The Union of Skills

Enhancing Competitiveness and Resilience in the EU

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European Commission

The importance of human capital for EU's prosperity

The Union of Skills is our strategy to help people stay ahead in a rapidly changing world and keep Europe **competitive** and **fair**.

We, in Europe, put **people first** because the success of every person in learning, at work and in life is essential for competitiveness and for a stable and **resilient** Union.

Roxana Mînzatu,
Executive Vice-President for Social Rights and Skills,
Quality Jobs and Preparedness

The need for more and better skills

Skill shortages and gaps in Europe – Skills gap, limited training opportunities, and unequal access hinder workforce development.

Transformation speed gap – Education and training systems, along with their providers, face challenges in keeping up with rapid technological advancements and evolving skill requirements.

Fragmented governance and skills intelligence – Lack of coordination among stakeholders.

The necessity to develop and enhance skills in education

School and Vocational Education and Training (VET)– Decline in basic skills, digital skills gap among youth, importance of VET to ensure generational renewal in the workforce.

Higher Education– Need for more highly skilled graduates, importance of pooling resources and innovation.

Adult Learning and Lifelong Learning – Low participation in adult education, underrepresentation of women in STEM.

In a Union of Skills…
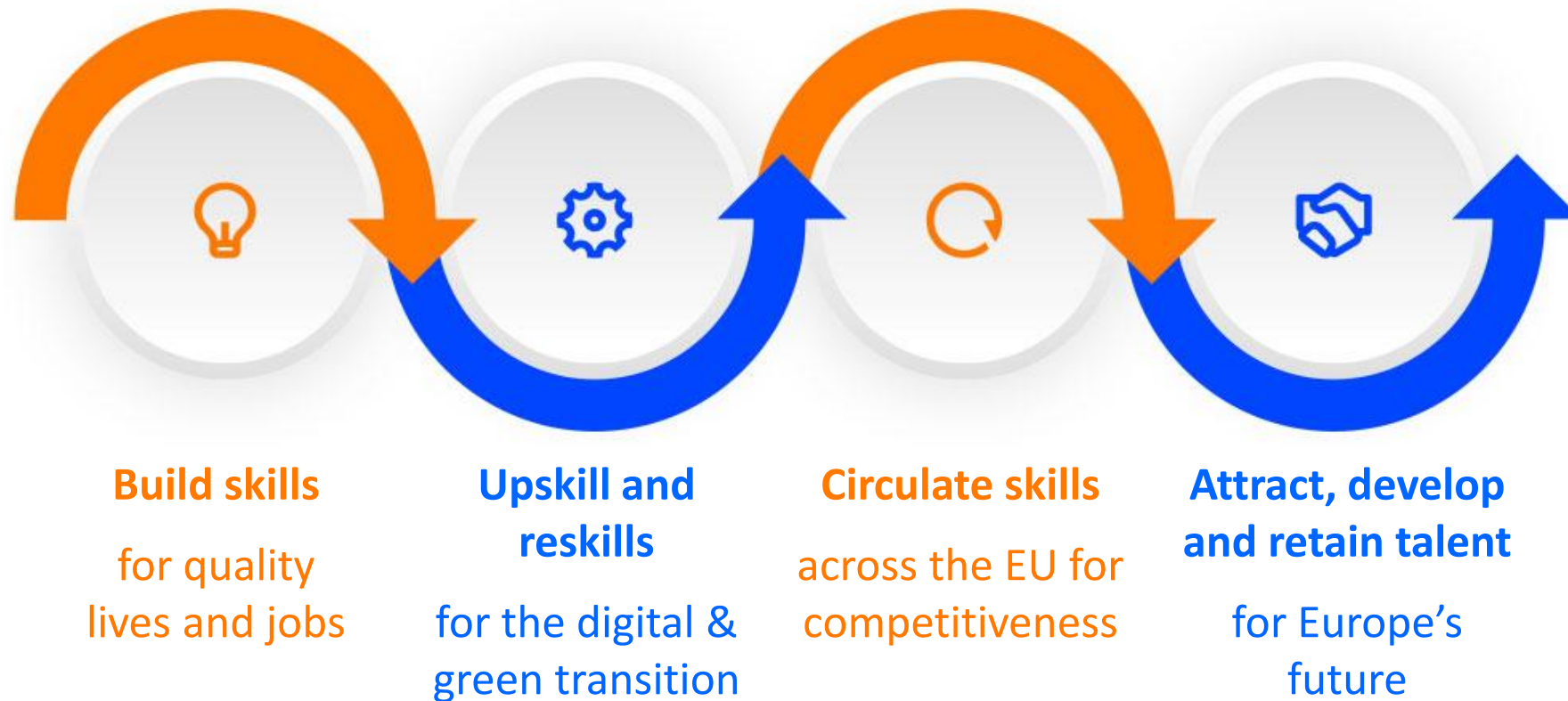
Everyone in Europe is empowered to develop skills

Competitive companies can find people with the right skills

Skills and qualifications are transparent, trusted and recognised

Work strands of the Union of Skills

Build skills

for quality
lives and jobs

Upskill and reskills

for the digital &
green transition

Circulate skills

across the EU for
competitiveness

Attract, develop and retain talent

for Europe's
future

Building skills for life

Develop solid foundations in education and training

- Basic Skills Action Plan

- 2030 Roadmap on Digital Education and Skills

- AI in Education and Training Initiative

- STEM Education Strategic Plan

- EU Teachers & Trainers Agenda

- European competence framework for academic staff

Develop an Attractive and Innovative Vocational Education and Training (VET) System

- European Strategy for Vocational Education and Training

Create an inclusive and future-oriented higher education system

- Higher Education Accessibility Initiative

⚙ **Upskill and reskill to ensure future-oriented skills**

- Expand the use of micro-credentials

- Pilot a Skills Guarantee for workers

- Reinforced Pact for Skills

- Roll out of targeted EU Skills Academies

- Pilot transnational university-business partnerships for sectors with severe skills gaps

- Expand the European Alliance for Apprenticeships

Circulate and allocate skills to unlock the full potential of the single market

Facilitating Portability of Skills and Qualifications

- Skills Portability Initiative

Future-Oriented European Qualifications

- Launch of innovative joint European study programmes with a European degree/label

- Pilot a European VET diploma

Deepened Transnational Cooperation for Future-Oriented Skills

- A legal status for European Universities alliances

- Strengthen Centres of Vocational Excellence

- Pilot European School Alliances

Attract and retain skills from third countries

- Launch of the EU Talent Pool IT Platform

- Marie Sklodowska-Curie Action 'MSCA Choose Europe' Pilot

- Enhancing Europe's Appeal for International Students:
  - ✓ Pilot virtual study fairs and physical promotion activities in strategic disciplines
  - ✓ Erasmus Mundus scholarships to attract top students to study in the EU

- Expanding "Train to Hire" Programmes:
  - ✓ Launch of Multipurpose Legal Gateway Offices
  - ✓ Implemented through public-private partnerships

INVESTMENT

Skills are an <u>investment</u> – not a cost

<u>Significant</u> and more <u>effective</u> funding for skills and education

Mobilising <u>public and private</u> investment

Governance

Towards a dedicated EU 27 Recommendation on human capital: education and skills in the European Semester

A European Skills Intelligence Observatory: providing the necessary data for well-informed policy
It will provide strategic data and foresight regarding skills needs in concrete sectors and regions, and the performance of education and training systems.

A European Skills High Level Board: driving the change
Bringing together key stakeholders to provide comprehensive, cross-sectoral insights and guidance on skills to EU policy makers.

Strengthened Skills Governance
The Commission will enhance collaboration across European Semester elements and Council formations to foster a whole-of-government approach, with a 2025 evaluation of the European Education Area contributing to streamlined skills governance.

Next steps- international dimension

- **STEM Education Strategic Plan:** implementation of actions from 2025 onwards, including new and ambitious targets to raise female participation

- **Marie Skłodowska-Curie Action 'MSCA Choose Europe'** initiative to make Europe attractive for the best researchers around the world

- **Pilot virtual study fairs and physical promotion activities under the banner "Study in Europe"** to attract students from leading institutions in third countries to study in Europe.

- **New Visa Strategy** with measures to support the arrival of top students, researchers and trained workers from third countries.

- **New target for (international) students**: the annual number of learners from outside the EU coming to study and obtain a degree at tertiary level in the EU should be at least 350 000.

Thank you!