

# THE 3 GREATEST CHALLENGES FOR COMPANIES:



## **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

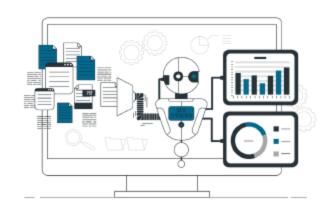


By 2030, at least 30 million zero emission vehicles will be in circulation in the EU



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



## **AUTOMATION AND ROBOTISATION** OF TASKS IN COMPANIES

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



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



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





## RAPID TRANSFORMATION OF PROFESSIONS

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



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



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

DEVELOP AND STRENGTHEN THE SKILLS OF ENTREPRENEURS, **COMPANY MANAGERS AND EMPLOYEES BY** 





# WHAT ARE THE STEPS IN A SKILLS APPROACH?



**EXISTING ROLES AND SKILLS** WITHIN THE COMPANY



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



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



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



**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
- 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

