



Luxembourg Digital Skills Bridge

29 November 2018



Major economic and social challenge for Luxembourg

- According to the OECD and our consultations with Luxembourgish companies, a **significant number of jobs** will be **transformed**, new jobs will appear and jobs will disappear due to major technological changes: Banking, Telephony, Construction, Electricity, Automotive, Manufacturing ...
- Companies are still very little equipped to cope with this major change, as they do not know the full range of their employees' skills nor their real abilities to take up new positions in the company.
- Many positions available in different sectors in Luxembourg: ~ 10,000 according to the ADEM.
- It represents a major economic and social challenge for Luxembourg, its companies and its employees which requires a new solution.

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

~10.000 jobs available in Luxembourg that were not yet booked by ADEM in 2017.

Source : ADEM Key figures
02/2018

The impact of the digital transformation on **companies**

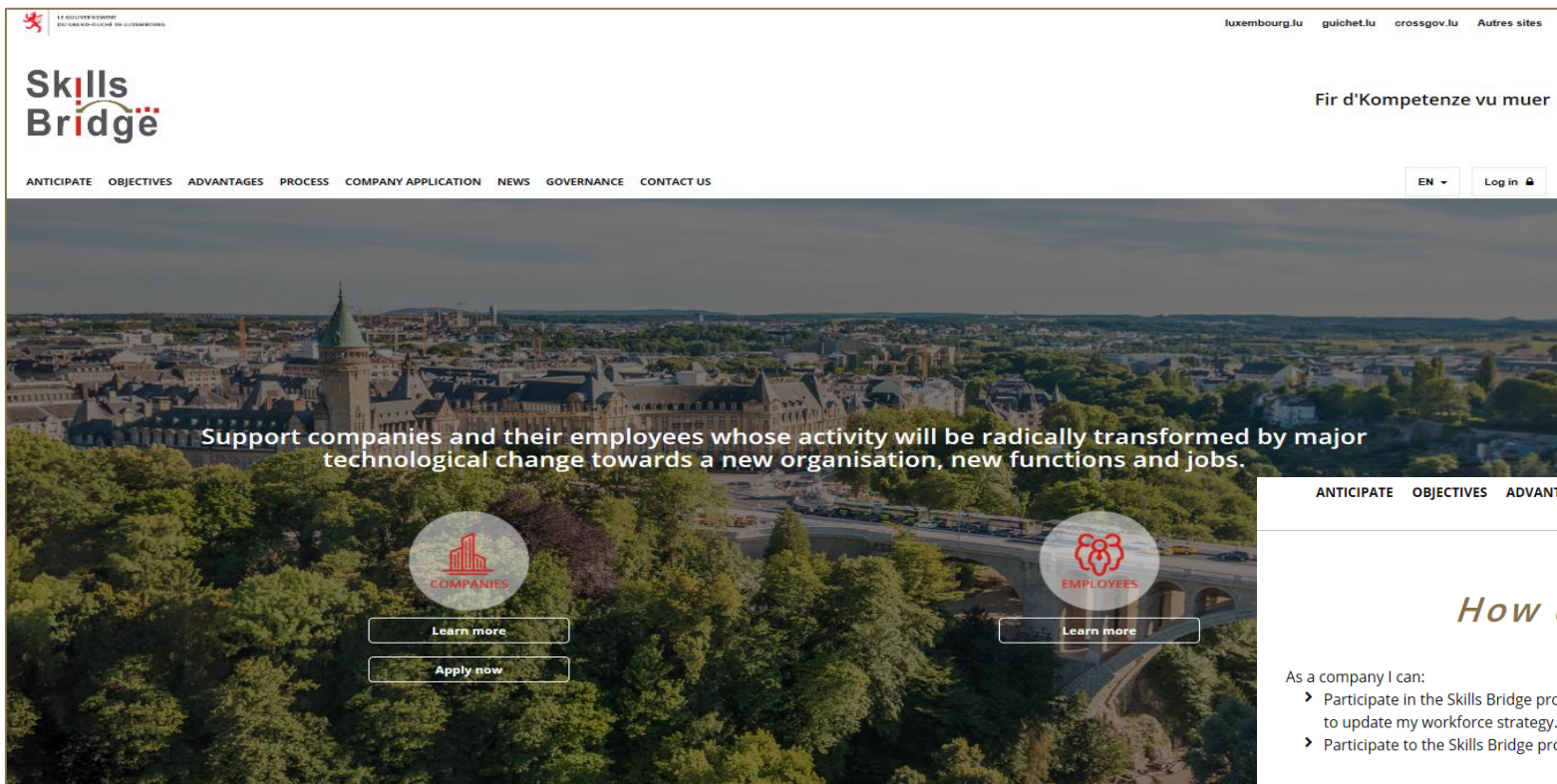
'Digital transformation is characterised by a fusion of advanced technologies and the integration of physical and digital systems, the predominance of innovative business models and new processes, and the creation of smart products and services.'

European Commission, DG Growth – Digital Transformation

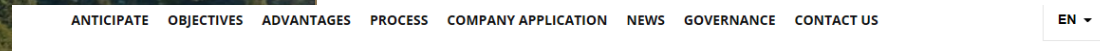
Examples of digital transformation :

- ✓ Introduction of blockchain technology in transfer management activities which requires a review of the work organisation of transfer agents.
- ✓ Construction of a fully automated warehouse to augment storage capabilities.
- ✗ Upgrade of the accounting software used by the accounting team (version 1.5 to 1.6).
- ✗ Update of the software used to control the robots handling the production line.





www.skillsbridge.lu



How can your company participate?

As a company I can:

- › Participate in the Skills Bridge programme as a **participating company** desiring to benefit from the technical and financial assistance offered to update my workforce strategy.
- › Participate to the Skills Bridge programme as a **welcoming company** looking for new employees.

Participating company

The participating company wishes to enter into the Skills Bridge programme due to the digital transformation of its business which requires the upskilling (further training) of its employees.

Apply by May 25th

[Download application form](#)

[Download Skills Bridge presentation](#)

Welcoming company

The welcoming company wishes to enter into the Skills Bridge programme due to a need for newly trained and skilled employees.

Apply by July 06th

[Download registration form](#)

The objectives of the Luxembourg Digital Skills Bridge programme

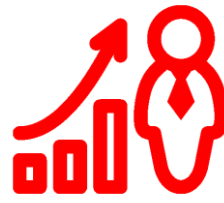
Luxembourg Digital Skills Bridge aims to become the best solution for the employee and the company facing the current technological transformation by supporting them in their organisation of work.



Raise awareness and **support companies** whose business activities will be significantly transformed by digital disruption.



Coach and upskill employees – whose jobs will be impacted by the digitalisation – and advise them on new placement opportunities (internal or external mobility).



Achieve a **65% internal mobility** rate.



Show the value of a **proactive and preventive upskilling approach** for companies, employees and society.



Develop an ecosystem of relevant assessment and upskilling solutions.

Building a toolbox to facilitate **upskilling and workforce mobility**



Companies

- Know employees current skills portfolio
- Analyse present and future jobs
- Develop skills
- Promote mobility



Employees and social partners

- Understand skills and aspirations of employees
- Identify all opportunities linked to new jobs
- Develop skills through selected trainings to integrate new functions



Government

- Understand aspirations of employees and companies
- Reduce the social risk of digital transformation
- Better fill job vacancies thanks to an integrated approach with existing actors (e.g. ADEM)

New tool box



Diagnostic Tools

Motivated employees



Financing

Individual advice



Platform

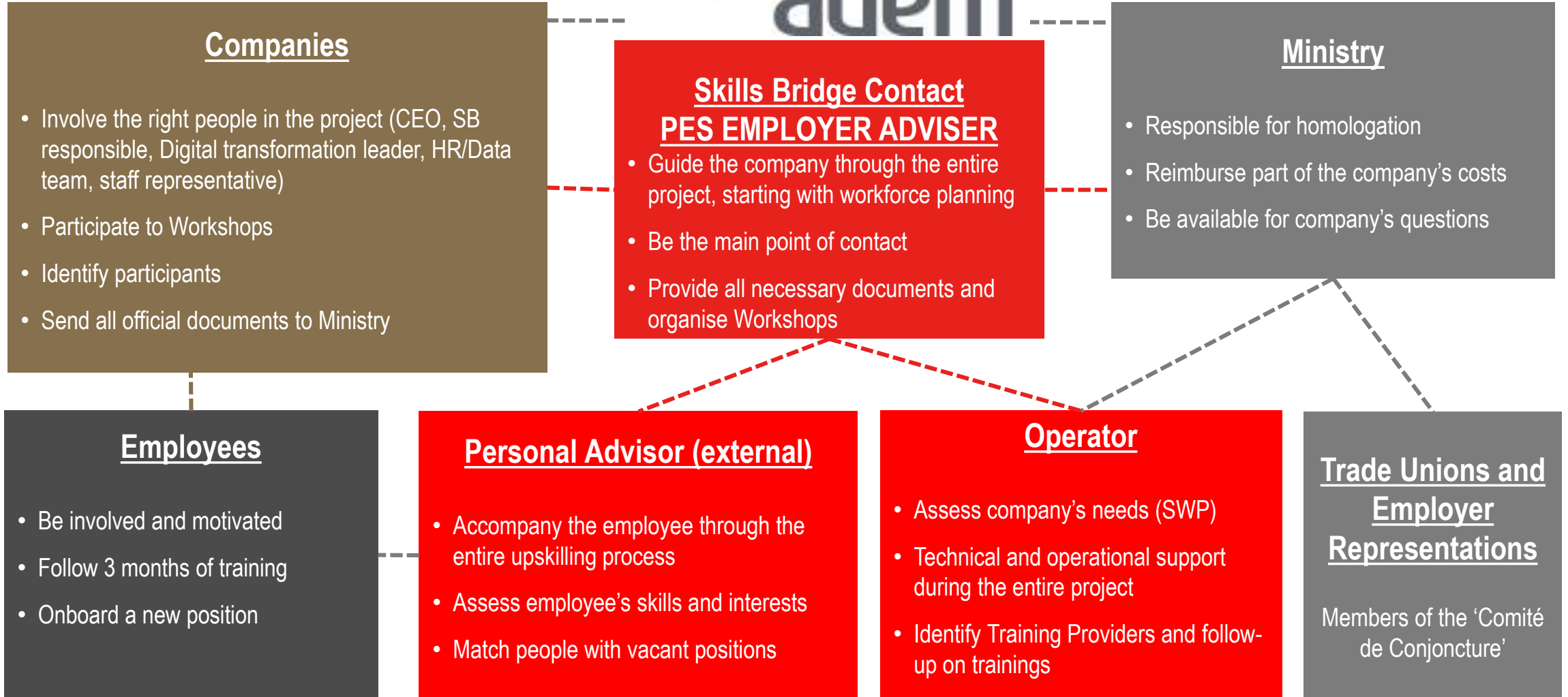


Communication

Technical and financial assistance proposed

	Support the company receives :
Technical assistance for workforce planning and employee assessment	Max. 12 days per company
Individual coaching throughout pilot	1 day per employee
Training cost per employee (reimbursement on invoices)	Internal mobility: 35%
	External mobility, same sector: 50%
	External mobility, different sector: 80%
Salary cost during training (“chômage partiel”)	90% of the employee’s salary, limited to a maximum of 250% of the minimum wage.

Governance Model



Thank you for your attention!

If you have any questions about the Luxembourg Digital Skills Bridge programme, please contact us by email at skillsbridge@mt.etat.lu.

www.skillsbridge.lu