



Quality and flexibility in childcare

OPEN DAYS

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EQUAL



Personal and organisational information

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Caritas Luxemburg:

- social-catholic NGO,
 - Caritas Europa (27), Caritas Internationalis (192)
- objectives: supporting disadvantaged people, national and international help



Luxemburg (7/2008)

Population: 476.000 (100%)
> foreigners: 198.000 (41.6%)

Workforce: 355.000 (100%)
> foreigners: 217.000 (61%)
> border crossers: 138.000 (39%)
> EU-clerks: 9.300

Unemployment: 9.270 (4.1%)
+ job creation measure: 3.000

Sources: www.statec.lu and www.adem.lu



European Context of QUALiflex

European Social Fund/ EQUAL

- Equal opportunities
- Conciliation of work and family (>Lisbon)

EQUAL/ QUALiflex

- Reintegration of women and men in the labor-market
- Rise the offer of high quality, flexible and demand-oriented childcare



National Context of QUALiflex

Demand for flexible care facilities

- growing economy in Luxemburg
- More women are working

Demand for qualification

- Need of low qualified staff in flexible care facilities
- Reintegration of low qualified persons



What have we done (project)?

1. Creation of flexible and high quality childcare-structures (Maison Relais)

2. Qualification for job returnees in the field of childcare

target group:

- Unemployed men or women motivated to work with children, characteristics:
 - In general low qualified persons
 - average age higher than 40, often women



1. Flexible structures (Maison Relais)

a) Reason:

- demand for more, flexible and high quality offer (growing economy, more women work)

b) Measure: creation of structures...

- with flexible opening hours
- with a network of different offers (sport, culture, homework,..) embedded in the municipality
- Supplementary to school times



1. Flexible structures (Maison Relais)

c) Added value

- Local offer, local job creation
- parents can go to work with peace of mind
- Structures can be used by workers with flexible working hours
- More care-places
- Creating jobs for low qualified persons



2. Qualification of job returnees

a) Reasons:

- demand for low qualified staff in *Maison Relais*
- Reintegration of unemployed women and men

b) Measure: continuous training (343 hours)

- Dual system (theory and practice)
 - Adult education
 - Training of basic competencies in (early) childhood education and care to support the skilled personal
- > Auxiliary worker in childcare centers



2. Qualification of job returnees

c) Added value

- Less unemployed persons, less costs for the social security system
- Life Long Learning:
 - training of adult persons, better adpatation to the labor market (one training - one job – one life?)
 - motivation to even more training
 - Self-confidence



QUALIflex best practice

- Flexible structures: *Maison Relais*
(more than 100 in Luxemburg)
- Training for low qualified persons (product: training-concept)
- Instruments/ products for high quality in early childhood education and care (i.e. how to involve fathers)

NEXT STEPS:

Quality development in *Maison Relais*, i.e.

- cooperation between childcare and school
- embedding low qualified persons in *Maison Relais*

