

UPskill – The authors

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Christian Scharff is a Partner at PwC Luxembourg, leading the People & Organisation practice. He coordinates EMEA HR Technology activities and advises companies in Europe on technology and its consequence to human resource management. He is a recognised expert in the deployment of major HR ERP systems like Workday and SuccessFactors, and has worked on projects related to Rifkin's 3rd Industrial Revolution (Luxembourg government [www.tirlux.lu]), revamping university business plans (Advisory Board Member, National Research Nuclear University MEPhI [Moscow Engineering Physics Institute]), and supporting organisational CSR journeys (Inspiring More Sustainability Luxembourg [www.imslux.lu] & Luxembourg Diversity Charter [www.chartediversite.lu/en]). With his colleague Laurent, he created the Luxembourg upskilling programme and co-leads its international deployment. Christian holds a degree in HR Management from HEC Saint Louis (Brussels) and a postgraduate degree in management from the Solvay (Brussels) Business School. He attended the Advanced Management Programme (INSEAD, Fontainebleau).

Laurent Probst Partner, PwC Luxembourg Government Digital Transformation & Innovation Leader

Laurent Probst is a Partner at PwC Luxembourg and leads the Government Digital Transformation and Innovation activities. He is the founder and partner of PwC's Accelerator Network, building the export capacities of thousands of innovative EU companies. Laurent works with governments and international institutions, leading strategic projects focused on the adoption of digital transformation for sustained economic development. His focus is to remedy the increasing skills gap that limits economic growth potential through two major projects: EU 2030 High-tech Skills Vision and Strategy Development for the EU manufacturing industry, and the development and implementation of a national upskilling solution (www.skillsbridge.lu) for the Luxembourg government. Laurent created two coding schools to upskill and enable employment of workers in tech-related, sustainable jobs. Additionally, he was appointed as an advisor to the UNDP for the development of the Global Knowledge Index and has recently produced the Future of Knowledge Report for UNDP and MBRF (www.knowledge4all.org).