

# LARGE OFFER OF LANGUAGE COURSES

**Nom de l'entreprise :** Silver Holdings S.A.

**Secteur d'activité :** Activités financières et d'assurance

**Catégorie de l'entreprise :** PME

## Description de l'action

Silver Holdings recruits employees from all over the world (more than 20 nationalities) and we offer and sponsor the access to diverse language courses in order to integrate our employees in Luxembourg's multilingual culture:

- Access to courses in English, French, German, Luxembourgish and Arabic
- Cost of those courses are fully covered by Silver Holdings

## Contexte

Silver Holdings employs a team of highly qualified professionals, coming from around 20 different countries, working in a collaborative environment that embodies our cultural values.

## Objectifs

Encourage the integration of our employee to the Luxembourg multilingual culture.

Grant access to Luxembourgish courses for our employees to pass the Sproochentest and request the Luxembourgish nationality.

Improve our employee's knowledge of the 2 administrative languages in Luxembourg (French and German).

Encourage the discovery of our mother-company language and culture with the proposal of Arabic courses.

## Approche

2 sessions are organised per year (1 by semester) for employees who wish to follow language courses.

Employees should get approval from their managers to follow language courses (after the validation of their trial period).

The courses are delivered at the SH premises and should be followed outside core business hours (e.g. lunch time)

Language courses are fully paid by Silver Holdings.

## Impact

Increase motivation between colleagues to create language groups during lunch time to improve their speaking skills after the courses.

Increase of business skills and integration in Luxembourg (better understanding of administrative documents received in the office)

Increase the sense of belonging to Luxembourg community.

## « A faire »

No difference are made between the employees. All employees have access to the course they have chosen.

Language courses should not be mandatory.

Respect the level of each employee.

Make sure that employees respect the attendance level expected.

## « Ne pas faire »

Make a difference between departments and grades.

Accept employees are doing more than one language at the time, as it will be counter productive to focus.