



#SocialRights

Pact for Skills



WHY?

- **50 million** low-qualified adults
- **70%** of companies report that lack of skills hampers their investment
- **15%** of business leaders communicate about upskilling initiatives



HOW?



WHAT?

**Upskilling and
reskilling of
people of
working age**

Apprenticeships

**All types of
skills**

Large scale partnerships

- Major players in industrial ecosystems
- Public authorities
- Concrete investments in upskilling opportunities for employees in the company and in a whole value or supply chain

National/regional/ local partnerships

- Employers
- Public authorities
- Stakeholders e.g. VET providers, PES, social partners
- Sectoral or regional focus on upskilling

Social Partners Arrangements

Tripartite agreements
focus on upskilling and
reskilling

Commitments

- Companies
- Stakeholders
- Commit to provide quality upskilling opportunities

JOINING THE PACT

1. Sign up to the Charter and its key principles
2. Translate engagement into concrete commitments
3. Monitor commitments



KEY PRINCIPLES OF CHARTER

1. Promoting a culture of lifelong learning for all
2. Building strong skills partnerships
3. Monitoring skills supply/demand and anticipating skills needs
4. Working against discrimination and for gender equality and equal opportunities

ALREADY WITH US

Automotive

- upskill 5% of the workforce each year would result in around 700 000 people
- a potential overall private and public investment of €7bn

Microelectronics

- an overall public and private investment of €2bn
- upskilling and reskilling opportunities for 250 000 people by 2025

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

202 signatories of the Charter, including 48 with concrete commitments

Among them:



Regional aspects of the Pact

- Regions need to invest in skills in key industrial ecosystems and become partners and catalysts in skills partnerships under the Pact
- The Pact encourages joint proposals by regions and cities for recovery strategies with regard to up and reskilling in the value chains of key ecosystems
- The Pact also encourages regions and cities to join existing and/or future skills partnerships

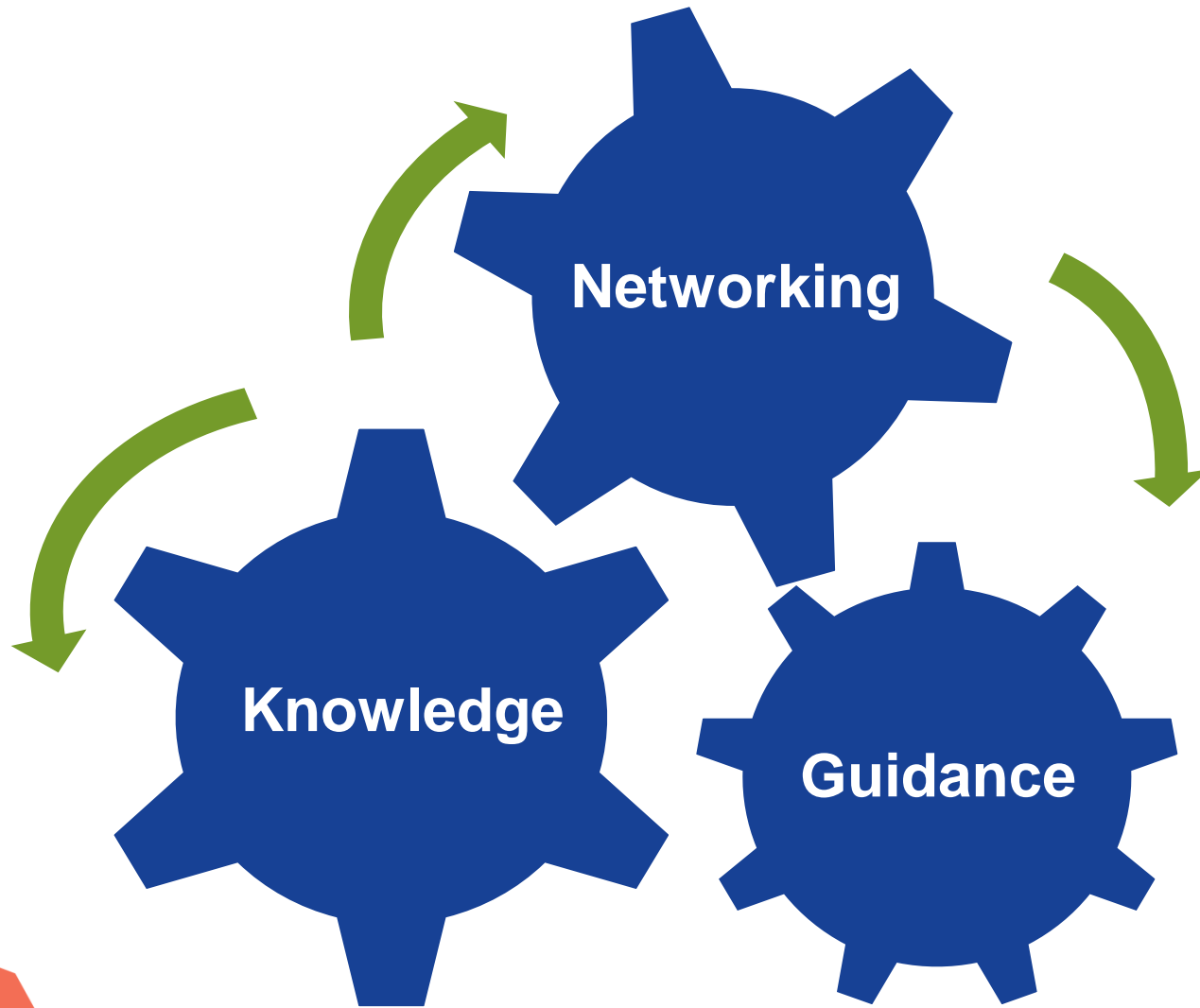
Automotive Skills Alliance as an example with supporting regions and municipalities:

Moravian-Silesian Region
Stuttgart Region
Le Grand Est

and the municipalities of:

Mangualde (Portugal) and **Cluj-Napoca** (Romania)

EU SUPPORT UNDER THE PACT



Available funding
e.g. RRF – examples of reforms and investments in skills by member states, and EU funding instruments such as ESF+, EU-REACT, ERDF and ERASMUS+, Just Transition Fund

More info:

<https://ec.europa.eu/social/main.jsp?catId=1530&langId=en>

SUPPORT SERVICES

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 the 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

EU and national funding



<https://ec.europa.eu/social/PactforSkills>

EC-PACT-FOR-SKILLS@ec.europa.eu