



SOCIAL

Labour market and employment

€1.14 M EU FUNDING | MAR 2023 - MAY 2027



Employment Initiation Contract (CIE)



ADEM Luxembourg



Permanent

Objective: to offer young job seekers up to 18 months of workplace experience to support their professional integration.

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:

- **Eligibility and matching:** ADEM assess if the jobseeker and employer meet the CIE program criteria and matches the jobseeker with a suitable company offering realistic work experience and employment potential.
- **Contract and support:** An Employment Initiation Contract is signed between employer and jobseeker, and a tutor is assigned to guide the jobseeker throughout the contract.
- **Remuneration and financial support:** The jobseeker receive a wage based on minimum standards, while private employers get partial wage reimbursement and full social security coverage.
- **Follow-up:** Upon contract completion, the jobseeker may transition into regular employment if conditions are met.

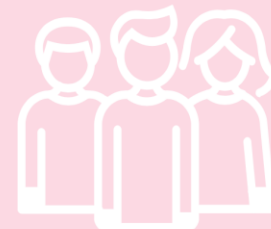
Key outcomes:

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

Evidence of success:

- In 2024, **652 candidates participated** in the CIE program.
- 167 of them are still in their CIE contract, and for the 206 who have already completed their CIE, **45% were working 3 months after completing their CIE period.**

[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 ADEM 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:

162 participants starting in 2024:

- 114 finished the 1st stage.
- 75 participants accomplished the internship.
- 53 got a subsidized employment contract.
- **3 months after finishing the program, 87 candidates were employed.**

[Find out more](#)



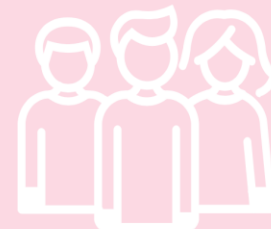
Regione Toscana



HRVATSKI ZAVOD
ZA ZAPOSŁJAVANJE



Ministry of Labor
and Social Solidarity



Sector-Specific Skills Training Aligned with Market Trends – with Focus on Payroll Manager (Exclusively for NEETs)



ADEM Luxembourg



Permanent

Objective: to support individuals' transition from unemployment to employment through sector-specific training aligned with market needs, enhancing employability and helping employers fill labour shortages.

Target group: NEETs (16 – 29).

Key components of the practice:

- **Identify market need:** Companies report hiring difficulties to ADEM.
- **Organize round table:** ADEM, companies, and training institutes define: required job tasks, candidate profiles, and training content and duration.
- **Candidate selection:** Advisors propose candidates, candidates attend an info session, and Employers select suitable candidates.
- **Training phase:** 8–10 weeks of theoretical training, trainees receive ~400 €/month and a certificate upon completion.
- **Work placement:** 12-month CIE placement with the employer, most placements lead to permanent jobs.
- **Follow-up:** Official session during training to present support measures, Mid-training feedback check with trainers.

Key outcomes:

- Facilitate the individuals' transition from unemployment to employment.
- Upskill and/or re-skill individuals who are not in employment, thus making them more employable.
- Assist employers in responding to their hiring needs during labour market shortages by selecting, training, and recruiting future employees.

Evidence of success:

- **65 young people** have completed the training.
- **88% securing employment within three months** – 8 in direct jobs and 49 through youth employment measures.