

Qualilog for Logistics -

how does it fit and allow to grow E-Commerce in Luxembourg

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AGENDA

- ADEM - Main objectives & Unemployment in Luxembourg
- ADEM - Services for employers
- ADEM - Training offers for the logistics sector

Main objectives & Unemployment in Luxembourg

ADEM - Main objectives

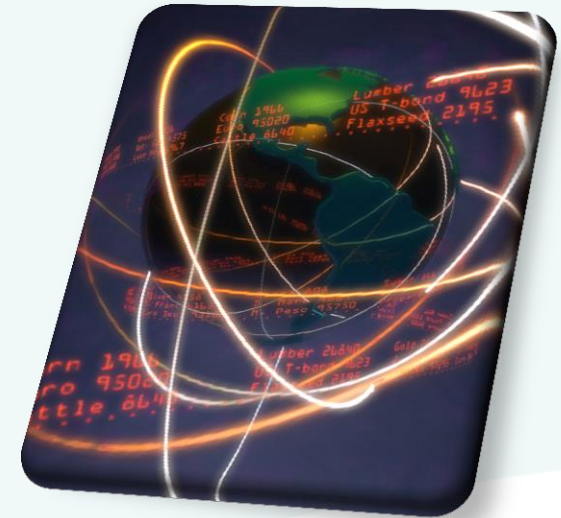
- JOBSEEKERS

Ensuring a quality care and customize the course for job seekers to facilitate the return to work

- EMPLOYERS

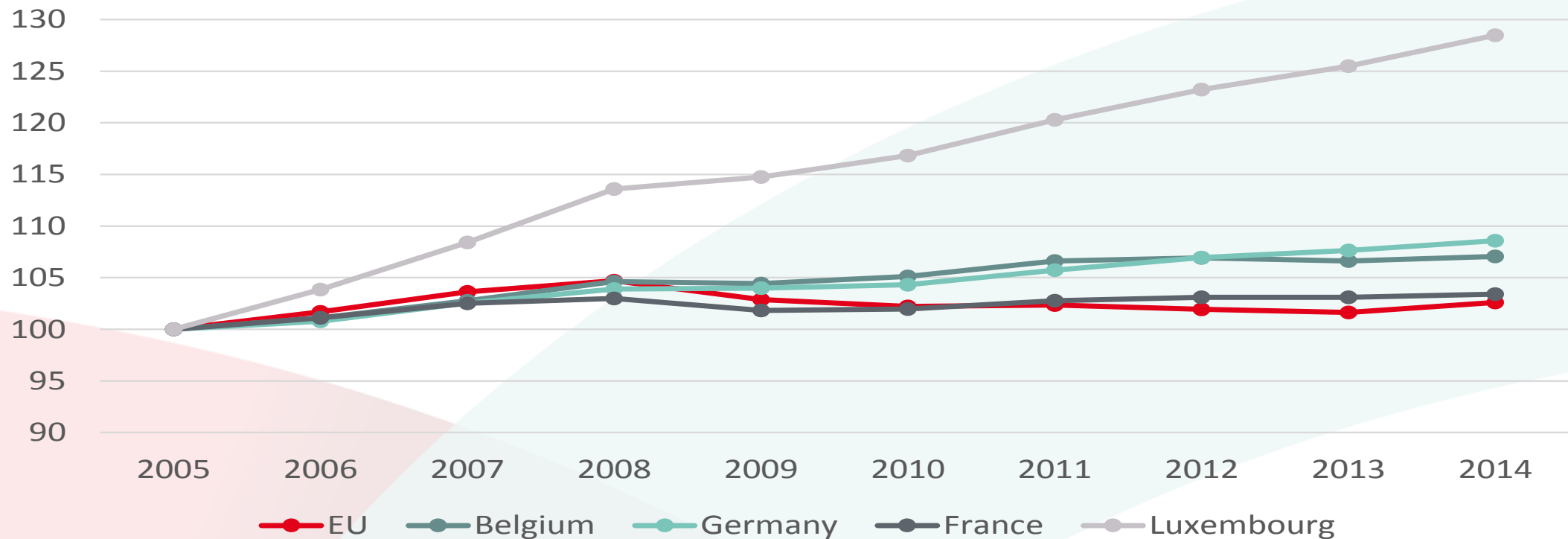
Meet the real needs of employers to encourage them to hire unemployed people

-> Helping companies to develop their business by offering the best suitable candidate(s) - because the success of a company depends on its staff!



Employment has been growing rapidly - even during the crisis

Employment Growth (2005 = 100)



Luxembourg: Champion of high-skilled labour force in the EU

The World's Top Countries For High-Skilled Employment

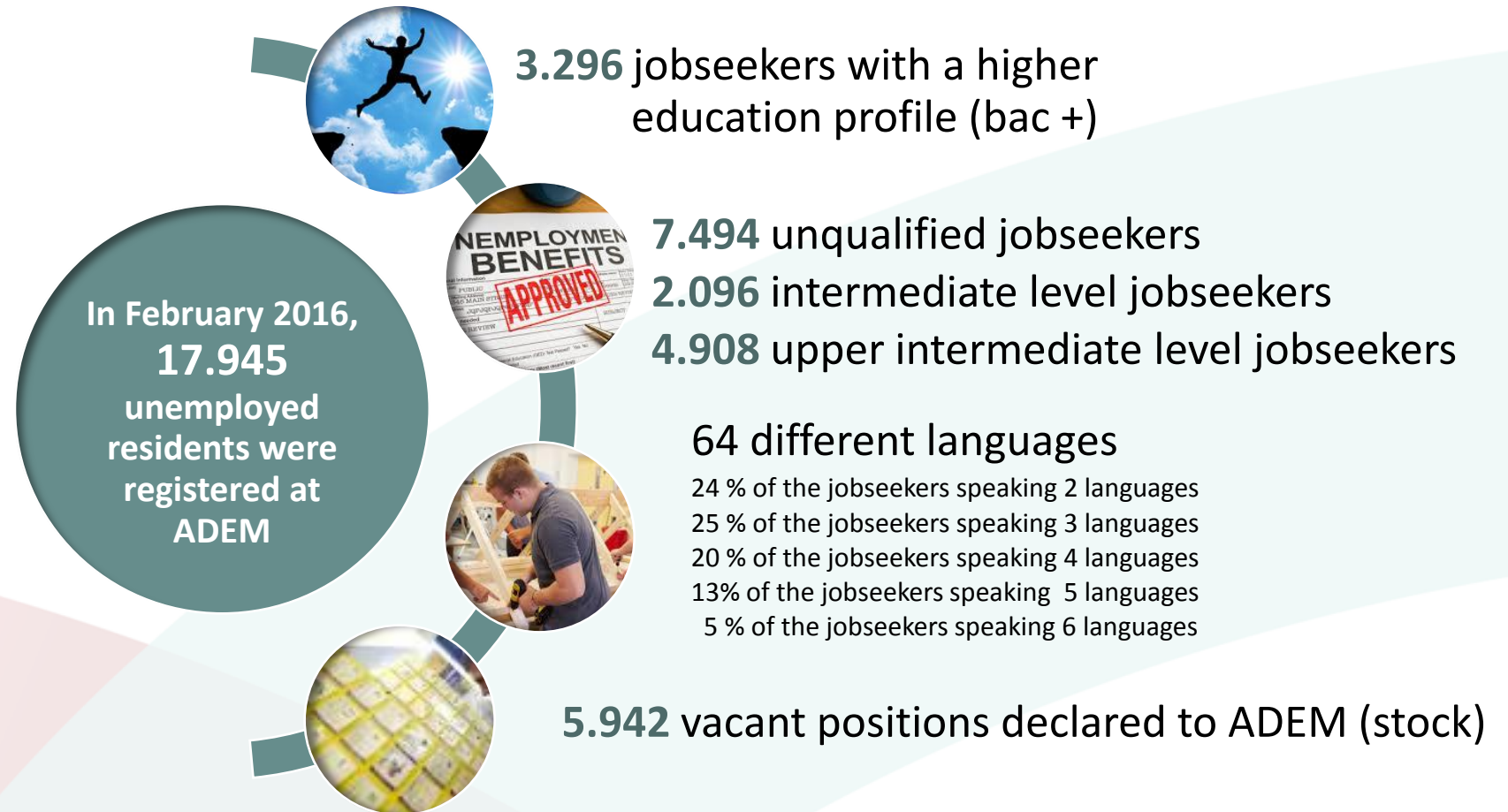
Countries with the largest share of people in high-skilled employment in 2015*



Luxembourg successfully attracts young, highly educated and technology savvy workforce from around the globe!

* Persons employed in occupations with third-level education requirements as a % of total employed, both sexes

Unemployment in Luxembourg – 6,5 %



Services for employers

Main philosophy of ADEM'S

”Employers’ Service” **” One face to the customer ”**



LOGISTICS SECTOR



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Conseiller employeurs

**Additional employer counselor for
Logistics Secteur starting at ADEM
on 17th May 2016**

” Dedicated specialised counselors per sector ”

Sectors and activities covered by ADEM's employers' service

Commerce	Informatics
Hotel and Catering Industry	Health and social work
Industry	Services
Finance	Construction
Crafts	Business creation
Cleaning	Female employment
Consulting and recruitment companies	Handicapped and persons with reduced labour capacities
Finance	Logistics

Making recruitment happen

The Luxembourg employment agency ADEM provides a wide range of services free of charge that support companies in all their HR related matters

Tailor-made assistance by specialised employers' counsellors with excellent knowledge of the Luxembourg business sectors

Assistance in personal recruitment within Luxembourg and the neighboring countries in Europe (via the EURES network)

Preselection of candidates (e.g. organisation of recruitment workshops and assessment centres)

Information and guidance on suitable financial aids for employment

Organisation of « on-the-job trainings » and targeted vocational trainings (e.g. Qualilog) financed by the National Employment Fund

Training offers for the logistics sector

Qualilog: Training programme for the logistics sector

- Training for unqualified jobseekers who are interested in working in the logistics sector as for example:
 - Warehouseman
 - Material handler
 - Forklift operator
 - Shipping and receiving clerk
- 10 weeks – 5 modules of theoretical and practical training at the CNFPC
- 4 weeks Internships in logistics companies



Qualilog - The training

Working in the logistics sector

- Introduction to the world of logistics
- Supply Chain
- Qualifications
- Stakeholders
- Green logistics concepts

Preliminaries

- Arithmetical operations
- Improving basic computer literacy
- Back school
- First aid course
- Workplace legislation
- Eco-friendly driving
- Driving in difficult climatic conditions

Qualilog - The training

Personal and social competencies

- Teamwork
- Communication
- Stress management
- Time management
- Conflict management
- Positive attitude and an active life
- English terminology

Knowhow and missions

- Order management
- Reception and storage of goods
- Order preparation
- Loading (truck, etc)
- Site security
- Transports safety and hazards
- HACCP

Qualilog - The training

Certificates obtained

- First aid
- Back School
- Forklift driving license (frontal & lateral)
- Defensive driving
- Participation certificate

Some participating companies & potential employers



Air Cargo Professional: Training programme provided by ADEM

Why Air Cargo?

- ✓ Luxembourg has continuously improved its positioning as an intercontinental logistics hub in Europe especially for contract, air and rail freight-based logistics activities.
- ✓ The demand for skilled people with transport and supply/distribution experience is increasing.
- ✓ Logistics management requires a broad skill set and experience, which requires time and commitment to build.



Air Cargo Professional: Course details

- The **3 months course**, completed by a **3 months internship** has been developed in close cooperation with the air cargo industry in Luxemburg to suit their needs as a tailor-made solution in logistics education

- **Modules taught:**

- ✓ IATA Cargo English
- ✓ IATA Cargo Introductory Course
- ✓ IATA Dangerous Goods Regulations Cat.6
- ✓ Shipper Built Unit & Palletisation
- ✓ Supply Chain & Transport Modes
- ✓ IATA Live Animals Regulations
- ✓ IATA Shipping Perishable Cargo/Temperature Sensitive Shipments IATA Time and temperature sensitive healthcare and pharmaceutical products
- ✓ Sales & Interview Skills
- ✓ IATA Air Cargo Rating & Marketing
- ✓ IATA Exams

General workflow for new trainings provided by ADEM

Employers express their recruitment / training needs

ADEM checks whether appropriate jobseekers to be trained are available

Conception of the training programme in cooperation with the employers and training centres

ADEM pre-selects suitable participants for the training

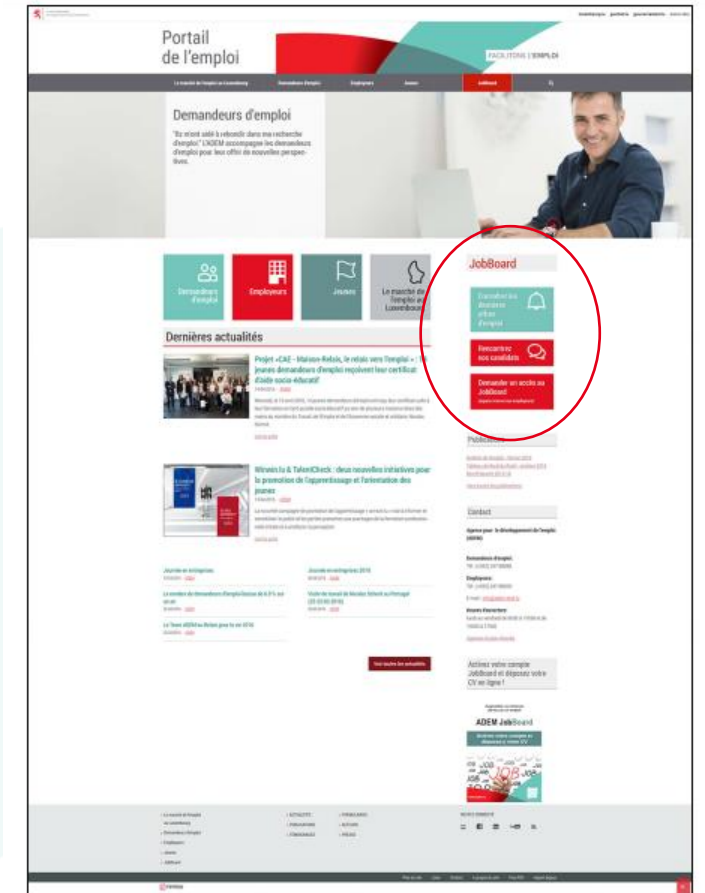
The training is organized by CNFPC and financed by the Luxembourg Employment Fund

The employer gets the required workforce ready to take up the new job immediately

Minimum of 8 participants is required

ADEM JobBoard (www.adem.lu)

- New online-service for jobseekers and employers
- The JobBoard gives access to more than **5.000 job offers** and **20.000 profiles of jobseekers**
- Employers may use the JobBoard to search directly for suitable candidates. Many candidates have also uploaded their CVs.
- In general, the profiles of the candidates and their CVs are published in anonymous form. If the employer is interested in a candidate, ADEM will automatically send the contact details.
- All job offers that are declared to the ADEM are published on the JobBoard in anonymous form and free of charge
- The JobBoard is accessible via the « Portail de l'emploi » on **www.adem.lu**



Thank you for your attention

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