The European Skills Agenda and the Pact for Skills
European Skills Agenda – 12 Flagship Actions

1. A Pact for Skills (2020) including upscaling sectoral Blueprints
2. Strengthening skills intelligence
4. Recommendation on VET (2020)
5. European Universities
6. Skills to support twin transitions
7. STEM graduates, entrepreneurial and transversal skills
8. Skills for Life
9. Individual learning accounts (2021)
10. Micro-credentials (2021)
11. Europass (2020)
12. Framework to unlock Member States’ and private investments in skills
Micro-credentials

A European approach to micro-credentials will:

- Develop with all relevant stakeholders European standards for quality and transparency
- Explore the inclusion of micro-credentials in qualifications frameworks
- Make it easier for individuals to store and showcase acquired micro-credentials through Europass
Micro-credentials
Way forward

Targeted consultations
EU level Advisory / working groups
Social Dialogue Hearing
Education and training stakeholders
Non-formal providers
European Parliament; Committee of Regions; European Economic and Social Committee
Employment stakeholders

Open Public Consultation
Empirical evidence: NESET, OECD, Cedefop, Erasmus+ projects

Commission proposal for a Council Recommendation in December 2021
Blueprint for Sectoral Cooperation on Skills
European Skills Agenda (2021-2025)

- The Blueprint is the cornerstone of the European Commission’s sectoral strategy for skills intelligence and development
- Strategic cooperation between key stakeholders and social partners in few pilot sectors
- Pilot implementation of four years with a budget at EU level over € 100 millions since 2018
- Roll-out at national and regional levels

- Erasmus+ annual work programme, call and programme guide for 2021 have been adopted and published.
- See: https://ec.europa.eu/programmes/erasmus-plus/resources/programme-guide_en
The Pact for Skills – Launched on 10 Nov. 2020

Upskilling and reskilling of people of working age

Apprenticeships

All types of skills

Large scale partnerships

- Major players in industrial ecosystems
- Public authorities
- Concrete investments in upskilling opportunities for employees in the company and in a whole value or supply chain

National/regional/local partnerships

- Employers
- Public authorities
- Stakeholders e.g. VET providers, PES, social partners
- Sectoral or regional focus on upskilling

Social Partners Arrangements

Tripartite agreements focus on upskilling and reskilling

Commitments

- Companies
- Stakeholders
- Commit to provide quality upskilling opportunities
The Pact for Skills

**Demand driven commitments**

- Large scale partnerships in industrial ecosystems

- National, regional or local partnerships

- Individual commitments
  - EU (RRF, REACT-EU, ESF+, ERDF, JTF, InvestEU, Erasmus+) and national funding

**Support from the EU**

- Networking Hub
  - Support in finding partners and first meetings
  - Link with existing EU tools
  - Promotion of the activities of the Pact members

- Knowledge Hub
  - Webinars, seminars, peer learning activities
  - Updates on the EU policies and instruments
  - Information on tools, instruments and best practices

- Guidance Hub
  - Access to information on relevant EU funding
  - Guidance to identify financial possibilities
  - Technical support

**Charter: up-/re-skilling for ALL**

- Promoting a culture of lifelong learning for all
  - Gender equality, equal opportunities, no discrimination

- Building strong skills partnerships
  - Skills monitoring and anticipation
The Pact for Skills

Automotive
• Upskill 5% of the workforce each year - 700,000 people
• Overall private and public investment of €7bn

Microelectronics
• Overall public and private investment of €2bn
• Upskilling and reskilling opportunities for 250,000 people by 2025

Aerospace and defense
• Upskill around 6% of the workforce each year, reaching 200,000 people
• Reskill 300,000 talents to enter the ecosystem
• A public and private investment of €1bn over the next ten years

334 signatories of the Charter, including 133 with commitments

Among them:

- SAP
- EWF
- Siemens
- Enel
- Nestlé
- Adecco
- Microsoft
- Google
- European Commission
- European Coalition against Child Labour
- Operation Joven
- Euskadi and Lower Navarre Governments
Industrial Ecosystems

- Retail sales
- Wholesale connected to consumers

- Building of residential and non-residential estates
- Building of roads and railways
- Building of utilities and civil engineering
- Associated activates

- Telecommunications
- Software publishing, computer programming and consultancy
- Data processing, hosting, web portals
- Manufacturing of computers, communication equipment and consumer electronics

- Pharmaceuticals and other medical products
- Personal protective equipment
- Medical services, hospitals, nursing homes, residential care

- Plant and animal production
- Processing of food

- Passenger transport and travel
- Hotels, short term accommodation
- Restaurants and catering
- Events, theme parks

- Social enterprises, associations and cooperatives aiming at generating a social impact, often proximity based

- Healthcare
- Personal protective equipment
- Medical services, hospitals, nursing homes, residential care

- Retail

- Creative & Cultural Industries
- Motion picture, video and television
- Radio and music

- Aerospace & Defense
- Aircraft production
- Space manufacturing and services
- Defense products and technologies

- Textiles
- Production of textiles, wearing apparel, footwear, leather and, jewellery

- Electronics
- Aircraft production
- Space manufacturing and services
- Defense products and technologies

- Mobility - Transport - Automotive
- Production of motor vehicles, ships and trains, and accessories
- Their repair and maintenance
- Transport

- Energy-Intensive Industries
- Electric motors, engines and turbines
- Electric power generation
- Manufacturing and distribution of gas

- Agri-Food
- Electric motors, engines and turbines
- Electric power generation
- Manufacturing and distribution of gas

- Agri-Food
- Electric motors, engines and turbines
- Electric power generation
- Manufacturing and distribution of gas

- Renewable Energy
- Electric motors, engines and turbines
- Electric power generation
- Manufacturing and distribution of gas

- Digital

- Construction

- Proximity & Social Economy

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The Pact for Skills

National/Regional/Local partnerships

• Massive up-/re-skilling of the workforce in those regions and their sectors that undergo transitions

• Identification of skills needs, mapping of existing support, development of training programmes

• Inter-company training centres and opening/sharing training facilities of the large companies to/with SMEs in their regional value chain
Pact for Skills: Automotive Skills for Green and Digital Transformation

The ambition:

- Empowering 5% workforce/year → 700,000 up/re-skilling
- €7 bn private + public investment
- Streamlining blueprints strategic outcomes to Europe-wide ASA (Automotive Skills Alliance)
Building on DRIVES and ALBATTS Blueprints

ASA builds upon the work carried out by the Blueprints for sectoral cooperation on skills: DRIVES and ALBATTS:

- **DRIVES** skills intelligence (analysis of skills demand and offer in automotive) and recommendations on apprenticeships; first EU-wide database of reference job roles and training courses across Europe; job roles and online courses. www.project-drives.eu

- **ALBATTS** skills intelligence in the batteries for electro-mobility and work to be carried out on specific educational and training offer for the battery sector. www.project-albatts.eu
Pact for Skills in Microelectronics: Areas of Investment and Estimates

- Estimated investment of €2b from public and private sources for 2021-2025 would be needed to significantly contribute to the workforce in Europe
- Activities foreseen under the Pact for Skills would provide new re/upskilling opportunities for over 250,000 people in five years

- **Upskilling** of workers in rapidly evolving areas e.g. design and manufacturing;
- **Reskilling** of low-qualified, unemployed and displaced adults
- **Training in new smart applications**, e.g. AI, machine learning, Edge AI
- **Investments in training facilities** and equipment upgraded across Europe with a particular focus on regional clusters
Building on METIS: The Blueprint for sectoral cooperation on skills in Microelectronics

European Large-Scale Skills Partnerships
Industrial Alliances and Projects supported by EU programmes and RRF funds to ensure scalability and maximize impact

Regional clusters leading-edge pilot projects and rapid adoption of best practices and high-quality standards throughout Europe

Attracting new comers in electronics education and work with particular focus on increasing the participation of women

Associated SME/startup/Large company skills collaborative programmes

Example of required investment (Saxony Cluster)

<table>
<thead>
<tr>
<th>Currently employed in Semiconductor in Saxony</th>
<th>25,000</th>
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<tbody>
<tr>
<td>~ 20% need reskilling &amp; up skilling</td>
<td>5,000</td>
</tr>
<tr>
<td>~ 1000 will come from other industries</td>
<td>1,000</td>
</tr>
<tr>
<td>~ 1000 will move into Saxony from other regions</td>
<td>1,000</td>
</tr>
<tr>
<td>Yearly number of employees to be retrained</td>
<td>7,000</td>
</tr>
<tr>
<td>Annual budget: 5k€/year/employee</td>
<td>35M€</td>
</tr>
<tr>
<td>Budget 2021 – 2025</td>
<td>175M€</td>
</tr>
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www.metis4skills.eu
Clusters are already established actors which have been dealing with skilling of the workforce in many Member States and within ALL industrial ecosystems.

Clusters
- Easily reach out to SMEs
- Connect different type of actors
- Link regional/national/EU levels
- Experienced in providing support on skills

- **AT**: 350 companies, 55 projects. Upskilling digital transformation. 5000+ people trained digitalisation, decarbonized VC, etc.
- **FR**: Tailor made training programme for companies to promote industry jobs + setting-up job & skills campus.
- **DE**: Up & reskilling programmes developed by clusters + international vocational trainings.
- **ES**: Programme to develop skills & competences in view of Smart Specialisation Strategies.
- **IT**: IT leadership skills development programme.
- **RO**: 14 training courses to SMEs. Up & reskilling 600+ people.
- **IE**: 14 training courses to SMEs. Up & reskilling 600+ people.
- **SE**: Programmes to increase digital skills of SME employees + women leadership in industry.
- **FR**: Programme to train unemployed for the ICT sector.
- **AT**: Programmes to increase digital skills of SME employees + women leadership in industry.
- **IE**: Programme to train unemployed for the ICT sector.
Advanced digital skills require more than mastering coding or having a basis of computing sciences. Digital training and education should support a workforce in which people can acquire specialised digital skills to get quality jobs and rewarding careers. As of 2019, there were 7.8 million ICT specialists with a prior annual growth rate of 4.2%. If this trend continues, the EU will be far below the projected need of 20 million experts e.g. for key areas, such as cybersecurity or data analysis. More than 70% of businesses report a lack of staff with adequate digital skills as an obstacle to investment. There is also a severe gender imbalance with only one in six ICT specialists and one in three STEM graduates being women. This is compounded by a lack of capacity in terms of specialised education and training programs in areas such as Artificial Intelligence, quantum and cybersecurity and by a low integration of digital subjects and educational multimedia tools in other disciplines. Addressing this challenge requires massive investment to train future generations of workers and to up-skill and re-skill the workforce.
Promoting ICT Education and the ICT Profession

IT Professionalism

Bodies of Knowledge
Professional Ethics
Education and Training
Competences

The Digital Competence Framework 2.0

DigitalComp identifies the key components of digital competence in 5 areas which can be summarized as below:

1) Information and Data Literacy: To articulate information needs, to locate and retrieve digital data, information, and content; to judge the relevance of digital data and information and content; to store, manage, and organize digital data, information and content.
2) Communication and Collaboration: To interact, communicate and collaborate through digital technologies while being aware of cultural and generational differences; to participate in society through public and private digital services and participatory citizenship; to manage one’s digital identity and reputation.
3) Content creation: To create and edit digital content; to improve and integrate information and content into an existing body of knowledge while understanding how copyright and licences are to be applied; to know how to give understandable instructions for a computer system.
4) Safety: To protect devices, content, personal data and privacy in digital environments; to protect physical and psychological health, and to be aware of digital technologies for social well-being and social inclusion; to be aware of the environmental impact of digital technologies and their use.
5) Problem solving: To identify needs and problems, and to resolve conceptual problems and problem situations in digital environments. To use digital tools to innovate processes and products. To keep up-to-date with the digital evolution.

ICT skills - In an economy increasingly dependent on digital technology, the challenge for Europe is to support its citizens in developing sufficient and appropriate ICT skills and competences in all sectors and levels. In this context, closing the gap between the number of job seekers and the number of vacant digital jobs is among the main priorities for the European economy.

CEN/TC 428 ‘ICT professionalism and digital competences’ is responsible for all aspects of standardization related to developing ICT skills in all sectors, public and private. In 2021, the Technical Committee will finalize the elaboration of some European Standards related to the four major building blocks of ICT professionalism: competences, education and certification, code of ethics, body of knowledge. These activities will take place in support of the revised version of EN 16234-1 ‘e-Competence Framework (e-CF) - a common European Framework for ICT professionals in all industry sectors’.
IT PROFESSIONALISM CONFERENCE 2021 TO BE HELD 20-22 APRIL

Thank you