



THE SKILLS APPROACH

A RESPONSE TO THE FUTURE CHALLENGES OF COMPANIES

THE 3 GREATEST CHALLENGES FOR COMPANIES:



1. DOUBLE TRANSITION ECOLOGICAL AND DIGITAL

The EU will support the ecological and digital transition with an overall budget of **14.7 billion** over the 2021-22 period

EU

By **2030**, at least **30 million** zero emission vehicles will be in circulation in the EU

EU

Luxembourg aims to reduce its greenhouse gas emissions by at least **55%** by **2030** compared to 2005 and to become climate neutral by 2050.

NECP



2. AUTOMATION AND ROBOTISATION OF TASKS IN COMPANIES

14% of the global workforce will be affected by automation by **2030**

McKinsey

Globally, **23%** of employees perform tasks that can be more than **70%** automated

McKinsey

18% of jobs in Luxembourg would be at risk of being eliminated by automation

McKinsey



3. RAPID TRANSFORMATION OF PROFESSIONS

87% of companies worldwide already have or will have a skills gap within a few years

McKinsey

By **2025**, **50%** of employees will have to retrain professionally

WEF

For **44%** of Luxembourg companies, the need for qualifications is the main challenge of digitalisation

Baromètre de l'économie, S2-2019, Luxembourg Chamber of Commerce

TO MEET THESE CHALLENGES, THERE IS ONE SOLUTION:
DEVELOP AND STRENGTHEN THE SKILLS OF ENTREPRENEURS,
COMPANY MANAGERS AND EMPLOYEES BY

UPSKILLING

STRENGTHEN EXISTING SKILLS IN ORDER TO CONTINUE PRACTISING ONE'S PROFESSION

RESKILLING

ACQUIRE NEW SKILLS TO PRACTISE A NEW PROFESSION OR ROLE

WHAT ARE THE STEPS IN A SKILLS APPROACH?



1. THOROUGHLY MAP OUT THE EXISTING ROLES AND SKILLS WITHIN THE COMPANY



2. ANTICIPATE FUTURE NEEDS IN TERMS OF JOBS AND SKILLS. EXTERNAL SUPPORT CAN BE USEFUL



3. IDENTIFY THE ALLOCATED BUDGETS AND FIND OUT ABOUT THE AID AND SUPPORT AVAILABLE



4. REDUCE SKILLS GAPS BY IMPLEMENTING HUMAN RESOURCES MANAGEMENT TOOLS (TRAINING, COACHING, PEER LEARNING, ETC.)



5. EVALUATE THE INITIATIVES TAKEN ON A REGULAR BASIS AND ADAPT TRAINING PLANS ON AN ONGOING BASIS

INVOLVE KEY PLAYERS IN THE COMPANY AND ENSURE EFFECTIVE COMMUNICATION TO ALL EMPLOYEES

YOUR PARTNERS FOR THE IMPLEMENTATION OF A SKILLS APPROACH

- Chamber of Commerce <https://bit.ly/3xASXbh>
- Chamber of Skilled Trades and Crafts www.cdm.lu
- Chamber of Employees www.csl.lu

- Ministry of Education, Children and Youth www.menej.gouvernement.lu
- Ministry of Higher Education and Research www.mesr.gouvernement.lu
- National Employment Agency www.adem.lu

- National Institute for the development of continuing vocational training www.infpc.lu
- Vocational Guidance Centre www.anelo.lu
- Directory of accredited training organisations, (available in French) <https://bit.ly/3wEjtub>