



TRANSNATIONAL DUAL VET APPRENTICESHIPS FOR ADULTS AND YOUNG SCHOOL LEAVERS, IN WHICH THE THEORETICAL PART TAKES PLACE IN A VOCATIONAL SCHOOL ABROAD AND THE PRACTICAL PART IN A LUXEMBOURGISH COMPANY.

Transnational apprenticeships

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LUXEMBOURG

Due to a shortage of certain training opportunities in Luxembourg, the programme offers apprentices from Luxembourg the chance to go abroad to gain theoretical knowledge and then return to Luxembourg to obtain their practical training. Additionally, given the shortage of skilled labour force in certain sectors in Luxembourg, the transnational apprenticeship programme also offers apprentices from foreign countries with similar education systems in vocational training the opportunity to complete their practical training in Luxembourg, with the possibility of gaining a work contract in Luxembourg after completion of their apprenticeship there.

Name of the PES

Agence pour le développement de l'emploi (National Employment Agency, ADEM)

Scope of measure

National reform

(a pilot project or a national reform)

When was the practice implemented? (including start and end date for pilot projects)

2010 - ongoing

What was the driver for introducing the practice? Was it internal or external?

The need for expertise from abroad, including both skilled workers and access to courses unavailable in Luxembourg.

Which organisation was involved in its implementation?

Luxembourg's Public Employment Service (ADEM), Ministry of Education, Children and Youth (MENEJ), companies providing the practical training part and the professional chambers in Luxembourg (agriculture/crafts/commerce).

Which groups were targeted by the practice?

- ▶ Residents of Luxembourg – both young people and adults.¹
- ▶ Residents of neighbouring countries (primarily Germany and France), with compatible qualifications (i.e. language and dual apprenticeship systems).

What were the practice's main objectives?

- ▶ Increase access to training for apprentices in Luxembourg.
- ▶ Offer employers a wider pool of potential future employees from other countries.
- ▶ Facilitate cross-border apprenticeships for residents within and outside Luxembourg.
- ▶ Balance the demand for labour and theoretical training with supply of potential labour and professional training abroad.
- ▶ Foster the international exchange of knowledge and enhance the quality of professional training.

What activities were carried out?

- ▶ Both Luxembourgish and foreign residents carry out their practical training in Luxembourg and their theory instruction in a neighbouring country.
- ▶ The programme offers two sorts of cross-border apprenticeship contracts, which are signed between the Luxembourg-based training company (host employer) and the apprentice (if under 18 years old, parents will sign):
 - ▶ professions unavailable in the Luxembourgish education system.
 - ▶ professions known in the Luxembourgish school system but with insufficient applicants for theory courses within Luxembourg (e.g. goldsmiths/silversmiths).

What resources and other relevant organisational aspects were involved?

Apprenticeship seekers register with ADEM's vocational guidance department and have to obtain an authorisation from the MENEJ to attend the theoretical courses in a foreign country. The apprenticeship contract must be registered with the competent professional chamber in Luxembourg. The company providing the practical training is responsible for the practical training delivery and pays the apprentice a salary (apprenticeship allowance).

¹ Adults must fulfil certain conditions: at least 18 years of age, in work for at least 12 months, and out of the initial school system for at least 12 months.

<p>What were the source(s) of funding?</p>	<ul style="list-style-type: none"> ▶ The Luxembourg based companies providing the practical training pay the apprentice a monthly salary (apprenticeship allowance). The amount of the apprenticeship allowance depends on the profession and is set by law. ▶ After one year of training, the company can apply for partial reimbursement of the training allowance paid ▶ Apprentices who complete their apprenticeship year successfully are entitled to receive a bonus. ▶ If the apprentice has been registered as a jobseeker in Luxembourg, the apprenticeship is regarded as an active labour market measure and is therefore part-funded by the Luxembourg Employment Fund.
<p>What were the outputs of the practice: people reached and products?</p>	<ul style="list-style-type: none"> ▶ 400 active transnational apprentice contracts (10% of total active apprenticeship contracts in Luxembourg). ▶ 100 new transnational apprentice contracts per year. ▶ 200 contracts with residents from Germany. ▶ 100 contracts with residents from France.
<p>What outcomes have been identified?</p>	<ul style="list-style-type: none"> ▶ Apprentices will receive a diploma from the foreign country and which will also be recognised in Luxembourg.
<p>What are the lessons learnt and success factors?</p>	<ul style="list-style-type: none"> ▶ Success factor: increasing number of transnational contracts indicates interest for training providers in Luxembourg. ▶ Challenge: a transnational apprenticeship scheme requires cooperation with countries with similar work-based and school-based programmes, as well as similar languages.



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