

SOCIAL

Labour market and employment

€1.14 M EU FUNDING | MAR 2023 - MAY 2027



Employment Initiation Contract (CIE)



ADEM Luxembourg



Permanent

Objective: To provide young job seekers with the 12-month (which can be extended for a maximum of six months) opportunity to gain practical experience in the workplace during working hours, thereby enhancing their chances of integrating successfully into their professional lives.

The target group: young people under 30 (no/little experience), unemployed, registered as jobseekers for at least 3 months (or waiting for apprenticeship).

Key components of the practice:

- ADEM can offer jobseekers and employers the option to conclude an Employment Initiation Contract (CIE), provided that the company can offer the job seeker a realistic professional experience and an employment perspective following the contract. A specifically assigned tutor accompanies the candidate.
- The jobseeker receives a remuneration equivalent to the minimum wage, depending on his age and qualifications.
- Private sector employers may receive partial reimbursement of salary costs and full reimbursement of the employer's share of social contributions when hiring a jobseeker under 30 through a fixed-term Employment Initiation Contract.

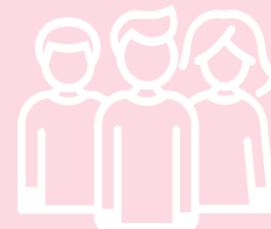
Key outcomes:

- Increased readiness to enter the labour market.
- Developed skills acquired through work activation: practical, social, and self-confidence.

Evidence of success:

In 2023, 373 candidates participated in the CIE. Of those who started in 2023 and those who finished their contract more than 3 months ago, 50 % were employed.

[Find out more](#)



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Programme JobElo



ADEM Luxembourg



Permanent

Objective: To offer young people without qualifications a chance to enter the labour market and/or access an apprenticeship via an integrated program of professional orientation and the possibility to obtain work experience and gain qualifications.

The target group: young people without qualifications. The program explicitly targets young people who did not complete secondary school.

Key components of the practice:

1) Workshops, 2) Internship, 3) Subsidized employment, and 4) Apprenticeship (vocational education).

- It is possible for participants who did not achieve a lower secondary education level to raise their education level in order to be allowed to enter apprenticeships (completing a lower secondary school level is a precondition for starting an apprenticeship).
- The PES program team provides ongoing support for the participants after they find an apprenticeship or employment opportunity.

Key outcomes:

- At the end of the program, young people can apply for an apprenticeship or a long or short-term contract. Some may also decide to re-enter school to gain further qualifications.
- Improved practical and soft skills.

Evidence of success: 170 participants starting in 2023:

- 132 finished the 1st stage.
- 62 participants accomplished the internship.
- 45 got a subsidized employment contract.

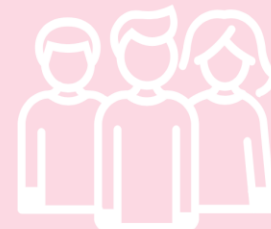
3 months after finishing the program, 15 candidates were employed, and two were doing an apprenticeship.

[Find out more](#)

Employment
Services
under the Ministry of Social
Security and Labour

Regione Toscana

Zavod Republike Slovenije
za zaposlovanjeHRVATSKI ZAVOD
ZA ZAPOSŁJAVANJEMinistry of Labor
and Social Solidarity



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Personalised Coaching for Youth



ADEM Luxembourg



Permanent

Objective: To accompany and guide the young candidate in clarifying and formulating a realistic career plan, offering tools, and providing personalized support in their job search.

Target group: NEETs (16 – 29) without career plans who need support in their job search, with or without qualifications.

Key components of the practice:

1. Defining a **career path**.
2. **Skills assessment** and self-knowledge through personality questionnaires and professional context images.
3. **Identifying personal obstacles** and how to overcome them.
4. **Understanding the labour market** & CV/cover letter.
5. **Positioning oneself in the labour market**, formulating pitch and job interview simulation.
6. **Gaining autonomy in the job search**.

Key outcomes:

- 1) Clear career plan, 2) increased self-knowledge and self-confidence, 3) improved CV/cover letter/interview techniques, 4) gained knowledge about the labour market and appropriate approach for finding a job.

Evidence of success: 251 persons participants were included in 2023:

- 63 employed 3 months after the coaching.
- 43 participated in a measure 3 months after the coaching.
- 145 didn't make any change in 3 months after the coaching.

[Find out more](#)