Going green and digital: upskilling the EU for a competitive future

A webinar presented by the

Green Deal Projects Support Office

22 March 2023

Green Deal Projects Support Office (GD-SO)

- **GD-SO** was established by DG RTD of the European Commission and run by Ecorys and Ricardo to support the **coordination** and development of **cooperation** activities **between projects** funded under Horizon 2020 **Green Deal Call** and create synergies to maximise their impacts in contributing to the delivery of the objectives of the European Green Deal.

  - GD-SO website: **here**

  - Contact: **support@greendealprojects.eu**
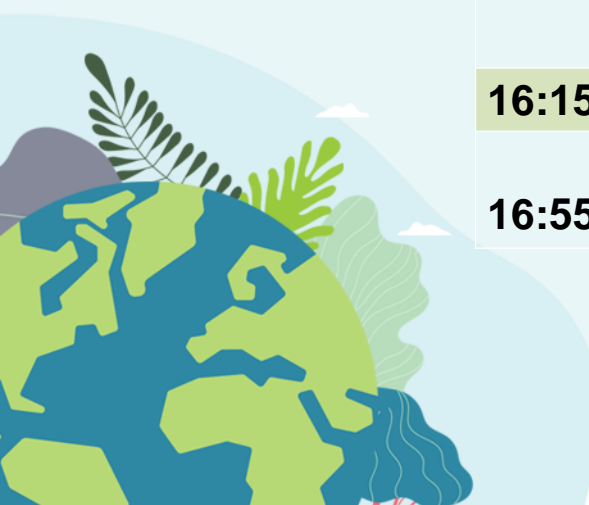
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Agenda

15.00 - 15.05	**Welcome and presentation of the agenda** • William Hammonds, Moderator
15.05 - 15.15	**Setting the scene presentation on Pact for Skills** • Felix Rohn, DG EMPL, European Commission
15.15 - 16:00	**Upskilling and reskilling priorities in key industrial ecosystems** • Lucía Fraga, Centro Technológico del Mar • Juha Valtanen, Shipbuilding P4S • Christine Le Forestier, European Construction Industry Federation • Jorge Muract, World Steel Association
16:00 - 16:15	**Reflections from the selected GDC projects** • James Murray, Orbital Marine Power, FORWARD2030 • Magdalena Rozanska, Acciona, PROBONO
16:15 - 16.55	**Q&A with the wider audience**
16:55 - 17:00	**Closing words and end of webinar** • William Hammonds, Moderator

European Commission

Setting the scene:
Pact for Skills

Felix Rohn

DG EMPL, European Commission

European Commission

European Skills Agenda

1. **Pact for Skills**
2. **Strengthening skills intelligence**
3. **National Skills Strategies and Public Employment Services**
4. **Recommendation on VET**
5. **European Universities**
6. **Skills to support twin transitions**
7. **STEM graduates, entrepreneurial and transversal skills**
8. **Skills for Life**

Joining forces

Tools for lifelong learning

Skilling for a job

Unlocking investment

9. **Individual learning accounts**
10. **Micro-credentials**
11. **Europass**

12. **Framework to unlock Member States' and private investments in skills**

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Why a Pact for Skills

European Pillar of Social Rights Action Plan – EU headline targets Endorsed in the Porto Social Summit

At least

78%

of the population aged 20 to 64 should be **in employment** by 2030

Current level: 73.1% (2019)

2021
2030

At least

60%

of all adults should **participate in training** every year by 2030

Current level: 37.4% (2016)

2021
2030

At least

15 million

fewer people at risk of **poverty or social exclusion** by 2030

Current level: 91 million persons (2019)

- **60 million** low-qualified adults

- **70%** of companies report that lack of skills hampers their investment

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Joining forces under the Pact

Businesses (large and small), social partners, education and training providers, associations, cluster organisations, national, regional and local authorities, chambers of commerce and employment services etc

Upskilling & reskilling of people of working age

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Joining forces under the Pact

Large scale partnerships

- Major players in industrial ecosystems
- Partnerships based on Blueprints
- Public authorities

Concrete investments in upskilling opportunities for employees in the company and in a whole value or supply chain

National, regional or local partnerships

- Employers
- Public authorities
- Stakeholders e.g. VET providers, PES, social partners

Building on the work of Eurocities and Intelligence Cities Challange, Centres of Vocational Excellence, Clusters

Individual commitments

- Stakeholders Commit to provide quality upskilling opportunities. Basis for stronger partnerships.

Building blocks

Erasmus+ Sector Skills Alliances Blueprint Projects

Social Partners agreements on upskilling and reskilling

Community of members of the European Alliance for Apprenticeships

European Commission

Already with the Pact

- **14 Large Scale Skills Partnerships** now launched in key industrial ecosystems. Last, in Retail and Health in November and December.

- Together, committed to provide **up- and reskilling opportunities to close to 6 million people** in the coming years.

- **Over 1,000 organisations** involved with the Pact from all Member States and sectors.

- Now **focus on** developing **the regional dimension** of the Pact and, in particular, promoting the establishment of new regional skills partnerships.

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Support services from the EU to members of the Pact

Networking Hub

- Support to find partners and set up first meetings
- Networking events
- Promotion of the activities of the Pact members
- Dedicated LinkedIn group for the Pact community

Guidance Hub

- Tailored support to skills partnerships
- Advice on setting up partnerships, defining and monitoring commitments
- Guidance to identify financial possibilities

Knowledge Hub

- Access to peer learning activities, webinars and workshops
- On-line searchable tool on funding opportunities
- On-line library of resources for up- and reskilling (policies, projects, best practices)

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Key role for regions

Members of large-scale partnerships

Mobilizing stakeholders

Regional authorities

Strengthening networks

Promoting regional partnerships

Enablers

Support services

National Recovery and Resilience Plans

CoVEs, Blueprint projects...

EU funding for up- and reskilling

European Commission

Resources on the Pact

Getting inspiration from other's commitments

➜ https://ec.europa.eu/social/main.jsp?catId=1517&langId=en

Knowing the work of large-scale partnerships

➜ https://ec.europa.eu/social/main.jsp?catId=1534&langId=en

Learn about the EU funding instruments for skills

➜ **In the entry point for funding:**
https://ec.europa.eu/social/main.jsp?catId=1530&langId=en

Resources for monitoring skills supply/demand and anticipating skills needs

➜ **In Cedefop, for instance:**
https://www.cedefop.europa.eu/es/publications-and-resources/data-visualisations/skills-forecast

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The Pact in the Industrial Ecosystems

14 Large Scale Skills Partnerships now launched in 13 key industrial ecosystems.

✓ = Partnership established
— = Existing Blueprint projects
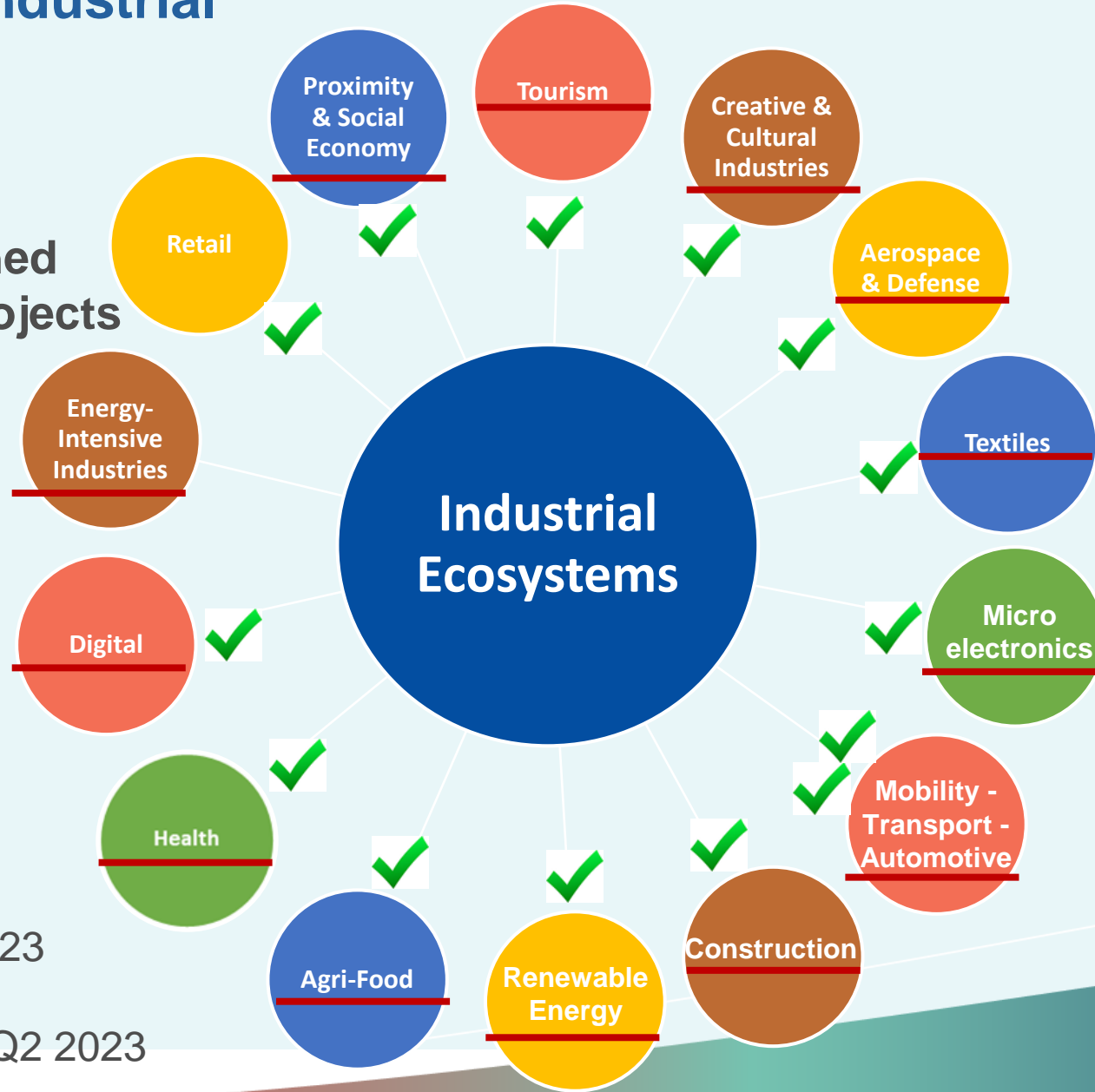
Together, committed to provide up- and reskilling opportunities to close to 6 million people in the coming years.

In preparation:
Onshore Renewables: Q1 2023
Long-term care: Q2 2023
Energy-intensive Industries: Q2 2023

Industrial Ecosystems

Proximity & Social Economy
Tourism
Creative & Cultural Industries
Aerospace & Defense
Textiles
Micro electronics
Mobility - Transport - Automotive
Construction
Renewable Energy
Agri-Food
Health
Digital
Energy-Intensive Industries
Retail

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How in practice

Demand driven commitments »

Support from the EU »»

Upskilling and reskilling for ALL

Demand driven commitments

Large scale partnerships
- Industrial ecosystems for recovery
- Partnerships based on finalised or current Blueprints

Sector Skills Alliance and Blueprint
- Sectoral cooperation
- Design of VET
- In the new Erasmus+ open to all industrial ecosystems

National, regional or local partnerships

Building on the work of:
- Eurocities and Intelligence Cities Challenge,
- Centres of Vocational Excellence,
- Clusters

EAfA pledges
- New commitments for digital and green apprenticeships

Individual commitments

Social Partners Arrangements

Support from the EU

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 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

Upskilling and reskilling for ALL

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

Working against discrimination, for gender equality and equal opportunities

Building strong skills partnerships with relevant stakeholders

Monitoring skills supply/demand and anticipating skills needs

Support services and EU funds managed on national and regional level

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What do I commit to?

Promoting a culture of lifelong learning for all

Working against discrimination, for gender equality and equal opportunities

Building strong skills partnerships with relevant stakeholders

Monitoring skills supply/demand and anticipating skills needs

Joining the Pact in practice

1. Sign up to the Charter and its key principles

2. Translate engagement into concrete commitments

3. Monitor commitments

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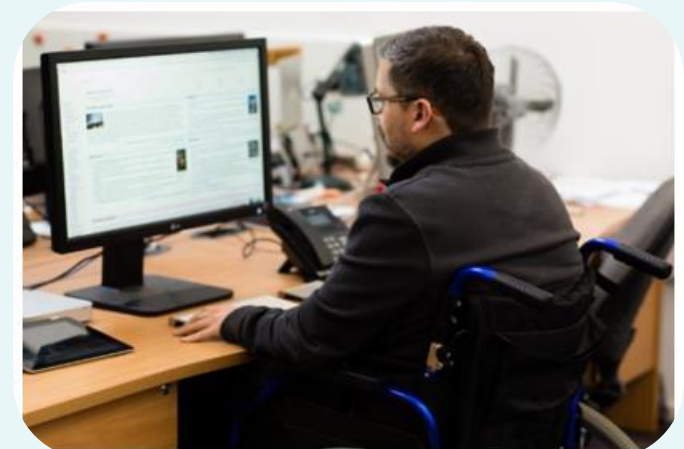
Inspiring commitments-1

Automotive

- upskill 5% of the workforce each year would result in around 700,000 people.
- Potential overall private and public investment of €7bn.
- Streamlining Blueprint strategic outcomes to the Automotive Skills Alliance.

Microelectronics

- Overall public and private investment of €2bn.
- Upskilling and reskilling opportunities for 250,000 people by 2025.
- 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 with a particular focus on regional clusters.

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.

Shipbuilding

- Upskilling and reskilling over 200,000 workers in 5 years, including through piloting common training.
- Attracting 230,000 new workers to the industry in 10 years.
- Gathering intelligence on current situation and forecasting future needs.

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Inspiring commitments-2

Textiles

- Increase the use and accessibility of mentoring and apprenticeships schemes, including increasing the offer of apprenticeships in the industry by 20%

- Design 20 new educational processes and tools responding to green and digital skills

- Support 10,000 SMEs in their digitalisation efforts

- Launch of an annual school orientation event for 20,000 14–18 years old students

- Support the education and training providers in upgrading and modernising, including increasing the 'training of trainer' offer by 10%.

- Creation and support of 20 regional partnerships across the EU, and establishment of a virtual network of 200 regional stakeholders across the EU

- Establish a Skills Observatory with industry, policy and education stakeholders as members.

Offshore renewable energy

- Upskilling and reskilling opportunities for 250,000 people by 2025

- Promote Life-Long Learning for all

- Skilling process for the 20,000 and 54,000 new jobs expected in the sector in the first five years, making them more appealing, especially for youth and for women an overall public and private investment of €2bn.

Agri-food

- Establish a culture of life-long learning for all and intensify efforts to up- and reskilling;

- Collect data on occupational profiles and related skills needs per subsector; Set up an EU-wide framework for skills and occupational profiles, building on relevant project outcomes

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Inspiring commitments-3

Tourism

- Up- or reskill 10% of the tourism workforce each year until 2030 (1.3 million workers).
- Establish national/regional Skills Groups with all stakeholders in all tourism regions by mid-2022.
- Increase participation in up- and reskilling by 40% of the workforce and 80% of the unemployed by 2025.
- Number of persons from vulnerable groups up- or reskilled 20% above their share in overall workforce.
- Increase the number of successful training certifications by 10% per year.
- Achieve a mean duration of up- and reskilling actions of 50 hours per participant per year.
- 50% of workers with access to effective career guidance services and to dedicated support.

Construction

- up- or reskill at least 25% of the workforce in the next 5 years, with a target of 3 million workers.
- Involve stakeholders at national level.
- Regularly monitor the demand and supply of skills to look at skills needs, including transversal and basic needs, and anticipate to the fast changes.
- Promote equal access to high quality up- and reskilling opportunities, ensuring validation and recognition of acquired skills and competences and an inclusive and respectful environment.
- Encourage tailored activities towards specific groups

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Inspiring commitments-4

Cultural and creative industries

- Stimulate the mapping and mutualisation of resources and experiences across the CCIs ecosystem and beyond to support the take up of new learning models and tools and offer more training opportunities to the cultural and creative professionals.

- Promote the collection of labour market intelligence, employment trends and skills needs in the EU.

- Promote the mutual recognition of training paths across EU countries.

- Engage and join forces with other European initiatives to disseminate the goals and raise awareness of the Creative Pact for Skills Manifesto to increase upskilling opportunities for all professionals.

- Implement an annual Creative Skills Week.

Proximity and Social Economy

- Upskill and reskill 5% of the workforce each year, including social economy entrepreneurs.

- Attract young talent and women to social economy.

- Increase the number of vulnerable people upskilled and/or reskilled within the social economy

- Increase the number of graduates in social economy business programs; strengthen the cooperation of the ecosystem with universities and researchers

- Increase the number of successful trainings certifications; mentoring schemes; recognised work-based learning; management schemes and specific competence programs involving digital skills.

- Increase the number of stakeholders involved and the coverage of the partnership.

- Develop sectoral blueprints, forecasting exercises and impact measurement and management.

- Increase investment for impact in upskilling and reskilling – e.g. educational activities.

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Inspiring commitments-5

Digital

- Contribute to the targets of the Digital Decade policy programme: equipping 80% of people with basic digital skills; achieving gender convergence and having 20 million ICT specialists employed in the EU by 2030.

- Contribute to the target of the EU Skills Agenda and the European Pillar of Social Rights Action Plan: development of digital skills in the adult population and 60 % of adults participating in learning every year by 2030.

- Create good practice examples to motivate enterprises to improve their digital skills.

- Develop a joint strategy to design and implement an ecosystem-wide upskilling and reskilling framework.

- Create synergies among its participants and become a central point for networking.

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Support Services-1

- Build a **database of EU funding** opportunities

- Publish **updates on EU skills policies** and instruments

- Facilitate access to **information on projects**, tools, instruments and best practices for up and reskilling

- Support access to CEDEFOP and Sectoral Blueprints **intelligence on skills needs**.

- Organise webminars, seminars (4-6 each year) and **peer learning** activities for the Pact members

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Networking Hub

- Provide **support** in finding partners, organizing first meetings and exchanges between Pact members.

- **Map** national, regional or local authorities and on-going initiatives.

- Organise online **networking sessions (2 per year)**:

  - For members of the pact.

  - For potential members.

- **Link** partnerships with **national initiatives** and strategies.

- **Build synergies** with existing **EU tools** e.g. Europass, Skills intelligence of CEDEFOP.

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- Organise a **high-level skills forum** every two years (first in 2022).

- Raise awareness and **foster engagement** by potential members through a dynamic communication strategy

- Develop **web presence** to address the needs of members

- Manage the **social media** to update the community on developments and to bring new stakeholders to the Pact.

- Produce a **quarterly newsletter** and content and news items and inspire Pact for Skills stakeholders to contribute with other content.

- **Maintain contact with the stakeholders** and Pact members, providing reply in 15 days to their written consultations.

- Establish a user-friendly visual **tracking of progress on commitments** by members of the Pact.

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Commission

Support Services-4

- Strengthening large-scale partnerships is the **priority** for the support services.

- **Tailored approach** for each partnership. Agreed roadmap to deliver technical assistance.

- Regular and structured discussions with sectoral experts.

- Regular (quarterly at least) **meetings for coordinators** of large-scale partnerships: share experiences

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- **Technical assistance** to partnerships (**guidance hub**) could include, depending on specific needs:
  - Develop the **governance** structure
  - **Advise on managing** the partnership
  - Identify relevant EU **funding** and financial possibilities matching their needs
  - Facilitate the **exchange** between the partnerships and national/ regional authorities
  - Identify **ambitious objectives** and key performance indicators
  - Guide on **upscaling commitments** and **monitor** progress
  - Increase **quality** of up- and reskilling offers.
  - Develop a system to **anticipate skills needs**

Skills partnerships-Getting started-1

- Bring stakeholders together: coalition of the willing

- Identify organisations willing to coordinate

- Develop a common vision of:

  - Base layer: What defines the partnership scope (ecosystem)?

  - Where we are: what are the challenges faced by the ecosystem? Any previous experience to build on?

  - Where do we want to go: what the ecosystem would like to achieve.

  - How to get there: commitments, Key Performance Indicators

Defining commitments

- Commitments in the declaration need to identify the action to take.

- But are **not set in stone**. They need to adapt to changing needs and ambitions in the partnership.

- Skills partnership under the Pact are not temporary projects, but a lever for a lasting change of culture.

- Commitments **can evolve** to address new challenges, reflect greater ambitions or to benefit from better skills intelligence.

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Defining commitments

- Key Performance Indicators (**KPIs**) **are essential** to monitor commitments. They should:

  - Not represent an excessive burden; be easy to build and identify.

  - Have a strong link to commitments and be limited in number.

  - Reveal to what extent the commitments bring added value.

  - Be linked to the timeline for the implementation of the commitments.

- KPIs **can be fine-tuned** following changes in the commitments or if better skills intelligence (more robust or timely data) becomes available to the partnership.

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EU investment in Skills 2021-2027

European Social Fund

Erasmus+

European Globalisation Adjustment Fund for Displaced Workers

Invest EU

+ European Regional Development Fund

Recovery and Resilience Facility

Horizon 2020 (Marie Curie actions)

+ REACT-EU

European Solidarity Corps

European Commission

Unlocking investment
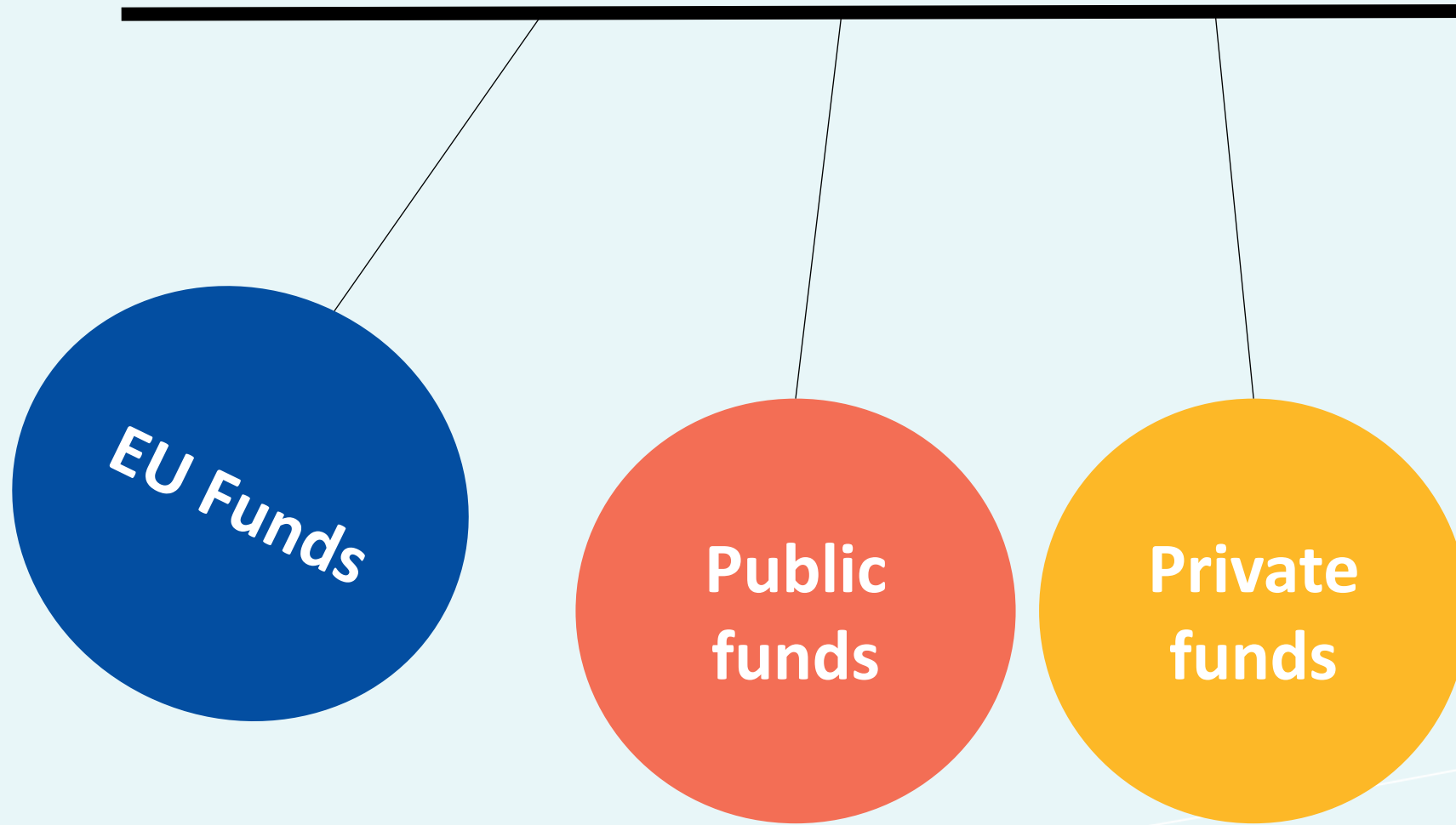
Final remarks

- We need to urgently maximise the impact of public and private skills investment. This has to be a **joint effort**.

- The Pact for Skills aims to **mobilise and support key players to take concrete action** and make up- and reskilling a reality.

- **Skills partnerships**, by pooling expertise and resources, are the **best instrument** to make concerted efforts for up- and reskilling actions.

- **Regional partnerships** will help Pact members to take effective skilling actions on the ground.

- The Pact offers **opportunities to make connections and networks to build strong skills partnerships**.

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Becoming member:
https://pact-for-skills.ec.europa.eu/index_en

Joining existing partnerships or building a new one: PacforSkillsPartnerships@ecorys.com

EC-PACT-FOR-SKILLS@ec.europa.eu

Upskilling and reskilling priorities in key industrial ecosystems

Presentations from four Pacts for Skills

European Commission

Offshore Renewable Energies partnership in the Pact for Skills & FLORES project overview

By Lucía Fraga Lago
Head of the Training Department, CETMAR

THE ORE

A very diverse ecosystem, with multiple technologies in different levels of maturity

WIND **WAVES** **TIDES** **SUN** **CURRENTS** **AND MORE**

© Iberdrola

54K new jobs expected in the next five years

The Offshore Renewable Energies (ORE) sector today accounts for around 80,000 jobs and is expected to generate up to 54,000 new vacancies in the next 5 years across Europe

▶ Significant challenge to meet the increasing demand for qualified professionals with the actual skills of our population.

▶ **ORE Skills partnership aims to underpin the skilling process for the new jobs expected in the ORE, and contribute to improve up-skilling opportunities in the field of the actual workforce.**

THE ORE SKILLS OCCUPATIONS

Mapping Offshore Renewable Energy Occupational Profiles
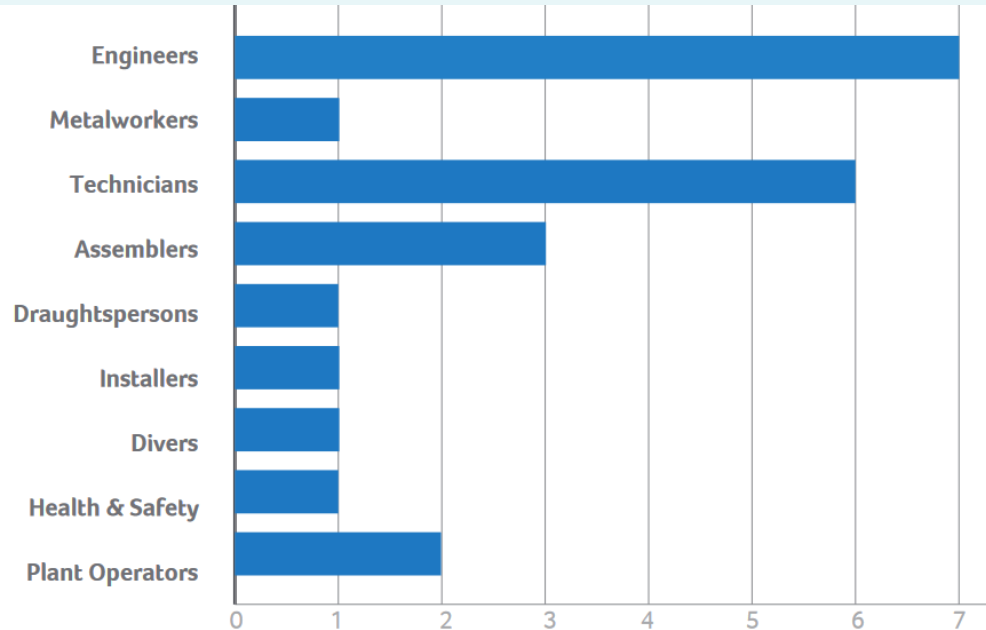
Number of Offshore Renewable Energy primary occupational profiles per group

23 primary occupational profiles were selected based on their relative impact in the Offshore Renewable Energy sector.

43 supporting occupational profiles were also identified.

IN ADDITION, NEW OCCUPATIONS WERE INCLUDED IN THE ANALYSIS AND ADDED TO ESCO V1.1:

ORE engineer
ORE technician
ORE Plant Operator
Drone Pilot

Instrumentation engineer (update)
Instrumentation engineering technician (update)
Lawyer, corporate lawyer and legal consultant (update)

The associated skills and competences, as defined in ESCO, have been addressed in detail: the 27 occupations deemed to be most affected by emerging trends in the ORE were matched with the 63 skills more substantial for their update.

+ INFO on OCC review: DOP Layman report

THE ORE SKILLS SUPLY ANALYSIS

An overview from the MATES project analysis

Offshore
Renewable Energy:
551
programmes

43 8 22 25
73
11
133
236
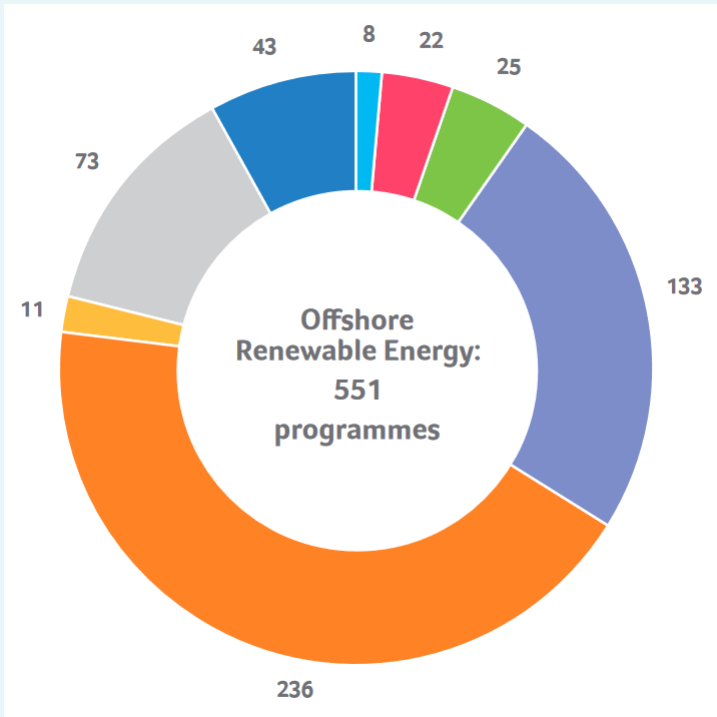
Relevant E&T programmes available within the EU

Mapping and assessment of relevant E&T programmes across Europe

551 E&T programmes currently available (2018-2019) in 12 EU countries were identified and assessed. The EU countries accounting for the largest productivity shares were included in the analysis.

All these trainings have been included in the Marine Training portal, classified by EQF level, country and language:

marinetraining.eu/mates-records

- EQF[7] Level 3
- EQF Level 4
- EQF Level 5
- EQF Level 6
- EQF Level 7
- EQF Level 8
- Prof. Certificates
- Non-academic Programmes

Renewable energies	Offshore renewable energies	Wind energy	Solar energy	Other
32%	5%	8%	2%	52%

Distribution of education and training programs per specialization

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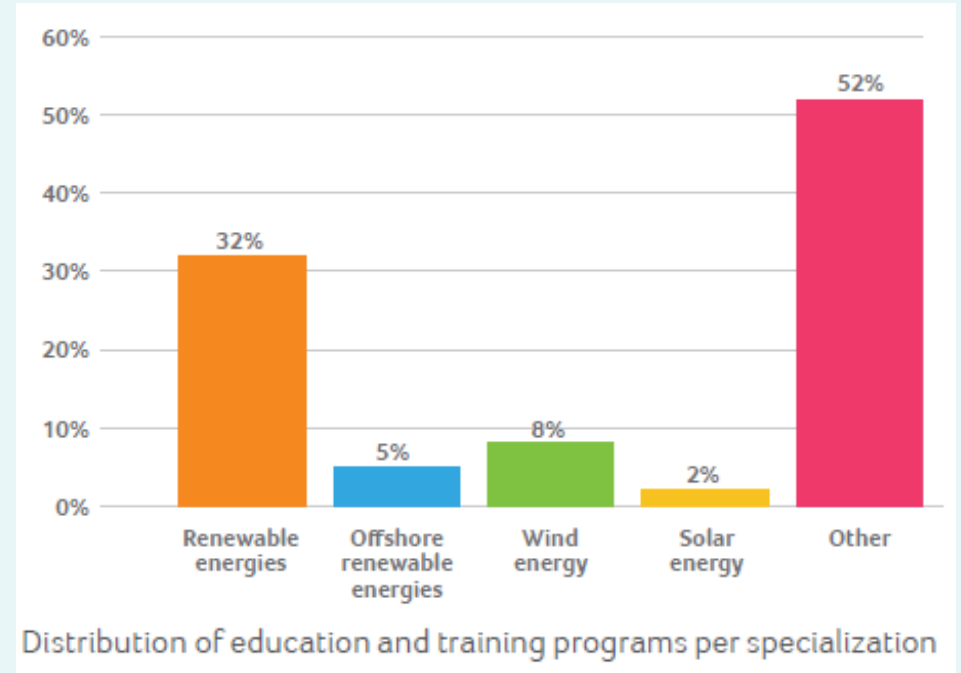
SKILLS GAPS

An overview from the MATES project analysis

The activities related to **construction and installation** and **operation and maintenance** as well as to **health and safety** present needs for upskilling and/or reskilling. These needs also refer to coping with the increasing size of offshore renewables infrastructures, working in the harsh marine environment and digitalization of the sector.

Engineers, managers, technicians and health and safety professionals are mostly affected by these needs.

HARD skills gaps
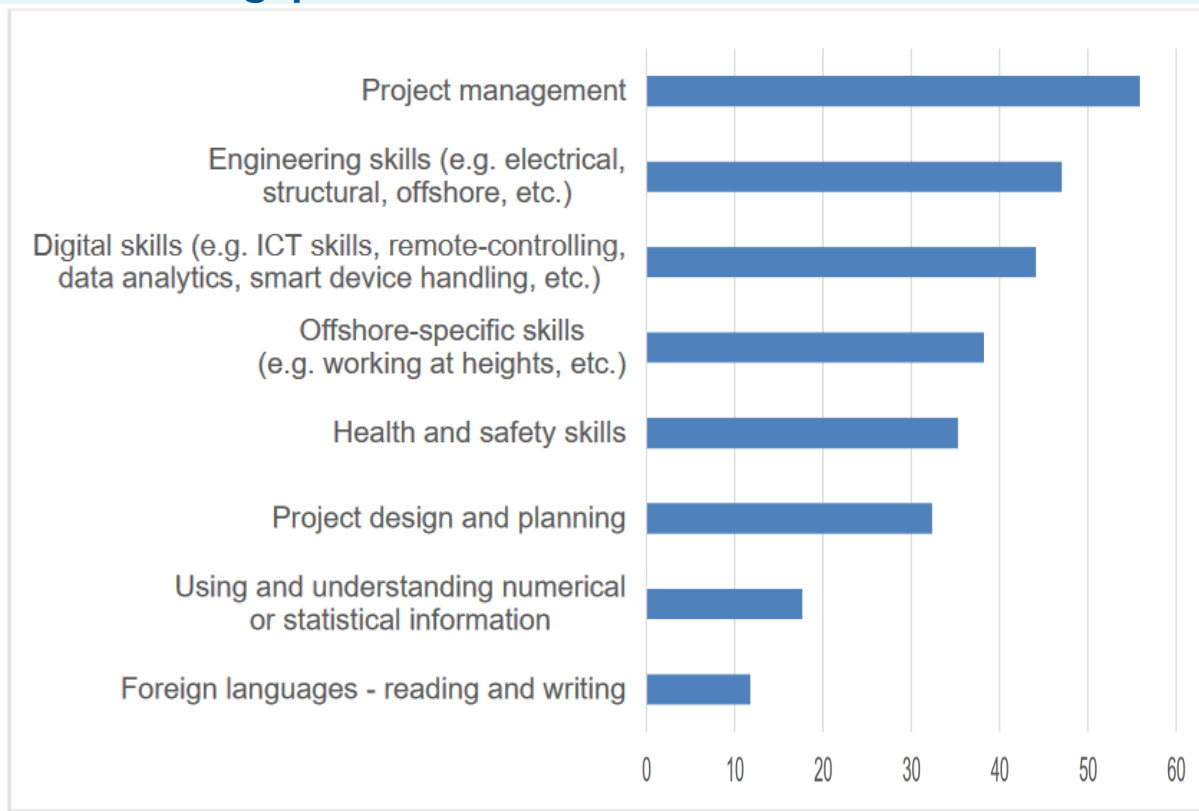
TRANSVERSAL skills gaps

![mates logo]

Main outcomes form the blueprint in shipbuilding and offshore renewable's

VALIDATED Strategy and Ation Plan
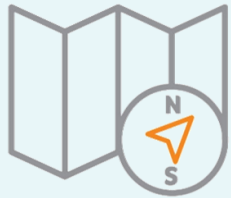
Maritime Technologies Skills Strategy with 32 recommendations to the main stakeholders groups. A final version of the report will be released with the inputs of reviewers from both sectors.
Long-term Action Plan and Sustainability

Marine Training

All results transferred to the Marine Training Platform. 946 trainings addressing ORE and SB, classified (EQF level, Country, language...). All training materials produced.

WORKING TOGETHER UNDER A PACT FOR SKILLS

All relevant stakeholders → Concrete commitments

MATES Skills Strategy is being transferred to the Large Scale Partnerships addressing Maritime Technologies in the **Pact for Skills**:
- Shipbuilding Partnership: coordinated by Sea Europe
- Offshore Renewable Energies (ORE) Partnership: Coordinated by CETMAR VISION
Organisations involved in the capacity building process for the ORE are invited to join us in the Pact for Skills. Contact: partnerships@oreskills.eu

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Offshore Renewable Energies partnership

Background

2020

WORKING TOGETHER UNDER A PACT FOR SKILLS

Launch of the P4S in the EU Skills Agenda

mates

Coordination supported by the MATES blueprint project

2021- 2022

**2 General Assemblies, 4 meetings of the WG
+ 4 partners
1+ 15 communication events
1st Joint proposal to support the activity of the partnership**

PACT FOR SKILLS*Leader*

An initiative of the European Commission

2021

ORE Skills Large Scale Partnership submission with 13 partners

FLORES
Offhore Renewable Energies partnership in the Pact for Skills

2023

Launch of the FLORES project

Offshore Renewable Energies partnership

Members in 2023

Colour legend:

	Industry
Multi-stakeholders	Social partners
University/ VET	Administration/
Research	Agency

WindEurope*
Ocean Energy Europe
SEA Europe
IndustriaAll *

CPMR - Conference of Peripheral*
Maritime Regions of Europe

NORTH SEA:
Aqualis Braemar (UK)
Blue Spring (NL)*

BALTIC:
Submariner network*

ATLANTIC:
ASIME (ES)*
Naturgy (ES)
UdC (ES)*
CETMAR (ES)*
AQUATERA (UK-ES)

MEDITERRANEAN:
Mare Fvg*
CERTH-HIT*

OUTERMOST REGIONS:
AIR Centre (Pt)
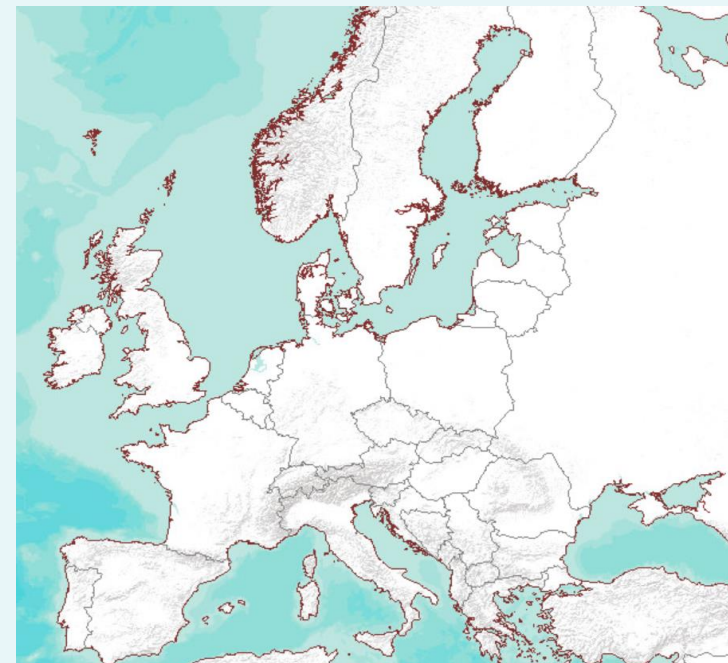
FLORES

The project main purpose

Conceived to support the internal organisation of the ORE Skills partnership

Feeding the Working Groups and developing innovative solutions with the potential to be mainstreamed in the sector and its value chain.

▷ **2 Years project**: 2023 - 2024

▷ **700,000€ funding** from Erasmus+ through the European Education and Culture Executive Agency (EACEA).

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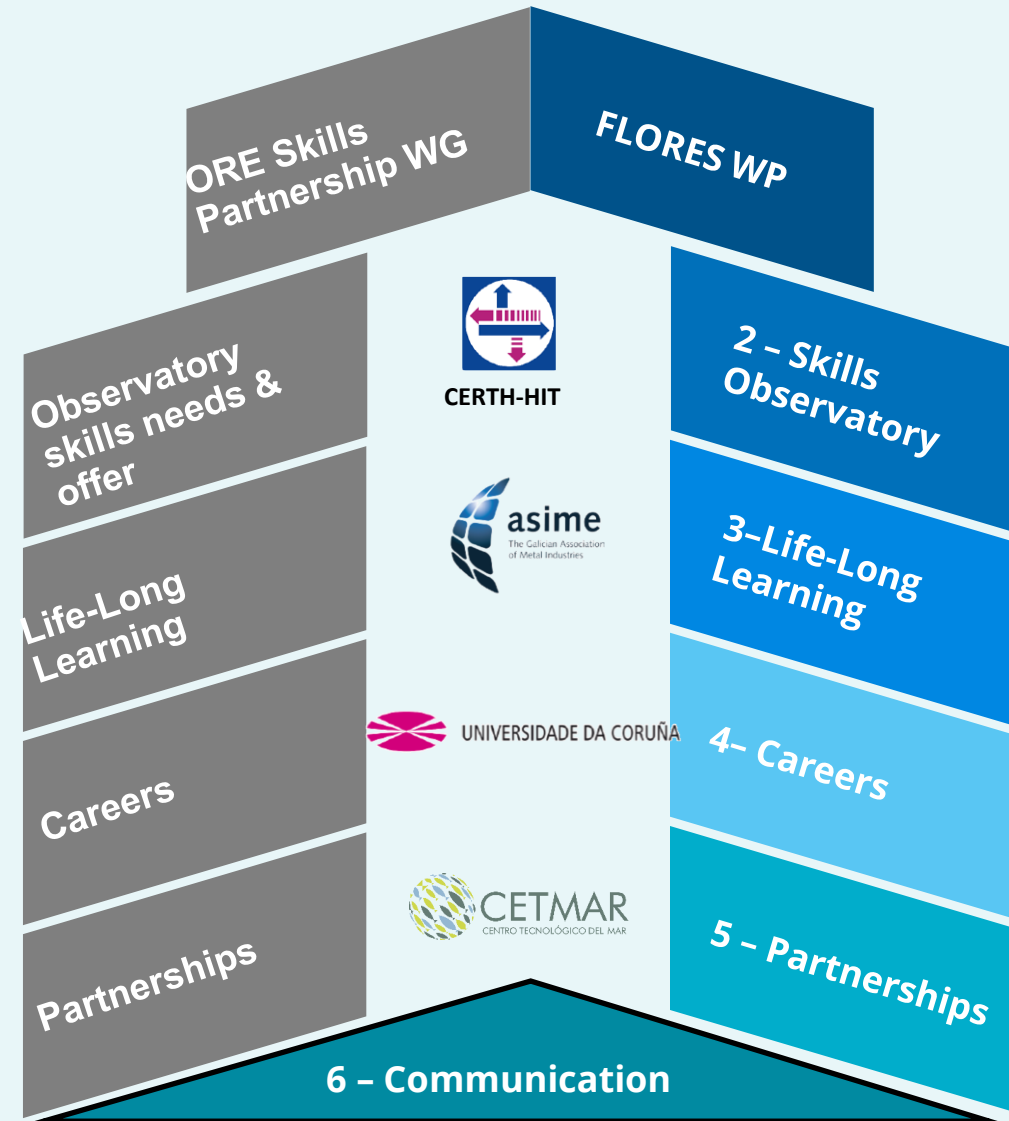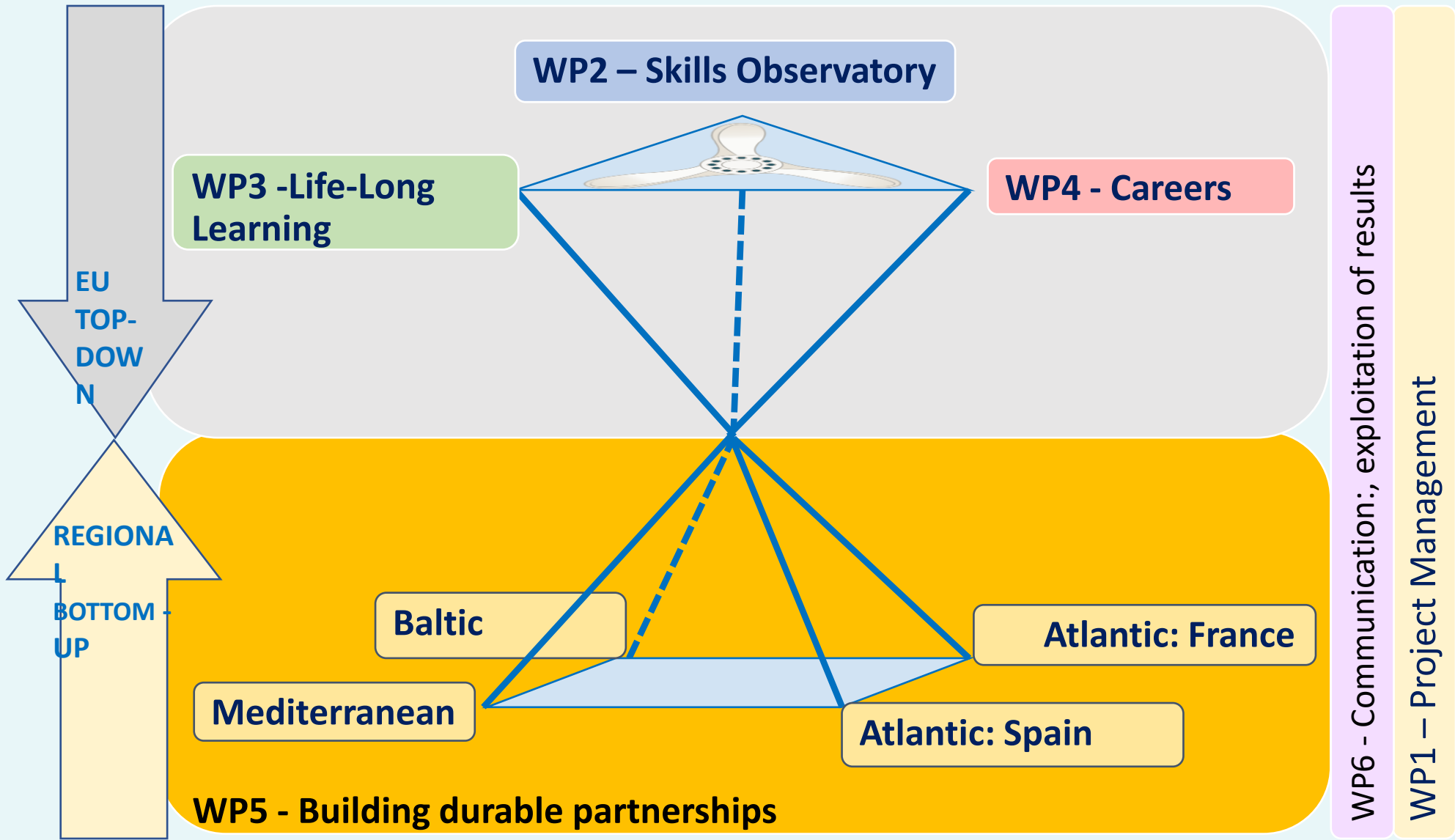
2023 Next events

1. **Collection of trainings from 2019-2023** in the marine training portal: **30th April 2023**

2. **Wind Europe annual Event (Copenhaguen from 25 to 27 April)**

    1. 26th 14:00 – 17:30 **LSP General Assembly** – In person meeting + (on-line)
    <u>Addressed at</u>: Partners of the FLORES project and members of the ORESkills LSP. **Representatives of relevant ORE projects/Organisations** will also be invited to attend.
    We'll showcase the latest FLORES project activities, research, and tools designed to strengthen skills development in the ORE industrial ecosystem. You'll have the opportunity to discuss the project's strategic orientations, which is the first joint proposal of the ORESkills LSP, and provide feedback that will shape the future activity of its working groups.

    1. 27th 9:00 – 12:00: **Focus Group organised as part of the Skills Observatory**
    <u>Addressed at:</u> **Companies in ORE value chain (preferably HR managers), industrial associations, industry experts, representatives of academia & VET centres.**
    Participants will be invited to provide their views and feedback on the methodologies proposed by the FLORES Skills Observatory and the first results gathered so far in this skills intelligence analysis.

Get in **touch**.

Contact us for any question our query you may have of ORE skills, trends or partnerships, we are here to help you.

Website www.oreskills.eu
Mail info@oreskills.eu

European Commission

How to take part in the OREskills partnership (P4S)?

Minimum engagements and relevant documents

1- Contribute to one of the **Working Groups**: 1 meeting*/year

2 - Attend to the General Assembly: 1 meeting*/year

3 - Answer the questionnaires distributed by the WGs, in particular s those addressed to report on the KPIs, and report on their achievements upon EC request (yearly)

4 - Implement the actions agreed in their letter of intent. (You can inspire them with the document Examples of engagements)

*Virtual meetings will be considered as first option

Link to the relevant documents:

Updated **Vision document** with all new partners.
Model of Letter of intent – stating the agreement to take part, the main role and proposals for action (following KPIs structure) – **To be sent to CETMAR as secretariat of the LSP**
https://pact-for-skills.ec.europa.eu/index_en

European Commission

Who are the FLORES partners
A strong consortium

15 PARTNERS | **8 COUNTRIES**

Colour legend: Industry
Multi-stakeholders Social partners
Training provider Administration/Agency
Research
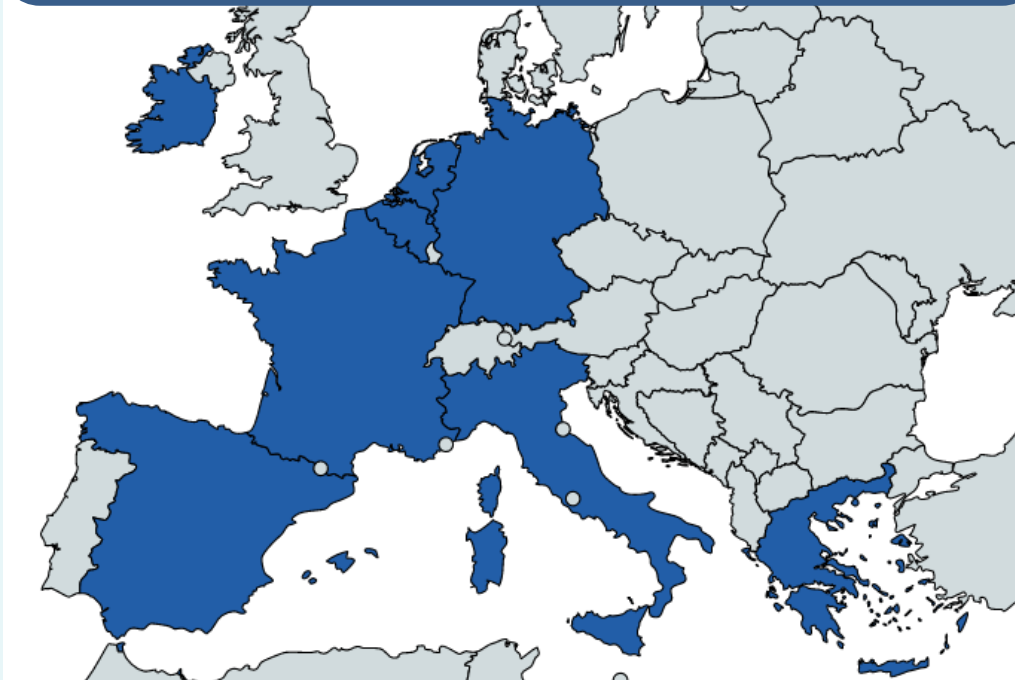
SPAIN:
ASIME (Industrial Association)
UDC (University)
CETMAR (research and LLL delivery)

FRANCE:
CPRM (Regions' Network)
Lycée Fulgence Bienvenue (VET)

IRELAND:
AMC (consultancy training services)

GREECE:
CERTH-HIT (Research)

ITALY:
MareFVG (Maritime cluster)

BELGIUM:
WindEurope (Industrial Association)
UGent (University)
IndustriAll Europe (Trade Unions Association)
EMB (Marine research association)

Germany:
Submariner Network (multi-stakeholder platform)

Netherlands:
BlueSpring (consultancy services ORE)
Deftiq (online training provider)

European Commission

Introduction

Shipbuilding & Maritime Tech Sector

- **+300 Shipyards and 22.000 equipment and service** suppliers (**€ 125bn** annual production value)

- **+1million jobs** linked to building + repair of ships and offshore structures

- **Highly skilled workforce** (35% HE/Engineering, 60% VET and technical education)

- **Global leader** in the design, construction, maintenance and retrofitting of **high- tech vessels** (civil and military)

- **Front runners** in delivering the most advanced **maritime equipment and tech** (+50% global sales)

- **Strategic manufacturing industry for Europe**
  - Smart and sustainable mobility & decarbonisation of waterborne transport
  - Defence and Security
  - Offshore strategy

European Commission
European Commission

Reasons for joining the Pact

- **Covid-19 crisis:** decrease of +80% of new orders for European companies. High risk of losing critical capabilities, talent and knowhow.

- Need of adapting skills to the Shipyard 4.0 and digitalisation of design and production processes

- Green Deal and industry's goal and responsibility to deliver the first zero emission ships by 2030

- An ageing workforce. 40% of the current workers will be retiring in the next 10 years.

- High mobility of workers: need to ensure a highly skilled EU-wide supply chain

- Scarcity of sectoral training offer and the difficulty to adapt it to the fast-changing needs of the industry

- Company training and in-house "shipbuilding schools" to overcome the shortage of training and skills

- Difficult to attract talent to the sector and to find people with sectoral skills.

Industry sees the need for a coordinated EU-level strategy and EU-level training to reach out the entire supply chain

© Adrien Daste/Naval Group

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European Commission
European Commission
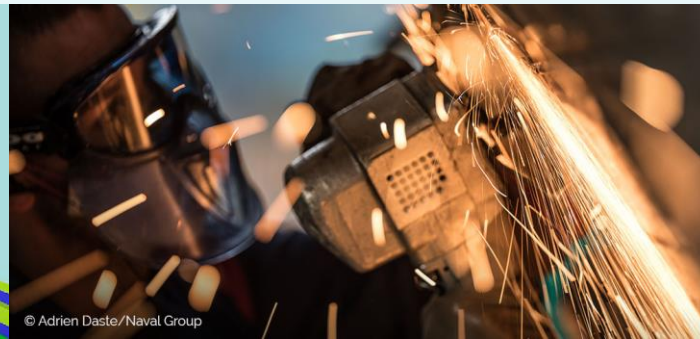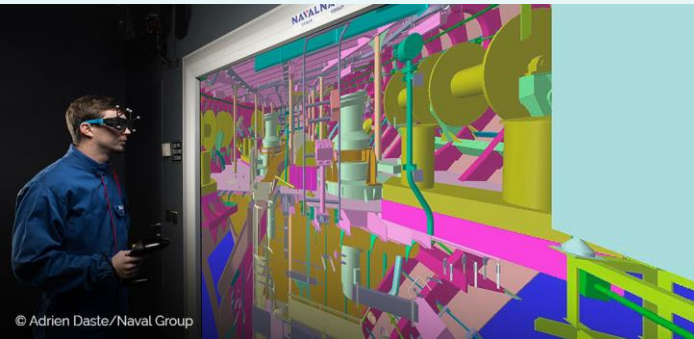
Shipbuilding & Maritime P4S: Main goal and partners

Goal: ATTRACT, TRAIN AND RETAIN TALENT to reinforce the competitiveness of the industry by:

- **Upskilling and re-skilling 200.000 workers (7% employees/year until 2030)**

- **Attracting 230.000 new talents**

- **Mobilising 1bn€ of public/private investment**

✓ **Industry-led partnership**

✓ **Strong industry & social partners engagement**

✓ **EU wide (16 countries)**

✓ **Main Shipbuilding Groups + SMEs**
  - **Newbuilding**
  - **Repair and Retrofitting**
  - **Civil and Military shipbuilding**

✓ **Regions and clusters**
✓ **Education providers**

Challenges

Challenge 1: Lack of regular collection of sectoral information on employment, skills and training needs

Challenge 2: Need of a fast digital and green transition, also through the supply chain and subcontractors

Challenge 3: Need of attracting and retaining talent in the sector

Challenge 4: Scarcity of adequate and up-to-date sectoral education and training offer and difficulties for recognition of certificates

Commitments

1. **Skills Analytics:** All partners cooperate on Skills and Employment Analytics and anticipating skills, training needs

2. **Improve sectoral education and training offer**
   - Develop a sectoral **EU Qualifications Framework** for the recognition of training, skills and qualifications -> facilitate mobility, contracting and cooperation between E&T
   - Develop a **European network of sectoral VET** centres which can share information, develop joint training courses and facilitate the mobility of students –in close relation with companies
   - Develop **Master and specialisation programmes** and modules at HEIs to support the specialisation in shipbuilding / maritime tech domains

3. **Upskilling and re-skilling current workforce**
   - **Develop and pilot common training** for up and re-skilling workers (special courses, micro-credentials, e-learning, WBL
   - Develop European **MOOCs** open to workers in several companies and countries: digital and green skills, soft skills
   - Promote and facilitate company and **intercompany training**
   - Identify best practices and financing possibilities to **facilitate training from big Companies to SMEs** and suppliers.
   - Identify **financing possibilities**

4. **Attract talent to the industry**
   - Promote and facilitate **apprenticeships** in the Industry (including SMEs)
   - Coordinate collective campaigns and actions for the **promotion of career opportunities**, international student contests, etc

European Commission
European Commission

Erasmus:
LeaderSHIP Project / Partners

19 partners:
- **VET Providers**
- **Universities**
- **Companies**
- **Regional Clusters**
- **Associations**

Direct partners
Indirectly covered countries
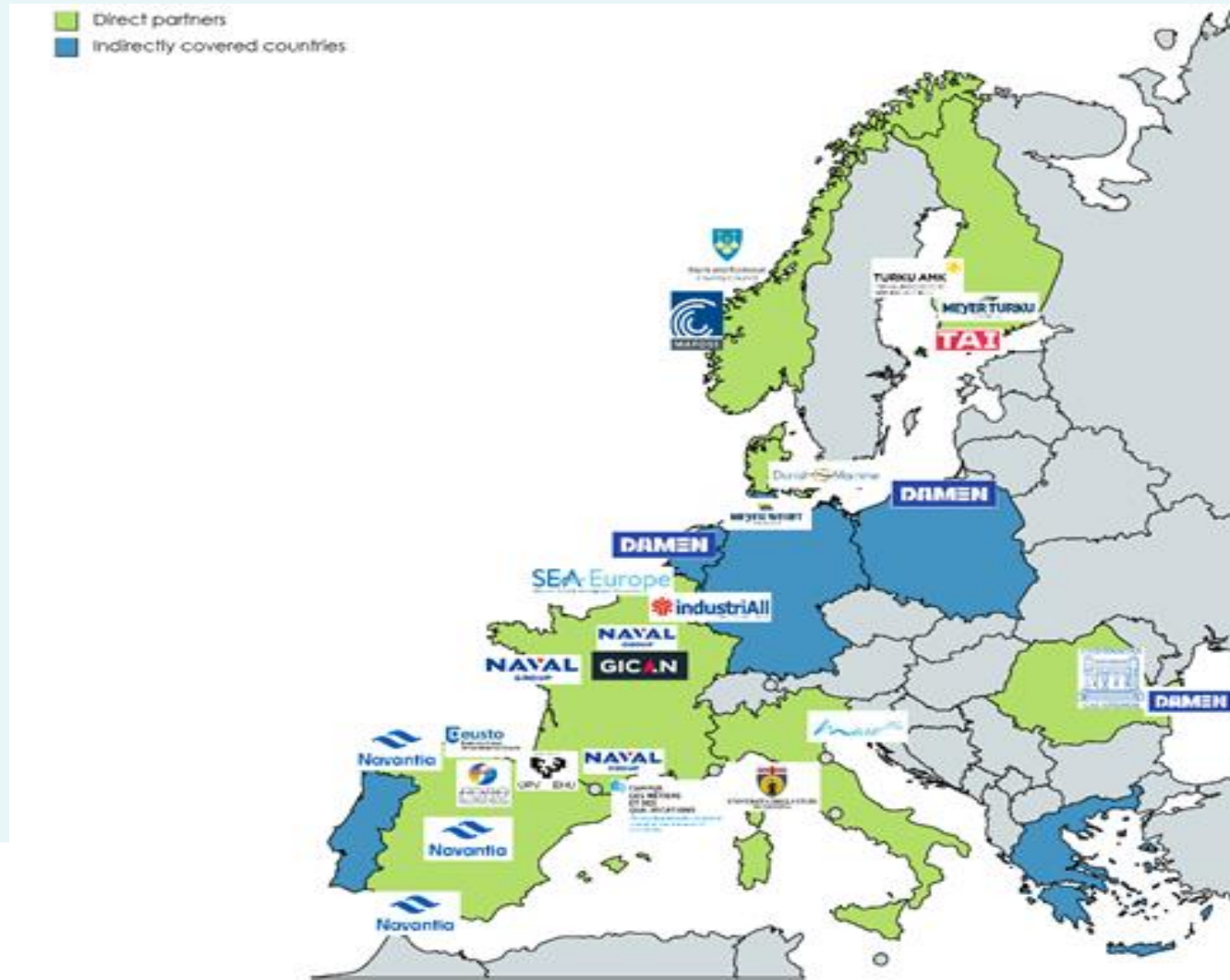
LeaderShip Project / Objectives

1. Develop a strategic approach to sectoral cooperation on skills

- Set up **sustainable cooperation on skills between key industry stakeholders**
- **Boost inter-company cooperation**
- **Develop a common methodology and digital tool for gathering skills intelligence on a continuous basis**
- **Map existing upskilling and reskilling support** available in the sector (provided by industry, public and private stakeholders) **and identify which of those actions could be upscaled to support companies in the value chains**
- **Develop a skills strategy for the industrial ecosystem**

2. Design a European sector-wide agreed 'core' curricula and training programmes

Within the first year of activity (reactive response):

- **Design training courses to rapidly addressing urgent skills needs resulting from the Covid-19 pandemic and the digital and green transition**
- **Design continuing   training programmes (VET and University level) for up-skilling and re-skilling t**he labour force

Throughout the project (proactive response)

- **Develop training content for emerging occupational profiles**
- **Design continuing   training programmes for upskilling or re-skilling people of working age (modules addressing emerging skills needs) (VET and University level)**
- **Promote sectoral qualifications including transnational joint programmes**

LeaderShip Project / Objectives

3. Delivering the 'core' curricula and training programmes

- **Develop delivery methodologies for the curricula and training programmes**

- **Pilot the training designed with workers and students using different methodologies**

- **Develop activities to facilitate transfer and recognition of knowledge and skills**

4. Apply EU wide instruments and tools, such as the EQF, ESCO, Europass, EQAVET wherever relevant.

5. Design a long-term action plan for the progressive roll-out of project deliverables after the project has finished

Christine le Forestier

European Construction Industry Federation

Pact for skills in construction

Development of a Sectoral Strategy for cooperation on skills: filling the gap between skills needs of Construction companies and competences provided by training providers

24 partners

12 countries

- **Aim:** Definition of the strategic approach on professional skills for the construction industry in the EU

  - **Duration:** 4 years (Jan. 2019 – March 2023)

    - **Budget:** €4.000.000.

  - **Coordinator:** Fundación Laboral de la Construcción (Spain)

  - **Consortium:** 24 partners in 12 EU countries

Final Dissemination Event in Brussels – 22 February 2023
Registration for physical presence
Registration for online attendance

WP2 – Status Quo and Sectoral Skills Strategy

Objectives:

- To carry out a **PESTLE analysis** that will contribute to **define Political, Economic, Social, Technological, Legal and Environmental factors**, which may be affecting sectorial skills.

- To develop an analysis to determine **the Status Quo of sectorial skills**.

Main deliverables:

PESTLE Analysis

Report about the Political, Economic, Social, Technological, Legal and Environmental factors, which may impact the Construction industry and may be affecting in turn skills shortages, gaps and mismatches.

Available. Click here to check it out!

Status Quo report on Sectoral Skills

Report with the current "state of the art" of Construction industry sectoral skills, showing: discrepancy between current and future skills, in order to establish the training needs of workers in the sector in the short and medium term; estimation of the number of workers that should be trained as well as in which vocational profile; and measures, recommendations, actions, etc. for the Blueprint deployment.

Available. Click here to check it out!

Report on the Skills Needs Analysis in the construction industry

Report on the skills needs identified in the consortium countries, especially in the fields of energy efficiency, circular economy and digitalisation.

Available, click here to download it!

MOOCs

https://constructionblueprint.eu/online-course/
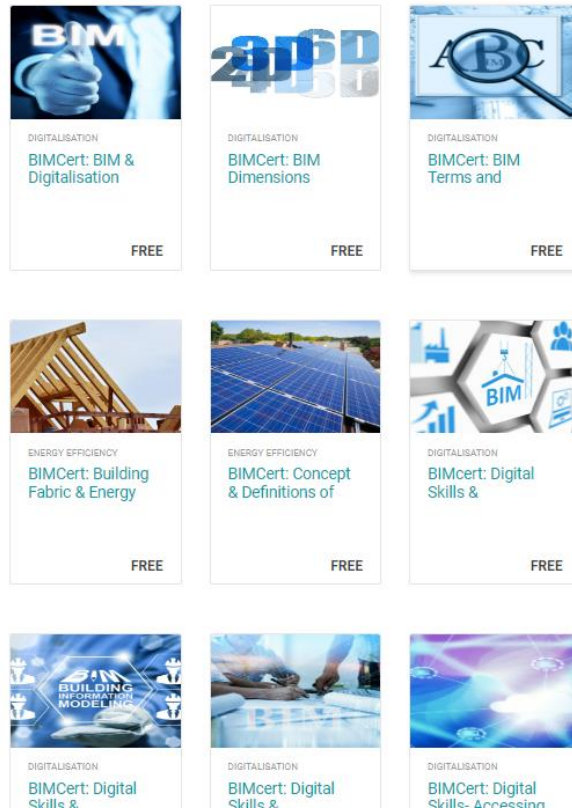
- All courses are fully online -> NO physical attendance
- NO trainers -> workers can follow courses at their own pace
- Upon account registration, possible to access courses for free.

Interactive Map of Best practices

https://constructionblueprint.eu/interactive-map/

The collection of good practices and initiatives which are tackling gaps and mismatched skills.
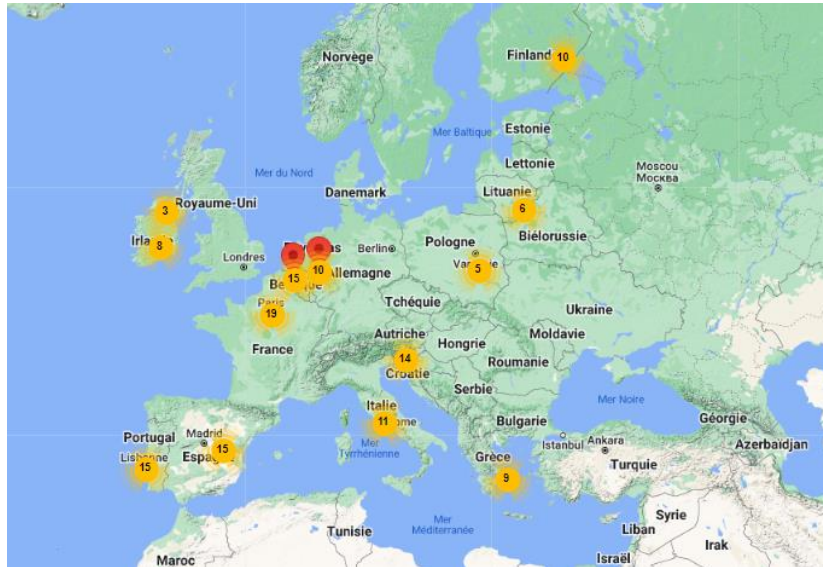
New training curricula

New training curricula designed to update VET offer for the students and workers of the construction industry in the fields of

- Energy Efficiency
- Circular Economy
- Digitalisation

Observatory of Skills
To be developed in February

- Focus on specialised (EE, circular and digital) and transversal skills based on two company surveys
- Will allow training centres, companies and stakeholders to have a broad picture of the companies' needs in terms of skills.
- The user will be able to consult the information for each country, as well as at a European level. This information will be shown in the way of dynamic graphic charts

- National partners are writing report on occupational profiles.
- Final consolidated file to be presented in February!

Report on the professions and qualifications to be subject of modernisation

Comparative analysis report including the relationships of skills and competences (specially related to Energy Efficiency, Circular Economy and Digitalisation) that have to be included in the sectoral upskilling process of the relevant occupational profiles.

First mapping available

National reports on the modernisation of Occupational Profiles

Final National Reports on the occupational profiles that should be updated at national level including the relevant sectoral occupational profiles accompanied by a grading of the necessity to be updated to support the skilling process.

Available on November 2022

Promotion of the attractiveness of the Construction Industry

- Talent pool of good practices and projects on how to attract women and youth to work in construction sector
- Gender balance out – interviews about inclusion of women to construction
- Social media campaign – videos with current students to promote the sector
- Erasmus+ Open Day event: 22 February afternoon in Brussels and online
  - Covers 3 topics – mobility, youth and gender
  - Discussion with external experts

- Led by 3 umbrella organisations (FIEC, EFBWW and EBC)

- Main activities:

  ➢ Coordination of Linkedin Group
  ➢ Coordination of endorsement events
  ➢ Collection of feedback on main deliverables from National Advisory Group members

- Roll-out plan of the project sustainability and its activities:
  ➢ Feedback from all partners
  ➢ Ideas what could be done once the project ends

European Steel Skills Agenda (ESSA) and Skills Alliance for Industrial Symbiosis (SPIRE-SAIS)

Jorge Muract, Director steeluniversity
worldsteel

22th of March 2023

Problem Statement for Europe Steel Industry

Production process and organization transformation

Regulations for energy efficiency and emissions

Problem Statement for Europe Steel Industry

STRATEGY

Develop highly qualified, specialized and multi-skilled workforce

Training Ecosystem Solution

ESSA EUROPEAN STEEL SKILLS AGENDA

TRAINING PROVIDERS

Organizations and experts that offer training and educational programs to individuals and businesses in a wide range of areas, including vocational skills, professional development, and personal enrichment.

GOVERNMENTS

Governments play an important role in supporting the development of training ecosystems by providing funding, resources, and policy support.

RESEARCH CENTERS

They focus on advancing knowledge and finding solutions to complex problems. They also provide training and educational programs to help individuals develop new skills, learn about new technologies, and stay up-to-date on the latest trends and developments.

VET SYSTEM

Vocational Education and Training (VET) system provides individuals with practical skills and knowledge for specific trades, careers, or occupations. This system include a range of qualifications, such as certificates, diplomas, and advanced diplomas.

STRATEGY

Develop highly qualified, specialized and multi-skilled workforce

ASSOCIATIONS

Organizations that represent a specific industry, profession, or interest group. They provide training and educational programs to their members to help them improve their skills, knowledge, and expertise.

INDUSTRY

Industry training ensure that individuals have the necessary skills, knowledge, and competencies to meet the demands of the industry they work in. This includes technical and transversal skills.

EQUIPMENT AND SERVICE PROVIDERS

Equipment and service providers offer training to their customers as a value-added service. Training help customers to use the equipment or services more effectively, improve their efficiency and productivity, and reduce the risk of accidents or errors.

European Commission

Training Ecosystem Solution

steelHub

Platform to facilitate coordination, communication and collaborative partnership between stakeholders of the Eco-System.
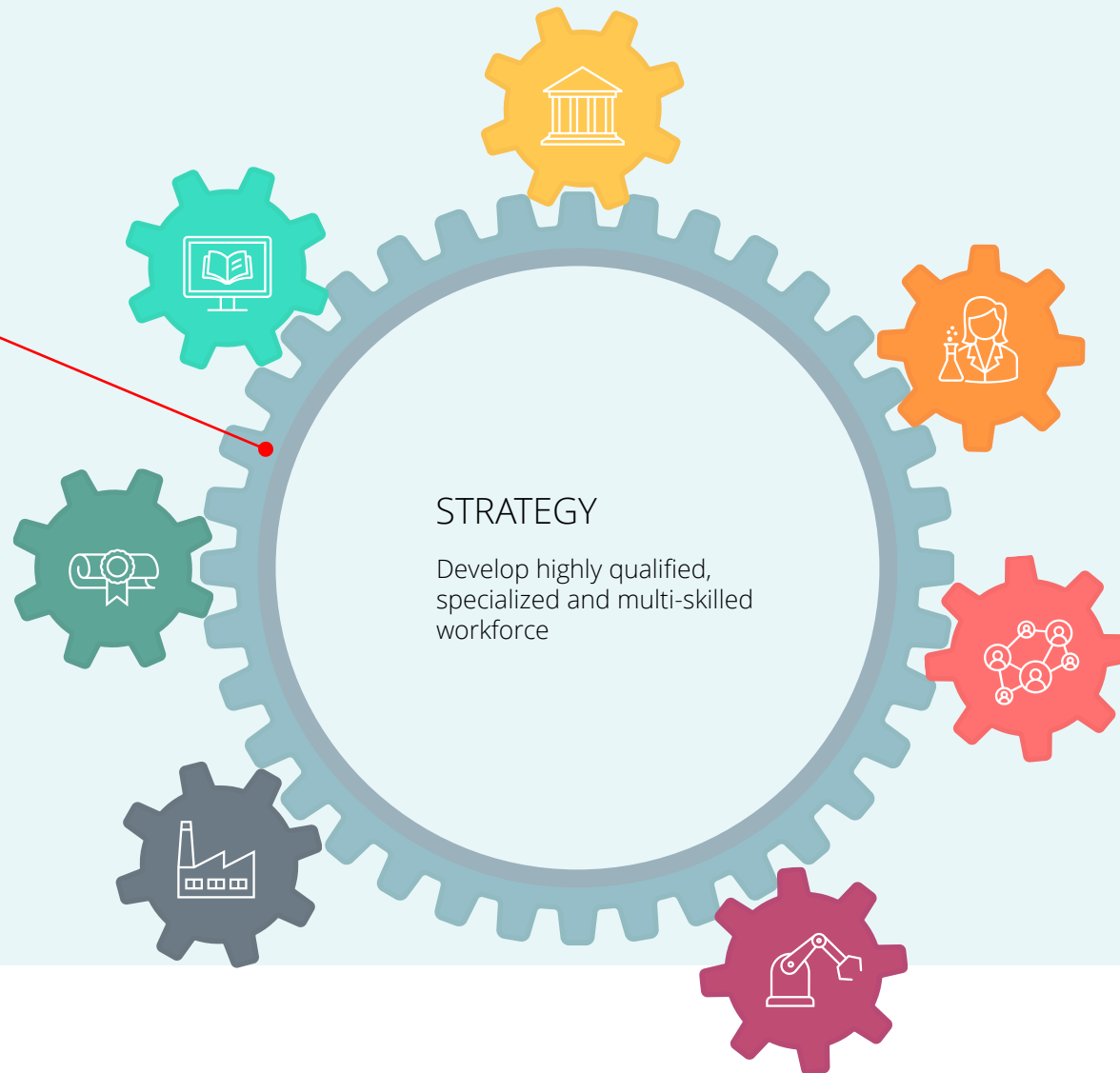
STRATEGY

Develop highly qualified, specialized and multi-skilled workforce

ESSA
EUROPEAN STEEL SKILLS AGENDA

European Commission

Training Ecosystem Solution

steelHub
Powered by **steel**university

Learning solution Directory

Collection of learning solutions provided by publishers and providers into the framework of a marketplace business model

Skill Directory

Skill and knowledge directory that represent the current and future training needs of the steel sector.

Capability Assessor

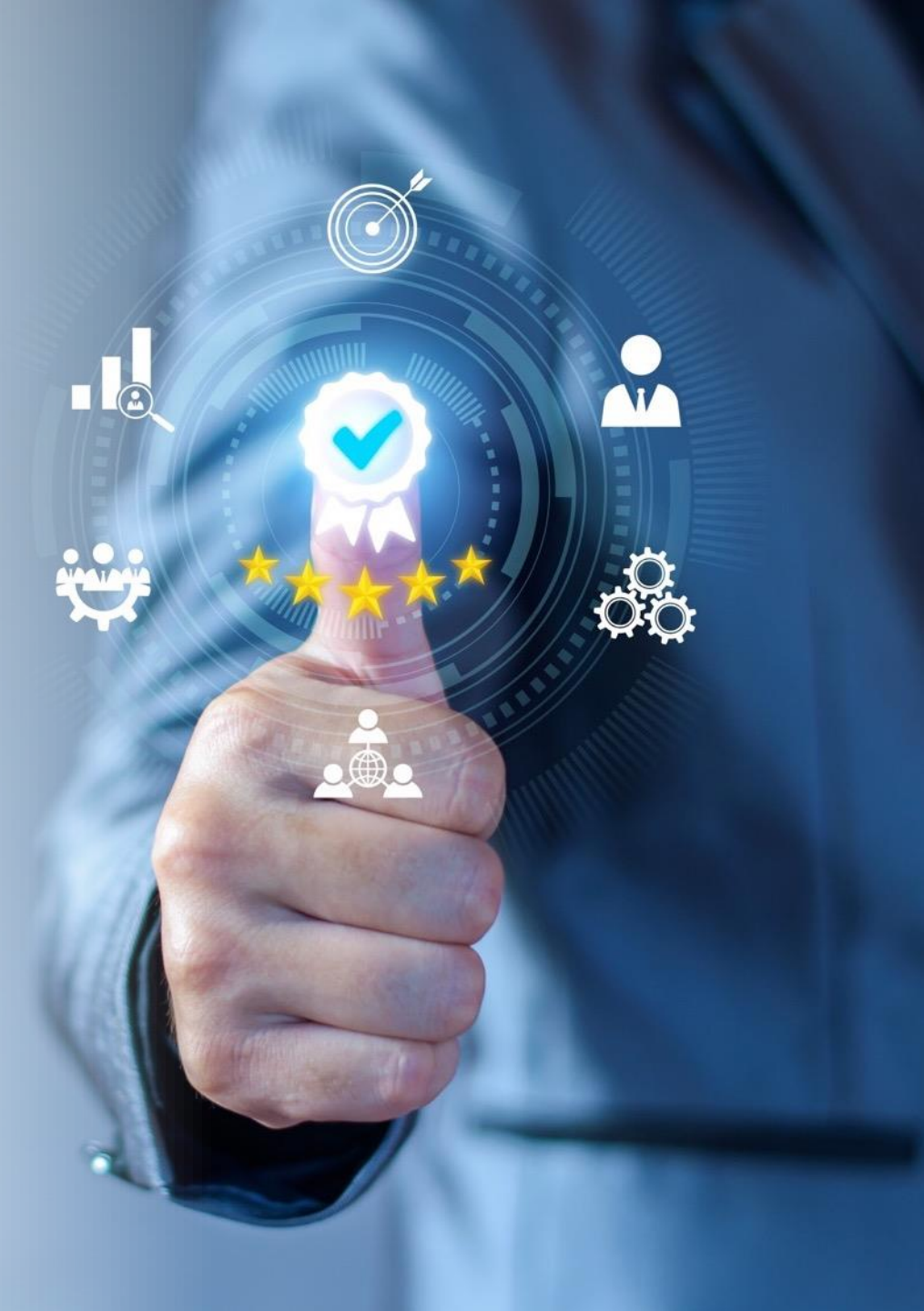Solutions to deliver capability assessments to organization and individuals to design customized development path.
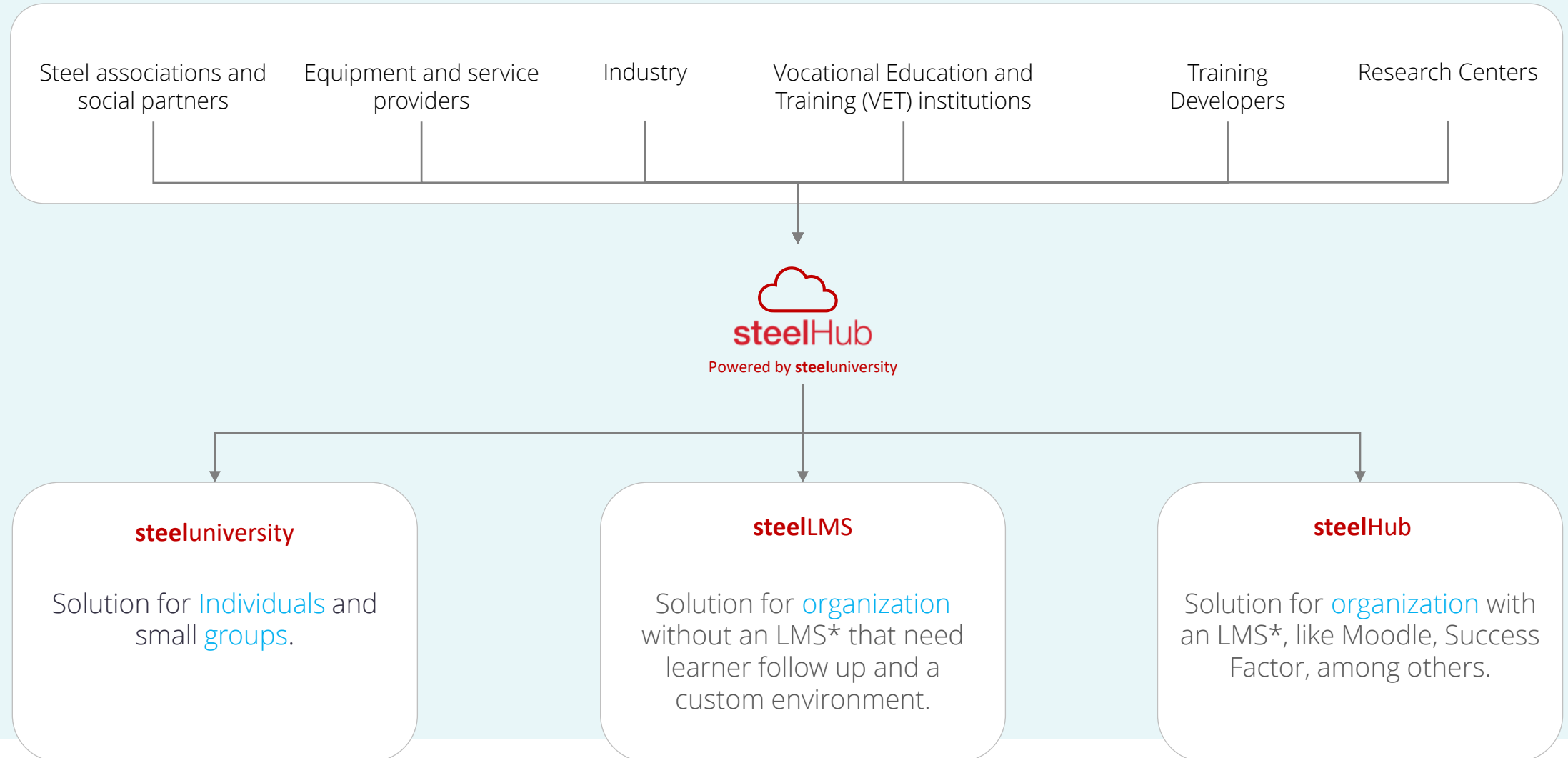
Integration

Flexible integration options to meet the unique needs of organizations of different size and type as well as individuals.

ESSA
EUROPEAN STEEL SKILLS AGENDA

European Commission

Learning solution Directory

Collection of learning solutions provided by publishers and providers into the framework of a marketplace business model

Learning solution Directory

Strategy

Partnership with stakeholders of the talent development ecosystem to develop a collaborative, flexible and affordable learning solutions directory in the framework of a marketplace business model to upskilling/reskilling workforce and attract new talents to enable steel sector transformation.

Learning solution Directory

Learning solution Directory - Publishers

ESSA — EUROPEAN STEEL SKILLS AGENDA

Industry

- GERDAU
- TenarisUniversity
- TATA STEEL Digi e-Shala — Learn · Innovate · Perform
- NUCOR
- HBIS GROUP
- Pause
- NLMK
- GREENSTEEL ACADEMY — ENGAGE | INSPIRE | DEVELOP

Associations and social partners

- worldsteel ASSOCIATION
- alacero
- steeluniversity
- WorldAutoSteel

Equipment providers

- PRIMETALS TECHNOLOGIES
- IN PROGRESS — HAAS
- IN PROGRESS — SKF
- IN PROGRESS — MELTIO

Subject Matter experts

- Virginia Genovesi
- Laura Guolo
- Matthew Mulford
- Horacio Bergero

Education and training providers

- Stahl | Steel Institute VDEh
- saVRee 3D INTERACTIVE MEDIA
- RWTH AACHEN UNIVERSITY
- IN PROGRESS — TPC TRAINING
- IN PROGRESS — TOOLINGU
- IN PROGRESS — TED

R&D institutions and Universities

- Materials Processing Institute
- RWTH AACHEN UNIVERSITY
- Cranfield University
- MANCHESTER 1824 — The University of Manchester
- University of BRISTOL

Service providers

- FORESIGHT DATA MACHINES
- 3M
- RESILIUM
- Dräger
- cype
- EnErKey Consulting

European Commission

Learning solution Directory

Game-based learning

Animated Videos

Learning solution Directory

3D Models

E-learnings

VR/AR solutions

Webinars
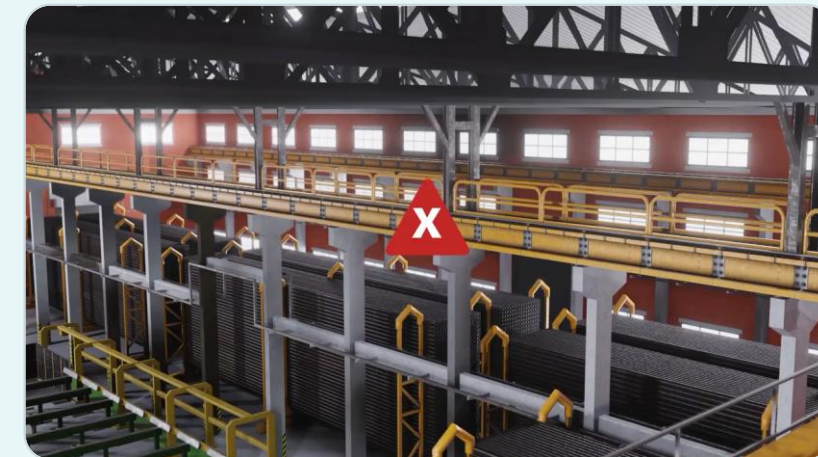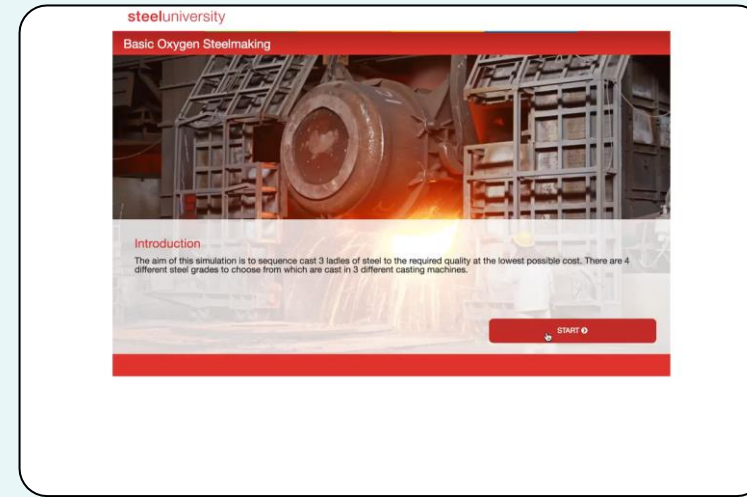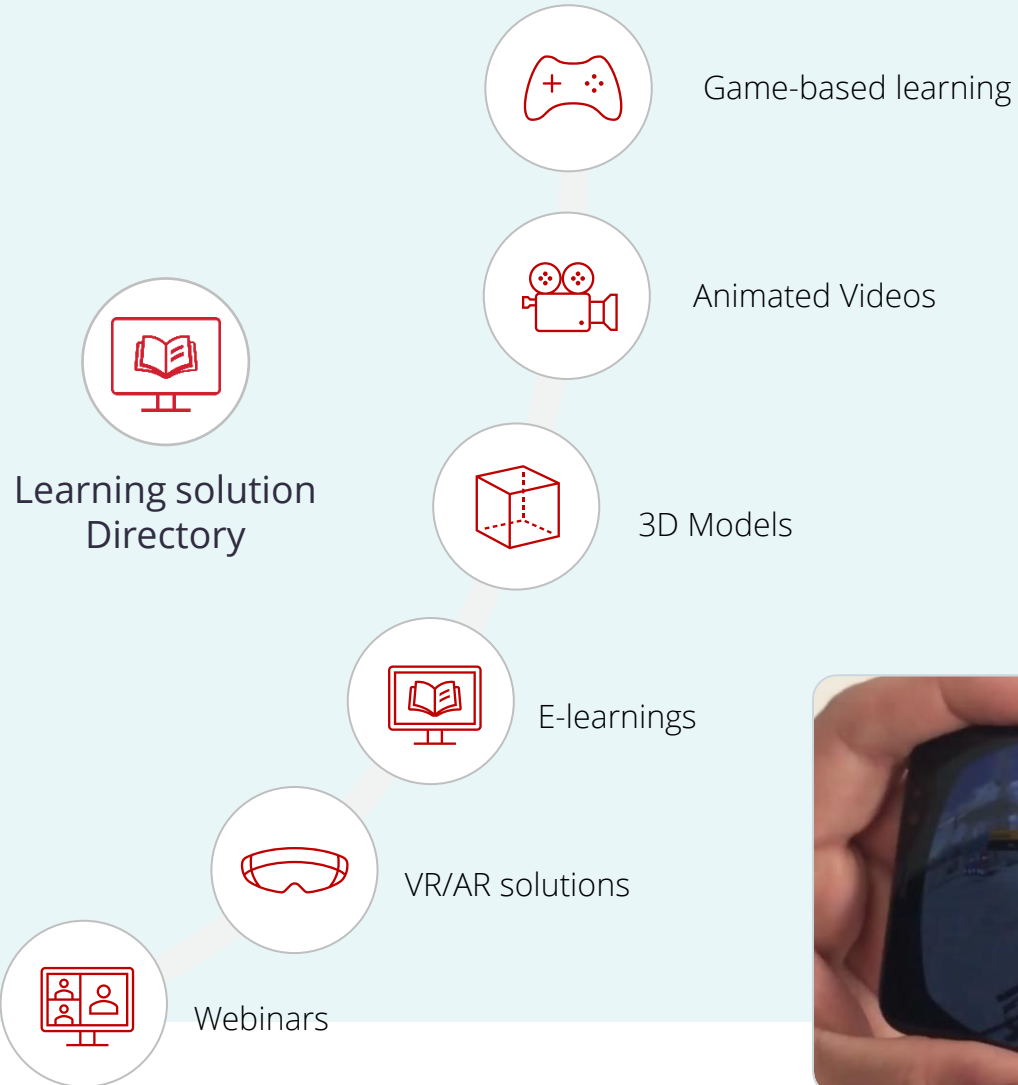
Learning solution Directory

Publishers

Publishers

28

Learning Solutions

1338

Type	Quantity
English (EN)	482
Spanish (ES)	326
Chinese (CN)	191
Russian (RU)	309
French (FR)	14
Deutsch (DE)	12
Portuguese (PT)	2
Czech (CS)	1
Romanian (RO)	1

Statistic from 2022

Clients & Users
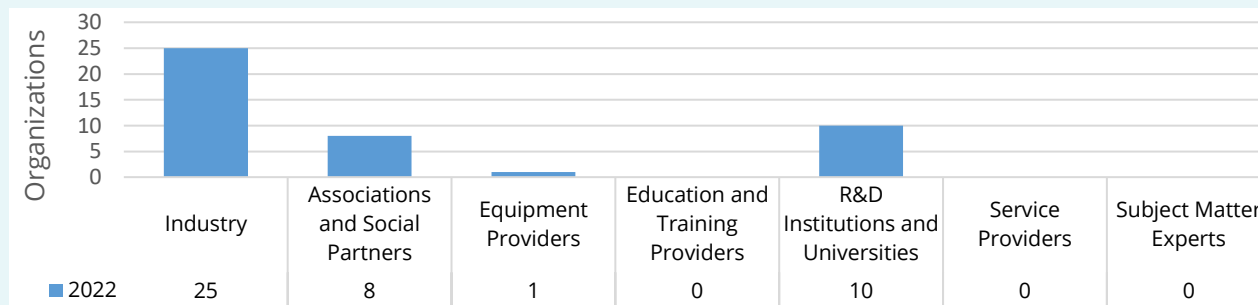
New Learners

6875

Active Learners
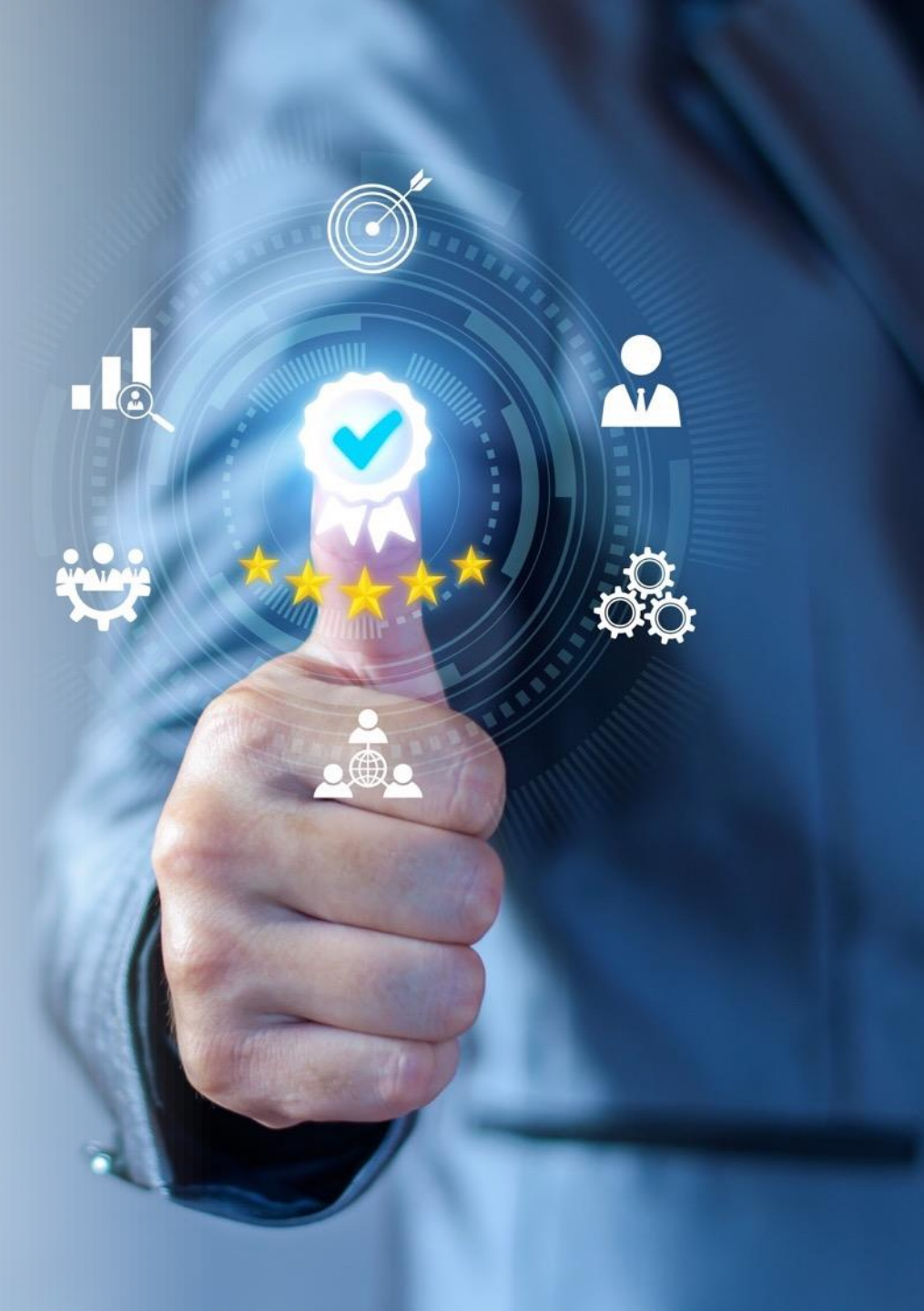
7558
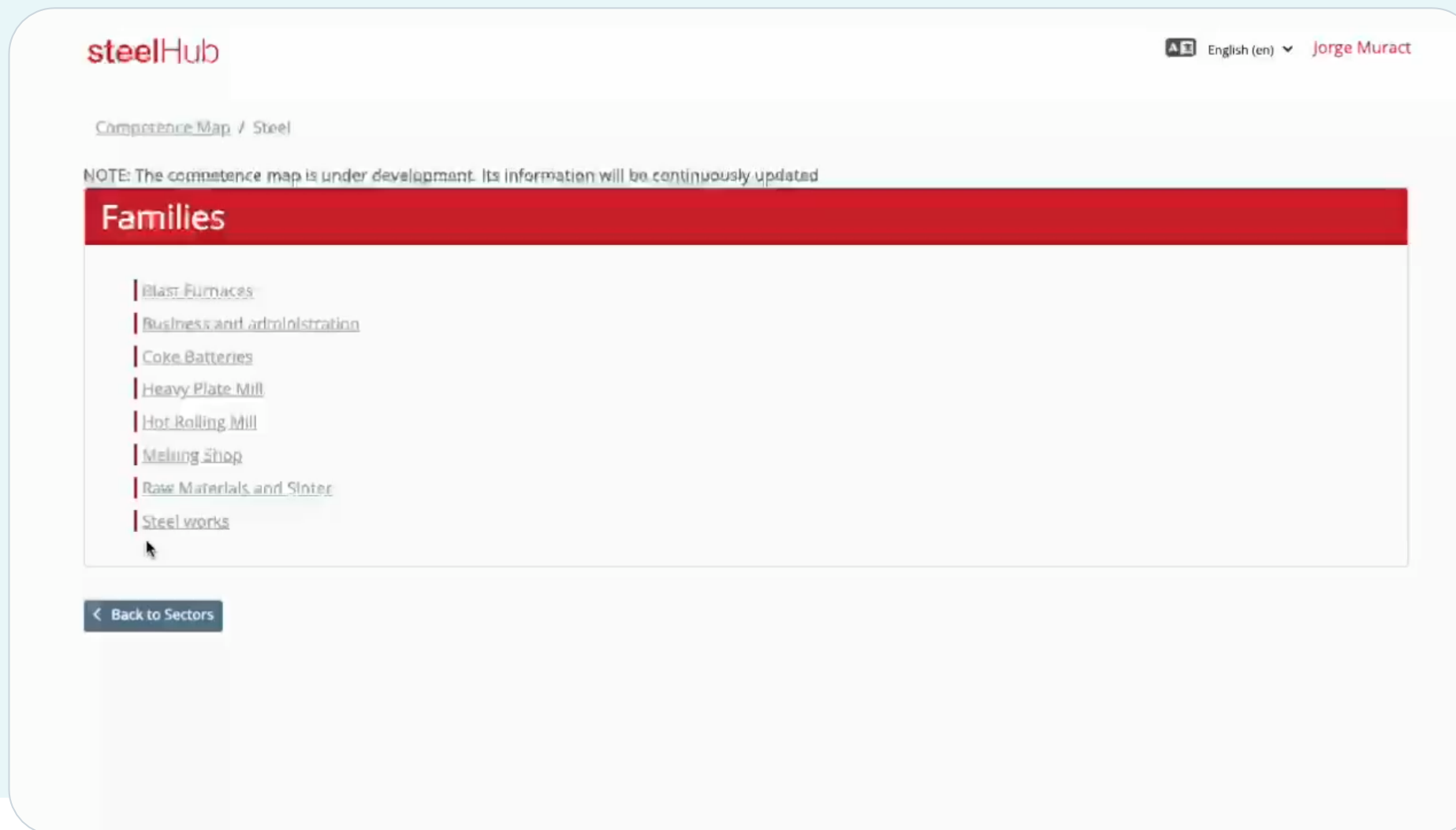
Statistic from 2022

Skill Directory

Skill and knowledge directory that represent the current and future training needs of the steel sector.

Skill Directory

Capability Assessor

Solutions to deliver capability assessments to organization and individuals to design customized development path.

Capability Assessor

Integration

Flexible integration options to meet the unique needs of organizations of different size and type as well as individuals.

Integration

Steel associations and social partners   Equipment and service providers   Industry   Vocational Education and Training (VET) institutions   Training Developers   Research Centers

steelHub
Powered by **steel**university

steeluniversity

Solution for Individuals and small groups.

steelLMS

Solution for organization without an LMS* that need learner follow up and a custom environment.

steelHub

Solution for organization with an LMS*, like Moodle, Success Factor, among others.

* LMS: Learning Management System

steelHub for individuals and small groups

steeluniversity

Learning platforms for individuals and small groups connected to **steel**Hub that offer free or paid courses, and various learning resources such as video lectures, interactive quizzes, discussion forums, and progress tracking tools.

The platform offer certifications that learners can earn upon completion of courses or assessments, which can be useful for showcasing their skills and knowledge to potential employers.

https://steeluniversity.org/

steelHub for organizations without LMS

steelLMS

Customized Learning Management System (LMS) connected to steelHub for organization.

This solution include reporting tools to follow up progress of learners and measure performance and effectiveness of the learning solutions.

https://unesid.steeluniversity.org/

steelHub for organizations without LMS

steelHub

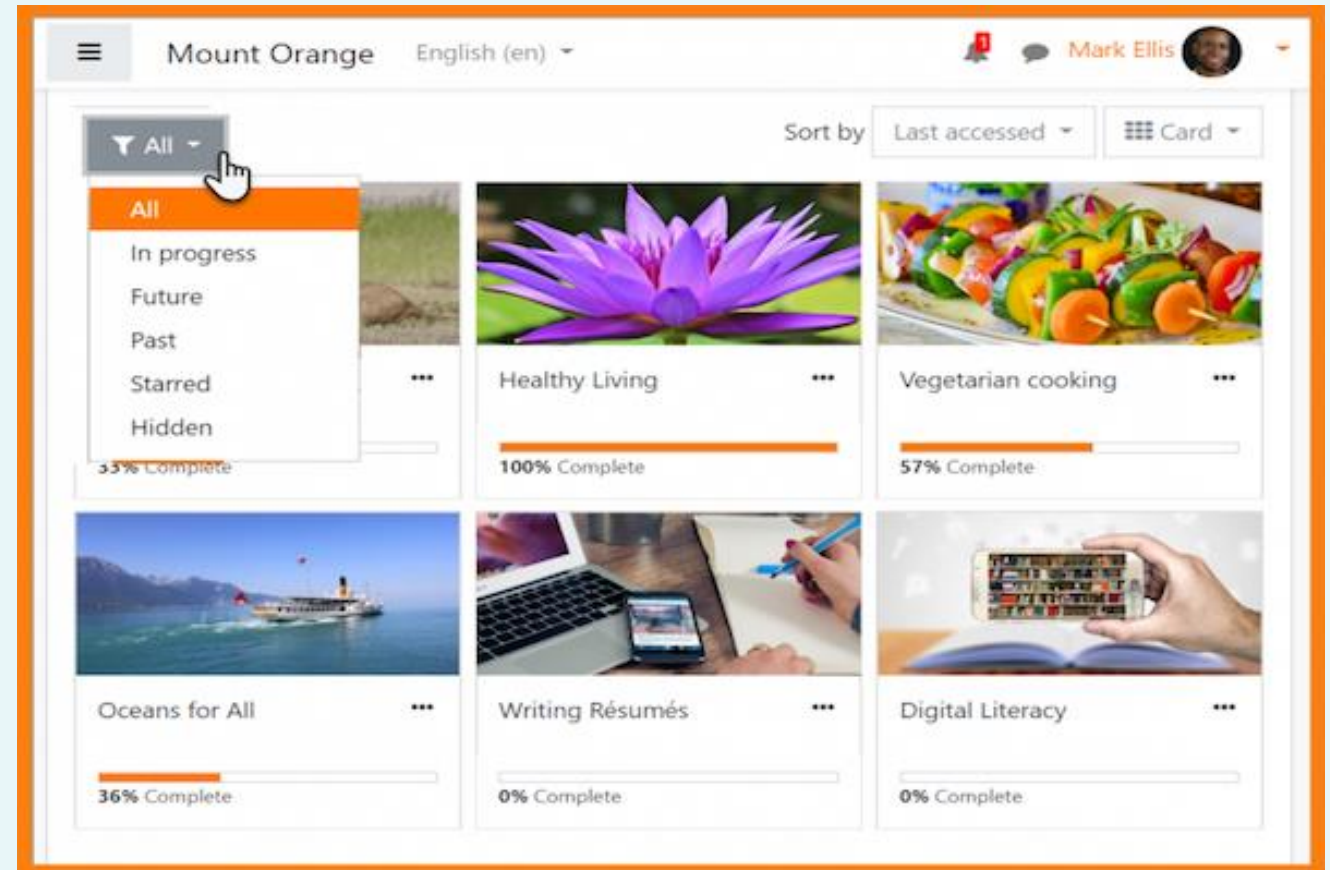Learning Solutions integrated into the Learning Management System (LMS) of the organization.

Blueprints for Sectoral Cooperation on Skills

Steel included in two Sectoral Blueprints:

2018	2019	2020	2021
• Automotive	• Additive manufacturing	• Industrial Symbiosis	• Blockchain
• Maritime Technology	• Construction	• Digitalisation of Energy	• Cultural heritage
• Space	• Maritime Shipping	• Batteries	• Cybersecurity
• Textile	• Steel Industry	• Defence	• Rail supply and transport industries
• Tourism	• Space geography	• Bio-Economy	• Work integration social enterprises
		• MicroElectronics	• Software services

Blueprints for Sectoral Cooperation on Skills
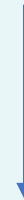
Funded by the Erasmus+ Programme of the European Union

Jorge Muract, Director steeluniversity
muract@steeluniversity.org

ESSA website: https://www.estep.eu/essa

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Q&A and Discussion

Feel free to ask any questions or leave any comments in the chat

Thank you for joining us!

Contact us at:

support@greendealprojects.eu