



**PACT FOR  
SKILLS**



# What is the Pact for Skills

The right skills are crucial for competitiveness, innovation and sustainable development.

Despite this, more than 60 million adults in Europe have only completed lower secondary education and do not have the skills they need for the workplace of the future. As part of the EU's response to tackle this challenge, the Pact for Skills was launched in 2020 as the first flagship action of the European Skills Agenda. The EU aims to have at least 60% of adults participating in training every year by 2030. The Pact for Skills brings together public and private organisations to upskill and reskill people of working age, so that they can thrive in the labour market and society.



*'There needs to be a strong private-public partnership in order to respond to the huge and urgent needs of investment in upskilling and reskilling. The Pact will gather and inspire different commitments from individual companies and other stakeholders, like VET providers or social partners. I count on commitment and concrete actions from all actors. We do not have time for half measures. We need to act now.'*

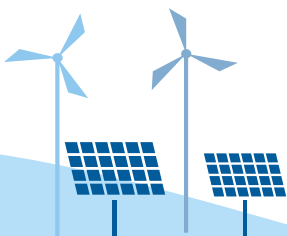
*Nicolas Schmit, Commissioner for Jobs and Social Rights*

## What can the Pact do for you?

By becoming a member of the Pact, you can:

- Collaborate with peers to lead joint actions that support the upskilling and reskilling of adults
- Access information on funding opportunities that can boost your upskilling and reskilling actions
- Learn about skills trends and best practices on upskilling and reskilling.

The Pact can help members access significant EU funding opportunities to support upskilling actions. These include the **European Social Fund Plus** to adapt employees and companies to changes in the labour market, and upskill and reskill people out of work; the **European Regional Development Fund** to support industrial transformation; and the **Just Transition Fund** to reskill workers in regions affected by economic and environmental transition.



Employment,  
Social Affairs  
and Inclusion



*'The Pact for Skills can help companies to fix the skills mismatch and provides a great opportunity to broaden cooperation. It has the potential to bring together the relevant actors for European competitiveness.'*

*Lina Konstantinopoulou, Policy Director, Eurochambres (Member of the Pact since March 2022)*

*'Joining the Pact gives you access to knowledge on the skills that match the needs of European industry. This has allowed us to make progress towards European (digital) sovereignty. It also provides opportunities to network, broaden your organisation's horizons, develop synergies with other skills initiatives and build new partnerships.'*

*Justina Bieliauskaite, Projects Director, European DIGITAL SME Alliance (Member of the Pact since November 2020)*

The Pact works in synergy with other EU initiatives promoting cooperation on skills, such as the European Alliance for Apprenticeships, the Blueprints for Sectoral Cooperation on Skills, the Centres of Vocational Excellence, and the Digital Skills and Jobs Coalition.

### Three dedicated support Hubs

As a member of the Pact for Skills, you benefit from dedicated services provided by the [Networking Hub](#), [Guidance Hub](#) and [Knowledge Hub](#). The hubs allow you to find partners and [funding](#) to support your work, learn from like-minded organisations, and receive [tailored support](#) to form skills partnerships with an impact.

#### Networking Hub

- Support in finding partners and organising first meetings
- Online networking events with the Pact for Skills community
- Support in connecting with national and regional policymakers

#### Guidance Hub

- Dedicated teams to support regional and large-scale partnerships with technical expertise
- Advice in defining and achieving partnership commitments
- Guidance on finding relevant funding opportunities

#### Knowledge Hub

- Webinars, seminars, and peer learning activities on key upskilling topics
- Online database of EU and national funding opportunities
- Up-to-date information on EU skills policies, learning resources and best practices



## Get inspired

**2500** members from all Member States and sectors have already joined the Pact for Skills.

**20** large-scale skills partnerships have been launched in key industrial ecosystems.

## Large-scale skills partnerships under the Pact for Skills

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| <b>Automotive Skills Alliance</b>  | Ensuring 5% of the supply chain workforce is trained each year on new sustainable and digital technologies.  |
| <b>Skills partnership for Microelectronics</b>                               | Securing investment of €400 million Euros to reach 50,000 trainees and students.   |
| <b>Skills partnership for Aerospace and Defence</b>                          | Forecasting the sector's skills needs for the next decade.   |
| <b>Skills partnership for Offshore Renewable Energy</b>                      | Developing new training capacity to meet the needs of a rapidly growing industry.  |
| <b>Skills partnership for Shipbuilding and Maritime Technology</b>           | Has created a new Sustainable Ship and Shipping master's degree with the Erasmus Mundus programme  |
| <b>Textiles, Clothing, Leather and Footwear Skills Alliance</b>              | Developing attractive and sustainable training pathways for an evolving workforce and SME employers.   |
| <b>Skills partnership for Retail</b>   | Enhancing knowledge of skills needs and promoting the retail sector as an attractive place to work.  |
| <b>Pact for Skills in Tourism</b>  | Supporting regional training opportunities for seasonal employees and SME employers.   |
| <b>Pact for skills in construction</b>                                       | Supporting skills for 25% of the workforce over the next 5 years, including attracting workforce from underrepresented backgrounds.  |
| <b>Skills partnership for the Agri-food Ecosystem</b>                        | Supporting mobility of learners, and partnerships between training providers and employers.  |
| <b>Skills partnership for the Cultural and Creative Industries Ecosystem</b> | Promoting the mutual recognition of training for creative professionals across Europe.   |
| <b>Skills partnership for the Proximity &amp; Social Economy Ecosystem</b>   | Enhancing knowledge of future skills needs to guide up- and reskilling 5% of the workforce each year.  |
| <b>Skills partnership for the Digital Ecosystem</b>                          | Contributing to equipping the wider population with basic skills and aiming to have 20 million ICT specialists employed in the EU by 2030.   |
| <b>Skills partnership for the Health Ecosystem</b>                           | A partnership that represents one of the largest employment sectors in the EU (15 million people). It will develop a European Skills strategy for the health workforce and pilot training programs for health professionals. |
| <b>Skills partnership for long-term care</b>                                 | Addressing the skills needs of 6.3m care workers and 100,000 providers in the EU to meet the sector's current and future challenges.   |
| <b>Large Scale Partnership on Space Data, Services and Applications</b>      | Identifying the skills required in the downstream space and geoinformation sector, supporting access to quality training, and encouraging citizens' engagement to attract new talents.                                       |
| <b>Renewable Energy Skills Partnership</b>                                   | Striving for a well-trained and sufficient workforce as a key condition for the manufacturing, deployment and management of renewable energy technologies to achieve the EU energy and climate objectives.                   |
| <b>Skills partnership for the Energy Intensive Industries</b>                | To dynamically detect and adjust future skills demands in line with the ambitions of the Process Industries European Strategies  |
| <b>Digitalisation of the Energy System</b>                                   | Supporting the digitalisation of the European energy sector through collaborative actions and knowledge sharing on education and training opportunities  |
| <b>European Health Industry</b>  | Addressing the critical skills gaps in the industry through collaboration, assessment, research, education, and partnerships   |



The existing large-scale partnerships have committed to supporting upskilling and reskilling opportunities for 25 million people of working age across the EU by 2030

## Showcase

Italy's Lombardy Region has just set up a regional partnership under the Pact for Skills, with the support of the Pact for Skills Support Services. The partnership will foster upskilling and reskilling through bringing stakeholders - workers, businesses and VET and training providers - together in local skills workshops. The workshops will identify and understand skills needs in the region to ensure training pathways are relevant to these needs.

The University of Oulu, Finland, is part of the large scale partnership for the digital ecosystem and has committed by 2026 to educate annually over 500 ICT experts specialized in wireless communications (5G and 6G), AI, electronics, cyber security, information systems and software engineering.

The European Heating Industry (EHI) has pledged to provide training on efficient and renewable technologies to the 750 000 installers needed by 2030 to meet Europe's growing demand. They are working with national and local authorities to increase visibility of the heating sector as an employer.

## Who can join the Pact?

Any private or public organisation, or partnership of organisations based in an EU Member State, EFTA or candidate country can join the Pact. This includes but is not limited to:

- national, regional and local authorities
- companies of any size
- social partners
- cross-industry and sectoral organisations
- chambers of commerce
- education and training providers
- employment services.

## How to join the Pact

You can join the Pact as an individual organisation, or by forming or joining a skills partnership. Partnerships can be set up on the regional and local level, or on the EU level for an industrial ecosystem.

**To join the Pact, visit the [Pact for Skills website](#), sign the [Charter of the Pact for Skills](#), agreeing to uphold its key principles and [be ready to define your commitments on upskilling and reskilling following the simple steps in the membership form.](#)"**

## Regional Skills Partnerships

Parallel to the work developed by the Large Scale Partnerships, the Pact for Skills Support Services is helping several organisations to set up Regional Skills Partnerships (RSPs) to support up and reskilling at a regional and local level for people of working age. Each established RSP identified skills needs in their region and have committed to implementing specific training pathways relevant to these needs. In order to implement this action plan, the RSPs brought together relevant stakeholders at a regional or local level, including employers (both large and small), education and training providers, social partners, chambers of commerce, public bodies and agencies, regional representative forums as well as other relevant organisations. The Pact for Skills currently has five RSPs operating in Italy, Spain and Belgium, with more to come in the future

# Join the Pact for Skills now!

Simply fill in the membership form.



For further information, please email:  
[PactforSkillsMembers@ecorys.com](mailto:PactforSkillsMembers@ecorys.com)