



Pact for Skills - Stakeholders' survey

Fields marked with * are mandatory.

This survey asks about **your view of the Pact for Skills** and about different options to strengthen it. The initiative is a first flagship action of the [European Skills Agenda](#) and [Industrial Strategy for Europe](#).

The Commission is proposing a Pact for Skills as **a new engagement and model for skills** that 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.

The main objective of the Pact is to mobilise and incentivize all relevant stakeholders to **take concrete actions for the upskilling and reskilling of people of working age**, by pooling efforts and setting up partnerships addressing the needs of the labour market, supporting green and digital transitions as well as local, regional growth strategies.

The Pact will embrace **enterprises, social partners, training providers, local and regional authorities and other relevant stakeholders** willing to work on quality upskilling and reskilling. It will also foster **large-scale public-private partnerships** mobilising key stakeholders to work out scalable and sustainable solutions for training in specific sectors. In this aspect it will focus on industrial ecosystems for the recovery and the green transition.

To ensure a common understanding of key principles underlying upskilling and reskilling activities, to help the different organisations joining the Pact for Skills, to rally around common values and priorities, and to achieve shared objectives the Pact will follow a **Charter**.

The Charter will be a set of principles regarding quality of commitments on upskilling and reskilling of working age people. It will be firmly anchored in the principles of the European Pillar of Social Rights. It will also support the goals of the European Green Deal and the digital transformation, as set out in the Commission communication "A strong Social Europe for Just Transitions".

The aim is to **launch the Pact for Skills** in November during the 2020 European Vocational Skills Week. Individual actors and partnerships joining the Pact will be asked to sign up to the Charter (commit to the

principles defined in the Charter).

This questionnaire will take about 10-15 minutes to complete. The answers you provide will assist the European Commission to develop the Pact for Skills, and its Charter, and strengthen the support for upskilling and reskilling for all people of working age.

Thank you for your interest!

Introduction

Here you can find a factsheet on the Pact for Skills (European Commission proposal).

[Pact for Skills v3.pdf](#)

About you

* 1. I am giving my contribution as:

- Large employer (more than 250 employees)
- Micro, small or medium employer (up to 249 employees)
- Public authority (local, regional or national)
- Private or public employment services
- Trade union (social partner)
- Employer's organisation (social partner)
- Chamber of commerce, trade and crafts
- Sectoral organisation
- Training provider
- Representative of an industrial cluster (member of a groups of specialised enterprises, often SMEs, and other related supporting actors in a location that cooperate closely)
- Researcher
- Other

* 2. Country of origin:

[ID219] - N/A we are pan-European/international organisation

Ecosystem you work in:

- | | | | |
|---|--|--|-----------------------------------|
| <input type="checkbox"/> Aerospace and Defence | <input type="checkbox"/> Digital | <input type="checkbox"/> Mobility-Transport-Automotive | <input type="checkbox"/> Textiles |
| <input type="checkbox"/> Agri-Food | <input type="checkbox"/> Electronics | <input type="checkbox"/> Proximity and Social Economy | <input type="checkbox"/> Tourism |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Energy-Intensive Industries | <input type="checkbox"/> Renewable Energy | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Creative and cultural Industries | <input type="checkbox"/> Health | <input type="checkbox"/> Retail | |

* 3. Name and surname/Organisation

100 character(s) maximum

CEC European Managers

* 4. Email

steeger@cec-managers.org

I accept the [privacy statement](#).

Pact for Skills

Q1.

The Pact for Skills 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.

Is this objective:

- too ambitious
- about right
- not ambitious enough

Q2.

All stakeholders joining the Pact will be asked to sign up to a Charter (set of principles ensuring quality upskilling and reskilling). The Charter should be firmly anchored in the principles of the [European Pillar of Social Rights](#). It should also support the goals of the [European Green Deal](#) and the [digital transformation](#), as set out in the Commission communication "[A strong Social Europe for Just Transitions](#)".

How important, in your opinion, are these principles in supporting the upskilling and reskilling of the EU's people of working age?

Promoting a culture of lifelong learning for all , which could be described as follow:	Very important	Important	Neutral	Less important	Not important at all
Skills of every employee are considered essential for the success of an organisation.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Every employee is aware of the value of skills and benefits of upskilling and reskilling and is motivated and incentivised to improve constantly knowledge and skills.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The upskilling and reskilling scheme is developed for and with employees and is supported from all management levels.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The upskilling and reskilling scheme includes guidance and career development support for all employees and is supported by adequate and sustainable financial resources.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The upskilling and reskilling scheme is subject to a regular quality assessment.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A special attention is put on upskilling and reskilling of older workers and adults struggling with basic skills.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Building strong skills partnerships with relevant stakeholders , which could be described as follow:	Very important	Important	Neutral	Less important	Not important at all
The upskilling and reskilling scheme is developed and managed with a wide range of stakeholders, including training providers, public authorities, researchers, public or private employment services, social partners and other sectoral organisations.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Monitoring skills supply/ demand and anticipating skills needs , which could be described as follow:	Very important	Important	Neutral	Less important	Not important at all
Skills demand and supply of skills are regularly monitored and the skills needs are clearly communicated to individuals.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills anticipation takes into account the need to support the digital and green transitions and the consequences of demographic change.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If relevant, monitoring is based on existing tools and measures in order to support anticipation of skills needs.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Upskilling and reskilling offer is built on the identified skills needs.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Working against discrimination and for gender equality and equal opportunities , which could be described as follow:	Very important	Important	Neutral	Less important	Not important at all
Everyone, regardless of age, gender, ethic origin, religion or background have access to high quality upskilling /reskilling opportunities.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The upskilling and reskilling offer is designed in line with the needs and capacities of individuals and, when possible, relevant tools (including digital tools) are used to enable access to disadvantaged individuals.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Everyone is offered validation and recognition of acquired skills.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3.

Do the above-mentioned principles cover all important aspect regarding quality upskilling and reskilling? If no, please indicate what is missing.

1000 character(s) maximum

Skill forecasting becomes increasingly difficult in a VUCA world. To succeed in the green and digital transition, « meta-skills » such as „Greening the job“ skills (see Pastore 2020: Sustainable Leadership in Europe) are needed to be able to shape future business development scenarios through tools such as skill backcasting. Furthermore, general soft skills such as mindfulness, service orientation or empathy become increasingly and transversally important and shall form the basis of training programmes. Technical skills, social skills and soft skills require leadership to be developed and put in practice to the benefit of overarching (sustainability) objectives.

Q4.

Joining the Pact will mean that an organisation or a partnership signs up to the Charter and that it will follow the key principles in all undertaken upskilling and reskilling activities/actions. In order to support organisations/partnerships in their efforts, the European Commission will offer a number of support services to the signatories of the Pact.

Which of these services would be the most useful for your organisation/partnership?

	Very useful	Useful	Neutral	Less useful	Not useful at all

Free access to a networking hub , which would provide: - support in finding partners and first meetings of a upskilling/reskilling partnership (if relevant) - links with existing EU tools e.g. Europass, Skills Panorama - access to your peers to exchange experience	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free access to a knowledge hub , which would provide: - webinars, seminars, peer learning activities - updates on the EU policies and instruments - information on projects, tools, instruments and best practices	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free access to guidance & resources hub , which would provide: - access to clear and detailed information on relevant EU funding - guidance to identify financial possibilities - facilitation of exchange between the Pact and national/ regional authorities regarding funding possibilities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion of upskilling and reskilling activities of your organisation/partnership	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Presenting your organisation/partnership as credible business leader committed to develop human capital through affiliation with the Pact	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.

Are there other services that your organisation/partnership would expect when joining the Pact for Skills? If yes, please indicate what kind of services.

1000 character(s) maximum

Q6.

Should organisations/partnerships joining the Pact for Skills be obliged to describe their upskilling and reskilling commitments (schemes) with key performance indicators?

- Yes
- No

How relevant for the Pact for Skills are the following indicators?

	Very relevant	Neutral	Not relevant
Investment in upskilling and reskilling opportunities (defined in EUR or percentage of annual turnover/revenue)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Share of individuals benefiting from upskilling/reskilling opportunities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share of SMEs involved in the upskilling/reskilling scheme	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share of regions covered by the upskilling/reskilling schemes	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7.

What support would you be willing to offer regarding upskilling and reskilling of people of working age?

- help to identify skills needs in the value chain
- open training facilities
- develop inter-company training centres and give access to companies and individuals
- share HR tools/practices
- develop a coaching/mentoring programmes or job shadowing initiatives
- promote the benefits of upskilling and reskilling
- provide guidance/counselling services
- invest financial resources
- other

Q8.

Are there any other important issues you would like to mention?

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The obligation for KPIs (Q6) should only be linked in case of financial compensation. A reflection on the implementation facilities of the allocation of financial support measures (such as EU Next Generation) would be an important step to ensure that EU funding is actually delivering on EU policy objectives. Capacity-building to invest in future-proof skills could be part of this. KPIs on the process of developing sustainable leadership and transition skills could be helpful. However, the skills needed for the transition are yet emerging. Narrowing down specific skills too much could become a barrier towards deep innovation.

Q9.

Are there any activities/initiatives you are already implementing regarding upskilling and reskilling of adult age people that you would like to share with us and could be part of the Pact?

1000 character(s) maximum

The Pilot Training Programme on Sustainable Leadership in the framework of the Sustainable Leadership Project (www.sustainableleaders.eu). The project development will require strong alliances at multiple policy levels to mainstream sustainable leadership practices in European management. In this sense, CEC strongly welcomes the Pact as a potential tool to accelerate this process.

Q10.

Would your organisation/partnership be interested in joining the Pact and committing to implement concrete upskilling and reskilling actions?

- Yes

No

What could be the scale of the investment (financial or other resources)/involvement?

minimal

adequate to the needs

Thank you!

Contact

[Contact Form](#)