



C O P A S – Luxembourg employer federation for assistance and care services

Awareness and education campaign for long-term care sector

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Content of the presentation

- ✓ The country of Luxembourg – some facts
- ✓ Two different collective bargaining's – uncanny rivalry
- ✓ The sector – some facts
- ✓ The campaign – 2013 – tops and flops
- ✓ The campaign – 2017 – tops and flops
- ✓ New actions 2018 and 2019
- ✓ Action plan 2019 - 2020
- ✓ Main questions still unanswered

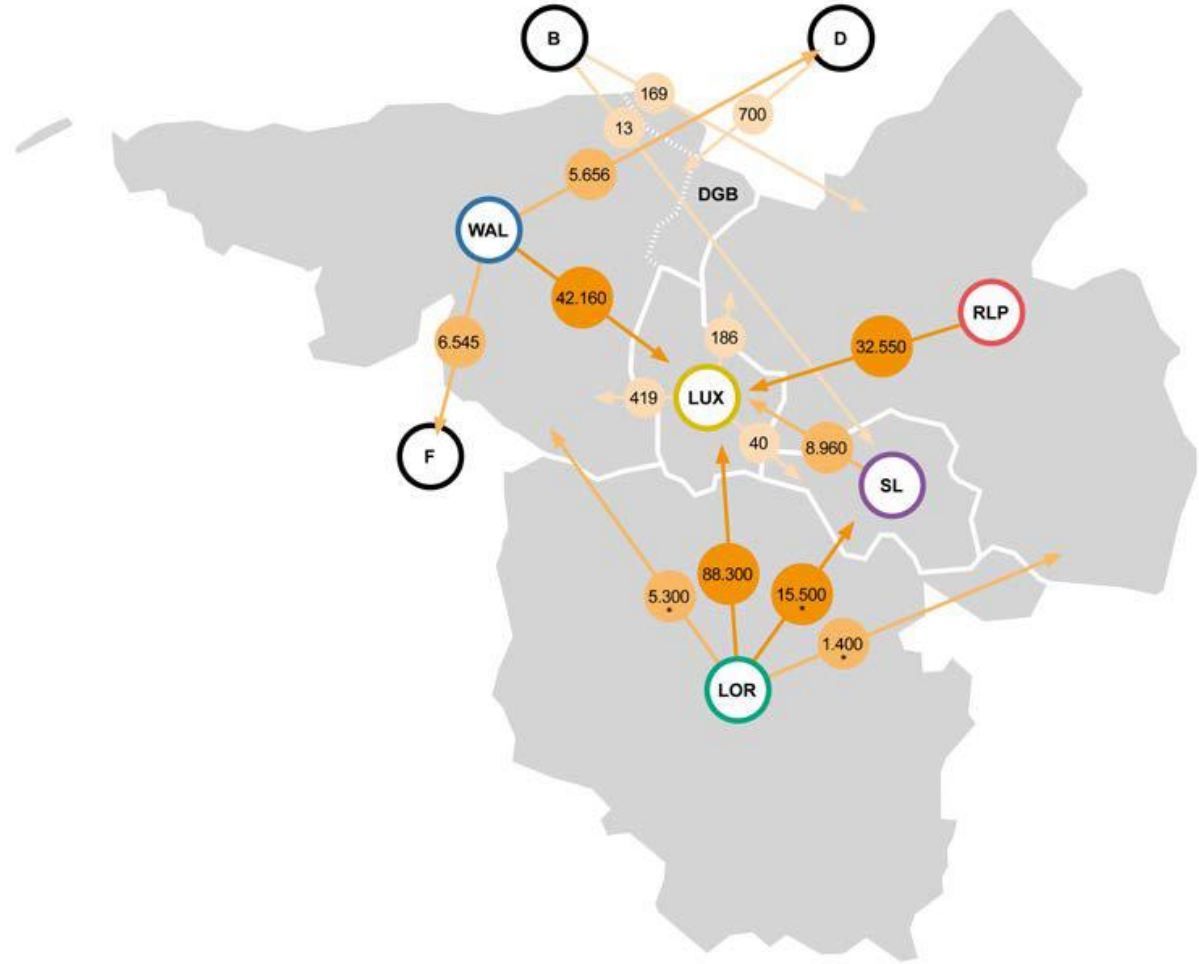


602.005 inhabitants
47,9% foreigners
257.000 resident
employments





+ daily 192.000 cross-
border workers
3 working groups
Greater Region





6.000 FTE in
Hospital care
11.000 FTE in
long term care





2017

11,7 /1.000 nurses

90/100.000 general practitioners

209/100.000 medical specialists





multilingual and multicultural
170 different nationalities

e.g. 39 nationalities / staff in
one nationwide home care





2 collective bargaining agreements
One for hospital care
One for the rest of the social sector
Legal national application



2 Collective bargaining's

The two different collective bargaining's create a distortion in the labour market e.g. on recruitment :

Nurse in hospital

> 10% higher gross salary

38h week versus 40h week

15 minutes compensated rest period per working day

1 weekend out of two = vacant

Time on-call duty = paid



COPAS

<http://www.copas.lu/>

52 institutions long term care for elderly people 6.344 care beds
(compared to 2.795 hospital beds)

-> 42,31% public

-> 57,69% private operator

14.450 care receivers from “dependency insurance”

1/3 stationary care (elderly people, people with disabilities)

2/3 urban home care and day care centers



National Quality Norms and Standards

for staff qualification essential daily activities and care

caregivers	Day care center	Long term care	Living disabled	Urban home care
3 years vocational training	44%	20%		40%
Care assistant	36%	60%		40%
Care assistant + vocational			50%	
Nurse		20%		20%
Nurse + social educator	20%		50%	



Labour market

In 2017

Recruitment in the human health and social welfare
+4,5%

5 men and 13 women < 25 years
job seekers without national unemployment allowance



Staff aging

35% of nurses working in hospitals
11% of nurses working in COPAS member institutions

will reach retirement rights in the next 2 years



Luxembourg Employment Agency

Job vacancies offer :

Profile matching recruitment workshop's
for employers of the social sector



National endeavour

Specialized trainings for internship tutors

For **care assistants** 18 hours over 3 days

For **nurses** 4 classroom days
+ 8hours elearning
+ 1 feedback day 9 months later



Awareness and education campaign for long term care sector

Concept started 2013

TARGET : Motivate young people
for the health care and nursing professions



Awareness and education campaign for long term care sector

Concept started 2013

TOP

Video clips : by skill and by sector

Special edition with promotional flyers by skill

(1500 flyers distributed)



L'AUXILIAIRE DE VIE



L'AIDE SOCIO-FAMILIALE



L'ÉDUCATEUR



OÙ TRAVAILLE-T-IL ?

- L'infirmier exerce son activité principalement dans :
- les institutions pour personnes âgées ;
 - les services de soins et de maintien à domicile ;
 - les centres pour personnes en situation de handicap ;
 - les centres de réhabilitation ;
 - les cabinets médico-sociaux et la médecine ;
 - les organisations mondiales (MSF, ISF)

LA FORMATION

- Conditions d'admission

- avoir réussi la classe oralement, secondaire ou supérieur
- faire preuve d'aptitude
- le Luxembourg

- Durée de la formation : 3 ans
- L'enseignement : théorique et pratique

PROFIL PROF

Les fonctions principales de l'infirmier sont :

- Soigner les patients
- Évaluer l'état de santé
- Établir un plan de soins
- Évaluer l'efficacité des soins
- Établir un bilan de santé
- Établir un plan de soins
- Évaluer l'efficacité des soins

LA FORMATION

- Conditions d'admission
 - avis d'orientation favorable à l'issue de la 9ème ;
 - se présenter à un bilan des compétences d'entrée ;
 - une commission d'admission établit un classement et effectue le cas échéant une sélection des candidats ;
- Durée de la formation = 3 ans.
- Les modules de l'enseignement professionnel pratique ont lieu :
 - dans les institutions pour personnes âgées ;
 - dans les services de soins et de maintien à domicile ;
 - dans les hôpitaux.

La démarche d'inscription, ainsi que les modalités pour la formation en cours d'emploi, peuvent être consultées sur le site www.ltps.lu

LE DIPLÔME

La formation conduit à l'obtention d'un DAP (diplôme d'aptitude professionnelle) d'AIDE-SOIGNANT.

LIENS UTILES

- www.ltps.lu
- www.men.lu
- www.cpos.public.lu



Awareness and education campaign for long term care sector

Concept started 2013

TOP

1 week “shadowing apprenticeship” for all secondary school students

Also for the promotion of the sector for other profiles : accounting,
human resources, IT department, housekeeping ...



Awareness and education campaign for long term care sector

Concept started 2013

FLOP

Job days for students as from the age of 12
Either in school, rural district, regional ...

National Student Fair 2014

Information for bachelor and master studies
Professional associations



Awareness and education campaign for long term care sector

Concept started 2013

FLOP

Thematic final year written work

e.g. : robotics in care, animal therapies, fitness and health tracker



Awareness and education campaign for long term care sector

Concept started 2013

FLOP

Boys and Girls days

Open house day organized by secondary schools
offering care education programs



Awareness and education campaign for long term care sector

Concept changed in September 2017

TARGET : During initial trainings
promote the long term care sector



Awareness and education campaign for long term care sector

Concept changed in September 2017

TOP

Presentations of the long term care sector
in graduating classes of

- care assistants
 - nurses



Awareness and education campaign for long term care sector

Concept changed in September 2017

TOP

2 half-days class intervention for psychiatric nurses

Ethical case conference and well-treatment in care

Workshop – self defense with patients



Awareness and education campaign for long term care sector

Concept changed in September 2017

TOP

Political dialogue

With headmasters of the nursing school

With responsible officers of 5 involved Ministries

Health, family, social security, work and education



Awareness and education campaign for long term care sector

New actions started 2018

Promote cooperation with extra mural ambulatory psychiatry

Offer internship to care assistants even if no recruitment in this sector

Migrant integration project - LEILU

A holistic approach for migrant youngsters in Luxembourg



Awareness and education campaign for long term care sector

New actions started 2019

Monitoring of the labour market

Investigating professional health care shortage

Initiated by Ministry of Health



Awareness and education campaign for long term care sector

Action plan 2019 - 2020

Sector awareness – skills needed

Officers responsible for job orientation
at the national employment administration

Social educator responsible for school counselling for youngsters



Awareness and education campaign for long term care sector

Main questions still unanswered

<http://www.copas.lu/prestataires/les-reseaux-daides-et-de-soins-a-domicile/>



Awareness and education campaign for long term care sector





COPAS represents care and assistance providers for elderly people as well as people with a disability or mental illness living at home or in an institution. It has 55 members which manage almost all nursing homes, retirement homes, home care networks, day care homes, infrastructures and services for people with a disability, psychiatric services outside hospitals and assisted living homes. The COPAS members employ more than 11 000 people to help and assist the users of their infrastructures and services.