



#SocialRights

Pact for Skills



European Skills Agenda

1. **A Pact for Skills** including upscaling sectoral Blueprints

Joining forces

2. Strengthening skills intelligence
3. National Skills Strategies and Public Employment Services
4. Recommendation on VET
5. European Universities
6. Skills to support twin transitions
7. STEM graduates, entrepreneurial and transversal skills
8. Skills for Life

Skilling for a job

Tools for lifelong learning

9. Individual learning accounts
10. Micro-credentials
11. Europass

Unlocking investment

12. Framework to unlock Member States' and private investments in skills

Why the Pact?

- **50 million** low-qualified adults
- **70%** of companies report that lack of skills hampers their investment
- **15%** of business leaders communicate about upskilling initiatives
- **At Porto Social Summit on 7 May, member States endorsed targets by 2030:**
 - an employment rate of at least 78% in the European Union
 - **at least 60% of adults participating in training every year**
 - a reduction in the number of people at risk of social exclusion or poverty by at least 15 million people, including 5 million children



The Pact in a nutshell



PACT FOR SKILLS - OVERVIEW

Demand driven commitments



Support from the EU



Upskilling and reskilling for ALL

Large scale partnerships

- Industrial ecosystems for recovery
- Partnerships based on finalised or current Blueprints

National, regional or local partnerships

Building on the work of:

- Eurocities and Intelligence Cities Challenge,
- Centres of Vocational Excellence,
- Clusters

Individual commitments

Sector Skills Alliance and Blueprint

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

EAfA pledges

- New commitments for digital and green apprenticeships

Social Partners Arrangements

Networking Hub

Support in finding partners and first meetings

Link with existing EU tools e.g. Europass, Skills Panorama

Promotion of the activities of the Pact members

Knowledge Hub

Webinars, seminars, peer learning activities

Updates on the EU policies and instruments

Information on projects, tools, instruments and best practices

Guidance & Resources Hub

Access to information on relevant EU funding

Guidance to identify financial possibilities

Facilitation of exchange between the Pact and national/ regional authorities

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

EU funds managed on national and regional level

JOINING THE PACT

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



KEY PRINCIPLES OF CHARTER

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

Forms of Pact partnerships

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

Apprenticeships

**All types of
skills**

Large scale partnerships

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

National/regional/ local partnerships

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

Social Partners Arrangements

Tripartite agreements
focus on upskilling and
reskilling

Commitments

- Companies
- Stakeholders
- Commit to provide quality upskilling opportunities

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.

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

✓ = Partnerships kickstarted

RT = Roundtable done

Blue = ongoing Blueprint

Signatories to the Pact Charter and individual commitments under the Pact

- About 500 entities have joined the Pact by signing the Charter
- About 200 have already defined and committed to concrete upskilling and reskilling actions

Already with the Pact

Automotive

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

Microelectronics

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

Aerospace and defense

- upskill around 6% of the workforce each year reaching 200 000 people
- reskill 300 000 talents to enter the ecosystem
- a public and private investment of €1bn over the next ten years

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.

Offshore renewable energy

- Upskilling and reskilling opportunities for 250,000 people by 2025
- Promote Life-Long Learning for all, underpinning the skilling process for the new jobs expected in the sector, estimated to account for between 20,000 and 54,000 new workers in the first five years, making them more appealing, especially for youth and for women an overall public and private investment of €2bn

Other Commitments

- 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.

EU investment in Skills 2021-2027

**European Social
Fund**

Erasmus+

European Globalisation
Adjustment Fund for
Displaced Workers

Invest EU

**+ European
Regional
Development
Fund**

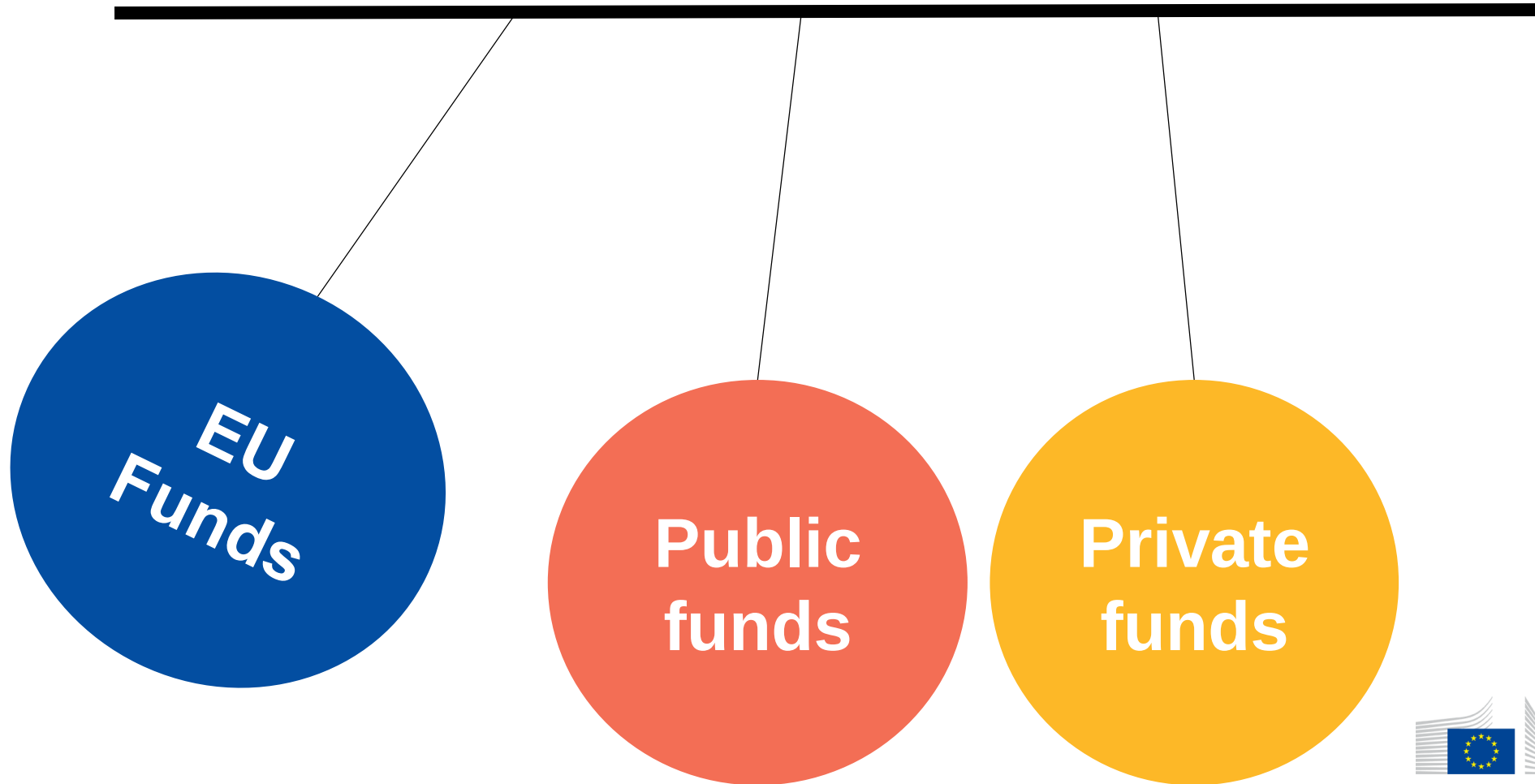
**Recovery and
Resilience Facility**

+ REACT-EU

**Horizon 2020
(Marie Curie
actions)**

**European
Solidarity
Corps**

UNLOCKING INVESTMENT





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

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