

# PACT FOR SKILLS

## Concept note

September 2020

The Commission is proposing a Pact for Skills as a new engagement and approach to skills. It will help:

- meet COVID-19 challenges, and
- deliver on the ambitions of the recovery pathway, the EU Industrial Strategy and the green and digital transition.

Industry, public and private employers, social partners, education and training providers and employment agencies will be called to work together and to create a shared vision and action.

In a nutshell, the Pact aims to mobilise and incentivise all relevant stakeholders to take concrete commitments for the upskilling and reskilling of people of working age, and, when relevant, pool efforts thanks to partnerships.

All stakeholders joining the Pact should sign up to the Charter and can benefit from EU support through

networking, knowledge and guidance & resources hubs.

The Pact can be implemented:

- through the launch of large-scale European public-private multi-stakeholder partnerships, in some cases, based on the experience of the Blueprints for sectoral cooperation on skills,
- through individual commitments of companies, in the same way as the pledges under the European Alliance for Apprenticeships,
- through the commitment of existing organisations/partnerships: eg. national/regional or local (e.g. cities) partnerships based on cluster or territorial skills strategies; social partners agreements and/or tripartite agreements.



**Demand driven  
commitments**

## Charter

All stakeholders joining the Pact should sign up to the Charter. It will be firmly anchored in the principles of the European Pillar of Social Rights and supports the goals of the Green Deal and the digital transformation, as set out in the Commission communication “A strong Social Europe for Just Transitions”.

The Charter will be co-created with relevant stakeholders and the following four principles will be the basis for the consultation process.

### Concrete commitments

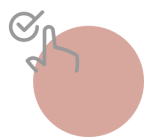
Companies and partnerships will be asked to make concrete commitments in the area of up and reskilling. These could be monitored by indicators, such as the share of individuals benefiting from up/reskilling opportunities.



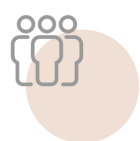
**Promoting a culture of lifelong learning for all**



**Building strong skills partnerships with relevant stakeholders**



**Monitoring skills supply/ demand and anticipating skills needs**



**Working against discrimination and for gender equality and equal opportunities**

## Support for stakeholders under the Pact

The Commission will support the stakeholders of the Pact through following three pillars:

### Networking Hub

Support in finding partners and first meetings

Link with existing EU tools e.g. Europass, Skills Panorama

Promotion of the activities of the Pact members

### Knowledge Hub

Webinars, seminars, peer learning activities

Updates on the EU policies and instruments

Information on projects, tools, instruments and best practices

### Guidance & Resources Hub

Access to information on relevant EU funding

Guidance to identify financial possibilities

Facilitation of exchange between the Pact and national/ regional authorities