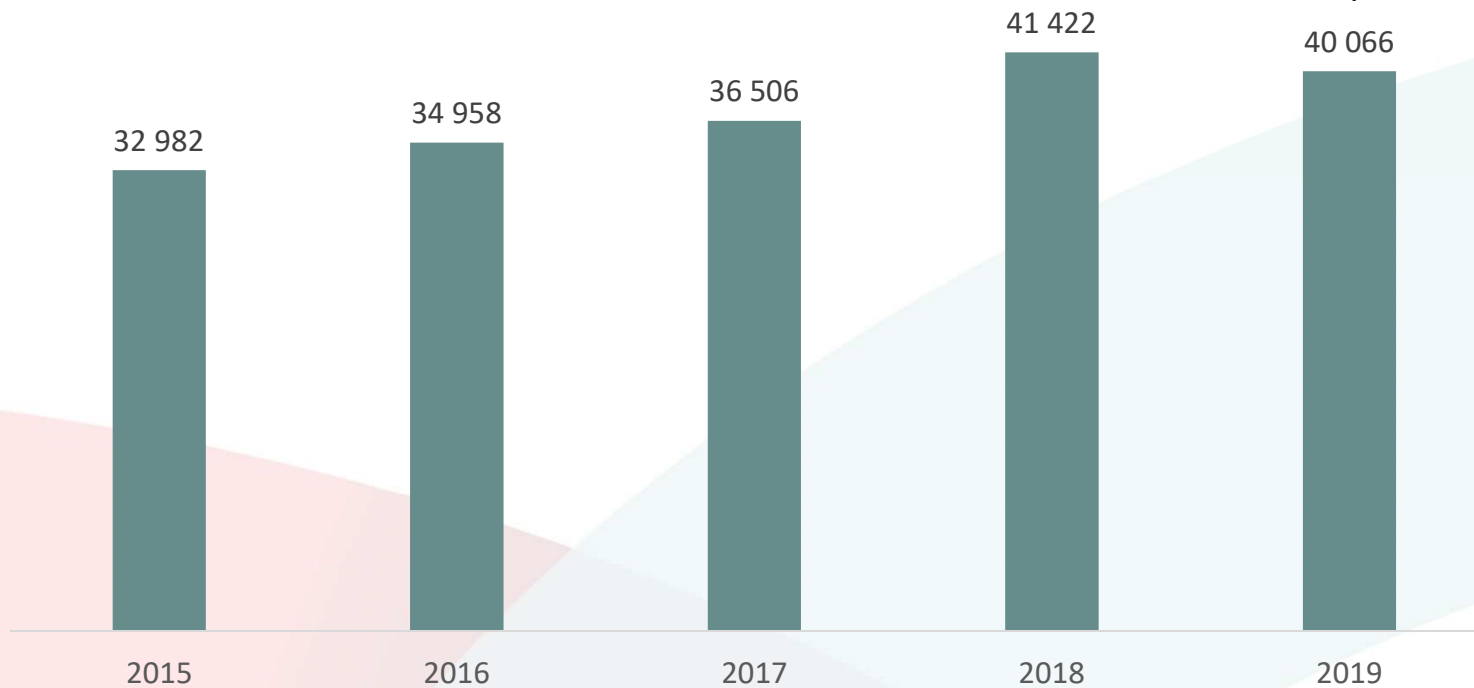
**4.210**  
résidents en mesure

**-0,7 %** sur 1 an

# Positions declared at ADEM

Jobs declared at ADEM

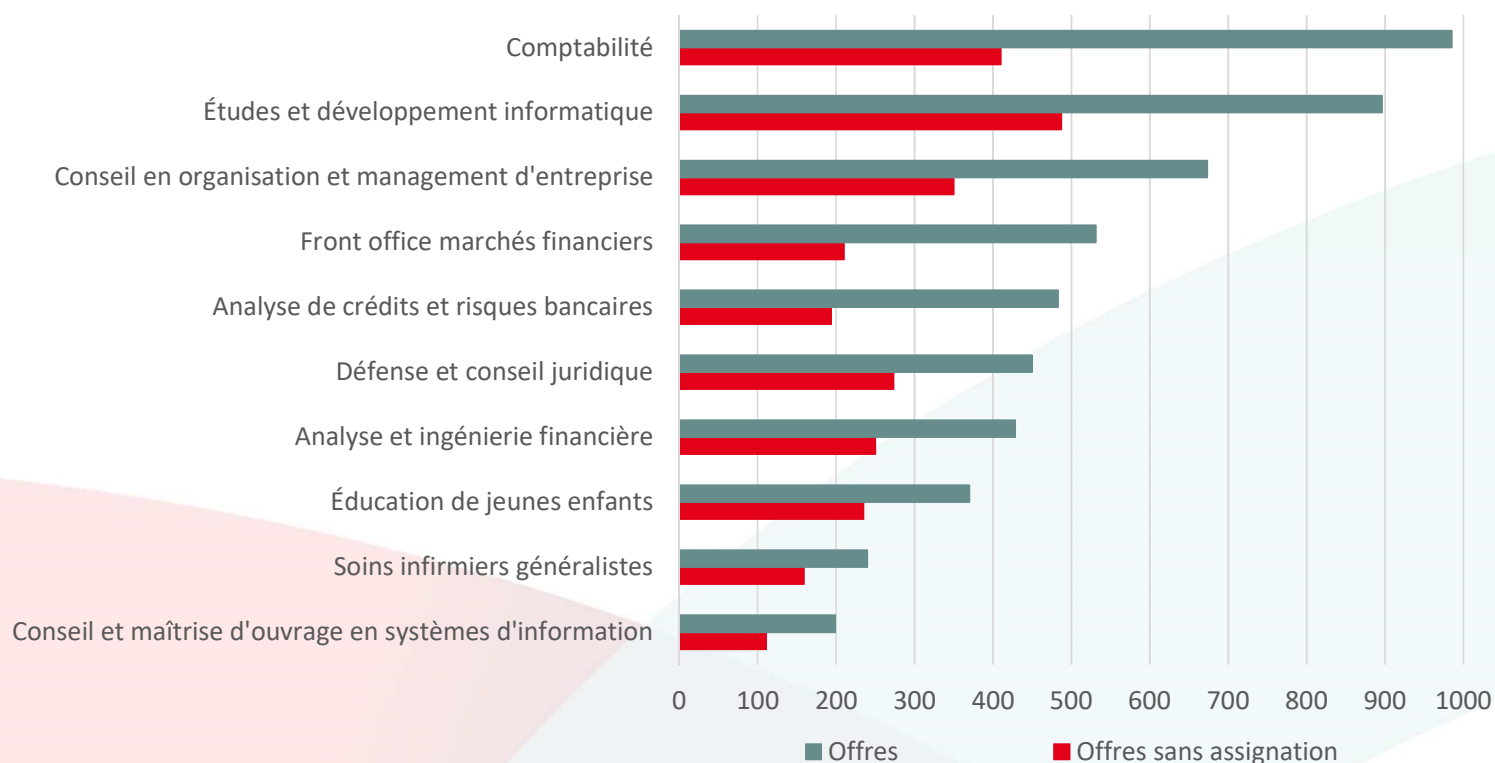
In 2019: -3,3%  
compared to 2018



**4.401**  
postes vacants déclarés  
au cours du mois  
**+25,7 %** sur 1 an

**8.008**  
postes vacants  
disponibles en fin du mois  
**+12,9 %** sur 1 an

# Job openings where ADEM couldn't propose any suitable candidate in 2019



Pour chaque poste déclaré, l'ADEM a pu assigner en moyenne 2,4 candidats.

En revanche, pour 30 % des offres aucun candidat adéquat n'a pu être assigné  
-> **11243 positions**

La proportion des offres sans assignations est la plus élevée dans les métiers de l'informatique, de la banque et de la finance.



# Major economic and social challenge

## Current labor market situation



## Impact of Digitalization and technological transformations



## Impact of Demographic change



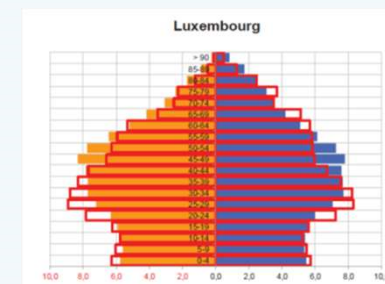
**Will increase the challenge**

**~11.000** jobs available in Luxembourg that could not be allocated by ADEM in 2019.

Source : ADEM Key figures 2019

**32%** of jobs have a probability of between 50% and 70% of being automated and could face significant changes in their job content.

Source: OECD 2018 – Automation, skills use and training



On short term only two main options

## Reskilling/Upskilling



Talent attraction  
strategies

[www.workinluxembourg.lu](http://www.workinluxembourg.lu)

**LU**  **EMBOURG**  
LET'S MAKE IT HAPPEN

# Upskilling potential in EU/Luxembourg

- Estimates tell us that there are 128 millions adults (25-65 years old) in the EU-28+ with potential for upskilling and reskilling.
- For Luxembourg the potential for upskilling is estimated at about 113.000 adults (34,2%).
- This is an impressive pool of untapped talent waiting to be unlocked.



Empowering adults  
through upskilling and  
reskilling pathways

Volume 1: adult population with potential  
for upskilling and reskilling

Jobseekers registered with ADEM by level of qualification

Niveau de diplôme		
Secondaire inférieur	7.883	-1,8 %
Secondaire supérieur	4.885	16,4 %
Supérieur	3.708	26,3 %

# ADEM's Trainings

- Development of **jobseekers' trainings tailor-made to fit the employer's needs**, in general organized by MENJE SFP/CNFPC
  - Electrician auxiliary worker
  - Taxi driver, Bus and Truck Driver
  - HR Officer and Payroll Officer
  - Content/Community Manager
- Trainings aiming at developing digital skills, as for instance:
  - **CodingJobs (Fit4 Coding)**
  - **JAVA Developer**
  - **Certified Cloud Solutions Architect**
- **N.B. most of these trainings include an internship**
- Cooperation with the Luxembourg House of Training, Luxembourg Lifelong Learning Center, Chamber of Crafts and other training providers.



## 2019 Key figures

Number of jobseekers who attended trainings organised by ADEM: **> 4,300**

Number of training vouchers issued: **> 7,400**

# Skills in occupation – Training modules

# Analysis of online vacancies published in Luxembourg

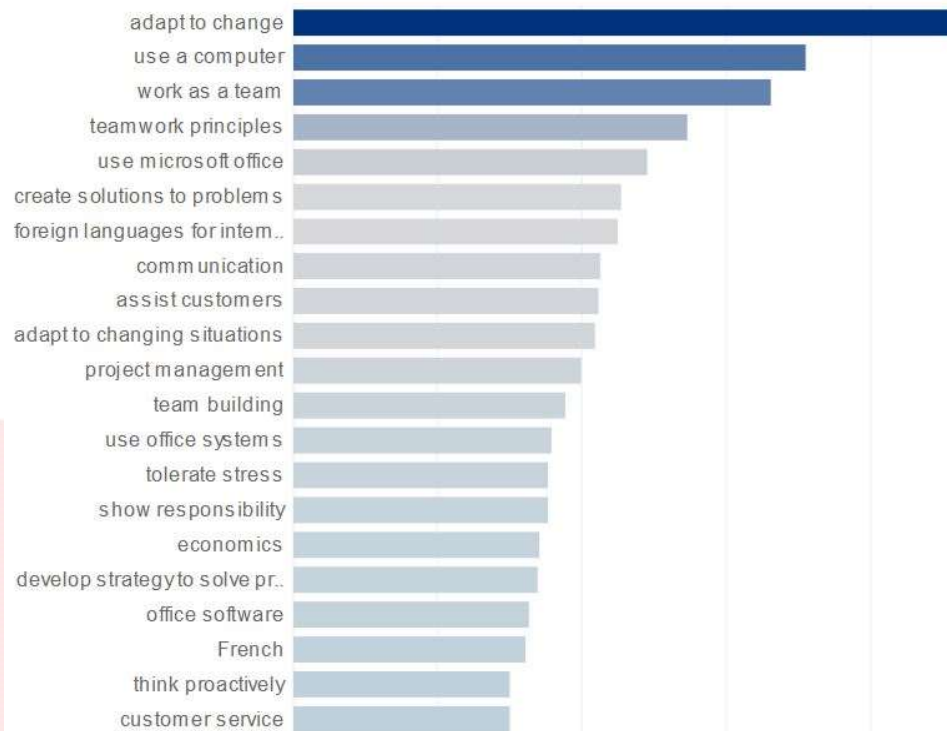


<https://www.cedefop.europa.eu/en/data-visualisations/skills-online-vacancies/skills-occupations>



# Skills of the future – Training modules

**Skills (ESCO version 1)**  
(mentioned in at least 5% of vacancies)



## Soft Skills - Essential skills of the future

### Growing

- 1 Analytical thinking and innovation
- 2 Active learning and learning strategies
- 3 Creativity, originality and initiative
- 4 Technology design and programming
- 5 Critical thinking and analysis
- 6 Complex problem-solving
- 7 Leadership and social influence
- 8 Emotional intelligence
- 9 Reasoning, problem-solving and ideation
- 10 Systems analysis and evaluation

Source: Future of Jobs Report 2018, World Economic Forum

➔ **CodingJobs (Fit4Coding) forme au métier de développeur Web via une formation intensive (490 heures / 70 jours sur 4 mois) au langages d'intégration et de développement web les plus utilisés**

**Quoi ?**

Formation au métier de **Développeur Web – création de sites et plateformes web**

**Comment ?**

- Une pédagogie **pratique**, Délivrée par des développeurs professionnels experts des langages et technologies pratiqués (expert pour le module HTML, etc.)
- **Formation intensive**: 490 heures ou 70 jours sur 4 mois
- Sur les langages d'intégration et de développement web les plus utilisés pour être immédiatement opérationnel



**Pour qui ?**

- Pour un public éloigné de l'emploi / en reconversion professionnelle (marketing, communication, généralistes IT, chefs de projet) / en situation de décrochage universitaire

**Où ?**

- CNFPC à Esch Belval

 **(entreprises IT, fintech, banques)  
ont trouvé les compétences dont elles avaient besoin**





# JAVA DEVELOPER

Module	Sub-module	Time (Days)
Computer science fundamentals		3.0
Web development fundamentals		10.0
Java as a platform and language for Object Oriented Programming		7.0
Modern tooling for Java development		4.0
Working with the Java 8 language and its main APIs		4.0
Java development best practices		3.0
Working in a team with modern practices based on agile movement		6.0
Architecture and building of modern Java applications with Spring Framework		6.0
Database access with Java		5.0
Web application development with Spring MVC		6.0
Enterprise wide cloud ready microservices based application development with Spring Boot and Spring Cloud		5.0
Final project		9.0
<b>TOTAL</b>		<b>68.0</b>



## Candidates selection criteria:

**Language: English**

**IT knowledge: IT Background and programming experiences would be an advantage**

**Willing to work as a developer and motivated**

# Certified Cloud Solutions Architect

## Training - Architect Learning Path

### Architect Learning Paths



AWS Certified Solutions Architect - Associate

■ = foundational course  
■ = intermediate course  
■ = advanced course



# Upcoming new training projects (Pilot)

## Looking to recruit Certified SAP S/4HANA Consultants ?

4 months intensive Training:

### **Training Program:**

- Digital Transformation – Design Thinking - Business Model Innovation
- Business Process Integration with SAP S/4HANA
- Complete SAP ERP Sales & Distribution Consultant Academy (SD)
- SAP NetWeaver ABAP Programming
- SAP BusinessObjects Web Intelligence 4.2
- SAP Consultant

### **Certifications**

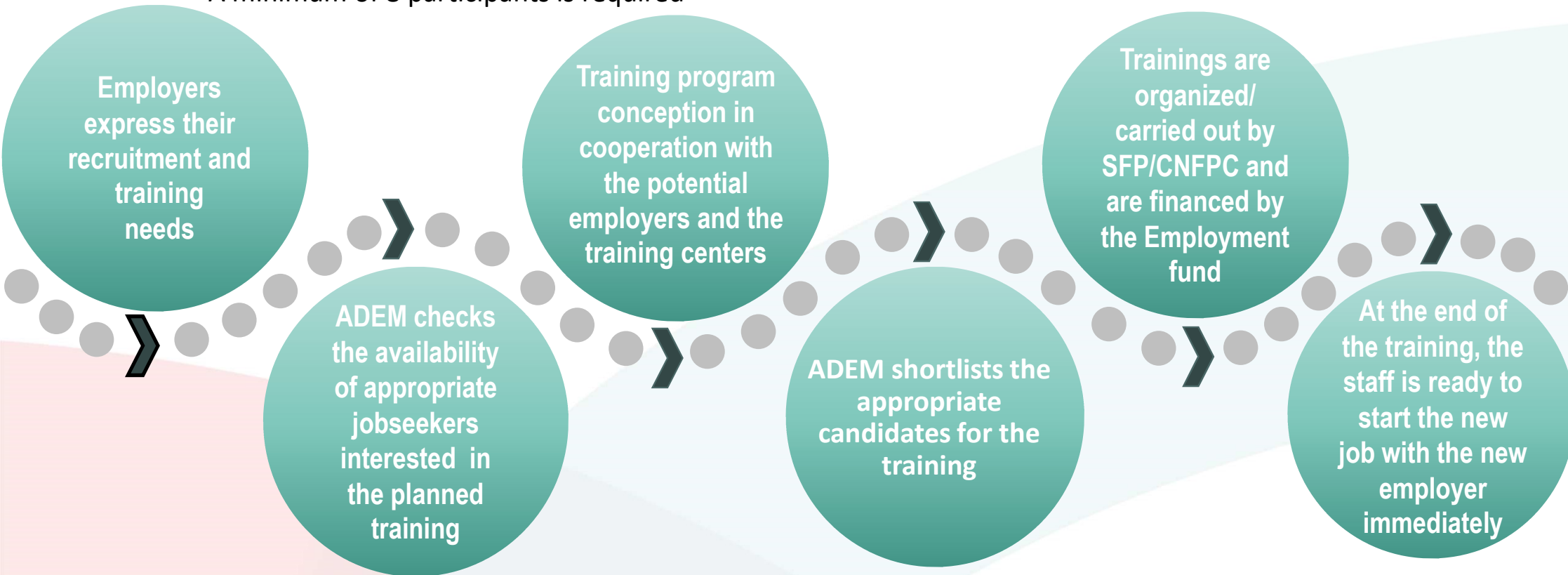
- SAP Consultant Certification Business Process Integration S/4HANA
- SAP ERP Consultant Certification Sales & Distribution
- SAP BusinessObjects Web Intelligence

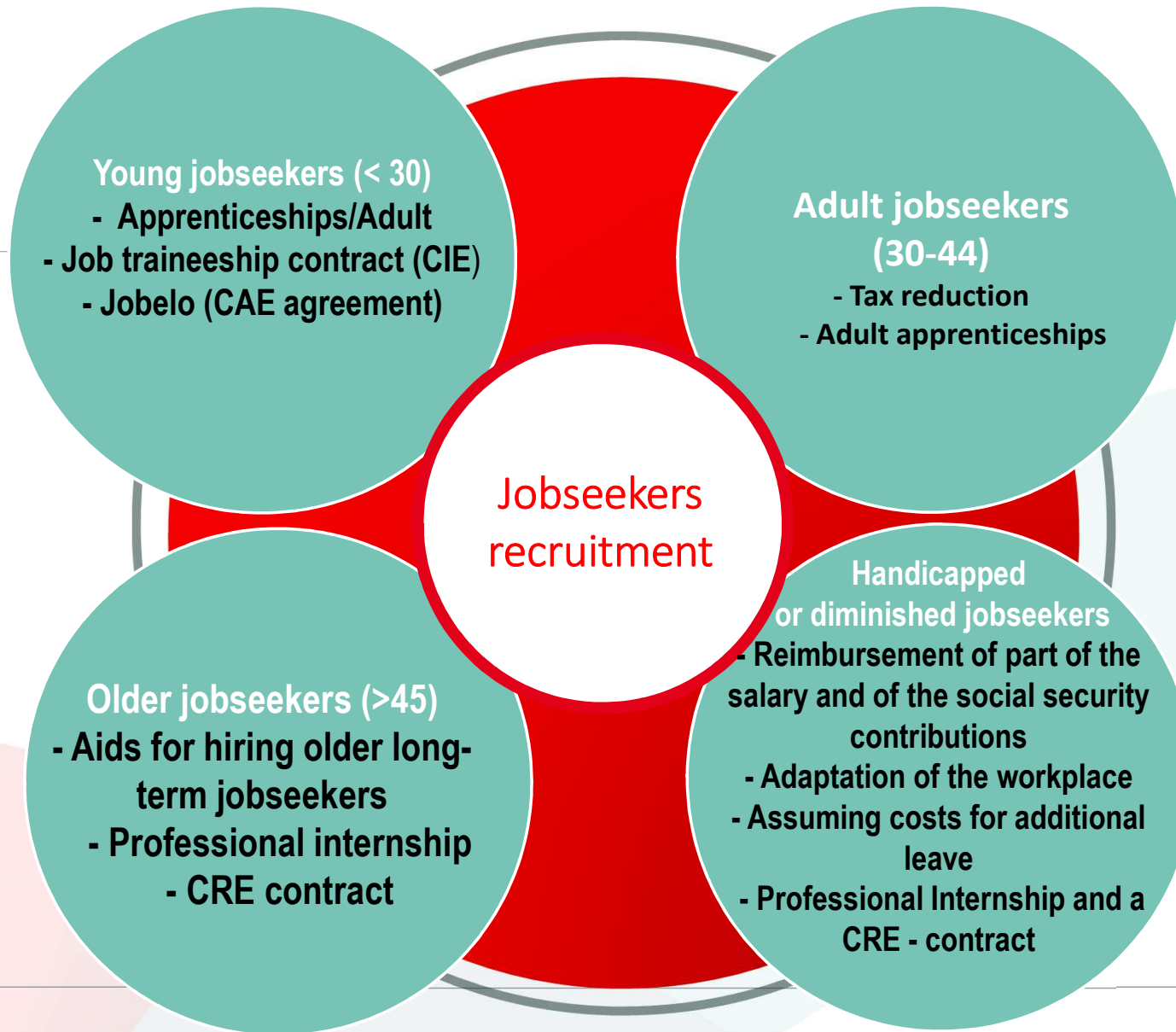


N.B. this is just an example of a possible training program, the final program will be established according the needs of the employers

# General conception process of new trainings proposed by ADEM

A minimum of 8 participants is required





More info:

<https://adem.public.lu/en/employeurs/demander-aides-financieres.html>



- Nouveau « Guide des employeurs » disponible sur le site de l'ADEM:

<https://adem.public.lu/dam-assets/fr/publications/adem/guides/Guide-Employeur-FR.pdf>

<https://adem.public.lu/dam-assets/fr/publications/adem/guides/Guide-Employeur-EN.pdf>

- Nouvelle liste complète des conseillers employeurs

<https://adem.public.lu/dam-assets/fr/employeurs/Conseillers-employeurs-liste.pdf>

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# Questions – Réponses

