



# MOBILITY MATCHMAKING TOOL

*Pact for Skills – Regional Skills Partnership for Lifelong Learning Mobility*

## Job Shadowing: Inclusive Employment and Skills Cooperation Across Europe



### RECEIVING ORGANISATION

Public Employment Services - Catalonia (SOC)



### SENDING ORGANISATION

Working Life Department Borås Stad (Sweden)



### DURATION

2 -days  
5-7 May 2026

*Funded by the Erasmus+ Programme*

## The Exchange

The job shadowing focused on strengthening inclusive employment pathways, skills development, and cooperation between regional employment services.

Through the **EARLALL Mobility Matchmaking Tool** and the **Pact for Skills Regional Skills Partnership on Lifelong Learning Mobility**, representatives from the Working Life Department of Borås Stad (Sweden) connected with the Public Employment Service of Catalonia (SOC) in Barcelona to exchange practices on active labour market policies, inclusion, and skills development.

Following the successful match, the institutions prepared a three-day exchange programme, which took place in Barcelona in May 2026 and was funded by the Erasmus+ programme.

The programme provided valuable insight into **Catalonia's public employment system**, showcasing multi-level governance, collaboration between regional and local actors, and inclusive employment strategies. Participants observed practical approaches to vocational training, youth employment support, programme coordination, and inclusion-focused initiatives. They also gained knowledge on **programme monitoring, competence-based assessment, and international cooperation projects**. In addition, the visitors **carried out individual job shadowing activities** throughout the visit, in line with the methodology and objectives of the Erasmus+ mobility grant.



*Borås and SOC teams (Barcelona) May 2026*



Following the exchange, the **Borås team is exploring how to adapt several aspects of SOC's approach within their own regional context**. This includes strengthening cooperation between services, developing inclusive employment pathways, and improving strategic coordination across organisations.

## Lessons Learnt



### Hosting institution:

- Tailored mobility activities create stronger peer learning.
- International exchanges bring new perspectives on integrated services.
- Comparing systems helps identify good practices.
- Mobility strengthens cooperation and institutional learning.



### Participants:

- Early outreach improves support for job seekers.
- Skills mapping should include formal and informal competences.
- Strong local partnerships enhance labour market inclusion.
- Preventive youth work helps reduce long-term unemployment.
- Project-based approaches increase flexibility and innovation.
- Targeted actions can support gender balance in the labour market.

## What do the participants say?



“It was rewarding to see how proactive they are at an earlier stage in supporting and preparing individuals. For example, they visit schools and work preventively to support and motivate young people to complete their education. SOC places greater responsibility on the individual to remain active and take ownership of their case, and it was very interesting to observe how this is implemented in practice.”

Frida Augustsson



“SOC worked proactively to establish early contact with job seekers in order to identify and validate each individual’s competencies. This included both visible qualifications and experience that may not always emerge during an initial review of a person’s work history. Through this mapping process, potential skills gaps could also be identified, creating opportunities to offer relevant training initiatives. I could also see strong similarities with our work in Borås, especially in our approach to youth unemployment through outreach and structured support.”

Emelie Persson



Designing an agenda tailored to each job-shadowing profile was challenging, but also highly enriching for SOC. Learning about the Working Life Department highlighted the value of integrated services and close collaboration between departments — an approach SOC is keen to explore further.

Ana Cáceres Gómez



## Join the Regional Skills Partnership for Lifelong Learning Mobility

### What is the Pact for Skills and what is a regional skills partnership?

**The Pact For Skills** is one of the flagship initiatives of the European Education Area, from the European Commission. **EARLALL, as a network of regions and local authorities, is a member of the European Commission's Pact For Skills Initiative.** Through the Pact for Skills, the European Commission is supporting the development of regional skills partnerships. These partnerships bring together different stakeholders to help working-age people in a region learn new skills or improve existing ones. On 17 September 2024, EARLALL launches a regional skills partnership for **lifelong learning mobility**, as part of the Working Group on Mobility.

### What does the Regional Skills Partnership for Lifelong Learning Mobility commit to?

Acknowledging the ambitious targets set in the proposal Europe on the Move, the Regional Pact for Skills for Lifelong Learning Mobility seeks to increase the number of mobilities of Vocational and Educational Training (VET), Apprenticeship, Adult Education, informal education students, in addition to increasing mobilities for those with fewer opportunities. **The Partnership will focus on promoting a culture of lifelong learning and providing opportunities for those with fewer opportunities, by creating solid links between regions in these fields of exchange and by committing to monitoring and evaluating exchanges in these fields.** The Regional Skills Partnership for Lifelong Mobility commits to help to reach the goals of Europe on the Move, with 20% of VET learners by 2030 on mobilities and 20% of all mobilities for those with fewer opportunities and The Partnership commits to networking with regional and local authorities to implement solid cooperation links in the field of VET mobility, with a focus on providing opportunities for apprenticeship mobility and on attracting new members to the Partnership.

### What are the planned activities?

- 1 Sharing inspiration and good practices of mobility, particularly for those with “fewer opportunities”.
- 2 Defining the meaning of “fewer opportunities” and how to best involve these people.
- 3 Monitoring and tracking mobility opportunities and mobility in implementation across partners of this Pact
- 4 Developing the concept of lifelong learning mobility promoters, working to expand a network of individuals and institutions committed to educational mobility.
- 5 Expanding the scope of a mobility matchmaking tool to new stakeholders, matching high-quality exchanges and, student mobility and also regional and local staff job shadowing.
- 6 Organising one-off or regular project matchmaking events to prepare for joint mobility projects.

### What are the next steps and how will EARLALL be involved?

The Working Group on Mobility will use upcoming working groups meetings to determine the next activities of the Pact for Skills Regional Skills partnership, with the goal of ensuring each meeting has a presentation of best practices and a networking opportunity to interest new members.

The EARLALL secretariat will support this planning process and facilitate meetings and networking with new members.

### **Give your support!**

EARLALL is excited for this opportunity to increase the visibility of the network and to continue its commitment to high-quality lifelong learning mobility through its Regional Pact For Skills - Lifelong Learning Mobility (RSP).

**Contact [communication@earlall.eu](mailto:communication@earlall.eu) if your organisation would like to join the RSP, we can then include your logo in official communication about the RSP activities.**

