



# The Pact for Skills

**PACT FOR  
SKILLS**

Regional dimension of the Pact  
November 2023

#PactforSkills  
#EuropeanYearofSkills  
#SocialRights

Pact for Skills Team, DG EMPL  
European Commission

# Why a European Year of Skills?

The Year promotes a mindset of **reskilling and upskilling**

- > boosting competitiveness of companies (in particular SMEs),
- > realising the digital and green transitions in a socially fair, inclusive and just manner



## Investment

Increased, more effective and inclusive investment



## Skills relevance

Strengthening skills relevance by close cooperation



## Matching aspirations

Matching people's aspirations and skills-set with labour market opportunities



## Attracting people

Attracting people from third countries with the skills needed by the Union


The Year promotes the uptake of key Skills initiatives such as the Pact for Skills



## 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 for skills, a platform to mobilise stakeholders

## Large scale partnerships

- EU dimension sector-led partnerships with major players along the value chain
- 20 partnerships in all industrial ecosystems

## National, regional or local partnerships

- Bring together employers, public authorities, VET providers, social partners
- Building on the work of Centres of Vocational Excellence, Intelligence Cities Challenge, PES, ...

## Individual members

- Single organizations can also become Pact members!
- Over 1,500 members from all sectors and member states.
- Stakeholders can commit to provide quality up- and reskilling opportunities.
- Basis for stronger partnerships.

## Building blocks

### Erasmus+ Sector Skills Alliances Blueprint Projects

### Social Partners agreements on upskilling and reskilling

### Community of members of the European Alliance for Apprenticeships

# What support does the Pact offer?

## Networking opportunities

Support to find partners and set up first meetings

Networking events

Promotion of the activities of the Pact members

Dedicated LinkedIn group for the Pact community

## Guidance to partnerships

Tailored support to skills partnerships (including regional partnerships)

Advice on setting up partnerships, defining and monitoring commitments

Guidance to identify financial possibilities

## Access to knowledge

Access to peer learning activities, webinars and workshops

On-line searchable tool on funding opportunities

On-line library of resources for up- and reskilling (policies, projects, best practices)

## The Pact is gaining momentum

- **20 Large Scale Skills Partnerships** launched in key industrial ecosystems. Together, committed to provide **up- and reskilling opportunities to at least 10 million people** in the coming years.
- **Over 1,500 Pact members** 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**. First one launched in December 2022: the Lombardy Regional Partnership. Chemical Regions Partnership in Feb 2023.

## Pact members are delivering-Activities in 2022

- **2 million** people benefited from up-and re-skilling activities.
- **15 500** training programmes were updated or developed.
- **21 500** stakeholders joined forces in skills partnerships or networks.
- **160 M€** invested into upskilling and reskilling by Pact members.
- **19 million** people were reached by promotion and dissemination activities.
- **Examples** of actions and commitments:
  - **DigitalEurope** launched WOMEN4IT, a multi-stakeholder cooperation project to train over 900 young women at risk of exclusion in 7 countries. Over 70% of participants were employed in ICT roles within 3 months after graduation.
  - The **University of Oulu**, Finland, part of the large-scale partnership for the digital ecosystem, has committed by 2026 to educate annually over 500 ICT experts.
  - The **European Heating Industry** has pledged to provide training on renewable technologies to the 750 000 installers needed by 2030.

## The Pact provides value added to regional players

- Providing a **model for a cooperation platform** where local private and public stakeholders can engage and participate in skills actions.
- **Consolidating, scaling up** and ensuring **sustainability** to on-going regional and local skills initiatives and activities.
- **Showcasing** local initiatives on a European scale and entering a mutual learning community.



# Regional partnerships. Tailored support

Support in identifying scope, stakeholders and added value of a potential Regional Skills Partnership

Designing the partnership

- Support in developing management and governance structures
- Support defining the vision and articulating objectives and commitments

Setting up the partnership

Delivering partnership outcomes

- Support in finding funding opportunities
- Support in enhancing awareness of the regional partnership.
- Support for mutual learning.

Visibility and Monitoring

- Support in gaining visibility with communication actions
- Support in monitoring and reporting partnerships' activities and outcomes

## Principles of the support

- **Tailored** to the needs of each partnership.
- Focused on **developing the partnership** and supporting **outcomes**.
- Foundations for longer term **sustainability**.

# Regional partnerships. Key elements

- **Shape? Very open approach:**

- A single region within a Member State.
- A territory spanning across Member States (macro-regions, crossborder cooperation...)
- Network of regions with a shared geographical or economic proximity or relationship
- At local level (metropolitan areas, grouping of municipalities...)

- **Focus? Bring together a diverse** group of **private and public stakeholders** to take **concrete action.**

1. Main challenges

- **Starting point?** Formulate a **declaration** with:

2. Possible actions (commitments)

3. Key objectives

- **Activities?** Defined by stakeholders. Support helps identify the most impactful. Inspiration from and to others through mutual learning.

- **More info? Start with:** the [open call for Expression of Interest to establish regional skills partnerships](#). Check the [Handbook for new partnerships](#).

## Regional partnerships. Examples

- **Regional Skills Partnership in the Lombardy region** will support a new systematic approach between institutions, businesses, trade unions, and other public and private entities to face skills challenges including by:
  - Making use of EU funding opportunities to upgrade digital skills
  - Creating a skills observatory
  - Working with companies to assess their skills needs and develop quality training paths for young people matching those needs.
- **European Network of Chemical Regions** will map vulnerable areas and identify vulnerable workers and survey regional authorities, industry, education and training providers on specific regional needs.

## The Pact supports regional skills partnerships

- We need to urgently maximise the impact of public and private skills investment. This must be a **joint effort**.
- The Pact for Skills aims to **mobilise and support key players to take concrete action** and make up- and reskilling a reality.
- **Skills partnerships**, by pooling expertise and resources, are the **best instrument** to make concerted efforts for up- and reskilling actions.
- **Regional partnerships** can help Pact members to take effective skilling actions on the ground.
- The Pact offers **opportunities and support to build strong skills partnerships**.

## PACT FOR SKILLS

Becoming member:

[https://pact-for-skills.ec.europa.eu/index\\_en](https://pact-for-skills.ec.europa.eu/index_en)

Joining existing partnerships or building a new one:

[PacforSkillsPartnerships@ecorys.com](mailto:PacforSkillsPartnerships@ecorys.com)

Apply to the [open call for Expression of Interest to establish regional skills partnerships](#)

[EC-PACT-FOR-SKILLS@ec.europa.eu](mailto:EC-PACT-FOR-SKILLS@ec.europa.eu)