



Information to interested stakeholders

**PACT FOR
SKILLS**

#SocialRights
#PactforSkills

European Skills Agenda



Why a Pact for Skills

European Pillar of Social Rights Action Plan – EU headline targets Endorsed in the Porto Social Summit



At least

78%

of the population aged
20 to 64 should be
in employment by 2030

Current level: 73.1% (2019)

2021

2030



At least

60%

of all adults should
participate in training
every year by 2030

Current level: 37.4% (2016)

2021

2030



At least

15 million

**fewer people at risk of
poverty or social
exclusion** by 2030

Current level: 91 million persons (2019)

- **60 million** low-qualified adults
- **70%** of companies report that lack of skills hampers their investment

Joining forces under the Pact



Businesses (large and small), social partners, education and training providers, associations, cluster organisations, national, regional and local authorities, chambers of commerce and employment services etc.



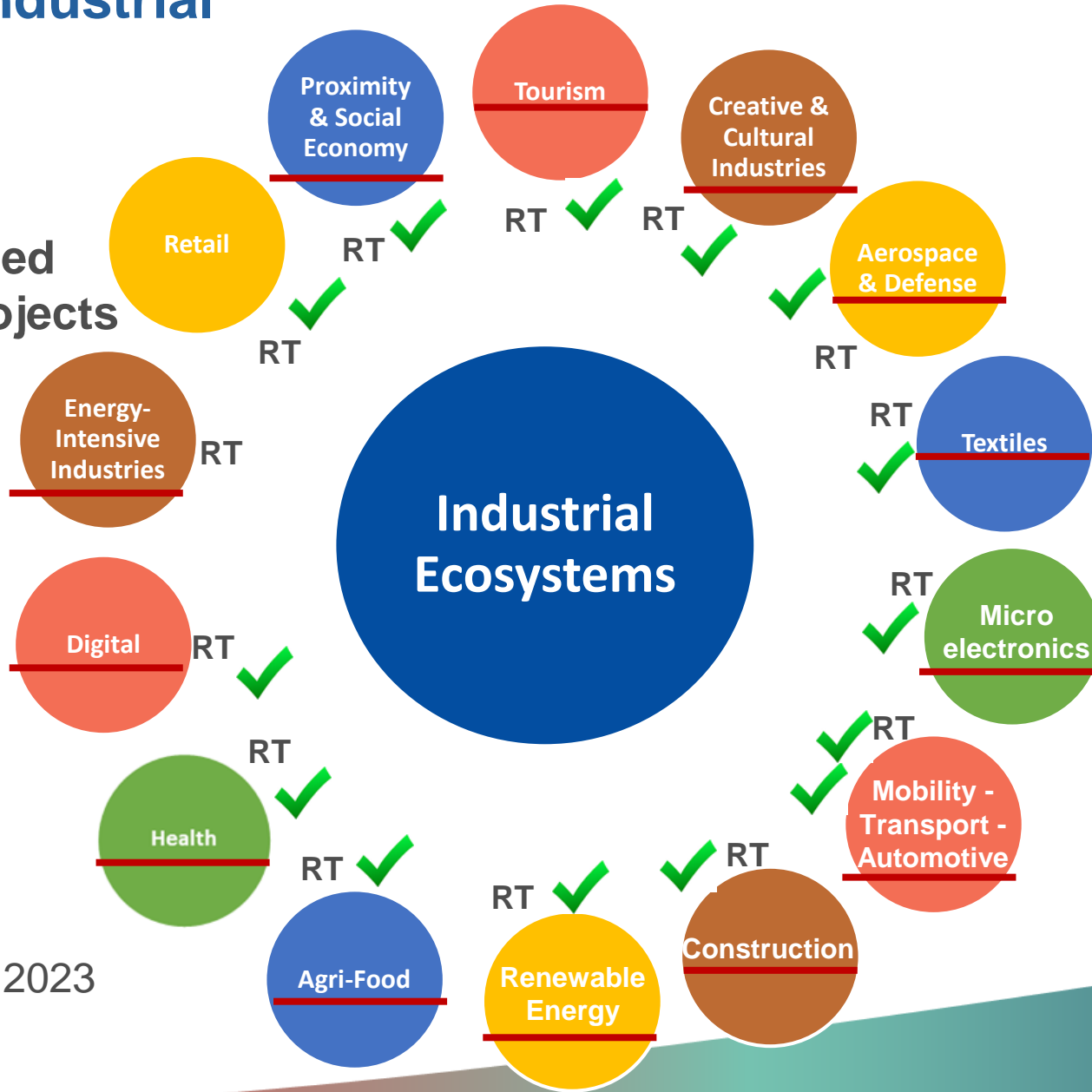
Upskilling & reskilling of people of working age

The Pact in the Industrial Ecosystems

RT = Roundtable done

✓ = Partnership established

— = Existing Blueprint projects



14 Large Scale Skills Partnerships now launched in 13 key industrial ecosystems.

Together, committed to provide up- and reskilling opportunities to close to 6 million people in the coming years.

Most recent partnerships:

Digital: July 2022

Retail: November 2022

Health: December 2022

In preparation:

Energy Intensive Industries: Q2 2023

Key role for regions



Enablers

Support services

National Recovery and Resilience Plans

CoVEs, Blueprint projects...

EU funding for up- and reskilling

Already with the Pact

- **14 Large Scale Skills Partnerships** now launched in key industrial ecosystems.
- Together, committed to provide **up- and reskilling opportunities to close to 6 million people** in the coming years.
- **Over 1,000 organisations** involved with the Pact from all Member States and sectors.
- Now **focus on** developing **the regional dimension** of the Pact and, in particular, promoting the establishment of new regional skills partnerships.

How in practice

Demand driven commitments



Support from the EU



Upskilling and reskilling for ALL

Large scale partnerships

- Industrial ecosystems for recovery
- Partnerships based on finalised or current Blueprints

Sector Skills Alliance and Blueprint

- Sectoral cooperation
- Design of VET
- In the new Erasmus+ open to all industrial ecosystems

National, regional or local partnerships

Building on the work of:

- Eurocities and Intelligence Cities Challenge,
- Centres of Vocational Excellence,
- Clusters

EaFA pledges

- New commitments for digital and green apprenticeships

Individual commitments

Social Partners Arrangements

Networking Hub

Support in finding partners and first meetings

Link with existing EU tools e.g. Europass, Skills Panorama

Promotion of the activities of the Pact members

Knowledge Hub

Webinars, seminars, peer learning activities

Updates on EU policies and instruments

Information on projects, tools, instruments and best practices

Guidance & Resources Hub

Access to information on relevant EU funding

Guidance to identify financial possibilities

Facilitation of exchange between the Pact and national/ regional authorities

Promoting a culture of lifelong learning for all

Working against discrimination, for gender equality and equal opportunities

Building strong skills partnerships with relevant stakeholders

Monitoring skills supply/demand and anticipating skills needs

Support services and EU funds managed on national and regional level

Inspiring commitments-1

Automotive

- upskill 5% of the workforce each year would result in around 700,000 people.
- Potential overall private and public investment of €7bn.
- Streamlining Blueprint strategic outcomes to the Automotive Skills Alliance.

Microelectronics

- Overall public and private investment of €2bn.
- Upskilling and reskilling opportunities for 250,000 people by 2025.
- Reskilling of low-qualified, unemployed and displaced adults.
- Training in new smart applications, e.g. AI, machine learning, Edge AI.
- Investments in training facilities and equipment with a particular focus on regional clusters.

Aerospace and defense

- upskill around 6% of the workforce each year reaching 200,000 people.
- reskill 300,000 talents to enter the ecosystem.
- a public and private investment of €1bn over the next ten years.

Shipbuilding

- Upskilling and reskilling over 200,000 workers in 5 years, including through piloting common training.
- Attracting 230,000 new workers to the industry in 10 years.
- Gathering intelligence on current situation and forecasting future needs.

Inspiring commitments-2

Textiles

- Increase the use and accessibility of mentoring and apprenticeships schemes, including increasing the offer of apprenticeships in the industry by 20%
- Design 20 new educational processes and tools responding to green and digital skills
- Support 10,000 SMEs in their digitalisation efforts
- Launch of an annual school orientation event for 20,000 14–18 years old students
- Support the education and training providers in upgrading and modernising, including increasing the ‘training of trainer’ offer by 10%.
- Creation and support of 20 regional partnerships across the EU, and establishment of a virtual network of 200 regional stakeholders across the EU
- Establish a Skills Observatory with industry, policy and education stakeholders as members.

Offshore renewable energy

- Upskilling and reskilling opportunities for 250,000 people by 2025
- Promote Life-Long Learning for all
- Skilling process for the 20,000 and 54,000 new jobs expected in the sector in the first five years, making them more appealing, especially for youth and for women an overall public and private investment of €2bn.

Agri-food

- Establish a culture of life-long learning for all and intensify efforts to up- and reskilling;
- Collect data on occupational profiles and related skills needs per subsector; Set up an EU-wide framework for skills and occupational profiles, building on relevant project outcomes

Inspiring commitments-3

Tourism

- Up- or reskill 10% of the tourism workforce each year until 2030 (1.3 million workers).
- Establish national/regional Skills Groups with all stakeholders in all tourism regions by mid-2022.
- Increase participation in up- and reskilling by 40% of the workforce and 80% of the unemployed by 2025.
- Number of persons from vulnerable groups up- or reskilled 20% above their share in overall workforce.
- Increase the number of successful training certifications by 10% per year.
- Achieve a mean duration of up- and reskilling actions of 50 hours per participant per year.
- 50% of workers with access to effective career guidance services and to dedicated support.

Construction

- up- or reskill at least 25% of the workforce in the next 5 years, with a target of 3 million workers.
- Involve stakeholders at national level.
- Regularly monitor the demand and supply of skills to look at skills needs, including transversal and basic needs, and anticipate to the fast changes.
- Promote equal access to high quality up- and reskilling opportunities, ensuring validation and recognition of acquired skills and competences and an inclusive and respectful environment.
- Encourage tailored activities towards specific groups

Inspiring commitments-4

Cultural and creative industries

- Stimulate the mapping and mutualisation of resources and experiences across the CCIs ecosystem and beyond to support the take up of new learning models and tools and offer more training opportunities to the cultural and creative professionals.
- Promote the collection of labour market intelligence, employment trends and skills needs in the EU.
- Promote the mutual recognition of training paths across EU countries.
- Engage and join forces with other European initiatives to disseminate the goals and raise awareness of the Creative Pact for Skills Manifesto to increase upskilling opportunities for all professionals.
- Implement an annual Creative Skills Week.

Proximity and Social Economy

- Upskill and reskill 5% of the workforce each year, including social economy entrepreneurs.
- Attract young talent and women to social economy.
- Increase the number of vulnerable people upskilled and/or reskilled within the social economy
- Increase the number of graduates in social economy business programs; strengthen the cooperation of the ecosystem with universities and researchers
- Increase the number of successful trainings certifications; mentoring schemes; recognised work-based learning; management schemes and specific competence programs involving digital skills.
- Increase the number of stakeholders involved and the coverage of the partnership.
- Develop sectoral blueprints, forecasting exercises and impact measurement and management.
- Increase investment for impact in upskilling and reskilling – e.g. educational activities.

Inspiring commitments-5

Digital

- Contribute to the targets of the Digital Decade policy programme: equipping 80% of people with basic digital skills; achieving gender convergence and having 20 million ICT specialists employed in the EU by 2030.
- Contribute to the target of the EU Skills Agenda and the European Pillar of Social Rights Action Plan: development of digital skills in the adult population and 60 % of adults participating in learning every year by 2030.
- Create good practice examples to motivate enterprises to improve their digital skills.
- Develop a joint strategy to design and implement an ecosystem-wide upskilling and reskilling framework.
- Create synergies among its participants and become a central point for networking.

- Build a **database of EU funding** opportunities
- Publish **updates on EU skills policies** and instruments
- Facilitate access to **information on projects**, tools, instruments and best practices for up and reskilling
- Support access to CEDEFOP and Sectoral Blueprints **intelligence on skills needs**.
- Organise webminars, seminars (4-6 each year) and **peer learning** activities for the Pact members

Support Services-2

Networking Hub

- Provide **support** in finding partners, organizing first meetings and exchanges between Pact members.
- **Map** national, regional or local authorities and on-going initiatives.
- Organise online **networking sessions (2 per year)**:
 - For members of the pact.
 - For potential members.
- **Link** partnerships with **national initiatives** and strategies.
- **Build synergies** with existing **EU tools** e.g. Europass, Skills intelligence of CEDEFOP.

Support Services-3

Communication and
contact with
stakeholders

- Organise a **high-level skills forum** every two years (first in 2022).
- Raise awareness and **foster engagement** by potential members through a dynamic communication strategy
- Develop **web presence** to address the needs of members
- Manage the **social media** to update the community on developments and to bring new stakeholders to the Pact.
- Produce a **quarterly newsletter** and content and news items and inspire Pact for Skills stakeholders to contribute with other content.
- **Maintain contact with the stakeholders** and Pact members, providing reply in 15 days to their written consultations.
- Establish a user-friendly visual **tracking of progress on commitments** by members of the Pact.

Support Services-4

For large scale
partnerships

- Strengthening large-scale partnerships is the **priority** for the support services.
- **Tailored approach** for each partnership. Agreed roadmap to deliver technical assistance.
- Regular and structured discussions with sectoral experts.
- Regular (quarterly at least) **meetings for coordinators** of large-scale partnerships: share experiences

Support Services-5

For large scale
partnerships

- **Technical assistance** to partnerships (**guidance hub**) could include, depending on specific needs:
 - Develop the **governance** structure
 - **Advise on managing** the partnership
 - Identify relevant EU **funding** and financial possibilities matching their needs
 - Facilitate the **exchange** between the partnerships and national/ regional authorities
 - Identify **ambitious objectives** and key performance indicators
 - Guide on **upscaling commitments** and **monitor** progress
 - Increase **quality** of up- and reskilling offers.
 - Develop a system to **anticipate skills needs**

Skills partnerships-Getting started-1

First steps

- Bring stakeholders together: coalition of the willing
- Identify organisations willing to coordinate
- Develop a common vision of:
 - Base layer: What defines the partnership scope (ecosystem)?
 - Where we are: what are the challenges faced by the ecosystem? Any previous experience to build on?
 - Where do we want to go: what the ecosystem would like to achieve.
 - How to get there: commitments, Key Performance Indicators

Defining commitments

Evolving
commitments

- Commitments in the declaration need to identify the action to take.
- But are **not set in stone**. They need to adapt to changing needs and ambitions in the partnership.
- Skills partnership under the Pact are not temporary projects, but a lever for a lasting change of culture.
- Commitments **can evolve** to address new challenges, reflect greater ambitions or to benefit from better skills intelligence.

Defining commitments

- Key Performance Indicators (**KPIs**) **are essential** to monitor commitments. They should:
 - Not represent an excessive burden; be easy to build and identify.
 - Have a strong link to commitments and be limited in number.
 - Reveal to what extent the commitments bring added value.
 - Be linked to the timeline for the implementation of the commitments.
- KPIs **can be fine-tuned** following changes in the commitments or if better skills intelligence (more robust or timely data) becomes available to the partnership.

EU investment in Skills 2021-2027

European Social
Fund

Erasmus+

European Globalisation
Adjustment Fund for
Displaced Workers

Invest EU

+ European
Regional
Development
Fund

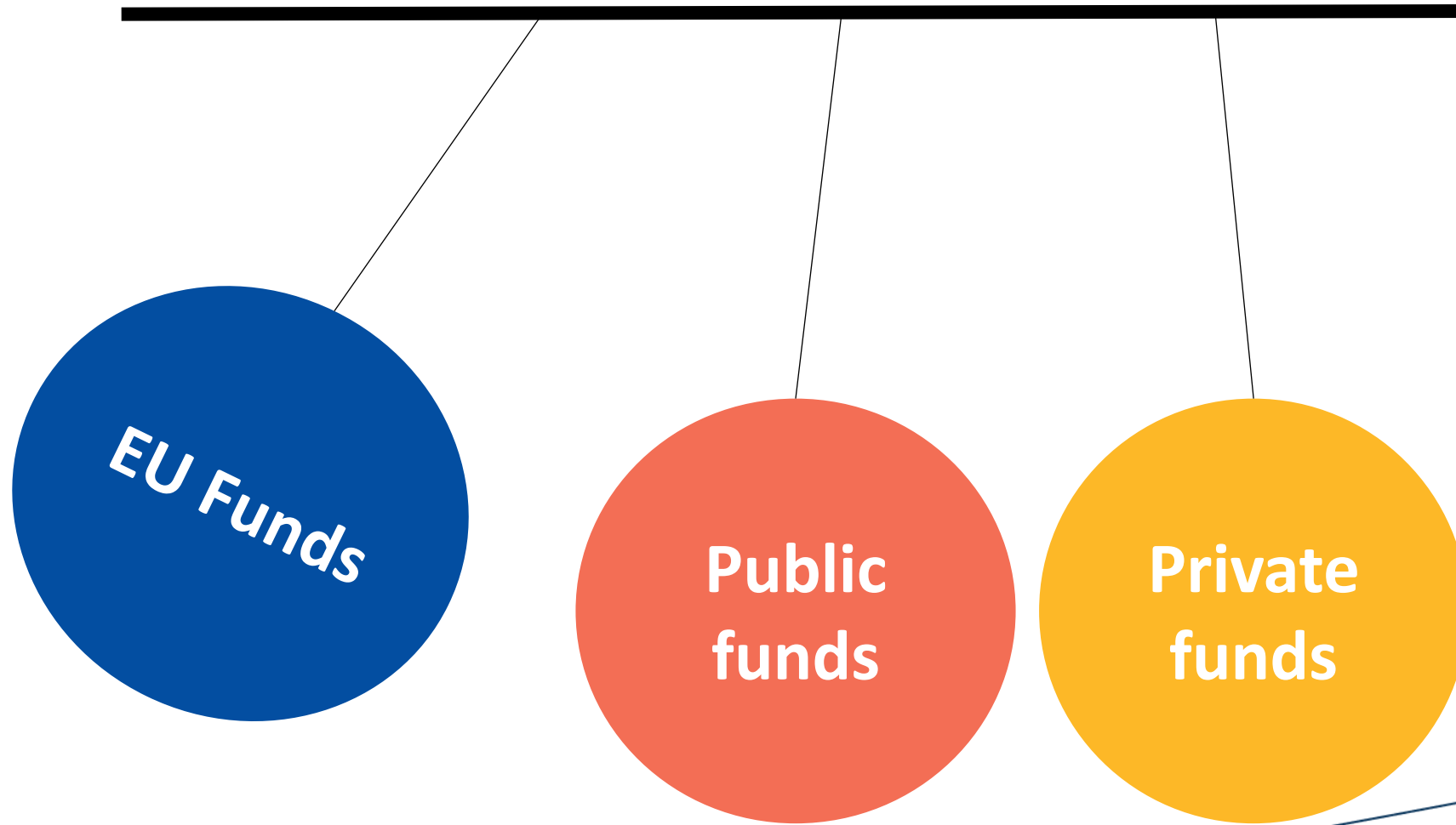
Recovery and
Resilience Facility

Horizon 2020
(Marie Curie
actions)

+ REACT-EU

European
Solidarity
Corps

Unlocking investment



**PACT FOR
SKILLS**

Becoming member:

https://pact-for-skills.ec.europa.eu/index_en

Joining existing partnerships or building a new one: PacforSkillsPartnerships@ecorys.com

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