



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.

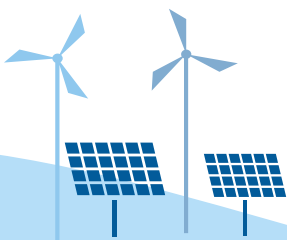
As part of the EU's response to tackle this challenge, the Pact for Skills was launched in 2020 as the first flagship action of the European Skills Agenda. The EU aims to have at least 60% of adults participating in training every year by 2030. The Pact for Skills brings together public and private organisations to upskill and reskill people of working age, so that they can thrive in the labour market and society.

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 supports members by showcasing EU funding opportunities available and by helping them to collaborate with other organisations to apply for funding. 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.





'The Pact for Skills can help companies to fix skills mismatches 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 ecosystems¹.

Large-scale skills partnerships under the Pact for Skills

Automotive Skills Alliance	Ensuring 5% of the supply chain workforce is trained each year on new sustainable and digital technologies.
Skills partnership for Microelectronics	Securing investment of €400 million Euros to reach 50,000 trainees and students.
Skills partnership for Aerospace and Defence	Forecasting the sector's skills needs for the next decade.
Skills partnership for Offshore Renewable Energy	Developing new training capacity to meets the needs of a rapidly growing industry.
Skills partnership for Shipbuilding and Maritime Technology	Has created a new Sustainable Ship and Shipping master's degree with the Erasmus Mundus programme.
Textiles, Clothing, Leather and Footwear Skills Alliance	Developing attractive and sustainable training pathways for an evolving workforce and SME employers.
Skills partnership for Retail	Enhancing knowledge of skills needs and promoting the retail sector as an attractive place to work.
Pact for Skills in Tourism	Supporting regional training opportunities for seasonal employees and SME employers.
Pact for skills in construction	Supporting skills for 30% of the workforce by 2030, including attracting workforce from underrepresented backgrounds.
Skills partnership for the Agri-food Ecosystem	Supporting mobility of learners, and partnerships between training providers and employers.
Skills partnership for the Cultural and Creative Industries Ecosystem	Promoting the mutual recognition of training for creative professionals across Europe.
Skills partnership for the Proximity & Social Economy Ecosystem	Enhancing knowledge of future skills needs to guide up- and reskilling 5% of the workforce each year.
Skills partnership for the Digital Ecosystem	Contributing to equipping the wider population with basic skills and aiming to have 20 million ICT specialists employed in the EU by 2030.
Skills partnership for the Health Ecosystem	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.
Skills partnership for long-term care	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.
Large Scale Partnership on Space Data, Services and Applications	Identifying the skills required in the downstream space and geoinformation sector, supporting access to quality training, and encouraging citizens' engagement to attract new talents.
Renewable Energy Skills Partnership	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.
Skills partnership for the Energy Intensive Industries	To dynamically detect and adjust future skills demands in line with the ambitions of the Process Industries European Strategies
Digitalisation of the Energy System	Supporting the digitalisation of the European energy sector through collaborative actions and knowledge sharing on education and training opportunities
European Health Industry	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.

Learn more about the large-scale partnerships via our dedicated [Industrial Ecosystems and Partnerships pages](#).

¹ As of October 2024, there were twenty active large-scale partnerships launched

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.

As of October 2024 there are seven active RSPs as showcased below:

Regional Skills Partnership for Lifelong Learning Mobility (EARLALL)	Increasing mobilities for VET, apprenticeship, adult education and informal education students, particularly those with fewer opportunities.
Beara More skills partnership	Fostering collaboration between stakeholders in education, industry, and policymakers to identify skills gaps and attract and train talent for the region's blue economy.
ProMIS regional skills partnership	Developing the digital competencies of health professionals.
Madrid Oeste Tecnológico (MOT) skills partnership	Establishing northwest Madrid as Spain's primary hub for digital, technological and scientific talent by fostering STEM sector skills in the region.
Regional skills partnership for KSIgune	Establishing the Basque Country as a leader in innovation by enhancing skills, facilitating knowledge transfer, and fostering innovation in the Creative Cultural Industries.
European Chemical Regions Network partnership	Supporting the chemical industry in adapting to the green and digital transitions by promoting the important role of education and training.
Regional skills partnership for the Lombardy region	Tackling current and future skills challenges to support resilient and sustainable technology and business growth while fostering economic and social development.

Visit our [dedicated webpage](#) to find out how to join or set up a new regional partnership.

Who can join the Pact?

Any private or public organisation, or partnership of organisations based in an EU Member State, EFTA or candidate and potential candidates 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](#).

Join the Pact for Skills now!

Simply fill in the membership form.

For further information, please email:
PactforSkillsMembers@ecorys.com

