

Luxembourg Digital Skills Bridge

The digitalisation and automation currently happening across all business sectors in Luxembourg and all over the world, is a sharp change impacting companies, jobs and competencies. The current digital and technological transformation of the market affects all companies and trades, with varying degrees of impact: this may be through the automation of production lines in industry, the introduction of blockchain technologies for the management of fund transfers in the banking sector, or the bank of detail...

In May 2018, the Ministry of Labour, Employment and the social and solidarity economy launched in cooperation with the ministry of Economy and the national employment services (Adem), the Luxembourg Digital Skills Bridge programme, a pilot project aimed at employees whose positions are changing or at risk due to the digital transformation. This programme strives to anticipate the impact technological developments will have on the skills of employees and employment in general. It offers employees the opportunity to invest in new business, digital and cross-functional skills thanks to trainings of the newest generation. This preventive and pro-active approach anticipates the changes introduced by the digital transformation and allows both companies and employees to adapt to this new environment.

The pilot project is open to all companies, regardless of their sector of activity or their size.

Every employee will be able to access this programme with the objective of securing jobs and career paths. The employee benefits from a skills assessment. An individual advisor supports him/her throughout the process, from the identification of a new position, through accelerated, tailor-made, highly pragmatic training courses until integration into the new function. The employees' career path will be secured, whether he/she remains in the current company or starts a new position at a different company.

Each company will benefit from a technical assistance to plan its future jobs and skills management.

The governance of the pilot project is ensured by the "Comité de conjoncture", which is a tripartite official body gathering government and administration representatives, representatives of employer associations and trade unions benefitting from national representation. The "Comité de conjoncture" is co-chaired by the Ministry of Labour, Employment and the social and solidarity economy and the Ministry for Economy.

In November 2018, during the first step of the pilot programme Digital Skills Bridge has selected about 15 companies and 350 employees. Four training bodies have been selected through a call for tenders in order to answer the soft and digital skills training needs of participants and companies.

Luxembourg Digital Skills Bridge has been recognised by the Financial Times, Google and leading European policy makers as one of 100 digital pioneers in Europe.