



European  
Commission

**PACT FOR  
SKILLS**



# Networking event for potential and new **Pact for Skills** members

European Commission

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*Employment,  
Social Affairs  
and Inclusion*

## The Pact for Skills Support Services organised a Pact for Skills networking event for potential members to learn more about the Pact and to encourage them to join efforts in up- and re-skilling of the European workforce.

This event was also an opportunity to exchange with current Pact members, increase the visibility of new members and shed light on achievements of the Large Scale Skills Partnerships (LSPs). The event was livestreamed and had 321 attendees.

### Key messages of the event

A key take-away of the event is the crucial role of lifelong learning for Europe's competitiveness and the need to seize today's unique momentum to address skills shortages.

Opening the event, **Stefan Olsson**, Deputy Director General at DG EMPL, European Commission highlighted the urgent need to match skills and jobs in a context where the lack of skilled workforce is more salient than ever. As Europe is confronted with rapid change brought on by the green and digital transitions, investment in skills is crucial and European companies and stakeholders must join efforts to up- and re-skill their workforce. Raising awareness and encouraging more organisations to tackle this challenge is the core thinking behind the [European Year of Skills](#).



*'Investing in re-skilling and up-skilling is crucial to seize the opportunity for the individual, for the company, and for the economy overall. It increases productivity whilst also ensuring that no one is left behind in this development.'*

*'The Pact for Skills is really a different form of initiative than others, because this is not just a piece of paper that is discussed and then taken up by national administrations. This is really a joint effort, bringing in everybody that is needed to make it work, so that we all can benefit from it'*

**Stefan Olsson**

As highlighted by **Jakub Boratynski**, Director for Networks and Governance at DG Internal Market, Industry, Entrepreneurship and SMEs (DG GROW), the Pact for Skills and the [EU's Industrial Strategy](#) are strongly interrelated. The Pact for Skills and the [transition pathways](#) will help increasing skills' availability in strategic areas. It will also contribute

to strengthening the resilience of the European economy thanks to a stronger workforce. The diversity of organisations under the Pact for Skills and their approaches to up- and re-skilling are key to breaking silos and maximising synergies towards the achievement of these common goals.

*'Today's skills challenge is of such a magnitude that this is not something we can just move on with once the European Year of Skills is finalised. This is something that is absolutely critical for us to achieve the big goal of having a Europe that remains competitive and that is able to withstand all the storms around us.'*

**Jakub Boratynski**



The strong need for joint action was further emphasised by **Henning Ehrenstein**, Head of Unit Skills, Services, Professions, DG GROW, who called upon new organisations to join the effort under the Pact for Skills. Joint action allows for a shared vision and for pulling expertise and resources, thus maximising impact. The different ways of joining forces under the Pact, such as joining or setting up a [Large Scale Skills Partnership, or a Regional Skills Partnership](#), or by making individual commitments, were presented to the event participants. Skills partnerships can build on other initiatives to tackle skills challenges, such as the [Erasmus+ Sector Skills Alliances Blueprint Projects](#), Social Partners agreements on up- and re-skilling, and the [European Alliance of Apprenticeships](#).

The Pact counts today 18 Large Scale Skills Partnerships launched in the 14 industrial ecosystems, with a few more on the way, and over 1,500 committed organisations. The first [annual survey](#) of the members of the Pact for Skills revealed that thanks to members' concerted efforts, an estimated two million individuals have already benefited from up-and re-skilling activities. Commitments from new organisations will be key to pursuing these efforts, strengthening the Pact for Skills Community and maximising its achievements.



## Benefits of joining the Pact and Large Scale Skills Partnerships

The benefits of joining the Pact were presented by **William Hammonds**, Associate Director at Ecorys. Joining the Pact for Skills community allows organisations to benefit from unique networking and knowledge activities, to learn from peers, to access information and intelligence on skills, and to collaborate through skills partnerships. Becoming a Pact member is also a way to showcase an organisation's activities and to demonstrate its commitments to participating in Europe's efforts to up- and re-skill its workforce. Those organisations who are interested in joining forces with their colleagues across Europe were invited to complete their [application form](#), which is available on the [Pact for Skills website](#).

Event participants had the opportunity to hear from two Pact member organisations which co-ordinate and implement skills initiatives under two of the established Large Scale Skills Partnerships. These two organisations shared their experience during the plenary session, and highlights of their presentations are outlined below.

### Daphne Tepper

#### Creative Skills Europe, Large scale Skills Partnership for the Cultural and Creative Industries Ecosystem

The partnership was launched in April 2022 and has 102 members today. It has three co-leaders and dedicated governance structures. Its ambition is to promote lifelong learning for all sector professionals as well as to reinforce synergies and the pooling of resources between existing sectoral skills initiatives across Europe. The Pact for Skills and Large-scale Partnerships allow for sectoral discussions on skills needs and solutions, foster peer-learning and help share resources.

### Caterina Bortolini

#### Telecom Italia, Large Scale Skills Partnership for the Digital Ecosystem

TIM joined the Pact for Skills in May 2022 and the Large-scale Partnership (LSP) for the Digital Ecosystem in July 2022. The company implements concrete actions to develop digital skills across educational levels, such as trainings delivered by TIM Academies to postgraduate students. Being a member of the Pact and of the LSP for the Digital Ecosystem allows to promote a culture of digital skills in Europe, share best practices and information, favour gender equality and foster multi-stakeholder collaboration.

## Engagement with members around the Principles of the Pact for Skills Charter

Four parallel sessions (each of two rounds) were organised around the four principles of the Pact for Skills Charter. As part of these parallel sessions, participants heard from Pact for Skills members and LSP coordinators' and their work under the Pact. Key takeaways from these sessions are presented below.

**Promoting a culture of lifelong learning for all:** factors to facilitate and encourage synergies between VET systems across Europe were highlighted. European tools such as EQF and ESCO are very useful in responding to the diversity of national VET systems. Gathering early feedback from an organisation's VET centres in different countries also helps ensure that best practice models can be later tailored to the specific needs of national VET systems. Additional public investment in VET would help to better capture regional dimensions and ensure tailored approaches, that take into account the differences in the composition of enterprises and the extent to which they are affected by the digital and twin transitions. The session also featured concrete examples of initiatives towards the up- and reskilling of workers, such as skill-based learning journeys and tailored training offers to encourage the development and alignment of skills to corresponding labour market needs. Private sector involvement to up- and reskill workers, as well as organisations' concrete actions to achieve these goals were highlighted as key to promote a culture of lifelong learning for all.

### With speakers from:

- IKEA (Ingka group)
- Centro Tecnológico do Calçado de Portugal
- The University of Ostrava/ Automotive Skills Alliance
- Centro de Iniciativas para la Formación y el Empleo del Ayuntamiento de Fuenlabrada

**Building strong Skills Partnerships:** representatives and coordinators from various types of partnerships shared their best practices in building strong cooperation among partners and establishing common commitments towards up- and re-skilling in various sectors and territories. Building on existing activities which have been cultivated over time and developing dedicated governance mechanisms were highlighted as key success factors for strong skills partnerships that have an impact on the ground.

## Practical information and networking sessions

In the afternoon sessions, event participants were given the possibility to attend information sessions to **learn about the practicalities of joining the Pact for Skills**. The **Pact for Skills Support Services** provided them with information on how to establish monitoring and evaluation frameworks, on how to make a concrete commitment under the Pact and on how to join forces in partnerships at regional or sectoral level. They also presented the benefits of becoming a Pact member.

The last part of the event was dedicated to **networking sessions**, during which Large-scale Partnership (LSPs) coordinators hosted networking sessions where they presented their LSP to potential interested members.

### With speakers from:

- Lombardy Regional Skills Partnership
- SPACE4GEO
- Regional Partnership for Skills in the Chemicals Industry
- The Social Research Center Dortmund

### Monitoring skills supply and demand and anticipating skills needs:

skills gaps need to be identified and addressed in each ecosystem and in line with regional and local needs. Concrete ways to tackle these gaps include a constant mapping of skills gaps and the provision of micro-credentials, as well as the development and implementation of territorial initiatives and projects involving local public authorities.

### With the participation of:

- The Next Tourism Generation Alliance
- Avaesen
- The European Health Management Association
- The Province of Antwerp

### Working against discrimination and for gender equality and equal opportunities:

the importance of teaching digital skills to women and further involving them in the digital, tech, microelectronics and STEM sectors was highlighted. Ways to encourage female entrepreneurship and boost confidence were also presented. Peer-learning opportunities and collective efforts have been identified as key to tackle the gender gap challenge.

### With the participation of:

- Officina Microtesti
- Cámara de Comercio Italiana para España
- The European Centre for Women and Technology



These group discussions allowed new and potential members to share ideas and best-practices examples and learn about the tangible benefits of joining partnerships in their ecosystem. Being part of an LSP offers members networking opportunities and allows them to jointly assess common challenges such as the need of attracting new talents and of up-skilling and re-skilling workers for the green and digital transitions.

Participants could also schedule one-to-one meetings with other each other and discuss potential for cooperation.

