

## FACT SHEET - Applied Arts & Craftsmanship sector skills challenges and opportunities

### Webinar | Understanding Skills Challenges and Opportunities in the Applied Arts & Craftsmanship Sector Across European Regions



## APPLIED ARTS & CRAFTSMANSHIP SECTOR SKILLS ANALYSIS

### Understanding skills challenges and opportunities in the Applied Arts & Craftsmanship sector across European regions

16 December 2025, Online



Webinar promoted by EARLALL's Working Group on Skills and Labour Market



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The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding Skills Challenges and Opportunities in the Applied Arts & Craftsmanship Sector Across European Regions"**, which took place on 16 December 2025. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

Contributions from:

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- **Tuscany Region:** Miriana Bucalossi, Head of Apprenticeship and Work-Based Learning Activities.
- **Catalonia:** Agnès Wasserman Olivé and Felip Vidal Auladell, Escola d'Art i Disseny de Barcelona (School of Art and Design).

**EARLALL's website**

The webinar presentations and the recording are available on





## FACT SHEET - Applied Arts & Craftsmanship sector skills challenges and opportunities

**Craftsmanship and applied arts sector** refers to disciplines that combine design and creativity to create functional objects with artistic value, and by craftsmanship, the manual creation of unique pieces using traditional techniques.



### FACTS & FIGURES

- The cultural and creative industries account for around **4.4% of EU GDP and over 8.7 million jobs (European Commission)**.
- Craftsmanship is a vital part of this sector but is **often under-represented in official statistics**.
- Many craft enterprises are **micro-businesses or sole practitioners**, which can limit their access to training, digital tools, and business development support.
- Employment in handicrafts and printing has declined by **12% across the EU over the last decade, falling from 1.37 million workers in 2015 to 0.9 million in 2024** (source: OECD).
- Some countries have gone against this trend, including Slovakia (+37%), Italy (+9%), and Türkiye (+7%).
- In other countries, the **decline has been particularly severe**, such as Finland (–49%) and Estonia (–44%).



### MAIN CHALLENGES AND NEEDS

- **Demographic change** is reducing the number of young people entering craft professions.
- **Out-migration from rural areas** threatens the survival of traditional skills and local know-how.
- According to **CEDEFOP projections**, around **387,000 job openings in handicrafts and printing** will need to be filled between 2022 and 2035.
- **Public and private funding** available to support arts and crafts is decreasing.
- **Digitalisation** offers opportunities to reach new markets, but requires additional skills and training.
- **Weak transmission of skills and know-how** remains a major structural challenge for the craftsmanship sector.
- **Declining attractiveness of artistic crafts among younger generations** is creating ongoing difficulties in generational renewal.

## FACT SHEET - Applied Arts & Craftsmanship sector skills challenges and opportunities



### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS



#### Centre-Val de Loire (France): Promoting Craft Careers and Skills

##### At national level, the crafts sector includes:

- 234,000 companies
- 500,000 professionals (50% employees, 50% self-employed or micro-enterprise managers)
- €68 billion in revenue

##### Main activities:

Artistic creation (painting, sculpture, engraving, illustration, ceramics), building and masonry work (historic buildings, landscapes), design (textile, graphic, industrial, furniture), carpentry, photography, perfume, and leather goods.

##### In Centre Val de Loire:

- 12,600 people employed in the crafts sector
- 10,500 companies

##### Most commonly used materials in the region:

- Wood, textiles/fabrics, ceramic/clay, and metal (reflecting the region's industrial profile).

##### Good practice: The Campus des métiers et des qualifications (CMQ) - Hubs for vocational education and training excellence:

- A national label designed to respond to regional economic needs for skills and trades
- Integrates heritage, arts, and craftsmanship training into a coordinated regional strategy
- Focuses on cultural and natural heritage, with a strong link to tourism
- Brings together 32 organisations under one governance structure, with over 160 partners



##### Good practice: Rencontres des savoir-faire (Mosnes)

- A regional event held as part of Mosnes, **celebrating traditional and exceptional crafts and métiers d'art**. It brings together professionals, training centres, schools, and the public to showcase rare skills, offer demonstrations, and help young people learn about careers in heritage and craft sectors.
- 2,110 secondary school pupils participated between 2022 and 2025.
- Since 2024, young people supported by the Judicial Protection of Minors have also participated
- 27 Campus des Métiers et des Qualifications (CMQ) partners have taken part in at least one edition, including 19 vocational schools.

##### Good practice: « Métiers en scène - the crafts sector »

- An **escape game for students or the general public** to discover the craft sector
- Several missions of 45 minutes for 30 people at a time, to discover professions in a fun way, while being an actor in the process.

**CENTRE VAL DE LOIRE**



**« Métiers en scène - the crafts sector »**

- An **escape game** for students or the general public to discover the craft sector
- several missions of **45 minutes for 30 people at a time**, to discover professions in a fun way, while being an actor in the process
- A mobile device that can be mobilized for different types of events
- A tent of 50 m2 / 1 or 2 animators





## FACT SHEET - Applied Arts & Craftsmanship sector skills challenges and opportunities



Regione Toscana

### Tuscany (Italy): Structure, Workforce, and Specialisations

#### Regional economy and role of craftsmanship in Tuscany:

- Over **300,000 active enterprises** across manufacturing, services, and cultural and creative sectors.
- Craft enterprises represent around **one third of all firms**, highlighting the **structural importance** of craftsmanship in the regional economy.
- Approximately **240,000–250,000 workers** are employed in the craft sector.

#### Artistic & Traditional Craftsmanship in Tuscany

##### Key figures:

- Around **107,000 workers across 13 production sectors**.
- More than **20,000 enterprises**, including:
  - 13,000 micro-enterprises with up to 3 employees;
  - 5,900 enterprises employing between 4 and 15 workers;
  - 1,300 enterprises with more than 15 employees.

##### Key specialisations:

- Fashion and textiles, Ceramics and terracotta, Stone and metal craftsmanship, Glass and crystal and Paper and wood crafts.

##### Policy relevance:

- These specialisations operate as **local skills ecosystems**, where knowledge transmission, work-based learning, and intergenerational continuity are essential to ensure long-term sustainability and innovation.

#### Challenges:

- **Limited transmission of skills and know-how**, representing a major structural weakness in the craftsmanship sector.
- **Low rates of new business creation**, limiting renewal and long-term sustainability of the sector.
- **Declining attractiveness of artistic craftsmanship among younger generations**, resulting in ongoing difficulties with generational turnover.

#### Good practice: Artex – the Tuscan Centre for Artistic and Traditional Craftsmanship

- Promotes and safeguards Italian craftsmanship, engaging internationally through the International Charter of Craftsmanship and the World Crafts Council Europe.

#### Good practice: Bottega Scuola (Training Workshop)

- Bottega Scuola is a traditional craft business, such as a tailor's workshop, led by a recognised Master Artisan.
- It is officially approved to provide training in its specific craft area, following regional education and training regulations.



Generalitat  
de Catalunya

**LLO  
TJA**

### Catalonia: Arts and Crafts of the 21st Century

#### Focus:

- Tradition meets innovation, sustainability, and technology, with students as active participants in a creative world.
- Emphasis on professionalisation, teamwork, and real-world projects.

#### Key initiatives – Llotja School of Art and Design (Barcelona):

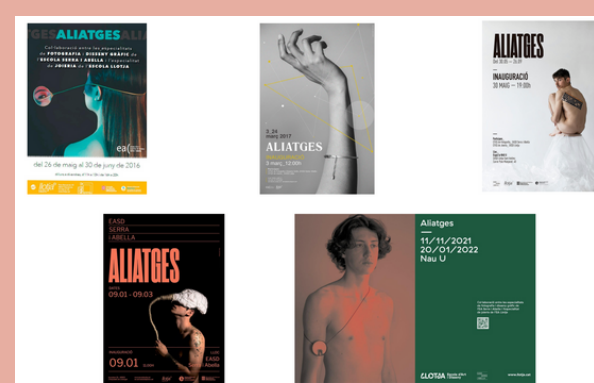
- **Creative Talent and Enterprise Program:** connects schools with companies to foster skills and entrepreneurship.
- **CooperArt:** students work on real commissions with a social impact.
- **Innovation projects:** e.g., Rodatge Maleït showcased at the Sitges Festival.

#### Good Practice: *Aliatges* – A Collaborative Project

- **Overview:** An interdisciplinary project combining **jewellery creation, photography, and graphic design**, guiding students from **concept to materialisation and communication**.
- **Focus:** Fosters **cross-disciplinary innovation and collaborative learning**.

#### Challenges:

- Developing creativity
- Teaching structured methods to achieve a final result
- Promoting multidisciplinary work
- Encouraging cooperative teamwork





## FACT SHEET - Applied Arts & Craftsmanship sector skills challenges and opportunities



### INITIATIVES FOR THE DEVELOPMENT OF SKILLS IN THE CRAFTSMANSHIP SECTOR

- OECD work on culture, creative sectors and global events: providing evidence on **economic impact**, employment, and the role of innovation and skills in sector resilience.
- Creative Pact for Skills and Sector Partnerships: Brings together businesses, VET providers, and public authorities to upskill artisans in digital, green, and entrepreneurial skills, **including arts and crafts**.
- Sector Cooperation Funding (Blueprint & Alliances for Skills) – EU calls under Erasmus+ Alliances **for skills in cultural and creative sectors** help address labour market gaps and strengthen training pathways.
- Training & Exchange Programmes – Programmes like the **European Crafts Alliance** combine traditional skills with digital innovation and knowledge exchange.
- CRAFTOUR: Three Actions to Present Policy Recommendations for the Revitalisation of European Crafts.



### KEY INSIGHTS & LESSONS LEARNED

- **Craftsmanship remains culturally and economically significant** – but faces changing economies and demographics.
- **Skills shortages and generational renewal** – declining enrolment and ageing workforces are common challenges.
- **Modern skills integration is essential** – digital, sustainability, and communication skills complement traditional techniques.
- **Regional cooperation matters** – collaboration across regions, VET providers, and policy frameworks supports knowledge exchange and mobility.
- **Innovative education models make a difference** – interdisciplinary, real-world, and company-linked projects engage students and bridge training-to-work gaps.
- **Promoting craft careers to youth requires modern storytelling** – highlight creativity, sustainability, and real opportunities.





**FACT SHEET - Tourism sector skills challenges and opportunities**

**Webinar | Understanding skills challenges and opportunities in the tourism sector across European regions**



 **WEBINAR**

**TOURISM SECTOR SKILLS ANALYSIS**  
**Understanding skills challenges and opportunities in the tourism sector across European regions**

18 September 2025  
10-11.30 (Brussels time)  
Online

 Webinar promoted by EARLALL's Working Group on Skills and Labour Market     | [www.earlall.eu](http://www.earlall.eu)

The information and data included in this fact sheet was shared during **EARLALL's webinar on "Tourism Sector Skills Analysis: Understanding Skills Challenges and Opportunities in the Tourism Sector Across European Regions"**, which took place on 17 September 2025. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

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- **Michael Gibbert**, Program Director, La Fontana Living Lab, EHL Hospitality Business School - (CH)
- **Marleen Mast and Ariane Jacobs**, Crescendo CVO, Mechelen, Flanders (BE)

The webinar presentations and the recording are available on **EARLALL's website**





## FACT SHEET - Tourism skills challenges and opportunities

**Tourism** is a people-driven industry that depends on a wide range of professions—from hospitality and transport services to cultural heritage, nature-based experiences, and digital innovation.



### FACTS & FIGURES

- Tourism represents 9.5% of total employment in the EU—nearly 23 million jobs (Eurostat), many within local SMEs.
- In 2024, the number of people employed in the EU tourism industry was over **20 million** (9.5% of EU employment) in all tourism and travel sub-sectors.
- Social Partners estimate that 10-20% of hospitality **jobs remain unfilled** = 1.000.000 jobs 'missing' in the sector
- **Tourism is one of 14 EU industrial ecosystems** in the 2021 EU Industrial Strategy.
- In 2023, **11% of people employed in the tourism industry were young workers** (15-24).

### MAIN CHALLENGES

- **Skills Development:** Address skills gaps, including language proficiency, intercultural competence, and digital skills.
- **Recruitment and Retention Challenges:** Overcome limitations of part-time or seasonal employment that restrict career growth in the sector.
- **Balancing Visitors and Residents:** Address demographic challenges in remote and rural areas while maintaining a healthy balance between tourism and local communities.
- **Sustainability and Commercial Success:** Ensure destinations remain economically viable while protecting natural, cultural, and social resources.
- **Personalised Tourist Experiences:** Adapt services to meet the evolving needs of tourists and tourism professionals, supported by relevant education and training programs.
- **Innovative and Lesser-Known Destinations:** Promote creativity in destination offerings and encourage visits to less-explored areas.
- **Climate Awareness:** Consider the impacts of climate change and extreme weather events on tourism planning and resilience.



#### Have your say:



- EU Strategy for Sustainable Tourism focuses on making Europe a more resilient, competitive, and sustainable tourism destination by addressing issues like overcrowding, climate change, and digital transformation.
- An open for public consultation until 25 September 2025 (deadline extended), including fields such as:
  - Skills support to the workforce.
  - Accessibility and Social Inclusion.



## FACT SHEET - Tourism skills challenges and opportunities



### Agri-Hospitality Initiatives

#### Canton Graubünden:

- In Canton Graubünden (2022/23), tourism and agriculture are major sectors (tourism: 31.3%).
- Both face shared sustainability challenges and opportunities.
- However, there is no formal cooperation or dialogue, leading to missed opportunities for more sustainable tourism

#### Innovative Solution:

- A collaboration between EHL Swiss School of Tourism and Hospitality and Plantahof Agricultural School offers a sustainable, educational, and innovative approach.



### Mind the Gap: Sustainability in Tourism Education:

- **Curriculum challenges:** Teaching sustainability is limited, fragmented, and lacks systematic strategies for complex “wicked problems.”
- **Educator engagement:** Teachers’ values are often overlooked, and low training/institutional support reduces involvement.
- **Industry collaboration:** Partnerships between universities and the tourism sector are rare and understudied.

### Challenges in agri-hospitality:

- Need for shared problem definition and structured collaboration.
- Valorisation of the whole animal and integration of local ingredients.
- Seasonal supply fluctuations; limited ready-to-eat products.



### Mechelen's Cultural and Tourism Initiatives

#### Mechelen – Heart of Flanders:

- Located between Brussels and Antwerp.
- Over 272,000 overnight stays in 2024.
- Most attractions are within walking distance.
- Strong public support for tourism (74%)?

#### Challenges:

- Seasonal fluctuations cause unstable staffing.
- Skills gaps in languages, intercultural, and digital competencies.
- Difficulties in recruitment and staff retention.

#### Opportunities:

- Rising demand for local guides and cultural ambassadors.
- Investment in sustainable and inclusive tourism.
- Alignment with global trends: female empowerment and social inclusion.

### Good practice: Mechelen Tourism Ambassador Program:

- City Ambassador of Mechelen program, which consists of two modules focusing on heritage and the present city, and includes practical training and local exploration.
- The program also offers a city guide training course and has produced initiatives like a historical exhibition and a Living Library project.





## FACT SHEET - Tourism skills challenges and opportunities



### EU INITIATIVES FOR THE DEVELOPMENT OF SKILLS FOR THE TOURISM SECTOR

- EU Pact for Skills and large-scale partnership for tourism: The partnership of businesses, European organisations, social partners, VET providers, and local authorities outlines a roadmap for skills transformation and post-COVID recovery, improving workforce qualifications, reducing job insecurity, and enhancing working conditions in tourism.
- EU Jobs and Skills in tourism awareness-raising campaign 2024 (summer and winter seasons).
- Various Erasmus+-funded projects in tourism skills.
- EU Tourism Platform | EU Tourism Platform: Stakeholder Support Platform for the EU Tourism ecosystem to drive sustainable growth and innovation in your tourism business.



### KEY INSIGHTS

- Summer recruitment in alpine areas is challenging due to competition from seaside destinations.
- Tourists rely heavily on technology throughout their trips.
- Personalised experiences and targeted education/training are essential to meet evolving industry needs.
- Engage local communities in tourism development.
- Invest in sustainable and inclusive tourism practices.
- Curriculum challenges: Teaching sustainability is limited, fragmented, and lacks systematic strategies for complex “wicked problems.”
- Ambassador programmes that combine training, local exploration, and community initiatives can effectively turn residents into cultural ambassadors, enhancing the visitor experience and fostering local pride.





## FACT SHEET - Advanced Manufacturing skills challenges and opportunities

### Webinar | Understanding skills challenges and opportunities in the Advanced Manufacturing Industries across European regions



**LCAMP ALLIANCE**

Webinar | Advanced Manufacturing Skills Analysis

Understanding skills challenges and opportunities in the Advanced Manufacturing Industries across European regions

19 March 2025  
10-11h30 (Brussels Time)

This webinar is organised in the context of the EU-funded project LCAMP, with the support of the EARLALL's WG on Skills and Labour Market.

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

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[www.earlall.eu](http://www.earlall.eu)  
[www.lcamp.eu](http://www.lcamp.eu)

The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding skills challenges and opportunities in the Advanced Manufacturing Industries across European regions"** which took place on 19 March 2025. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market and the LCAMP Alliance.

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- **Albert Peiró**, Head of Studies at Escola del Treball de Barcelona (on behalf of the EU funded Project EXCEED)
- **Annick Haesaerts**, Policy officer at GO! Education of the Flemish Community
- **Rachele Sessa**, Fondazione Ergo, Lombardy Region

The webinar presentations and the recording are available on **EARLALL's website**





## FACT SHEET - Advanced Manufacturing skills challenges and opportunities

**Advanced Manufacturing (AM)** stands at the forefront of Europe's economic and industrial strategies. It encompasses industries that utilise cutting-edge technologies—including automation, robotics, artificial intelligence, additive manufacturing (3D printing), and the Industrial Internet of Things (IIoT)—to produce high-value products and services.



### FACTS & FIGURES

- The sector employs **over 30 million workers across Europe**, with **20%** of these jobs requiring advanced **digital and technical skills**.
- Advanced Manufacturing represents **15% of total EU GDP**, making it a critical driver of economic growth.
- Skills shortages in areas like robotics, data analytics, and cybersecurity are growing rapidly, with **70% of employers in the sector reporting difficulties finding qualified talent**.
- **SMEs**, which account for **99% of the manufacturing landscape**, often face unique challenges in accessing training and upskilling opportunities.



### MAIN CHALLENGES

- **Skills Gaps and Mismatches:** rapid pace of technological innovation demands a workforce proficient in advanced digital tools, sustainable manufacturing practices, and new materials.
- **Attracting and Retaining Talent:** The sector faces challenges in attracting younger generations, particularly women, to pursue careers in manufacturing due to outdated perceptions of the industry.
- **Reskilling and Upskilling:** A significant portion of the existing workforce requires reskilling to adapt to new technologies and processes, particularly in regions with traditionally strong manufacturing bases.
- **Regional Disparities:** Some regions in Europe are leaders in advanced manufacturing, while others struggle to modernise their industries and workforce, exacerbating economic inequality.
- **Access to Innovation & Technology:** SMEs struggle to invest in automation, AI, and digitalization due to high costs.



### AI and the EU skilling challenge. First insights from Cedefop's AI skills survey & foresight study

- Cedefop's **AI skills survey and foresight study**, based on a representative sample of 5,342 adult workers across 11 EU countries in 2024.
- **Significant disparities** in AI adoption across countries and sectors.
- AI enhances jobs it also **creates a pressing need for continuous upskilling**.
- **61% of workers** will require new knowledge and skills to adapt to AI's impact, yet **44% believe their employer is unlikely to provide training**.
- There is a need to **prioritize AI training for older workers, women, and employees in SMEs**.
- Early findings from the **automotive sector** revealed key challenges for both **education and industry**, including a **skills gap that education systems currently fail to address**.
- It is needed a **public-private approach** to bridge this gap and ensure a workforce prepared for AI-driven change.



Cedefop's policy brief





## FACT SHEET - Advanced Manufacturing skills challenges and opportunities



### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS

**LCAMP** ALLIANCE

**EUSKADI**  
BASQUE COUNTRY

#### Basque Country: LCAMP project and its impact on the regional VET policies

##### Advanced manufacturing is an important field of Basque Country Economy:

- Industrial sector in the Basque Country represents **24.1% of the region's GDP** ([see here](#)).
- Included in our smart specialisation strategy.
- An essential field in technological innovation: the automotive industry, a key component of advanced manufacturing, achieved a turnover exceeding **€25 billion in 2023, marking an 11.5% increase from the previous year**.
- A field in which the twin transition will have a great impact.
- A source of good quality employment and the social wellbeing and quality of life that results from it, which is facing many challenges.

**LCAMP** is a CoVE project of the 2021 call which aim is to support **regional CoVEs working** in advanced manufacturing to become more resilient, innovative and better equipped to train people to successfully face the digital and green transitions.

- Fosters **collaboration among schools on mobility projects**, identifies technology trends and skills needs, and develops learning factories within VET environments.

##### LCAMP's regional impact:

- The Basque Country government incorporated the initiative into its latest regional plan for vocational education and training, elevating CoVEs on the policy agenda.
- 20 VET schools** specializing in advanced manufacturing have joined the network.
- The government has promoted the **creation of Learning Factories by reducing teaching hours for teachers at 22 VET schools**, allowing them time to establish and develop these factories.

[Join the LCAMP Conference](#)



**Generalitat de Catalunya**



#### Catalonia: looking at EXCEED project, working towards the twin transition

##### Advanced Manufacturing (AM) industries in Catalonia:

- 1,111 companies** in the sector, generating approximately **26,394 jobs**.
- While **cybersecurity** has the highest number of companies, **AI and the Internet of Things** (IoT) firms lead in turnover.

##### Challenges and opportunities:

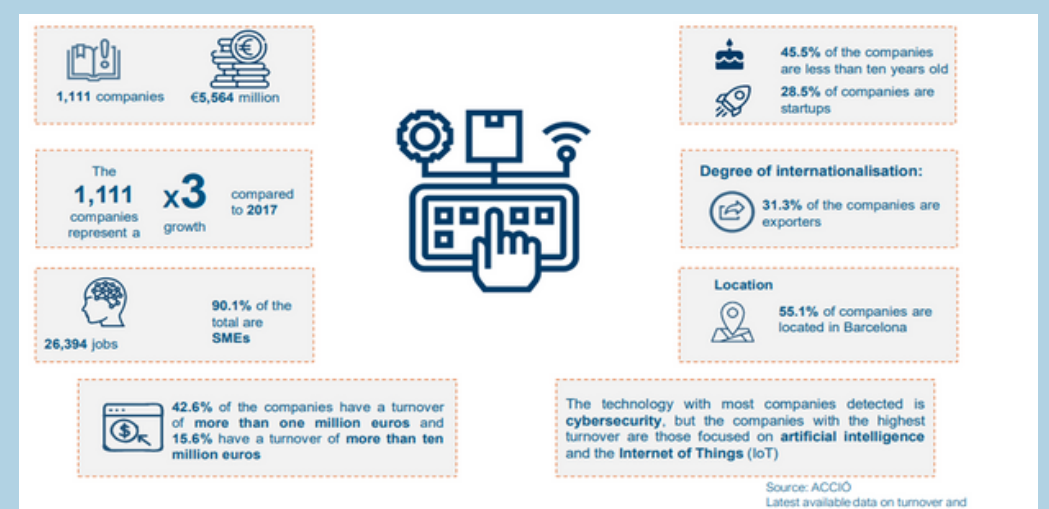
- AM has been strongly impacted by the twin transition, generating disruptive changes, beside the urgency to foster industry decarbonization.
- VET providers can play a crucial role preparing the work force and the society of the future.

**EXCEED – Excellence in Green and Digital Manufacturing**, which aims to drive innovation and sustainability in AM while ensuring vocational education aligns with future workforce demands:

- Establishing talent factories.
- Innovating curricula.
- Developing international talent hubs.
- Supporting global mobility programs.

##### EXCEED is its commitment to gender equality:

- Gender Equality Plan for VET providers, that embodies our dedication to inclusivity and diversity.
- Standout initiative is **Escola del Treball's EDtWomendays**, which includes **sessions for primary schools and early secondary education students**, encouraging young learners—especially girls—to explore opportunities in advanced manufacturing.





## FACT SHEET - Advanced Manufacturing skills challenges and opportunities



### Flanders: labour shortage in the AM Sector and innovative projects

#### Manufacturing industry Belgium:

- 87 billion € added value.
- 573,000 jobs (11% total working population).
- Jobs :
  - Electronics
  - Plastics/synthetic materials processing
  - Mechanical engineering
  - Metal products
  - Textiles
  - Transport equipment
- **Main problems:**
  - Jobs not filled in.
  - Labor Market mismatch.
  - Rapid technological transformation and digital revolution
- **Main challenges:**
  - Activation.
  - Finding and retaining qualified people.
  - Forming people with competences of future.
  - Attracting young people to engineering and technology professions.
- **Possible solutions:**
  - Revalue technical and vocational education.
  - Companies : academies + training programs
  - Reginal Technology Centers in every Province.
  - Attracting young people to engineering and technology professions.

#### • Good practices:

- Adecco's Workforce Academy 4.0 – a forklift and reach truck driving program
- Connectief – Diagnose Car – training focused on modern automotive technology
- Wine Harvest – Corda Campus Collaboration – an innovation project with GO! Hotel School

These programs demonstrate ongoing efforts to bridge the gap between education and industry needs while promoting technical and vocational training.

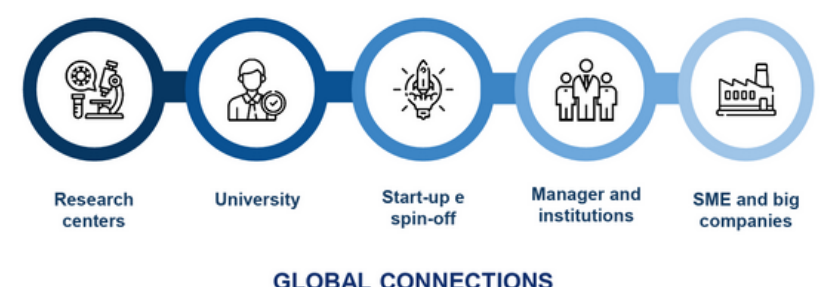


### Lombardy, insights from the Fondazione Ergo

- **Advanced Manufacturing in Italy**
  - Most of manufacturing companies in Italy are SMEs, but they face challenges in accessing training and innovation.
  - **38.4% of manufacturing companies** have invested in innovation in recent years.
  - **70% of businesses struggle** to find skilled workers in robotics, data analytics, and cybersecurity.
- **Challenges & Opportunities for SMEs:**
  - **Access to Innovation & Technology:** SMEs struggle to invest in automation, AI, and digitalization due to high costs.
  - **Skills Gap:** most of companies report difficulties in finding qualified talent.
- **Good practice:**
  - **SMARTT Valley**, the industrial innovation hub in Varese (Lombardy) aimed at boosting the competitiveness of the local manufacturing industry.

- The hub is structured around **three thematic areas: Industrial sustainability, Social sustainability in factories and Material sustainability and circularity.**
- SMARTT Valley operates on **three pillars:** an academy for skills development, a research center, and a technology transfer platform, ensuring that innovation is both accessible and impactful for SMEs.
- Focus: **Innovation and education for Varese.** A project to foster: **SMEs** (innovation, industry 5.0 and Training & Consulting), **Workforce** (train and career guidance) and **Industry 5.0.**

#### SMARTT Valley - Connector of an ecosystem



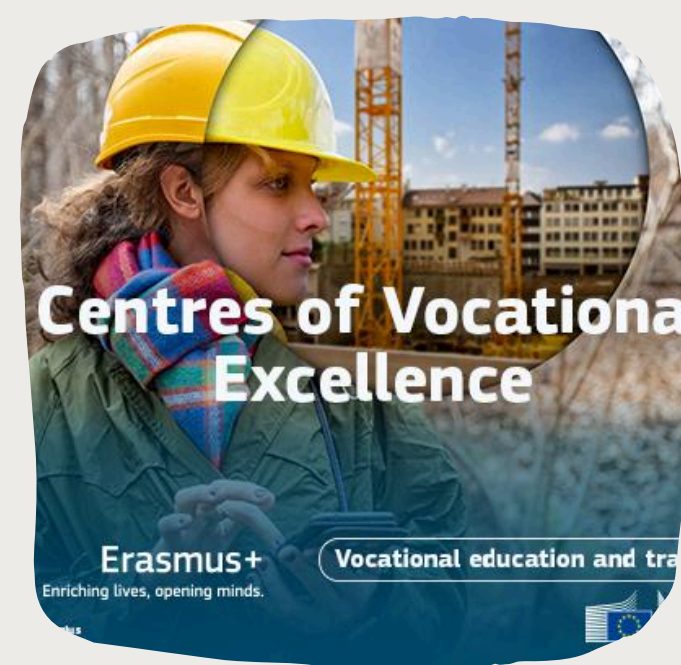


## FACT SHEET - Advanced Manufacturing skills challenges and opportunities



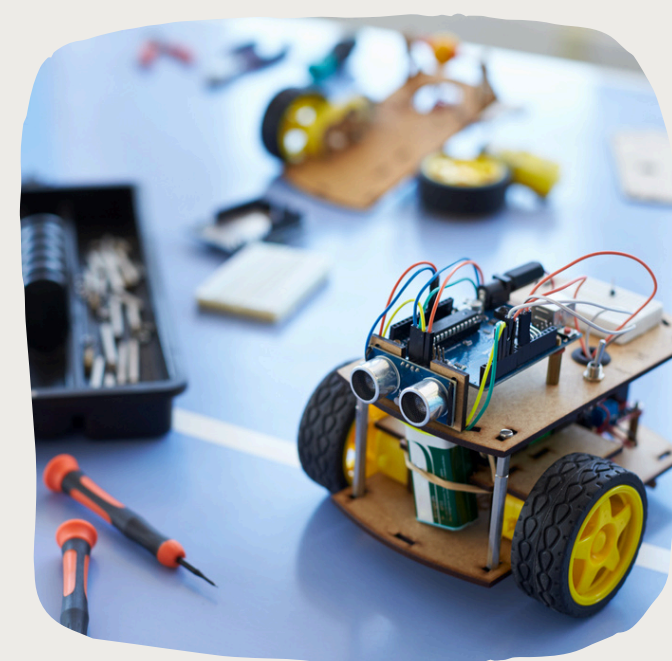
### EU INITIATIVES FOR THE DEVELOPMENT OF SKILLS FOR THE AM

- **Centres of Vocational Excellence (CoVE)** provide training in specific areas for the initial training of young people as well as for continued up-skilling and re-skilling of adults.
  - **LCAMP - Learning Community for Advanced Manufacturing Professionals.**
  - **EXCEED – Excellence in Green and Digital Manufacturing.**
- **Industrial Ecosystems and Partnerships, Large Scale and Regional Skills Partnerships under the Pact for Skills,** which fosters partnerships between industry, education providers, and policy-makers
- **Clean Industrial Deal (CID),** strategic initiative aimed at decarbonizing industries while bolstering their competitiveness. To address the need for a skilled workforce capable of driving the green transition, the European Commission plans to **invest up to €90 million through the Erasmus+ programme.**



### MAIN OPPORTUNITIES & LESSONS LEARNED

- By 2030, the European remanufacturing market is projected to grow to **€100 billion**. This will create **500,000 new jobs**.
- **Public-private** approach to bridge skills gap and ensure a workforce prepared for AI-driven change.
- There is a need to **prioritize AI training for older workers, women, and employees in SMEs.**
- **Regional cooperation**
- Fosters collaboration among schools on **mobility projects**
- VET providers can play **a crucial role** preparing the workforce and the society of the future.
- **Enhance** the value of technical and vocational education.
- Foster **company-led academies** and specialized training programs.
- Establish **Regional Technology Centers** in every province.
- **Inspire and engage young talent** in engineering and technology careers.





## FACT SHEET - Cultural and Creative industries skills challenges and opportunities

### Webinar | Understanding skills challenges and opportunities in CCI across European regions



 **WEBINAR**

**CULTURAL AND CREATIVE INDUSTRIES (CCI) SKILLS ANALYSIS**  
Understanding skills challenges and opportunities in  
CCI across European regions  
28 January 2025  
10-11h30

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EUROPEAN ASSOCIATION OF REGIONAL & LOCAL  
AUTHORITIES FOR LIFELONG LEARNING

Webinar promoted by EARLALL's Working Group on Skills and Labour Market

   | [www.earlall.eu](http://www.earlall.eu)

The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding skills challenges and opportunities in CCI across European regions"** which took place on 28 January 2025. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

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- **François Glet**, Regional Project Manager - Bourges European Capital of Culture 2028, Centre-Val de Loire Region and **Yann Ryk**, Territory policy officer, FRACAMA
- **Sandra Myers Brown**, Director of the Conservatory of Music of Castilla y León

The webinar presentations and the recording are available on **EARLALL's website**





## FACT SHEET - CCI skills challenges and opportunities

The **Cultural and Creative Industries (CCI)** encompass a wide array of sub-sectors, including architecture, archives, libraries, museums, artistic crafts, audiovisual arts (e.g., film, television, video games, multimedia), cultural heritage, design, fashion, festivals, music, performing arts, publishing, and visual arts.



### FACTS & FIGURES

- CCI employs **8 million workers accounting for 3.8% of the EU workforce** across **1.2 million enterprises, of which 99% are SMEs or micro-enterprises**.
- Represent **4.4% of EU GDP**, generating over €540 billion annually.
- Cultural occupations saw a **7% increase** in employment from 2013 to 2022.
- **30% of workers in CCIs** are self-employed—more than double the EU average.



### MAIN CHALLENGES

- **Skills gaps and mismatches:** sector-specific, entrepreneurial, digital and green skills gaps
- **Skills for diversity and inclusion:** fostering critical thinking and cultural intelligence, prioritising the physical and mental health and well-being of the creative workforce.
- **Keeping up with rapid changes** – new skills every day from Tech & AI
- **Sustainability demands require upskilling and reskilling to meet evolving market needs**
- **Attracting and retaining talent**
- **High levels of job insecurity, self-employment, and part-time or non-permanent contracts**
- **SMEs and freelancers struggle to secure training opportunities and funding to adapt to emerging trends**

#### GOOD PRACTICE

**CYANOTYPES**

**CYANOTYPES** is a European project addressing the current & future learning needs of the Cultural and Creative Sector. CYANOTYPES is developing a unique Train-the-Trainer Framework to ensure that creative skills stay relevant and renewable. A call for projects would be launched in March 2025 to open the framework's content for piloting, [see here!](#)

#### RESOURCES

- <https://elia-artschools.org>
- <https://cyanotypes.website>
- <https://mailchi.mp/8b56a07472c2/show-interest-in-the-cyanotypes-pilots> (Call for Pilots – interest)
- [https://pact-for-skills.ec.europa.eu/index\\_en](https://pact-for-skills.ec.europa.eu/index_en)
- <https://www.creativepactforskills.eu>



## FACT SHEET - CCI skills challenges and opportunities



### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS



#### KSigune: Strengthening cultural and creative industries through education and collaboration

**In Basque Country**, the sector's growth, with a 10% increase in CCI companies (16,122) and a 5% rise in employment (48,161 jobs).

#### In 2020, the Basque Country launched KSIgune - Regional Skills Partnerships

- **KSigune** is the the Basque Country Higher Education & Research and Cluster for the Cultural and Creative Industries
- Promotes and supports the development of training, research and transfer of projects based on the cooperation between Higher Education centres and agents of the CCIs sectors.
- The CCI Taxonomy in the Basque Country covers Creative Gastronomy and Language Industries
- The KSIgune Ecosystem promotes and supports the development of **training, research** and **transfer of** projects based on the cooperation between Higher Education centres and agents of the CCIs sectors.
- Its four key work lines—**Monitoring, Training, Transfer,** and **Dissemination & Internationalisation**

#### It has facilitated:

- 3,233 teaching and staff
- 53 connection projects
- + 600 Mobilised students
- strengthening the region's cultural and creative ecosystem



#### Centre-Val de Loire Region's cultural overview

#### Région Centre-Val de Loire key data:

- One of the 13 administrative regions of France.
- A population of 2,5 million.

#### CCi in Centre-Val de Loire:

- 10,000 salaried workers and 7,000 non-salaried workers
- 1% of salaried employment and 5% of non-salaried employment in the region.
- 3% of establishments in the Centre-Val de Loire will be in the cultural sector.
- CCI sector strategy based on the SRDEII (2022-2027): the region has integrated a CCI sector strategy into its Economic Development, Innovation, and Internationalization Plan, including culture as a pillar for economic growth for the first time.

#### New Interreg Europe Programme project:

- **SONIC** - Strategic Opportunities for New Innovative Changes in Music Policies Interreg Europe Programme project.

#### New contract for the music industry (Contrat de filière musiques actuelles) since 2022:

- A public cultural policy tool of the French Government, declined in each region of France.
- Cooperation and support for the music industry:
  - Observation and consultation of sector
  - Prospective and public support measures
- 8 calls for projects campaigns (support grants, structuring assistance, supports for music production companies...).
- 470,000 euros in public subsidies.





## FACT SHEET - CCI skills challenges and opportunities



### Challenges in Spain's cultural industries: Castilla y León

#### Spain general overview:

- The volume of cultural employment in 2023 reached 723.3 thousand people, this represents 3.4% of total employment in Spain for the annual average period.
- The contribution of cultural activities to the country GDP is 31,084 million euros.

#### Castilla y León average of the annual cultural employment:

- 3,3% in 2023 and 2024 (total for the country 3,4%).

#### Educational centres that provides artistic education in Castilla y León:

- **Music, dance, VET cycles in plastic arts and design, and Higher Artistic Education (EAS).**
- There are **11 public professional music conservatoires** under the management of the region and a total of **4,729 students**.
- **2 professional dance schools**, total of **450 students**.
- **5 art schools** and higher-education for the conservation and restoration of cultural property, and 4 art schools & higher design schools (all public). Total of 120 intermediate level students and 789 higher level students.
- **Higher Artistic Education (EAS)** of Music (1 school), Dramatic Art (1 school), Design (4 schools) and Conservation and Restoration of cultural property (5 art schools).

#### Challenges:

- Aligning cultural and educational ministries.
- Strengthening European and international partnerships.
- Enhancing administrative support for internships and training.

#### Needs:

- Raising awareness of under-addressed specialized fields.
- Integrating leadership and entrepreneurship in artistic education.
- Strengthening the cultural industry.
- Equipping students with skills to contribute effectively.





## FACT SHEET - CCI skills challenges and opportunities



### EU INITIATIVES FOR THE DEVELOPMENT OF SKILLS FOR THE CCI

- **Creative Pact For Skills**: The Creative Pact for Skills aims to fundamentally enhance the skill sets within Europe's Cultural and Creative Industries. "Unleashing Creative Potential for the Green and Digital Transformation."
- **Creative Europe - Culture and Creativity (2021-2027)**: The Creative Europe programme is divided into 2 strands, Culture and MEDIA, and is supported by a cross-sectoral strand. €2.44 billion funding to boost CCIs.
- **Creative Skills Week 2025: 22-26 September in Prague**. This event will serve as a central hub for the Cultural and Creative Sector and Industries (CCSI), offering a dedicated platform for sharing knowledge and promoting new approaches to re-skilling and up-skilling.



### KEY INSIGHTS & REGIONAL PERSPECTIVES

- **Key challenges**: skills gaps, policy alignment, and the need for transversal & transformative training approaches.
- Strengthening education-industry collaboration is crucial for skills development.
- Policy alignment between cultural and educational ministries is needed.
- Digital, economic, and sustainability transitions require adaptive skills strategies.
- **CYANOTYPES Project**: Developing a training framework for future-proof creative skills (call for piloting in March 2025).
- **KSigune** (Basque Country): A Higher Education & Research Cluster fostering skills development and collaboration.
- **Centre-Val de Loire** (France): Integrating CCIs into its Economic Development Strategy; supporting the music industry through policy innovation.
- **Castilla y León** (Spain): Addressing policy alignment, partnerships, and entrepreneurship training in artistic education.



**CCIS ARE ESSENTIAL TO EUROPE'S CULTURAL IDENTITY, ECONOMIC STRENGTH, AND GLOBAL COMPETITIVENESS.**



## FACT SHEET - TCLF industries skills challenges and opportunities

**Webinar | Understanding skills challenges and opportunities in Textiles, Clothing, Leather, and Footwear (TCLF) Industries across European regions**



 **WEBINAR**

**TEXTILES, CLOTHING, LEATHER, AND FOOTWEAR (TCLF) INDUSTRIES SKILLS ANALYSIS**  
Understanding skills challenges and opportunities in  
TCLF Industries across European regions

 15 OCTOBER 2024

 *Webinar promoted by EARLALL's Working Group on Skills and Labour Market*

    | [www.earlall.eu](http://www.earlall.eu)

The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding skills challenges and opportunities in Textiles, Clothing, Leather, and Footwear (TCLF) Industries across European regions"** which took place on 15 October 2024. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

Contributions from:

- **Cornelia Mohor**, Directorate-General for Internal Market, Industries, Entrepreneurship and SMEs - Tourism and Textiles, Digital Transformation of Industry Unit, European Commission
- **Christian Lundell**, Nordiska Textilakademin, Region Västra Götaland
- **Mariona Lloveras Llavina and Joel Miñana Granero**, Instituto Público Lluís Domènech i Montaner, Catalonia Region
- **Miriana Bucalossi**, Tuscany Region
- **Lise Cheriff and Marc Greusard**, Vocational and professional training department, Region Centre-Val de Loire

The webinar presentations and the recording are available on **[EARLALL's website](http://www.earlall.eu)**



## FACT SHEET - TCLF industries skills challenges and opportunities

The TCLF industries are part of what is known as the textile ecosystem. This includes the **production of textiles, apparel, footwear, leather, and jewellery.**



### FACTS & FIGURES

- TCLF industries employ **2.2 million workers, with 99.5% being small and medium-sized enterprises (SMEs)** in Europe.
- These industries face challenges in upskilling and reskilling the workforce, **especially with 750,000 employees expected to retire by 2030.**
- The proportion of employees **over 50 years old** has increased **from 27.9% in 2012 to 41.9% in 2022.**
- About **55% of European companies** in the TCLF sectors report difficulties in ICT positions.
- Around **40% of companies acknowledge a gap in green skills**, indicating a pressing need for workers proficient in sustainable practices.



### MAIN CHALLENGES

- **Skills gaps and shortages due to an aging workforce.**
- **Low interest from younger generations, especially in manufacturing, due to perceptions of low innovation and poor compensation.**
- **Challenges in retaining a skilled workforce.**
- **Skill shortages and difficulty adapting to new business models.**
- **Mismatch between education and industry needs.**
- **Limited digitalization and ICT vacancies.**
- **Low worker mobility.**
- **Gaps in green skills needed for a more competitive and sustainable textiles sector.**



**TCLF Skills Alliance:** is the EU Pact for Skills Large-Scale Partnership dedicated to Textile Clothing Leather and Footwear (TCLF).





## FACT SHEET - TCLF industries skills challenges and opportunities



### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS



**In Sweden**, the broader textile sector employs around **85,000 people**, with **22% of them based in Västra Götaland**.

**The TCLF industries in the Region Västra Götaland:**

Sweden's leading region for Textiles with centre in Borås Region:

- The **textile industry** employs just over 6,000 people in Västra Götaland. The sector also includes **retail, shops, laundries**, etc., with nearly 18,000 employed in Västra Götaland.
- **Strategy goal for 2030** "Together we will ensure Västra Götaland sets an example in the transition to a sustainable and competitive society."
- Four **cross-sectoral focal areas**: Completed studies ; Digitalisation ; Electrification and Circular business models.
- **Trends**: Consumer behaviours in the textile industry are changing rapidly, with growing sustainability demands, rising e-commerce sales, and advancements in textile technology.

**European Qualification Framework (EQF):**

- It is utilized to create educational programs, validate skills, and improve job matching.
- Micro-credentials are being used to teach specific, high-demand skills.
- Tailored learning opportunities that meet the evolving needs of the industries.

**Lifelong learning** is important in supporting the industry's transition from a linear to a circular economy and so to create new professions, named circular jobs.



**Catalonia accounts for 36% of Spain's total textile production. In particular:**

- "El Maresme" is the area where most of the knitting textile production is located historically.
- 1 out of every 6 companies is dedicated to textiles.

**Institut Lluís Domènech i Montaner:**

- Aims to foster student autonomy, teamwork, and project-based learning, closely mirroring the dynamics of the textile industry.
- **100 years educating in textiles: more than a fashion design!**
- Dressmaking and fashion (60 students), Textilmaking and ennoblement (15 students) and Patternmaking and fashion (55 students).
- Essential role of the educational institutions play in **bridging the gap between students and companies**.
- Institute works on a **project-based approach**, blending theory and practical application.

**Future is now - Quality and technical skills such as:**

- Clo 3D, Printer 3D, Shima Seiki, Penelope, Gerber and Embroidery.
- The **collaborative between companies and educational institutions is key** for innovation and growth in the textile sector.

**Why do we exist ?**

**Students**



**Institut Lluís Domènech i Montaner**



**Companies**



**Result of 30 average students, 18 years old**

- 10% are looking for work
- 40% Continue studying (Superior)
- 40% Study and work
- 10% Have a job

**Result of 30 senior students, 20 years old**

- 35% continue studying a degree
- 20% studies and works
- 45% work



## FACT SHEET - TCLF industries skills challenges and opportunities



### TCLF Industries in Tuscany: more than a Fashion District:

- In Tuscany, talking about Fashion means referring to some manufacturing specializations dedicated to the production of consumer goods such as clothing, footwear, and accessories.

#### Workforce:

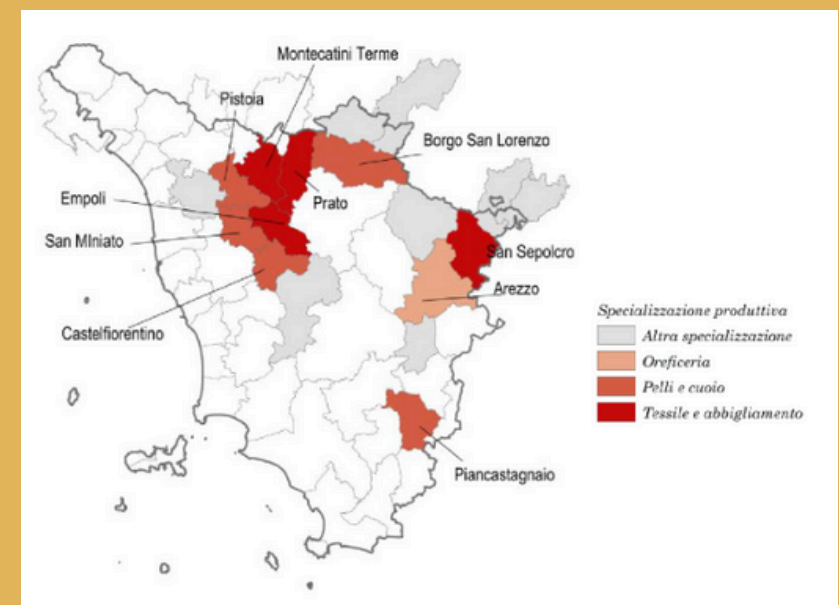
- In Q2 2024, despite lower demand, the workforce grew by 34,000 employees compared to 2023, a 2.6% increase.
- High percentage of female workers, plays a crucial role in the local economy.

### VET in Italy's education and training system: ITSs and their role across the national and regional VET System:

- ITSs (Technological Higher Education System), a non-academic education pathway aligned with company needs, providing students with skills required by the fashion industry.
- Multi-level governance model ensures that decisions reflect both national and regional priorities.
- ITSs? **Anticipating skills, engaging companies.**

### Made in Italy sector, MITA:

- Provides a technical/scientific educational program based on the acquisition of skills through a practical, 'learn by doing' methodology.
- Two year ITS Made in Italy and Fashion Specialization Diploma (Level 5 EQF) - attendance is compulsory
- MITA offers also different courses of variable duration to obtain a **certification and/or micro credential** for specific professional profiles in the fashion sector.
- MITA graduates have an **over 95% success rate in obtaining future employment, above the national average of 85%.**



### In France, the luxury sector employs over 37,000 people, while in Centre-Val de Loire...

- There are **5,060 employees**.
- Leather good industry : 52% of the CVL Region's TCLF industry.
- 14% of the employees in the French leather industry sector are employed in the Region.

### Strength of the Vendôme territory

- A will from the local authorities to create a city of luxury manufacturing and craftsmanship.

### Challenges:

- Aging territory.
- Rural area.
- Low unemployment.
- No training opportunities targeted on the leather industry.
- Inadequacy between traditional education and the leather industry's needs.

### The DEFI project: A new initiative:

- A program linking vocational skills training with employment opportunities.
- 90% of enrolles graduated and 100% of permanent contracts signed last year.
- Shows how vocational education can lead to tangible employment outcomes, even helping to create a vocational high school diploma in the region.





## FACT SHEET - TCLF industries skills challenges and opportunities



### EU INITIATIVES FOR THE DEVELOPMENT OF SKILLS FOR THE TEXTILES ECOSYSTEM

- **The European Skills Agenda**: Flagship action of the European Skills Agenda to support upskilling and reskilling of workers.
- TCLF EU Pact for Skills: **Find out more about the Skills Partnership for TCLF industries**: bringing together industry associations, companies, trade unions, vocational education/training providers, and regional authorities to mobilise the textile ecosystem to upskill and reskill the workforce.
- **EU strategy for sustainable and circular textiles (2022)**.



### MAIN OPPORTUNITIES & LESSONS LEARNED

- The sector is evolving from labour-intensive to knowledge-driven.
- Adopting a circular economy can ensure TCLF industries remain competitive.
- Use the European Qualification Framework (EQF) can create programs, validate skills, and improve job matching.
- A Lifelong learning approach can support the shift to a circular economy.
- Education should blend theory with practical, project-based learning.
- Collaboration between local companies and educational institutions is key for innovation and growth.
- Higher education systems, such as ITS Foundation System (Technological Higher Education System in Italy, can help anticipate skills needs and engage companies.
- New programs link vocational training directly with employment opportunities are needed, such as DEFI in France.
- Businesses can serve as training providers.
- Strong partnerships between educational institutions, companies, and governance bodies are crucial.
- Erasmus+ funding supports mobility for learning from international peers.





## FACT SHEET - Blue Economy Sector skills challenges and opportunities

**Webinar | Understanding skills challenges and opportunities in the Blue Economy Sectors across European regions**



 **WEBINAR**

### BLUE ECONOMY SECTORS SKILLS ANALYSIS

**Understanding skills challenges and opportunities in  
Blue Economy Sectors across European regions**

11 June 2024  
10h-11h30

 **earlall**  
EUROPEAN ASSOCIATION OF REGIONAL & LOCAL  
AUTHORITIES FOR LIFELONG LEARNING

Webinar promoted by EARLALL's Working Group on Skills and Labour Market

    | [www.earlall.com](http://www.earlall.com)

The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding skills challenges and opportunities in the Blue Economy Sectors across European regions"** which took place on 11 June 2024. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

Contributions from:

- **Arturo Incerti**, Directorate-General for Maritime Affairs and Fisheries, Unit A1: Maritime Innovation, Marine Knowledge and Investment, European Commission
- **Simon Geldof**, Teacher of nautical techniques at GO! Maritime Institute Mercator Ostend (Flanders Region)
- **M<sup>a</sup> Asunción Morán Torío**, Teacher at the VET Center "CIFP del Mar" (Asturias Region)
- **Barbara Irene Harterink**, Senior adviser - Vestland County Council (Norway)
- **Alain Pomes**, Director of the Centre Européen Formation Continue Maritime (Brittany) and **Philippe Thieffry**, Energies Marines Renouvelables / Coordination Bretagne Ocean Power (Brittany Innovation Development)

The webinar presentations and the recording are available on **[EARLALL's website](http://www.earlall.com)**





## FACT SHEET - Blue Economy Sector skills challenges and opportunities

The **European Commission** defines the **Blue Economy sectors** as "all economic activities related to oceans, seas and coasts. It covers a wide range of interlinked established and emerging sectors."

### FACTS & FIGURES

- According to UNESCO, the ocean is key to our economy with an estimated **40 million people being employed by ocean-based industries by 2030**.
- According to the Blue Growth Initiative there are 5 Blue Growth Sectors: **Biotechnology, Renewable energy, Coastal and Maritime Tourism, Aquaculture, and Mineral resources**
- We need **blue skills and ocean literacy** for (sustainable) blue growth:
  - **Blue skills** are needed to support the development of the blue economy
  - **Blue economy** demonstrates the dynamism of the blue economy and the importance of the ocean for the economy and society
  - **Ocean literacy** is essential to demonstrate the importance of the ocean and make careers in the blue economy more attractive



### MAIN CHALLENGES

- Raising awareness about the ocean, its role and protection
- Reskilling workers from other sectors to improve the image of blue careers
- Developing ocean literacy and blue skills training across the EU
- Addressing the generational handover
- Training in the use of new technologies
- Improving sectoral education and training offer
- Improving safety training for all future fishermen/onboard ships
- Bridging the gender gap in the Blue Economy
- Working towards more sustainable fishing, fish farms and coastal tourism
- Anticipating the needs of the professional sector
- Improving the cooperation between education, government, science and business



**Euronews OCEAN Season 5,  
Episode 4 – Blue careers**





## FACT SHEET - Blue Economy Sector skills challenges and opportunities

### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS



#### Flanders Region boasts 70 km of coastline

##### GO! Maritime Institute MercatorOstend:

- School for merchant navy and fishery
- The only school in Belgium educating in the art of fishery
- Education of youngsters between 12-25 years

##### Investing in the future:

- Incentive programs with regards to health and safety are in place to promote safety on board ships.
- Newer ships lead to environmentally more friendly ways of fishing.

##### School actions:

- Qualitative education in accordance by STCW F 95
- Practical training on board with vettet companies
- Simulator training to enhance navigational skills
- More than basic safety training for all future fisherman
- Training in the use of new technologies

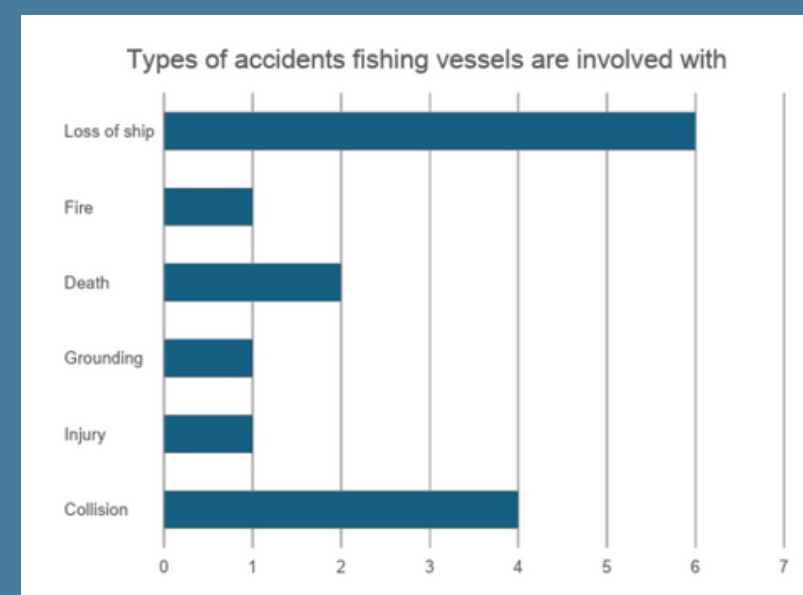
#### Addressing the gender gap:

- The school aims to increase gender diversity in the predominantly male student body

#### Close relations with the industry

##### Research:

- The school has been involved in a research study with the Belgian Federal Bureau for the Investigation of Maritime Accidents to understand better the type of accidents and causes within the fishing vessels



#### Blue Economy activities in Asturias:

- Port activities
- Shipbuilding and repair
- Maritime transport and related activities
- Fishing
- Coastal tourism
- Education and training
- **13% OF GDP and 14% of employment** (port activities, aquaculture and fisheries and coastal tourism)

#### Education and Training options

- VET Center: "CIFP del Mar"
- University of Oviedo: Marine merchant degrees
- Jovellanos Center: focused on reskilling and upskilling (lifelong training)

#### The CIFP del Mar covers:

- Initial Vocational Education and Training
- Lifelong education and training for adults
- Validation of non-formal and informal learning

#### Challenges:

- Generational handover
- Implementation of the new Spanish VET Law: Dual training
- Become a member of the European network of Centres of Vocational Excellence

#### Opportunities:

- Centre of Vocational Excellence
- A sector with high labour demand
- Digitalization and new technologies

**Highlight project:** Improving the efficiency of the maritime fisheries and port system.





## FACT SHEET - Blue Economy Sector skills challenges and opportunities



**In Vestland 2,630 people were employed in aquaculture in 2022**

**Education in the Blue Sector provided by Vestland County Council:**

- 6 Vocational schools
- 1 Higher VET in Vestland (biggest within maritime education in Norway): Maritime subjects and Aquaculture

**Cooperation:**

- Secondary School and the Institute of Marine Research
- Schools cooperate with commercial actors in salmon and trout production.

**Talent attraction:**

- Fish Farm feeding central, controlling several fish farms through cameras and sensors.
- Skills needed: technology, operational skills, biology, data information

**Challenges:**

- Challenges in aquaculture: Salmon lice, feeds on the skin

**Opportunities:**

- Succeeding and sustainable fishing industries in Norway
- Blue schools: quotas for commercial fishing species and offer practical training to students



**Brittany is a maritime region**

- 5.000 km of coastline
- 70,348 jobs in 2019, representing 5.4% of the jobs in the region
- There are **5 traditional streams**: transport, fishing and other sea products, shipbuilding, energy resources and communications
- There are **8 emerging sectors**: mineral resources, tourism and cruises, biotechnologies, renewable energies and aquaculture

**Education and Training options**

- 4 maritime and 3 aquaculture high schools, the European University Institute of the Sea and 3 Universities
- Nautical Centre in Brest, trains officers and sailors for the French navy
- 2 marine biology research stations
- Supporting education and employment in marine sciences and resource management is essential to boost local economies in coastal areas

**Bretagne Ocean Power**

- Gathering economic players and ports to promote industrial activities
- Skills management for St Brieuc project (First commercial offshore wind project in Brittany)
  - Identification of the required competences locally
  - Focus on welders and technicians in offshore wind (new activity in France)
  - Creation of dedicated training courses





## FACT SHEET - Blue Economy Sector skills challenges and opportunities

### EU INITIATIVES

- **Maritime Forum**: Platform for Maritime Policy Stakeholders
- **Trans sectorial skills initiatives: Pact for Skills** (large-scale partnerships in shipbuilding & offshore renewable energy)
- **Calls for proposals**: Blue careers (EMFAF), Mission Ocean (HE) and Blueprint (Erasmus+)
- **Blue Economy Observatory**
- **EU4Ocean coalition for ocean literacy**



### MAIN OPPORTUNITIES

- A sector with high labour demand
- Digitalization and new technologies
- Innovation projects and research applied to training
- Cooperation with local commercial businesses and research centres
- Emerging new Blue Careers
- Make the fish farms more sustainable
- EU calls for proposals to fund projects on blue skills, blue careers and Centres of Vocational Excellence
- Becoming members of the EU4Ocean coalition





## FACT SHEET - EU Care Sector skills challenges and opportunities

Webinar | Understanding EU Care Sector skills needs and challenges across European regions



WEBINAR

### CARE SECTOR SKILLS ANALYSIS

Understanding skills challenges and opportunities in the care sector  
across European regions

18 April 2024

10h-11h30



Webinar promoted by EARLALL's Working Group on Skills and Labour Market



| [www.earlall.com](http://www.earlall.com)

The information and data included in this fact sheet was shared during **EARLALL's webinar on "Understanding EU Care Sector skills challenges and opportunities across European regions"** which took place on 18 April 2024. This initiative was promoted by EARLALL'S Working Group on Skills and Labour Market.

Contributions from:

- **Jiri Branka**, Expert in Labour Market Intelligence and Skill at Cedefop
- **Céline Blan**, Director of Guidance and Training Policy, Centre Val de Loire
- **Lucia Pederiva**, Bruno Kessler Foundation and member of Trentino's project team of EUVECA project
- **Anna Fallesen**, Head of elderly care, Svenljunga municipality in Region Västra Götaland
- **Andrea Bernert-Bürkle**, Specialist for EU project counselling and young adult education centres at Volkshochschulverb and Baden Württemberg e.V. Baden Württemberg

The webinar presentations and the recording are available on

**[EARLALL's website](http://www.earlall.com)**





## FACT SHEET - EU Care Sector skills challenges and opportunities

The **Care sector** consists of two overlapping activities: **direct**, personal and relational care activities, such as feeding a baby or nursing an ill partner; and **indirect care activities**, such as cooking and cleaning. \*



### FACTS & FIGURES \*\*

- The European Union is mainly interested in Long-Term Care (LTC), covering activities such as residential nursing care activities, for the elderly and disabled or home nursing
- Care availability depends on economic strength and a general approach to welfare
- The sector is one of the least regulated areas of work, lower worker protection, substantial undeclared work
- Both personal and medical care jobs are on shortage list in most EU countries
- 20% employment growth in 2021
- 88% of the paid care workers are women
- There will be almost **13.5 million job openings between 2022-2035** for key medical and care occupations (overall, not only in the LTC) = more than 60% of current employment in these occupations
- A potential point of concern is that there will be **only 7% growth, while the number of people aged 65+ will grow by 23%**



### MAIN CHALLENGES

- **Impact of an ageing population and chronic diseases and co-morbidity**
- **Reduction in the career length of professionals**
- **Difficulty in recruiting new employees**
- **Increasing importance of foreign workers: possible language, cultural challenges**
- **Future demand for care in the EU will require a much larger, better trained and qualified workforce**
- **Partnerships for skills upgrade necessary**
- **Curricula updates based on high quality skills intelligence**
- **Personalized care and prevention**

Cedefop's policy brief  
"Handling change with care"



\*International Labour Organisation publication (2018) "*Care work and care jobs for the future of decent work*"

\*\* Cedefop's policy brief "*Handling change with care*"



## FACT SHEET - EU Care Sector skills challenges and opportunities



### FACTS AND FIGURES FROM EARLALL MEMBER REGIONS



#### 1/ Social and healthcare sector training in the Centre-Val de Loire Region

- Centre-Val de Loire has a population of 2.5 million inhabitants
- For social and healthcare training: Centre-Val de Loire finances training schools (77 Million in 2024)
- In 2023 the schools welcomed 8.600 undergraduates

#### 2/ The training and employment strategy for the social and healthcare sector

- Objective: To create a tool to measure the contribution of the training system to the employment needs of healthcare and social sector.
- Result: Modelling of target training needs for 18 sectors up to 2030.

#### Challenges:

- Making training sessions free for students and employed people
- Shortage of professionals
- Difficult recruitment situation
- The need to improve the quality of training in the work placements



Map of training schools in Centre-Val de Loire



ROVINCIA AUTONOMA DI TRENTO



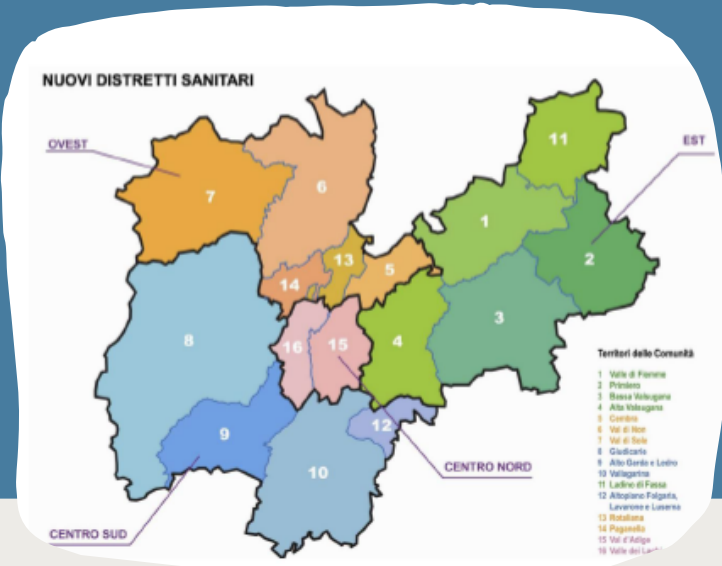
FONDAZIONE  
BRUNO KESSLER

- **Trentino** has a population of 545.183 inhabitants
- Healthcare professionals (per 1000 inhabitants)
  - Medical doctors
    - ITALY 1.7
    - TRENTINO 1.9
  - Nurses
    - ITALY 4.4
    - TRENTINO 5.6
- Highlighted challenges:
  - growing influence of health consumers who demand high-quality and sustainable care
  - impact of climate change
- Growing Care sector skills needs within the region: communication, collaboration, critical thinking and problem solving, social and culture skills, leadership, green skills...



#### EUVECA project (Erasmus + CoVE)

- Aims to improve skills in the healthcare sector through vocational training
- Create 7 regional centers of vocational excellence in health and social care.
- Feedback from healthcare professionals and students about the skills they believe are important for their future

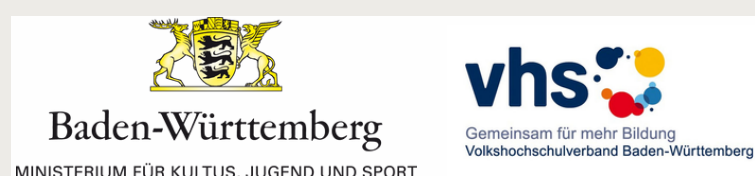
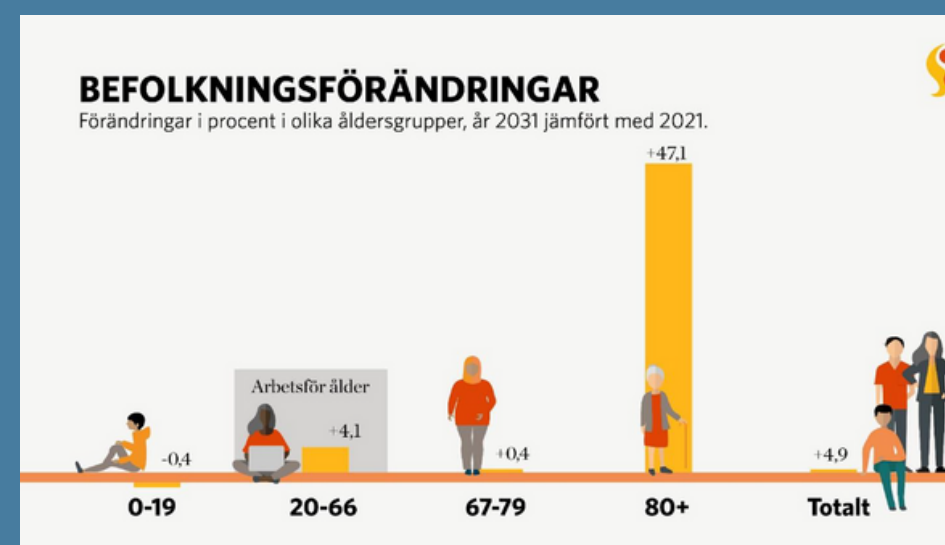




## FACT SHEET - EU Care Sector skills challenges and opportunities

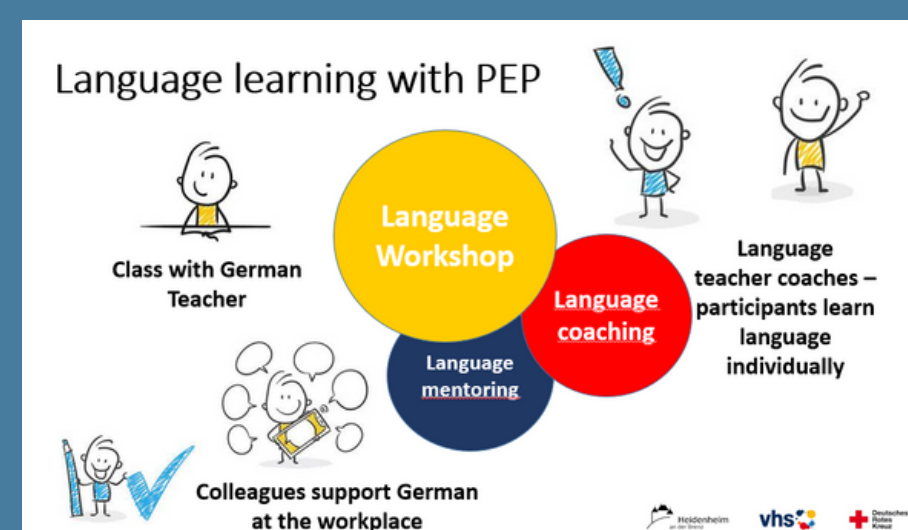


- **Svenljunga municipality** challenges: an ageing population and a growing need for skilled labour
- Need for more digital approaches to elderly care
- New "Social Services Act" which is the law that controls how social services work in Sweden.
- Implemented a program called 'inclusive work life' : offer unemployed individuals work experience and education simultaneously
- They are currently well-prepared but anticipate a decline in preparedness in a couple of years due to people forgetting the rules and routines established during the COVID-19 pandemic



### Project: Improving German Language Skills for Migrants in Elderly Care

- It includes weekly language workshops, coaching, and mentoring, all led by staff from the elderly homes
- Workshops are tailored to migrants already working in elderly homes and those in the process of proving their qualifications
- The project also features an online learning environment.
- Migrants are coming from all over the world, but mainly from Ukraine, Poland, Czech Republic and recently from Philippines.
- Those who qualify for skilled jobs tend to stay in their jobs and the region.





## FACT SHEET - EU Care Sector skills challenges and opportunities

### EU INITIATIVES

- European Social Rights Pillar (Principle 12: Social Protection and Inclusion and Principle 18: Long-term care)
- Pact for Skills: Skills partnership for the Health ecosystem
- European Care Strategy: The EU recognises the value of care work, which must be reflected in better working conditions and pay.



### MAIN OPPORTUNITIES

- Better working conditions, funding, alleviating negative stereotypes for the sector as an employer
- Improving the graduation rate
- Working with employers on quality of life at work
- Improving the attractiveness of training: work placements and apprenticeships can boost attractiveness
- Improving the reception of trainees
- Reducing the number of training breaks
- Playing an active climate role
- Digital transition: new technologies promise to contribute to healthy ageing, and to more efficient provision of care.

