



#SocialRights
#PactforSkills

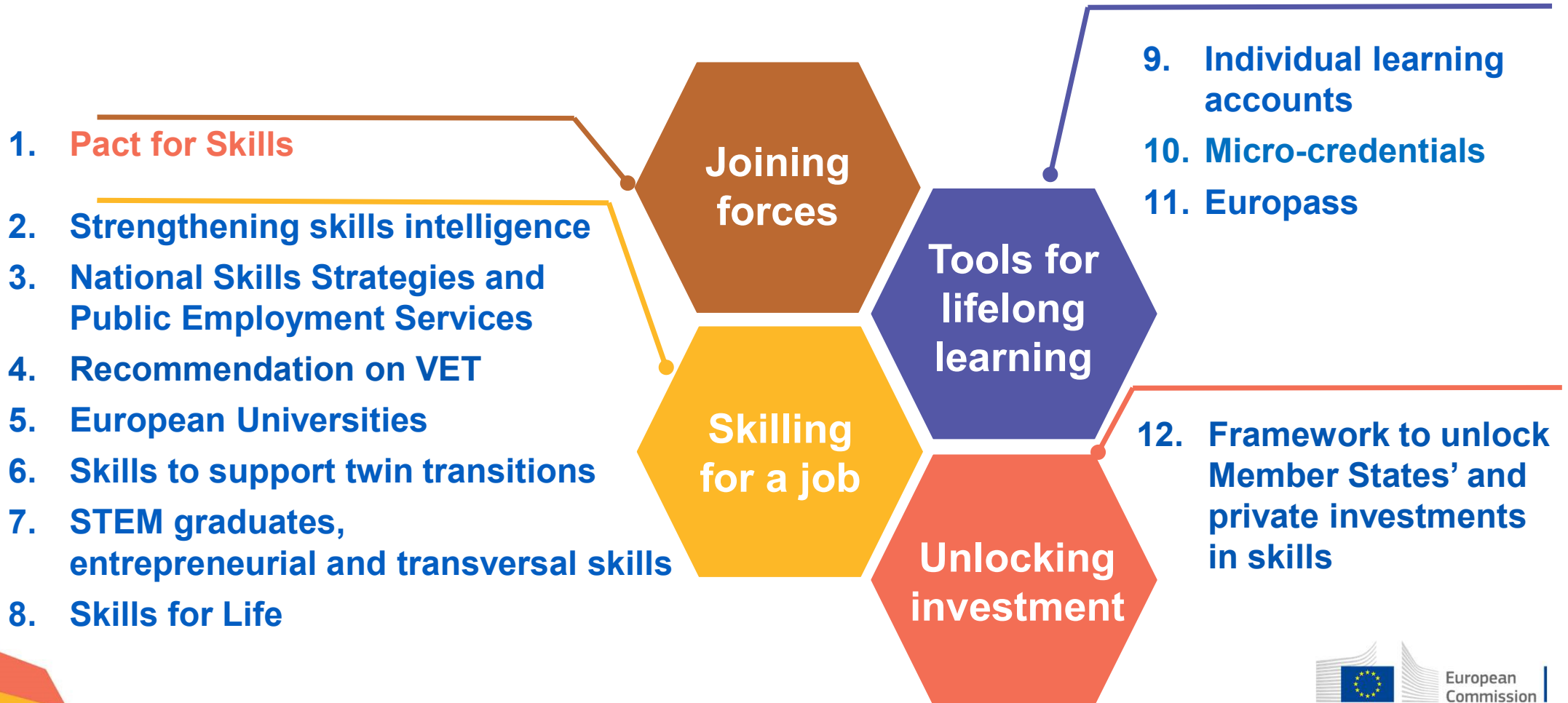
Pact for Skills

EARLALL

Miguel Fernandez-European Commission

26 April 2022

European Skills Agenda



Why a Pact for Skills

European Pillar of Social Rights Action Plan – EU headline targets



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



Joining forces under the Pact

Large scale partnerships

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

National, regional or local partnerships

- Employers
 - Public authorities
 - Stakeholders e.g. VET providers, PES, social partners
- Building on the work of Eurocities and Intelligence Cities Challenge, Centres of Vocational Excellence, Clusters

Individual commitments

- Companies
 - Stakeholders
- } Commit to provide quality upskilling opportunities

Sector Skills Alliance and Blueprint

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

EAfA pledges

- New commitments for digital and green apprenticeships

Social Partners Arrangements

- Tripartite agreements focus on upskilling and reskilling

Already with the Pact

- **9 large scale Partnerships (soon to be 11)** in automotive; microelectronics; aerospace & defence; shipbuilding; offshore renewable energy; textiles; tourism; construction; agri-food (+soon creative and cultural industries and proximity and social economy).
- **Close to 600 signatories** of the Charter, including close to a third with concrete commitments.
- Stakeholders committed to the Pact **from all Member States and sectors**.
- **Very different types of stakeholders:** from large multinational companies to local training providers, chambers of commerce, SMEs, social partners, regional authorities, sectoral clusters, large-scale partnerships in key ecosystems, national authorities and diverse kinds of networks and associations.

Support from the EU

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

Support services to members of the Pact

Key role for regions

Enablers

Support services

National Recovery and Resilience Plans

CoVEs, Blueprint projects...

EU funding for up- and reskilling



Regions' participation

Regions **members of the Pact**, directly or as members of larger partnerships



Regional and local partners of the Automotive Alliance

- **Moravian-Silesian Region** (Czechia)
- **Stuttgart Region** (Germany)
- **Le Grand Est** (France)
- Municipalities of **Mangualde** (Portugal) and of **Cluj-Napoca** (Romania)



in Germany, is a regional cluster of microelectronics partnership



Regions' participation

Regions **members of the Pact**, directly or as members of larger partnerships



Consiliul Județean Călărași



East & North
FINLAND



Consiliul Județean Valcea



Regione Toscana



REGIONE DEL VENETO



CPMR
CRPM
Conference of Peripheral Maritime Regions



What do I commit to?

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

Joining the Pact in practice

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

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



Final remarks

- There is a **strong need** to increase and maximise the impact of public and private skills investment and to do it rapidly. Investment in skills needs a **joint effort**. **Key players** have to contribute to making up- and reskilling a reality.
- The Pact for Skills aims to mobilise private and public stakeholders to take **concrete action**. **Regional authorities can play an active role**.
- **They are in a unique position** to get involved with the Pact and also engage relevant actors, e.g. Public Employment Services, economic development agencies, chambers of commerce, managing authorities of the ESF+, social partners, sectoral clusters,....
- **Skills partnerships** are the best way to pool expertise and resources and make concerted efforts for up- and reskilling actions. They can achieve economies of scale and deliver impactful results.



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

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

Resources on the Pact

Getting inspiration from other's commitments



Searching among the Pact members:

<https://ec.europa.eu/social/main.jsp?catId=1517&langId=en>

Knowing the work of large-scale partnerships



In the Pact's webpage:

<https://ec.europa.eu/social/main.jsp?catId=1534&langId=en>

Learn about the EU funding instruments for skills



In the entry point for funding:

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

Resources for monitoring skills supply/demand and anticipating skills needs



In Cedefop, for instance:

<https://www.cedefop.europa.eu/es/publications-and-resources/data-visualisations/skills-forecast>

The Pact in the Industrial Ecosystems

- Social enterprises, associations and cooperatives aiming at generating a social impact, often proximity based

- Retail sales
- Wholesale connected to consumers

- Building of residential and non-residential estates
- Building of roads and railways,
- Building of utilities and civil engineering
- Associated activities

- Telecommunications
- Software publishing, computer programming and consultancy
- Data processing, hosting, web portals
- Manufacturing of computers, communication equipment and consumer electronics

- Pharmaceuticals and other medical products
- Personal protective equipment
- Medical services, hospitals, nursing homes, residential care

- Plant and animal production
- Processing of food

- Passenger transport and travel
- Hotels, short term accommodation
- Restaurants and catering
- Events, theme parks

- Newspapers, books and periodicals
- Motion picture, video and television
- Radio and music

- Aircraft production
- Space manufacturing and services
- Defense products and technologies

- Production of textiles, wearing apparel, footwear, leather and, jewellery

- Raw starting materials (semiconductor wafers)
- Semiconductor manufacturing tools
- Design and manufacturing of semiconductor components

- Production of motor vehicles, ships and trains, and accessories
- Their repair and maintenance
- Transport

- Raw materials
- Manufacturing of products with high environmental impact: chemicals, iron and steel, forest-based products, plastics, refining, cement, rubber, non-ferrous metals, fertilisers, etc.



Existing partnerships:

microelectronics;
automotive;
aerospace & defence;
TCLF;

shipbuilding; offshore
renewable energy;
tourism; construction;
agri-food

- Electric motors, engines and turbines
- Electric power generation
- Manufacturing and distribution of gas

✓ = Partnership established
RT = Roundtable done

Blue = ongoing Blueprint

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

- Software company **SAP** envisages a special channel for the Pact to provide 200,000 EU learners in two years with SAP courses;
- The **European Welding Federation** (EWF) plans to support training for 100,000 workers in additive manufacturing by 2030;
- The **University of Thessaly** will develop 40 CVET courses and train 700 professionals.
- **Google** will provide 50,000 places to people from disadvantaged groups to raise the level of their digital skills.



Skills partnerships-Getting started

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

Getting started

Sharing a common vision

- For the strategic industrial ecosystem, roundtables are a starting point. Reports available in Pact's webpage:
 - Automotive skills alliance
 - Skills partnership for microelectronics
 - Aerospace & defence skills partnership
 - Pact for skills for offshore renewable energy
 - Upskilling shipbuilding and maritime technology workers in Europe
 - Textile, clothing, leather and footwear industries
 - Skills partnership for the tourism ecosystem
 - Pact for skills in construction
 - Skills partnership for the agri-food ecosystem

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

A word on KPIs

- 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.

Support services-1

Knowledge Hub

- 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**

EU investment in Skills 2021-2027

European Social Fund

Erasmus+

European Globalisation
Adjustment Fund for
Displaced Workers

Invest EU

**Recovery and
Resilience Facility**

**+ European
Regional
Development
Fund**

**Horizon 2020
(Marie Curie
actions)**

+ REACT-EU

**European
Solidarity
Corps**


My Intracomm Welcome x Pact for Skills - Employment, Sc x Google x +

https://ec.europa.eu/social/main.jsp?catId=1517&langId=en 90% Search

My EMPLnet European Skills Agend... Pact for Skills Blueprint Skills Agenda: Worksp... Pact for Skills - Home Erasmus+ Europass Startpage.com - The ... Google

European Skills Agenda

- ALMA (Aim, Learn, Master, Achieve)
- Skills for jobs v
- Working together ^
- Pact for Skills** ^
 - Commitments under the Pact for Skills
 - EU funding instruments for upskilling and reskilling
 - Blueprint for sectoral cooperation on skills
 - European Alliance for Apprenticeships v
 - EQAVET - European Quality Assurance in Vocational Education and Training v
 - Helping people to develop skills throughout their lives v



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The European Commission is launching a **Pact for Skills**, a shared engagement model for skills development in Europe. [Watch the video of the 2020 launch event.](#)

Companies, workers, national, regional and local authorities, social partners, cross-industry and sectoral organisations, education and training providers, chambers of commerce and employment services all have a key role to play.

Entry point for information on funding instruments for upskilling and reskilling

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

Type here to search

Windows taskbar: File Explorer, Excel, PowerPoint, Word, Outlook, Skype, Firefox

System tray: 09:11, 18/10/2021, FRA

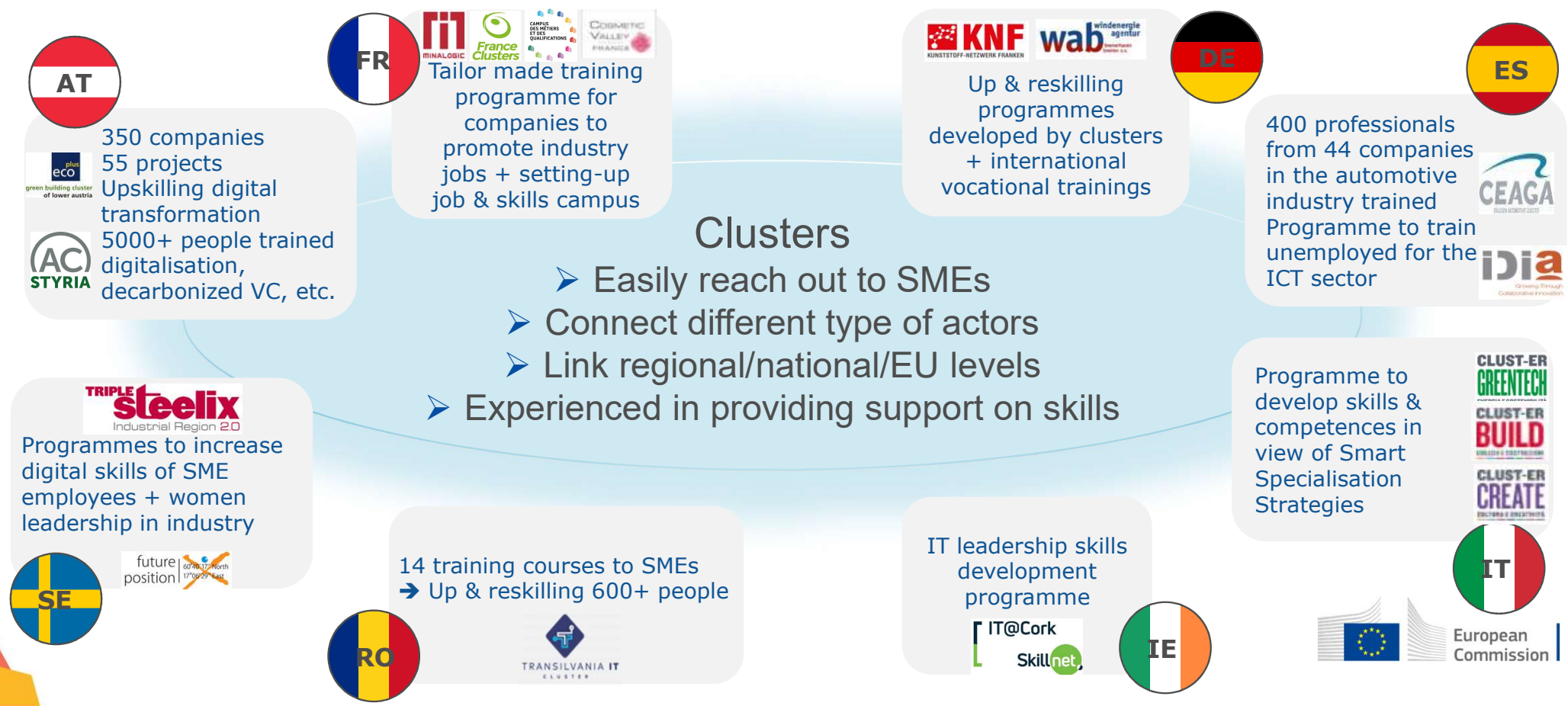
Building on Blueprint projects

Alliances for Sectoral Cooperation on Skills

- Erasmus+ funding. 4 M EUR, for 4 years.
- Seek to create new strategic approaches and cooperation for concrete skills development solutions **in an ecosystem**
- 21 Blueprint Alliances in operation, largely following 14 industrial ecosystems.
- Call for 2022 recently published: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ%3AJOC_2021_473_R_0009
- Programme Guide here: <https://erasmus-plus.ec.europa.eu/document/erasmus-programme-guide-2022>

Building on leading clusters

Clusters are already established actors which have been dealing with skilling of the workforce in many Member States and within ALL industrial ecosystems



Building on 3S regions

<https://s3platform.jrc.ec.europa.eu/>

The screenshot shows a web browser window with the URL <https://s3platform.jrc.ec.europa.eu/>. The browser has several tabs open, including 'index', 'Startpage Search results', 'Home - Smart Specialisation', 'Smart specialisation strategie', and 'Google'. The website's main content is organized into several sections:

- Main areas:** This section features three cards:
 - S3 Concept:** Includes the S3 logo and the text 'Transparently designing and evaluating evidence-based EU legislation, backed by citizens views.'
 - Cooperation:** Includes a map of Europe with orange dots and the same text as the S3 Concept card.
 - Thematics:** Includes a colorful circular graphic and the same text as the S3 Concept card.
- Latest news:** Features a news article titled 'Kosovo* validates the results of the quantitative analysis for Smart Specialisation' dated 30 Sep 2021, with a sub-headline 'On Friday, 24 September 2021,'.
- Latest events:** Features an upcoming event titled 'Regional Stakeholders Webinar on "Cultural"' scheduled for 10-11 2021.

The left sidebar contains a 'Bookmarks' section with a search bar and a list of various European Union and regional websites. The bottom of the screen shows the Windows taskbar with the search bar and several application icons.

Regions' participation

Other examples of skills initiatives at local and regional level.
Plenty of scope for promotion!

