SKILLS CHALLENGES AND OPPORTUNITIES IN THE EU

Critical skills shortages for employers

• 42 shortage occupations, with the biggest shortages in construction, healthcare, ICT
• 74% of SMEs are facing skills shortages
• In the future, 90% of jobs will require digital skills

Pressing skills and training gaps

• Only 39.5% of adults participate in training every year
• More than 1/3 of the EU’s labour force lack the digital skills required in most jobs

Skills for new opportunities

• Substantial job growth expected from the green and digital transitions
• By 2030, 3.5 million new jobs are expected to be created in renewable energy sectors
• There is untapped potential among underrepresented groups, such as women, low-skilled, young NEETs and older workers

Objective of 60% of adults participating in training every year by 2030 (EU headline target)
DRIVING SKILLS IN EU POLICY
Skills have been at the centre of EU policies, with over 190 initiatives.

Skills as a strategic asset for EU industrial policy
- Green Deal Industrial Plan

A focus on small and medium enterprises
- SME Relief Package
- Eurobarometer on skills shortages, recruitment and retention strategies in SMEs

Joint action on skills in the EU
- Barcelona Joint Tripartite Statement
- Action plan on labour and skills shortages in the EU

Skills development in critical technologies
- Net-zero skills academies on solar, hydrogen, raw materials and cybersecurity
- Digital education and skills package

Supporting job transitions
- ESF+ Social Innovation call for proposals for upskilling vulnerable young people
- Proposal for a Council Recommendation on a reinforced Quality Framework for Traineeships
- ESF+ Social Innovation+ call to address long-term unemployment

Attracting talent
- EU Talent Pool
- Learning mobility
- Recognition of third country nationals qualifications
DELIVERING SKILLS

The **Pact for Skills** has over **2500 members**, and 20 Large-Scale Partnerships in all 14 Industrial Ecosystems. **3.5 million people have taken training courses** set up under the Pact. In the coming years, the aim is to upskill and reskill 25 million people.

15 Member States are using EU funding to develop **Individual Learning Accounts**.

**The European Alliance for Apprenticeships** has reached almost **450 pledges**, and 40 national commitments, and over 2.5 million apprenticeship offers.

There are **53 funded Centres of Vocational Excellence** (4 years duration; max. 4 mio. grant), with the goal to reach at least **100 by 2027**.

**25 ongoing Blueprint Alliances** (4 years duration; max. €4 mio. grant) support large-scale Pact for Skills partnerships in all 14 industrial ecosystem.

**€65 billion EU funding** from the European Social Fund+ and the Recovery and Resilience Facility for investment in skills for 2021 - 2027.
PUTTING SKILLS CENTRE STAGE
at European, national, regional and local level

Flagship Events
- The European Year of Skills Festival
  09 May
- Meet the Champions of excellence
  23 February
- Making Skills Count
  08 - 09 June
- The VET Week
  23 - 27 October
- The Employment and Social Rights Forum
  16 - 17 November
- European Year of Skills - What Comes Next?
  30 April

Key EU Events
- Supporting skills development through reforms
  25 May
- European Sustainable Energy Week
  20 - 22 June
- EYS National Coordinators

Examples
- Together with Stakeholders/Citizens

European Year of Skills - What Comes Next?
30 April
ZOOM IN: EVENTS AT EU LEVEL

The European Year of Skills Festival - Start of the Year
9 MAY 2023
High-level Conference on Skills: Supporting skills development through reforms
25 MAY 2023
EU Green Week 2023
3 - 11 JUNE 2023
EU Code Week
7 - 22 OCTOBER 2023
Cybersecurity Month
30 OCTOBER 2023
European Week of Regions and Cities
9 - 12 OCTOBER 2023
Meet the Champions of excellence
30 NOVEMBER 2023
European Education Summit
23 FEBRUARY 2024
High-level Conference on Skills: Supporting skills development through reforms
25 MAY 2023
Making Skills Count
3 - 11 JUNE 2023
European Sustainable Energy Week
8 - 9 JUNE 2023
The VET week
9 - 12 OCTOBER 2023
Cybersecurity Month
7 - 22 OCTOBER 2023
European Alliance for Apprenticeships (EAfA) high-level event
20 - 22 JUNE 2023
European Sustainable Energy Week
8 - 9 JUNE 2023
European Alliance for Apprenticeships (EAfA) high-level event
20 - 22 JUNE 2023
The Employment and Social Rights Forum
16 NOVEMBER 2023
REGIOSTARS Awards
16 - 17 NOVEMBER 2023
European Year of Skills - What Comes Next?
30 APRIL 2024
Joint Agency event with European Parliament Skills! Skills! Skills!
SKILLS CHANGE LIVES

Above all, the European Year of Skills is about empowering people to develop their professional lives. Better skills mean new opportunities, higher quality jobs, and a more competitive European economy. These are some of the people whose lives were changed by the Year:

Aline Sinzo, Belgium

After a decade in a comfortable job, I decided to change my career path. Learning to code opened doors in the digital sector and boosted my confidence. Taking the first step was challenging, but it paved the way for progression and I know the best is yet to come.

Barry Williams, Ireland

When my business folded, I had no formal qualifications so I decided to follow a computer course. As I progressed, I found my calling as a further education teacher and I’m now helping to support adult learners. Imparting knowledge to those who find themselves in a similar position to mine is a truly fulfilling experience.

Sylwia Krębuszewska-Kozieł, Poland

I inherited my business from my great-grandfather. Combining over a hundred years of bakery tradition with modern trends, I focus on always improving my own and my staff’s skills. Keeping up to date is key and nourishing my staff’s ambitions, curiosity, and hunger for knowledge is very important to me.
EUROPEAN YEAR OF SKILLS IN NUMBERS
Our messages reached millions of people and businesses all over Europe

- **2000+** events across Europe
- **190** EU led initiatives on skills
- **90 million** video views on YouTube and Twitch
- **7 million** readers through national media partnership
- **1.37 million** visitors to 54 events in 23 Member States
- **41 million** TV viewers in 5 targeted countries
- **69 million** reach on social media
THE EUROPEAN YEAR OF SKILLS - CHANGING MINDS*

People who have seen or heard about European Year of Skills activities and initiatives:

- **Are more aware** of EU skills policies
  - 26% in February 2023
  - 53% in December 2023

- **Are more willing** to take a training course
  - 19% not seen Year actions
  - 64% seen Year actions

- **Say that the Year has an impact on their lives**
  - 35% not seen Year actions
  - 72% seen Year actions

*European Year of Skills communication activities survey results (March 2024)*
THANKS TO NATIONAL COORDINATORS OF THE YEAR!

38 countries appointed a National Coordinator: 27 EU Member States, plus Albania, Georgia, Iceland, Moldova, Montenegro, North Macedonia, Norway, Serbia, Switzerland, Türkiye, Ukraine.
WHAT’S NEXT
The future for skills - emerging themes from the Year

**Empowering everyone to train**
Implement Individual Learning Accounts

**Strategic dialogue on skills**
Give prominence to skills across policies
Promote public-private partnerships

**Skills First**
Encourage skills-based recruitment, talent management, and skills validation

**Attracting International Talent**

**Promote skills as an investment, not a cost**
Explore ways to further incentivise financing of upskilling and reskilling

**Strengthening VET for Competitiveness**
Promote excellence
More women in VET professions
Integrate AI in training