



LE GOUVERNEMENT
DU GRAND-DUCHÉ DE LUXEMBOURG
Ministère de l'Éducation nationale,
de l'Enfance et de la Jeunesse

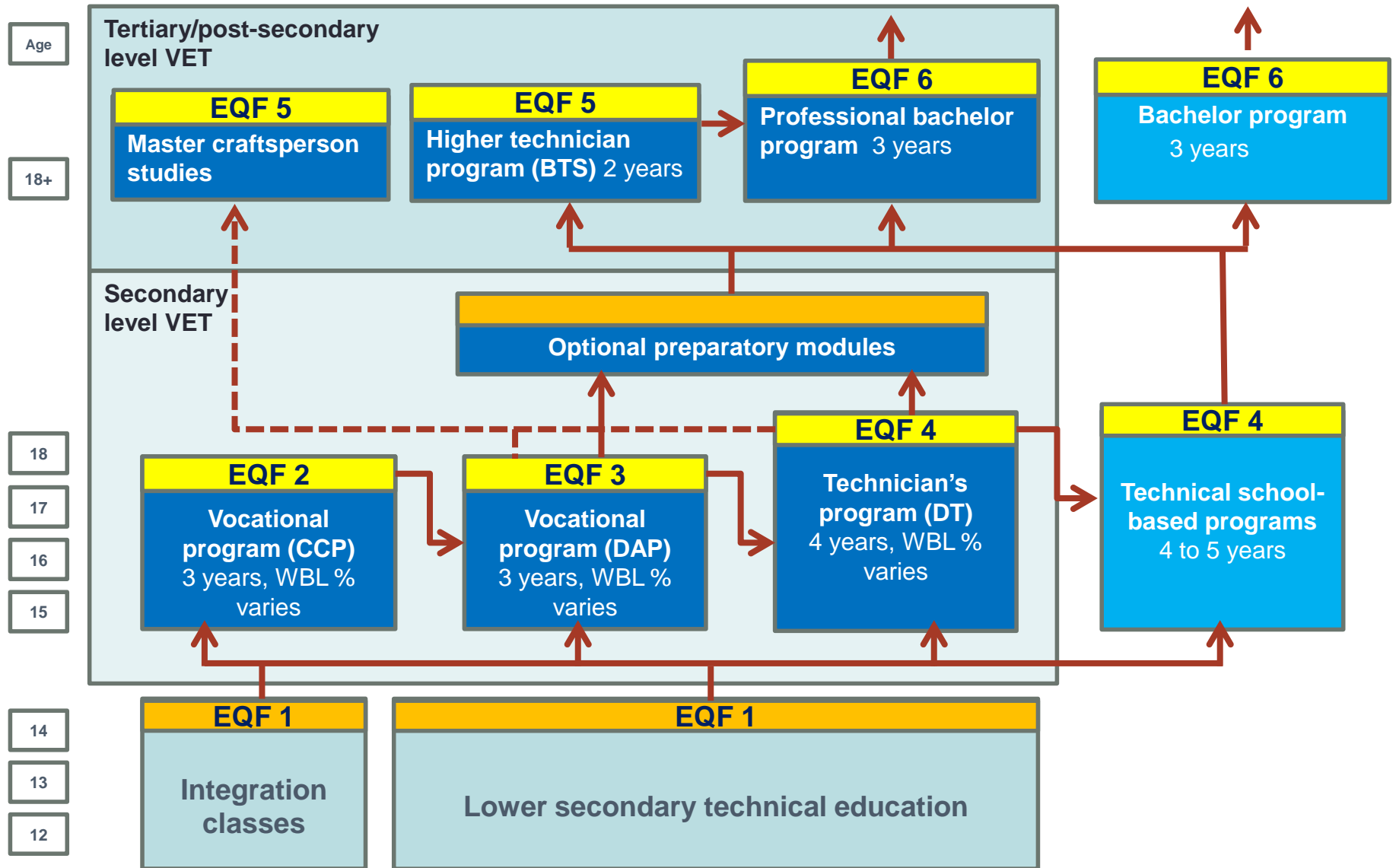
Service de la formation professionnelle

ORGANISING DUAL VET PROGRAMS AND SUPPORTING APPRENTICES TRAINING IN COMPANIES

The approach of Luxembourg

14th September 2016

The VET system of Luxembourg



The competent bodies

- The organisation and implementation of the VET system relies on a legally framed partnership between the State and the professional chambers
 - The State is represented by the Department of VET of The Ministry of Education, Children and Youth (MENJE)
 - 4 professional chambers
 - Employers' side: Chamber of Commerce, Chamber of Skilled Trades and Crafts, Chamber of Agriculture
 - Employees' side: Chamber of Employees



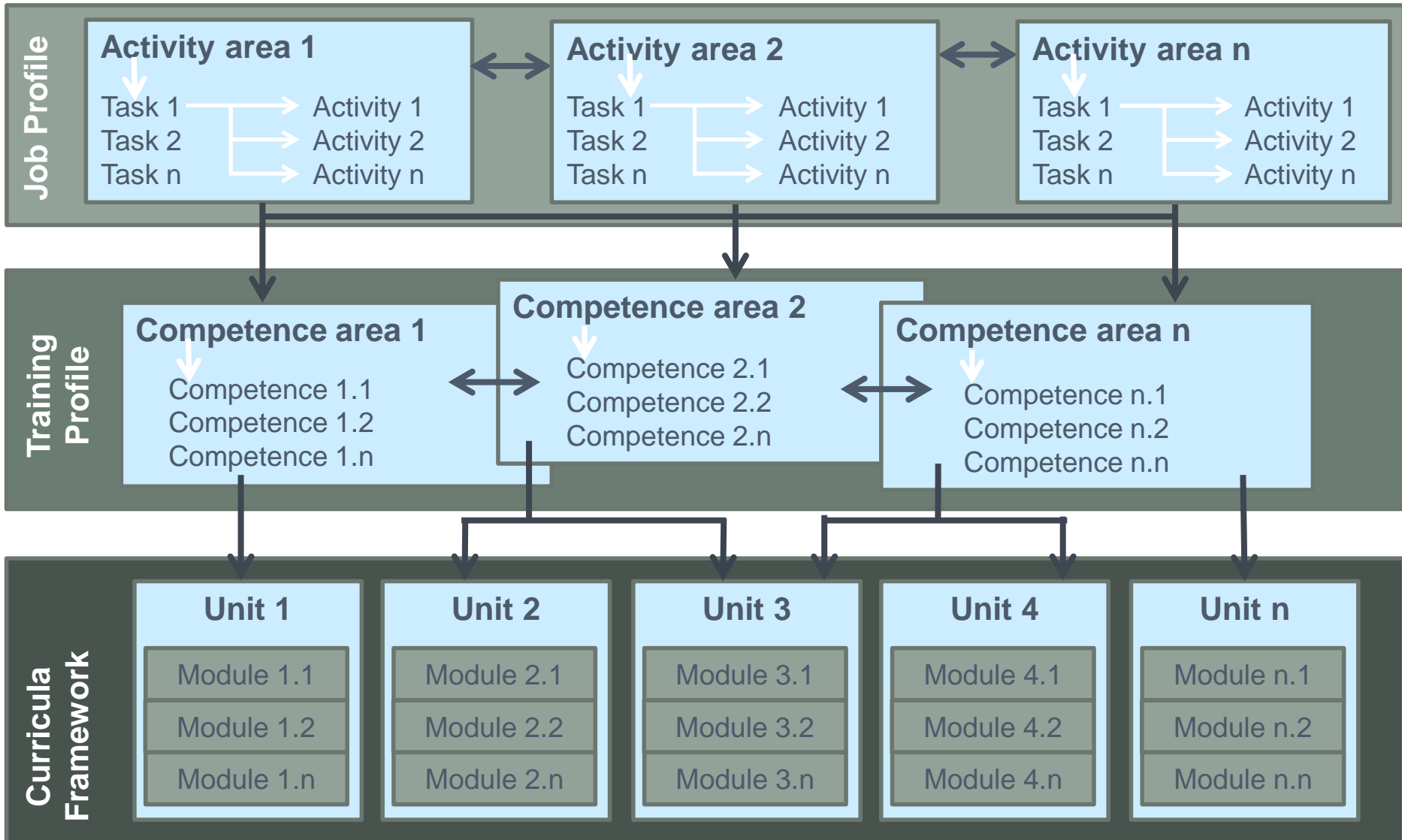
The curricular working groups

- The curricular working groups are:
 - Composed of representatives proposed by technical secondary schools and by representatives of the world of work proposed by the professional chambers
 - Nominated by the Minister of Education for a period of 5 years
- Missions
 - Elaborate and revise VET curricula of specific trades and professions
 - Match the VET curricula with the labour market needs
 - Synchronize the learning outcomes of school based and work based learning in companies

The unit and module based system

- VET programs are structured into units and modules
 - Units are qualification areas of a trade or profession
 - Units are subdivided into modules developing a set of competences of a specific trade or profession (learning outcomes approach)
- VET programs include modules for school based and work based learning
 - Shared responsibility between technical secondary schools and training organisation for the training of apprentices
 - Synchronization of the learning outcomes of school based and work based learning in companies

The structure of VET curricula



Organisation of VET programs

3 different organisation forms:

- Dual track
 - Combination of school based and work based learning in a company
 - Apprenticeship contract between apprentice and training organisation
- Full time school track
 - Combination of school based learning and work based learning organised as periods of internship in companies (total duration of a minimum 12 weeks)
 - Internship contract between learner, school and training organisation
- Mixed track
 - Combination of a first year of full time training at school followed by 2 to 3 years of dual training

The learning venues

- School based learning
 - Technical secondary schools
- Work based learning:
 - Training organisations (companies, associations, public administrations, self-employed persons)
- National Centre for Continuing Vocational Education and Training (CNFPC)

The apprenticeship contract

- Dual track VET programs are organised according to the modalities of an apprenticeship contract
 - Concluded between the apprentice and the training organisation
 - Trial period of three months
- The contract defines:
 - Training venue and tutor of apprentice
 - Duration of contract
 - Training hours
 - Apprenticeship allowance
 - Rights and obligations of both parties
 - Modalities for the prorogation, termination and cancellation of the contract
 - Modalities for the revocation of the training authorisation

Adult apprenticeship

- Adult apprenticeship is addressed at persons that:
 - Are at least 18 years of age and want to acquire a qualification or upgrade their existing qualification
 - Have not attended school or been in an apprenticeship contract for at least 12 months (subject to exceptions)
- Access is granted by a commission under the authority of the MENJE
- Adult apprentices are payed the minimum wage for unskilled workers as defined by law

The training authorisation

- In order to train apprentices, training organisations are required to be in possession of a training authorisation
 - Assigned by the competent Employers' chamber in accordance with the Chambers for Employees
 - Requirements regarding age and qualification of training organisation leader
 - Obligation for the training organisation to conform the training of apprentices to the official VET curricula
- The maximum number of apprentices a training organisation is allowed to train (quota) is fixed by decree

In-company tutors

- Training companies do have to nominate a tutor in charge of the training of the apprentice at the moment of the signature of the apprenticeship contract
- Tutors are obliged to
 - be in possession of at least a DAP in the concerned trade or profession or an equivalent qualification
 - follow a train the trainer course of a minimum duration of three days

Train the trainer courses

- Legal obligation for in-company tutors in charge of the apprentices training
- Tutors must enrol to the training at latest 6 months after signature of the apprenticeship contract
- The training supplies the tutor with the necessary pedagogical and legislative knowledge to assure a quality apprenticeship
- Duration: 3 days
- Organised by the competent employers' chamber

Costs for companies

- Training organisations pay a monthly allowance to apprentices
 - Varies between 400 and 1200 € according to the trade or profession
 - In adult apprenticeship, the difference between the apprenticeship allowance and the minimum wage for unskilled workers is assumed by the public employment fund
- Apprentices following their in-company training at the National Centre for Continuing Vocational Education and Training (CNFPC) receive 60 % of the designated apprenticeship allowance

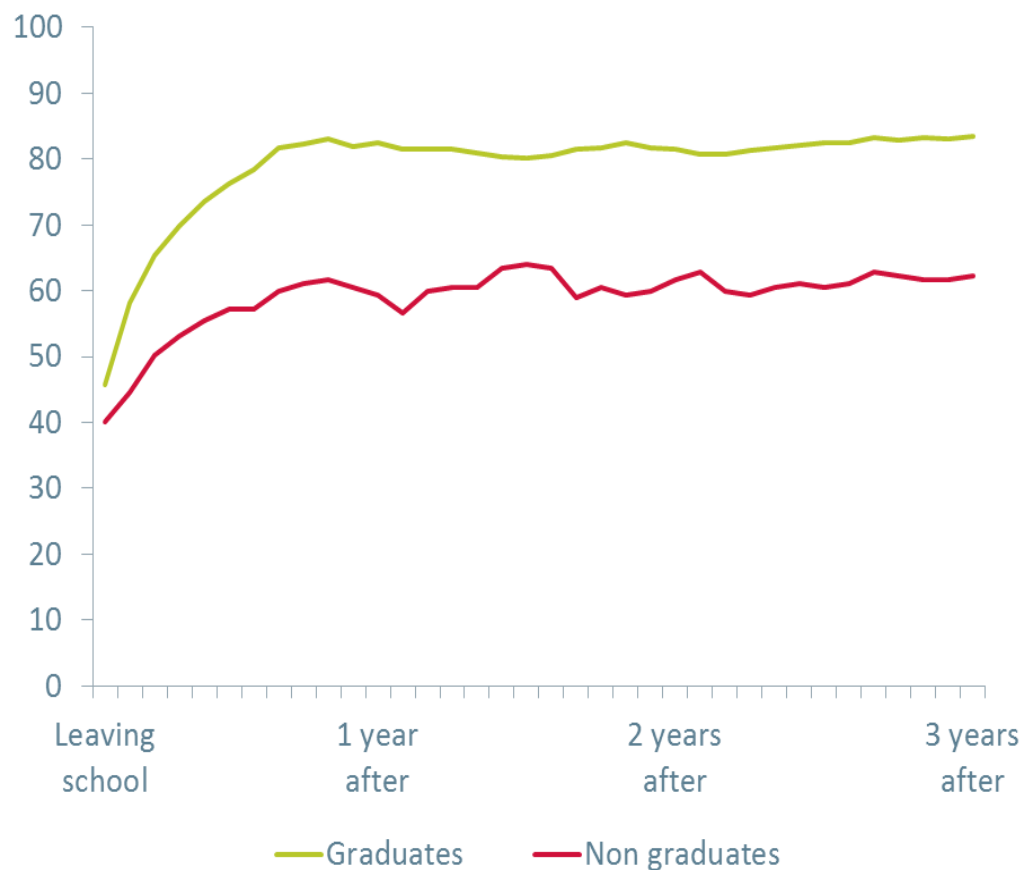
Financial support to companies

- Policy initiative for the promotion of apprenticeship:
 - Reimbursement of 27 % of the allowance for a training leading to a DT or a DAP
 - Reimbursement of 40 % of the apprenticeship allowance for a training leading to a CCP
 - Reimbursement of the employer's share of the social security contributions

The apprenticeship counsellors

- Subject to the authority of the MENJE
- Assigned to the different employers' chambers
- Missions:
 - Supervise the apprentices professional development in a training company
 - Advise the company and the apprentice on all matters concerning their apprenticeship
 - Mediate between the company leader and the apprentice and conciliate in case of litigations
 - Represent the company leader at the class council in technical secondary schools

Results - 3 Years after having left VET



Employment rate

83 %

62 %

% of young people back in education

9%

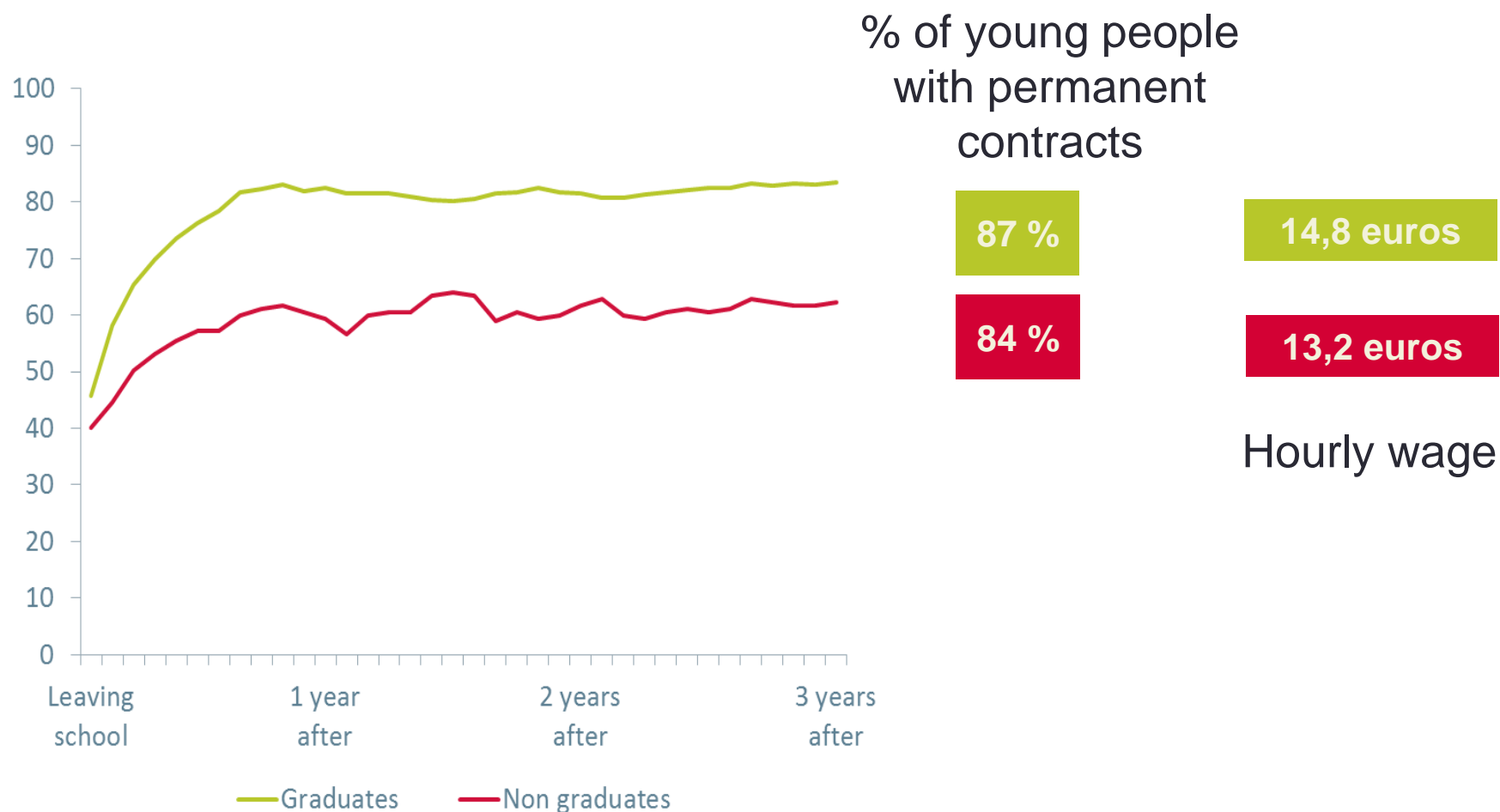
28%

8%

10%

% of young people not in employment, not back in education

Results - 3 Years after having left VET





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Thanks for your attention!

Questions?