

**134 thousand** employees

were **recruited** in  
Luxembourg in 2018 (*IGSS*)

**40 thousand**  
**vacancies** were declared  
at ADEM in 2019 (*ADEM*)

Luxembourg experiences a  
**skills mismatch** of **51%**  
(*CEDEFOP – 2018 European Skills  
Index*)

On the other hand, **14%** of current  
occupations are at **high risk** of  
**automation**, and another **32%** will be  
**radically transformed** by  
technological progress  
(*OECD Employment Outlook 2019*)

The financing of this reskilling is  
**profitable** in **at least 25%** of the  
cases for **private** employers and **at**  
**least 77%** of cases for the  
**government** (these percentages  
can be **significantly increased** by  
**combining** initiatives to create  
**synergies**)  
(*World Economic Forum – Reskilling  
Revolution*)

The declared job offers **often don't match** with  
the profiles of the job seekers. **27%** of vacancies  
remained **without a match** in 2019.

The following 5 occupations face the highest shortage:  
**IT development, accounting, management consulting,**  
**legal advice and defense, financial analysis and**  
**engineering** (*ADEM*)

For **70%** of companies in **Industry** and **62%**  
of companies in **Services**, the shortage of  
qualified labor has become the **major**  
**challenge** of the year  
(*Chambre de commerce, enquête  
EUROCHAMBRES*)

Of employees at high risk of  
automation, **95%** have **viable and**  
**desirable perspectives** for job  
transitions, but may require  
**reskilling** that can last up to 2 years  
(*World Economic Forum – Reskilling  
Revolution*)

**Only 37%** of the employees at **high**  
**risk** of automation received  
**professional training** over the last  
**12 months**, compared to **63%** of  
employees at **low risk** of automation  
(*OECD Employment Outlook 2019*)