

# From skills to implementation: building Europe's future health workforce

## BeWell Project Final Conference

# Europe's health workforce at a turning point

10:30 – 11:00



# Union of Skills

# Skills for competitiveness

**Sónia de Melo Xavier** – Policy Officer Pact for Skills

DG Employment Social Affairs and Inclusion

*#SocialRights*

*#PactforSkills*



Europe needs a **radical step change in ambition and action** – for all skill levels and for all types of training and education. This is as important for people’s careers and prospects as it is for our **competitiveness**.

To do so, **we will establish a Union of Skills** – focusing on **investment, adult and lifelong learning, skill retention and the recognition of different types of training** to enable people to work across our Union.

*Political Guidelines for the next  
European Commission 2024 – 2029*

## UNION OF SKILLS



### **Building skills**

for quality lives and jobs

### **Upskilling and reskilling**

for the digital & green transition

### **Circulating skills**

across the EU for competitiveness

### **Attracting, developing and retaining talent**

for Europe's future



# The Pact for Skills under the Union of Skills: strengthened & streamlined

Launched in 2020 as a flagship initiative of the European Skills Agenda

**4,000+ organisations** have joined, committing to reskill **25 million workers by 2030**

**20 Large-Scale Skills Partnerships + 26 Regional Skills Partnerships + 75 partnerships in other areas**

**European Alliance for Apprenticeships** to reach **700 pledges by 2030.**

**Cost-effective policy framework** with minimal costs for companies and substantial benefits

Pact equips **strategic sectors with essential skills**, workforce insights, and collaborative networks to align capital investments with a prepared workforce.

The Pact for Skills is the EU's most **market-responsive tool**—a voluntary, commitment-driven platform measuring industry's readiness to collaborate on upskilling and reskilling.

Pact membership and participation in large-scale skills partnerships serve as a key **gateway to other EU initiatives.**

# Key Areas of Focus



## Reinforcing Large-Scale Partnerships

Alignment with the Competitiveness Compass, Clean Industrial Deal, and future Preparedness Union Strategy



## Improving Initiative Linkages

Addressing fragmentation and enhancing linkages among initiatives



## Enhancing Cross-Sectoral Synergies

Facilitating knowledge and resource sharing along the value chain



## Upskilling Commitments

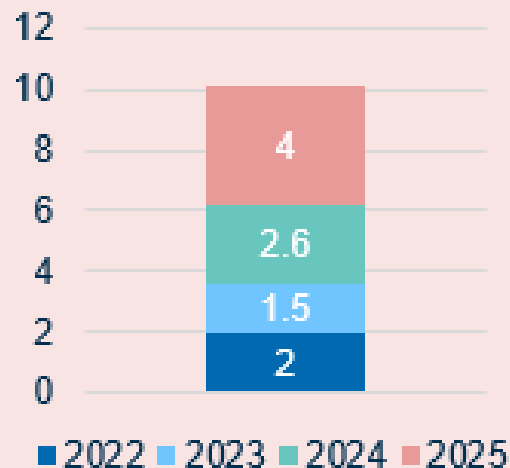
Pledge to upskill 25 million workers by 2030, members to at least double their commitments

# Annual survey results 2025

- **10 million people benefited** (3.9 million in 2025)
- **€2 billion was invested** (€1.02 billion in 2025)
- **412,100 stakeholders joined forces** (277,600 in 2025)
- **142,000 training courses were updated or developed** (46,500 in 2025)



People benefitting  
(in millions)



# Large-Scale and Regional Skills Partnerships in EU strategic sectors (I)

	Large-scale Skills Partnerships	Regional Skills Partnerships
<i>Clean transition and industrial decarbonisation</i>	<ul style="list-style-type: none"> <li>◆ Automotive</li> <li>◆ Shipbuilding and Maritime Technology</li> <li>◆ Construction</li> <li>◆ Digitalisation of the Energy System</li> <li>◆ Offshore Renewable Energy</li> <li>◆ Renewable Energy</li> <li>◆ Energy Intensive Industries</li> </ul>	<ul style="list-style-type: none"> <li>◇ Automotive Regions' Twin Transition</li> <li>◇ European Chemical Regions Network (ECRN)</li> <li>◇ Maritime in the Beara Peninsula (B-MORE)</li> </ul>
<i>Health, biotech, agriculture and bioeconomy</i>	<ul style="list-style-type: none"> <li>◆ Agri-Food</li> <li>◆ Health</li> <li>◆ European Health Industry</li> <li>◆ Long-Term Care</li> </ul>	<ul style="list-style-type: none"> <li>◇ <u>ProMIS</u></li> <li>◇ Agri-Food sector in Campania</li> <li>◇ Agri-Food Sector in Piemonte</li> <li>◇ <u>ZainLab</u></li> </ul>
<i>Digital leadership</i>	<ul style="list-style-type: none"> <li>◆ Micro-Electronics</li> <li>◆ Digital</li> </ul>	<ul style="list-style-type: none"> <li>◇ Madrid Oeste Tecnológico (MOT)</li> <li>◇ Digital in the Lisbon Metropolitan Area</li> <li>◇ 4gune</li> </ul>

# Large-Scale and Regional Skills Partnerships in EU strategic sectors (II)

	Large-scale Skills Partnerships	Regional Skills Partnerships
<i>Resilience &amp; security, defence industry &amp; space</i>	<ul style="list-style-type: none"> <li>◆ Aerospace and Defence</li> <li>◆ Space Data, Services and Applications</li> </ul>	<ul style="list-style-type: none"> <li>◇ RISE-ASD</li> </ul>
<i>Consumer, social, and service-oriented industries</i>	<ul style="list-style-type: none"> <li>◆ Retail</li> <li>◆ Textile, clothing, leather and footwear</li> <li>◆ Tourism</li> <li>◆ Proximity &amp; Social Economy</li> <li>◆ Cultural and Creative Industries</li> </ul>	<ul style="list-style-type: none"> <li>◇ Textiles in Auvergne-Rhône-Alpes</li> <li>◇ Creative Industries in the Western Balkan region</li> <li>◇ <u>KSIgune</u></li> <li>◇ <u>Skåne</u> region</li> </ul>
<i>Cross-sectoral partnerships<sup>7</sup></i>		<ul style="list-style-type: none"> <li>◇ Lifelong Learning Mobility (EARLALL)</li> <li>◇ Bari City &amp; Metropolitan Area – Twin Transition</li> <li>◇ Lombardy region</li> <li>◇ EURADRIA region</li> <li>◇ Twin Transition of the Thessaly region</li> </ul>

## 20 Large-Scale Skills Partnerships

EU-wide, commitment-driven collaboration of major players in industrial ecosystems and sectors to upskill and reskill workforce

## 26 Regional Skills Partnerships

Collaboration to address local skills challenges within specific geographic areas

## European Alliance of Apprenticeship

Multi-stakeholder platform to strengthen quality, mobility, offer and image of apprenticeships

# Pact for Skills – The Architecture

### Erasmus+ Blueprint Alliances for Sectoral Cooperation on Skills

Catalyst of EU public-private cooperation in strategic sectors to up & reskill workforce

### Erasmus+ Centres of Vocational Excellence (CoVEs)

Innovating VET systems through networks of local and regional VET stakeholders

### VET Business Partnerships (NEW under ECF)

Deployment of modern VET on the ground linked to companies

### EU Skills Academies

Rapid deployment of learning programmes to address urgent skills gaps in strategic sectors

### European University Alliances

Long-term collaboration between universities, seamless mobility, joint degrees, high-quality credentials



Dynamic exchange with the **future EU Skills Intelligence Observatory** for labour market insights

## Joining the Pact in practice

1. Sign up to the **Charter**
2. Translate engagement into concrete commitments (=pledges)
3. Monitor commitments



# You will not walk alone.... Pact Support services

## 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)



<https://ec.europa.eu/social/PactforSkills>

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