



FIT4 Green & Build Jobs – trainings for NEETs in the construction sector

Practical training and pedagogical support in the construction sector for young jobseekers and other young people at risk of social exclusion

LUXEMBOURG

Title of the practice (in original language)

FIT4 Green & Build Jobs

Who is/was implementing the practice?

The Agency for the Development of Employment (ADEM) – Luxembourg's public employment service (PES)

Which other organisations are/were involved in the practice?

- Institut de formation sectoriel du Bâtiment (IFSB)¹
- Companies involved in the construction sector

What are/were the main objectives of the practice?

Facilitating the integration of young people not in employment, education or training (NEETs) into the labour market through technical training adapted to the requirements of employers within the construction sector.

When was the practice implemented?

Launched in 2015 for an initial period of 30 months (July 2015 - Dec 2017), the practice was expanded in 2018 and is due to end in 2020.

Who is/was targeted by the practice?

Young people aged 18-29 years old who are registered with PES.

What activities were carried out?

- Young jobseekers are either selected by their PES counsellor or pursue the training measure on their own initiative by registering with PES and sending an application (CV and cover letter). They are then invited to participate in an information and registration event, during which nine different training courses are presented by IFSB members or employers from the construction sector.
- Due to the physical requirements linked to the practical training, those that have registered must undergo a medical check-up.
- Participants select one out of nine professions in the construction sector.
- Participants undertake both practical and theoretical classes based on selected profession. IFSB has a designated school and workshop space to facilitate training.
- As an example, training to become a Green Tech Installer lasts for eight weeks (about 336 hours). A third of this time comprises of theoretical training, with two thirds comprising of practical work.

¹ Sectoral training institute for the construction sector

	<ul style="list-style-type: none"> • All practical components are taught by experts from the field. The training highlights the basic rules of a working environment (punctuality, motivation and hard work). • After training, the trainee is awarded a contract as an assistant worker with a company which participates in the programme. The contract is subsidised up to 50% of the salary for 12 months, with the aim that the trainee will be offered a full time contract after this period.
What are/were the sources of funding?	The project is co-financed by the European Social Fund. For the funding period 2015-2017, the project had an overall budget of over EURO 1.8 million.
What were the outputs: people reached and products?	For the 2015-2017 period, the project aimed to provide training to 270 young people. As of March 2017, 190 young people were evaluated (initial step in training process) with 135 trained.
What are/were the outcomes: medium-term results or effects?	Some former trainees have decided to take up further vocational training in one of the nine professions. Ultimately, this facilitates sustainable integration into the labour market and can help attaining higher salaries through higher qualifications.
What are/were the lessons learnt and success factors?	<p>Lessons Learned:</p> <ul style="list-style-type: none"> • As training groups were comprised of solely young and mostly unexperienced people, internal tensions and loss of motivation could sometimes be observed in the training programmes. In the future, the training will be open also to people over the age of 30. Thus, it is hoped that a greater mix of ages will lead to less tension and demotivation. <p>Success Factors:</p> <ul style="list-style-type: none"> • 80% of the trainees found sustainable employment in the construction sector after the completion of the training. This is partially due to employers trusting in the quality of the training programmes as they are conducted by a well-known construction sector institution. • People without prior experience in the construction sector can find it difficult to decide what kind of profession they would be well suited to. The possibility to try out a range of trades and associated skills can help involve more people in pursuing professions in the construction sector.
What are the key sources of information?	FIT4 Green & Build Jobs website (different languages available): http://fit4greenjobs.lu/