

List of Pact for Skills commitment categories, target groups and KPIs (Finalised September 2022)

Overview of categorisation for commitments

	Promoting a culture of lifelong learning for all	Monitoring skills supply/demand and anticipating skills needs	Building strong skills partnerships	Working against discrimination and for gender equality and equal opportunities
1	Career and personal development services	Identifying skills and training needs	Expanding the membership of the partnership	Ensuring equal opportunities
2	Digital and ICT skills development	Research on the transformation of skills	(Cross-) sectoral collaboration	Providing training and work opportunities for vulnerable and disadvantaged groups
3	Financial investment into reskilling and upskilling activities	Skills anticipation and intelligence	Developing or joining a stakeholder network	Strengthening gender equality
4	Micro-credentials and certification	Other monitoring activities	Other partnership activities	Other inclusive activities
5	Promotion of upskilling services and opportunities			
6	Sectoral skills development			
7	Skills specific activities			
8	Targeted upskilling and reskilling activities			
9	Updating and developing education and training activities			
10	Other skills and learning related activities			

Description of commitment categories and non-exhaustive list of examples

1. Promoting a culture of lifelong learning for all

- **Career and personal development services:** These actions offer services to improve participants employability by offering specific trainings, e.g.: CV writing, job-shadowing.
- **Digital and ICT skills development:** These actions capture activities aiming at upskilling employees of companies or in specific sectors to remain competitive in the context of the green and digital transition.
- **Financial investment into reskilling and upskilling activities:** Actions facilitating access to financial resources for upskilling, such as funding opportunities.
- **Micro-credentials and certification:** Developing accreditation processes and ensuring that short-term training courses are recorded and certified.
- **Promotion of upskilling services and opportunities:** Dissemination of upskilling initiatives, including Pact for Skills and awareness raising about relevant opportunities.
- **Sectoral skills development:** Actions that target upskilling (in a broad range of areas) of employees targeted to one (or more) of the 15 ecosystems in the context of the sector's skills needs and challenges.
- **Skills specific activities:** Actions aiming at developing one specific skill of participants, such as soft skills, language skills or sustainability skills.
- **Targeted upskilling and reskilling activities:** Activities, such as training courses or services targeting various groups, such as VET students, professors, unemployed people or young people.
- **Updating and developing education and training activities:** Actions that commit to the updating or creating new training or education programmes in the context of skills gaps and needs of specific industries. These also include apprenticeships and mobility activities.
- **Other skills and learning related activities:** Any other activities that support achieving the lifelong learning approach, such as knowledge sharing or sharing strategic tools within the ecosystem.

2. Monitoring skills supply/demand and anticipating skills needs

- **Identifying skills and training needs:** Activities that map skills needs based on industry and market trends on sectoral level, target group level or related to specific skills. These aim to identify training needs.

- **Research on the transformation of skills:** Activities that consider the broader socio-economic and political context, such as the green and digital transition, economic impact of the pandemic and how these affect the skills requirements of different sectors.
- **Skills anticipation and intelligence:** These activities include setting up a skills observatory, the use of AI and digital technologies in monitoring job market trends and anticipating the need for future professions.
- **Other monitoring activities:** Any other activities that facilitate the monitoring of skills supply/demand.

3. Building strong skills partnerships

- **Expanding the membership of the partnership.** Activities to strengthen the partnership by expanding the number of members and or increasing coverage.
- **(Cross-) sectoral collaboration:** Activities which facilitate cross-industry upskilling and reskilling, such as through a pan-European network or other knowledge-sharing programmes.
- **Developing or joining a stakeholder network:** These activities include setting up a network governance framework, as well as networking and knowledge sharing activities within one industry or focusing on one specific skill, e.g. digital.
- **Other partnership activities:** Any other activities that promote collaboration between different actors of the skills ecosystem, such as promoting internships with enterprises.

4. Working against discrimination and for gender equality and equal opportunities

- **Ensuring equal opportunities:** Equal opportunities are actively promoted through these actions, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation.
- **Providing training and work opportunities for vulnerable and disadvantaged groups:** Actions specifically targeting the mentioned groups by responding to their training and education needs and capacities.
- **Strengthening gender equality:** Activities developed for women, especially in industries and careers where they are underrepresented.
- **Other inclusive activities:** Any other activities that promote inclusiveness in upskilling and reskilling.

Non-exhaustive list of commitment examples

Promoting a culture of lifelong learning for all

Categories of activities	Examples of actions	Examples of target groups	Example of KPI
Career and personal development services	Public authority providing employment workshops	Jobseekers and unemployed individuals	Number of people from target group(s) taking part in the activity
Digital and ICT skills development	Large employer launching a global skills initiative for digital upskilling	Vulnerable workers (including elderly workers and people with disabilities)	Number of people from target group(s) taking part in the activity
Financial investment into reskilling and upskilling activities	NGO facilitating access to finance for upskilling	SMEs, start-ups, individual entrepreneurs	Number of people from target group(s) taking part in the activity
Micro-credentials and certification	Sectoral organisation developing accreditation processes	SMEs, start-ups, individual entrepreneurs	Number of new accreditations developed
Promotion of upskilling services and opportunities	Chamber of commerce organising workshops to publicise the benefits of dual vocational training	Large enterprises	Number of people reached by the communication/outreach activity
Sectoral skills development	NGO upskilling people in tourism sector according to accessible principles	Employees Adult learners	Number of people from target group(s) taking part in the activity
Skills specific activities	Training provider offering literacy and numeracy training	Young professionals	Number of people from target group(s) taking part in the activity
Targeted upskilling and reskilling activities	Training provider offering short-term trainings for unemployed, young graduates, NEET, etc.	Vulnerable workers (including elderly workers and people with disabilities)	Number of people from target group(s) taking part in the activity
Updating and developing education and training activities	Large employer supporting the creation of a Master programme	Universities, research or educational institutions and their staff (teachers, trainers, academics)	Number of training programmes updated/developed
Other skills and learning related activities	...	...	...

Monitoring skills supply/demand and anticipating skills needs

Categories of activities	Examples of actions	Examples of target groups	Example of KPI
Identifying skills and training needs	Representative of an industrial cluster identifies future skills needs for the construction sector	Trade unions	Implemented/Not implemented

Research on the transformation of skills	Representative of an industrial cluster setting up annual focus groups to monitor skills evolution in the industry	Employers' associations	Implemented/Not implemented
Skills anticipation and intelligence	SME leveraging AI technology to monitor skills supply and demand	SMEs, start-ups, individual entrepreneurs	Implemented/Not implemented
Other monitoring activities	...	...	...

Building strong skills partnerships

Categories of activities	Examples of actions	Examples of target groups	Example of KPI
Expanding the membership of the partnership	Active out-reach campaign to reach out to new potential members of the partnership, making it more inclusive (e.g. by reaching out to geographical areas not well covered in the existing partnership)	SMEs, start-ups, individual entrepreneurs Universities, research, educational institutions or Vocational Education Providers and their staff (teachers, trainers, academics)	Number of members and number of member states of origin of members.
(Cross-) sectoral collaboration	Cross-sectoral organisation engaging in piloting a pan-European reskilling project	Vulnerable workers (including elderly workers and people with disabilities)	Number of people from target group(s) taking part in the activity
Developing or joining a stakeholder network	SME developing and participating in a network for digital upskilling	Public authorities Large enterprises	Number of stakeholders joining the partnership/network
Other partnership activities	...	...	...

Working against discrimination and for gender equality and equal opportunities

Categories of activities	Examples of actions	Examples of target groups	Example of KPI
Ensuring equal opportunities	NGO adjusting open calls for participants in initiatives to be in line with the equal opportunities' principle	NGOs, civil society organisations, non-for-profit foundations	Number of people from target group(s) taking part in the activity
Providing training and work opportunities for vulnerable and disadvantaged groups	Training provider designing a training programme for long-term unemployed people	Vulnerable workers (including elderly workers and people with disabilities)	Number of people from target group(s) taking part in the activity
Strengthening gender equality	Training provider offering mentoring to empower	Gender, racial or ethnic minorities	Number of people from target group(s) taking part in the activity

	women to pursue careers in green entrepreneurship		
Other inclusive activities	...	...	...

Overview of target groups

Category	No.	List of target groups
Individuals	1.	Young professionals
	2.	Adult learners
	3.	Employees
	4.	Vulnerable workers (including elderly workers and people with disabilities)
	5.	Jobseekers and unemployed individuals
	6.	Gender, racial or ethnic minorities
	7.	General public or other
Enterprises	8.	SMEs, start-ups, individual entrepreneurs
	9.	Large enterprises
	10.	Social enterprises
Organisations/associations	11.	Trade unions
	12.	Employers' associations
	13.	NGOs, civil society organisations, non-for-profit foundations
		Universities, research, educational institutions or Vocational Education Providers and their staff (teachers, trainers, academics)

Overview of KPIs

No.	List of KPIs
1	Number of people from target group(s) taking part in the activity
2	Number of people reached by the communication/outreach activity
3	Number of stakeholders joining the partnership/network
4	Number of training programmes updated/developed
5	Number of new accreditations developed
6	Amount of financial investment into upskilling/reskilling (EUR)
7	Implemented/Not implemented ²
8	Other