



## EUROPEAN STRATEGIC CLUSTER PARTNERSHIP FOR EXCELLENCE

### AGRIFOODX5.0

## Guidebook for the implementation of the Pact of Skills



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## 1. CONTEXT

This document is Deliverable 3.2., from Work Package 3 – *Co-learning interregional bootcamp for the development of cluster management skills towards European world-class clusters*, Task 3.3 *Joining Pact of Skills*, Sub-task 3.3.2 – *Preparation of Guidebook for the implementation of Pact of Skills*.

WP3 aims to support the development of methodologies and tools for the partnership clusters that will improve their management capacities and capabilities to address the new challenges of Green Deal and Digitalization, through creating conditions for the partnership clusters join the Pact of skills.

This is a public deliverable developed by InovCluster with the contribution of all partners.

It was developed under the scope of AgriFoodX5.0 Project ID – 101037927, co-funded by the European Union through COSME Programme.

## 2. INTRODUCTION

The European Commission has launched the Pact for Skills, a shared engagement model for the skills development in Europe under the European Pillar of Social Rights Action Plan.

With this engagement, the EU considers that Companies, Workers, National, Regional and Local authorities, Social partners, Cross-industry and Sectoral organizations, Education and Training providers, Chambers of commerce and Employment services, all have a key role to play in the upskilling and reskilling of workers in Europe.

To support a fair and resilient recovery, and also deliver on the ambitions of the green and digital transitions and of the EU Industrial and SME Strategies, the Commission invites public and private organizations to join forces and take concrete action to upskill and reskill people in Europe and it is in this scope that this document emerges.

The Pact of Skills is the first of the flagship action under the European Skills Agenda and is firmly anchored in the European Pillar of Social Rights, officially launched on 10 November 2020.

Under the scope of the project AgriFoodX5.0 the partnership is developing and redefining the Strategies and the Catalogues of services of each one of the Clusters partners. This redefinition will be done uptaking the principles of the Pact of Skills, adapted to the specific needs and characteristics of the Agroindustrial sector and the sub-sectors that are complimentary to it. Also, AgriFoodX5.0 project addresses the priority areas of Green and Digital transformation, through the qualification of the Cluster member teams for a better support to companies and SMEs in this areas.

### **3. OBJECTIVE OF THIS GUIDEBOOK**

This guidebook aims to provide information to the AgriFoodX5.0 Cluster partners about the main skills that are needed to support the Agrifood industry to face the challenges of the Green and Digital transition. Also why should the Cluster partners mobilize efforts to promote those skills in their Agrifood industry members, and how to inform and raise awareness of SMEs about the needs to upskill and reskill in this transition times. For this a tool was developed to be used by the clusters to communicate to their members the importance of the Pact of skills and how to join it.

Also, this guidebook aims to provide information to the AgriFoodX5.0 Cluster members where they can access the information on EU funding programmes, at European level and the regions represented by the AgriFoodX5.0 partnership, for the implementation of actions towards skills development of working-age people, coming from Industry, Public and Private Employers, Social Partners, Chambers of Commerce, Education and Training Providers and Employment Agencies.

#### **4. WHAT SKILLS ARE IMPORTANT IN THE AGRIFOOD INDUSTRY DURING THE TRANSFORMATION TO INDUSTRY 5.0 (DIGITAL AND GREEN TRANSFORMATION)**

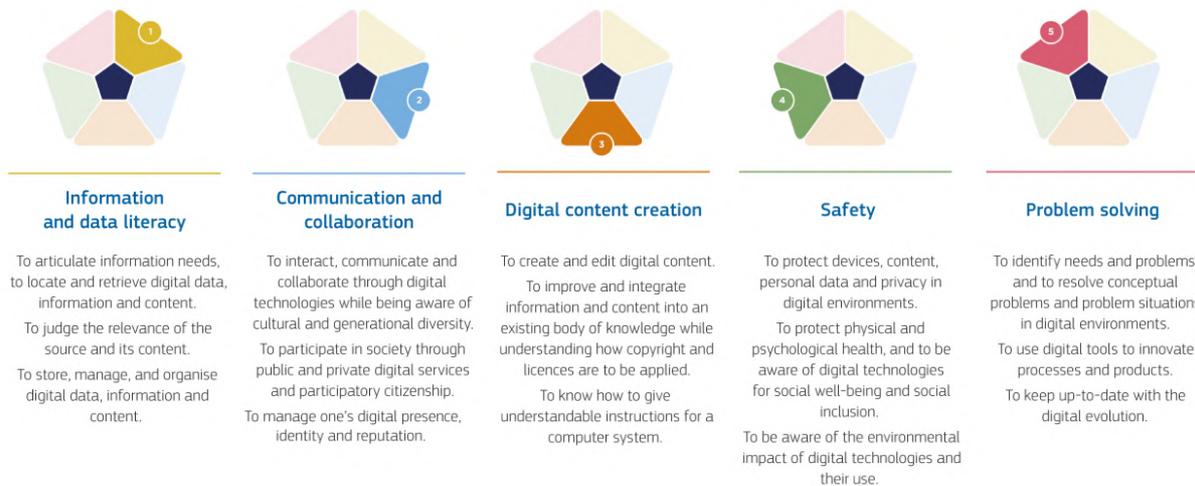
The Pact for Skills Roundtable for the Agri-food Ecosystem held on 18 February 2021, brought together executive representatives of Industry, Sectoral organizations, Social partners, as well as Educational and Training organizations. The discussion aimed at identifying skills gaps and deficiencies whilst reflecting on ways to address them by mobilizing relevant stakeholders to create skills partnerships under a dedicated framework. The main conclusion was that it is urgent to address the skills needs of the Agri-food Ecosystem in order to successfully achieve and benefit from the Green and Digital transitions.

The European Commission is determined to tackle the Digital skills gap and promote projects and strategies to improve the level of digital skills in Europe, for this, EU has set targets in the European skills agenda and the Digital Education Action Plan in order to ensure that 70% of adults have basic digital skills by 2025.

The European Digital Skills and Jobs Platform is a new initiative launched under the Connecting Europe Facility Programme. It offers information and resources on digital skills, as well as training and funding opportunities. In the Digital Competence Framework for Citizens (DigComp), 5 competence areas outline what the digital competence entails. They are the following:

- Information and data literacy;
- Communication and collaboration;
- Digital content creation;
- Safety;
- Problem solving.

This areas are more detailed in Picture 1.



Picture 1. DigComp areas

Also, the European Green Deal promotes learning on environmental sustainability in the European Union. GreenComp is a European sustainability competence framework that identifies a set of sustainability competences to feed into education programmes to help learners develop knowledge, skills and attitudes that promote ways to think, plan and act with empathy, responsibility, and care for our planet and for public health. GreenComp aims to respond to the growing need for people to improve and develop the knowledge, skills and attitudes to live, work and act in a sustainable manner. This document is a reference framework for sustainability competences and provides a common ground to learners and guidance to educators, providing a consensual definition of what is sustainability, as a competence. It is designed to support education and training programmes for lifelong learning. It identifies 12 competences organized into the four areas below:

- Embodying sustainability values, including the competences of
  - valuing sustainability,
  - supporting fairness,
  - promoting nature;
- Embracing complexity in sustainability, including the competences of
  - systems thinking,
  - critical thinking,

- problem framing;
- Envisioning sustainable futures, including the competences of
  - future literacy,
  - adaptability,
  - exploratory thinking;
- Acting for sustainability, including the competences of
  - political agency,
  - collective action,
  - individual initiative;

#### 4.1. Main skills that AgriFoodX5.0 identified as priority areas to the Agroindustry sector by the Cluster members

AgriFoodX5.0 partnership also identified, among their cluster members, a set of skills and competences both in Digitalization and Green transition that are needed to foster among the Agroindustry sector and the sectors that are complimentary to this:

##### Digitalisation

- Digital marketing;
- How to create and manage Marketplaces and virtual stores;
- Use of Management Systems (ERP, CRMs, Picking, logistics, Traceability and Quality control, etc.);
- The importance and applicability to agrifood value chain of Blockchain;
- Automation, IoT and KETs for the industrial productive systems;
- Information on public funding for digitalization investments and training.

##### Green transition

- Circular economy – raising awareness;
- Circular economy - how to integrate circular economy processes in agrifood companies;

- Food waste reduction;
- Management systems for fostering efficiency in energy, water and residues;
- By products valorization;
- How to build and implement new green business models;
- Packaging (Smart, active and Eco);
- Sustainable production methods (Organic or others);
- Decarbonization (in general and sectoral);
- Use of sustainability claims and labelling;
- UN Sustainable Development Goals and how they affect actual and future legislation and access to public co-funded projects;
- Building and implementing Sustainable Food Systems;
- Information on public funding for green transition investments and training.

## 5. WHY CLUSTERS SHOULD MOBILISE THEIR EFFORTS TO ACHIEVE THOSE SKILLS

Accordingly to [European Cluster Panorama 2021](#) , over 80% of EU-27 Cluster organizations support companies in Digital transition and over 60% in Green transition, highlighting the transversal nature of greening and digitalization across all sectors and industrial ecosystems. This is reflected in the services provided by Cluster organizations, their collaboration interests and the S3 priority areas and technology fields in which they are working on.

As a key focal point for place-based and activity-specific collaboration, Cluster organizations and Cluster policies play a catalytic role in shaping industrial transitions and building resilience. This has been clearly recognized in the adoption by the [European Expert Group on Clusters](#) of a set of 15 recommendations for how the activities of Clusters should be refocused to lead the Green transition, accelerate the Digital transition, and build resilience.

#### Leading the green transition

The transition towards a clean, circular, and climate neutral economy requires Clusters to act as agents of change, connecting bottom-up and top-down initiatives. Public authorities and groups of companies will co-design environmental and climate policies, as well as adapt policy instruments, to suit the needs of the industrial ecosystems. Clusters must develop and implement circular economy strategies, promote an entrepreneurial culture for green businesses among SMEs, and participate in European green innovation alliances. Further capacity building will enable green-tech firms to advise on the green transition and demonstrate its benefits.

#### Accelerating the digital transition

Clusters should develop a robust ICT industry and facilitate the uptake of digital solutions. Close cooperation with employment, education, and research organizations allows them to act as part of the local education and training structures. Therefore, Clusters need to mobilize and implement the European Skills Agenda initiatives, such as the Pact for Skills. They should be an integral part of Digital Innovation Hubs and reinforce relevant public-private partnerships, supporting the integration of physical and digital systems, considering that Skills development is essential for industrial transition and entrepreneurship due to the significant impact of automation and robotization on the existing workforce.

At the same time, AI and new digital technologies have the potential to create new types of jobs and new opportunities for workers. The new labour market demands new and more advanced types of competencies. Skills must match the specific needs of industrial ecosystems to enable the diffusion and uptake of innovation and industrial transformation. Reskilling and upskilling of the workforce is even more urgent now that the Covid-19 has accelerated restructuring and modernization processes in enterprises.

The European Skills Agenda, adopted on the 1<sup>st</sup> of July of 2020, aims at fostering large-scale public-private multi-stakeholder partnerships through the Pact for Skills focused on reskilling/upskilling. It is a new engagement and governance model for skills, where Clusters

can play an important role. The Pact aims to help industry, public and private employers, social partners, education and training providers and employment agencies, to work together and to create a shared vision and action.

Clusters can act as intermediaries between industry actors and the partnerships/roundtables by directly and effectively connecting the two sides, as they often already closely cooperate inside Clusters. They can also envision to propose partnerships under the Pact (e.g., to support reskilling and mobility between sectors).

In this way, one of the recommendations of European Expert Group on Clusters is that Clusters play an active role of clusters in local labour markets through building their capacities for reskilling and upskilling and participating in the implementation of the Pact for Skills.

## 6. ACCESS EU FUNDING PROGRAMMES FOR SKILLS DEVELOPMENT

### 6.1. Where to access information on EU funding for skills development

At the European level, the European Digital Skills and Jobs Platform is a new initiative launched under the Connecting Europe Facility Programme. It offers:

- Insights into EU and national initiatives and actions in digital skills and jobs;
- Training opportunities and career development support;
- Good practices, expert advice, resources and tools;
- Data, research-based facts and figures;
- Funding opportunities and financial instruments;
- Thriving interactive community spaces;
- News, opinions and events

## 6.2. Where to access information on National funding for skills development

The National Digital Skills & Jobs Coalitions play a key role in fostering digital skills not only at national but also at European level. They are among the key content providers of the Digital Skills and Jobs Platform. They share key information about national digital skills policies and initiatives, best practices in digital skills area, as well as training opportunities, events and digital skills resources.

Currently, from the countries that are developing AgriFoodX5.0, members of the Clusters from Latvia, Lithuania, Spain and Portugal can access their National Digital Skills & Jobs Coalitions through:

- From Latvia, [Latvijas Digitālo prasmju partnerība - \(eprasmes.lv\)](http://eprasmes.lv)
- From Lithuania, [Home | NSK portālas \(skaitmeninekoalicija.lt\)](http://skaitmeninekoalicija.lt)
- From Spain, [Inicio - Ametic-Skills \(digitalcoalitionspain.com\)](http://digitalcoalitionspain.com)
- From Portugal, <https://www.incode2030.gov.pt/en/>

Other sources of access to funding information for skills development:

### In Lithuania

- <https://eimin.lrv.lt/lt/veiklos-sritys/es-fondu-investicijos/2014-2020-m-programavimo-laikotarpis/zmogisku-istekliu-priemones>
- [www.balticinternships.eu](http://www.balticinternships.eu)
- <https://womengotech.com/>
- <https://turing.edu/>
- <https://www.vilniuscoding.lt/>
- <https://www.codecademy.com/>
- Skaitmenizuokis.lt

### In Latvia

- <https://www.cfla.gov.lv/lv/1221-atbalsts-nodarbinato-apmacibam-2-karta>
- <https://www.cfla.gov.lv/lv/8-izglitiba-prasmes-un-muzizglitiba>

### In Portugal

- <https://poise.portugal2020.pt/>
- <https://portugal2020.pt/>

- [Compete2020](#)
- <http://www.centro.portugal2020.pt/>
- <https://www.iefp.pt/>

In Spain:

- <https://www.educacionyfp.gob.es/portada.html>
- <https://www.fundae.es/>
- <https://formacion.clusterticgalicia.com/cursos>
- <http://sepie.es/>

Also to get access to private funding for skills development in Spain:

- [Fundación Juana de Vega - https://juanadevega.org/es/](https://juanadevega.org/es/)
- [Escuela de Organización Industrial - https://www.eoi.es/es](https://www.eoi.es/es)

## **7. HOW TO INFORM AND INCREASE KNOWLEDGE OF SMES ABOUT THE NEED TO UPSKILL**

Workforce training and development is critical to improving business performance and local economic development. And this issue is, accordingly to OECD, especially critical in respect of small and medium size enterprises (SMEs) which not only make up much of most local economies but are often seen as less likely to participate in workforce development, thus compromising their own and their local economy's futures.

In this way the networking behavior of SMEs promoted by Clusters plays a critical role in finding ways of overcoming some of the barriers to the workforce development in SMEs, particularly amongst the less well represented groups, especially lower skilled workers, for the benefit of the businesses and the local economy. Also, the knowledge that Clusters have of the SMEs, of their products and services market position, or of the niche which a company occupies and the markets within which it operates or is looking to enter, are essential to determining skills requirements.

The main challenges that AgriFoodX5.0 partnership found when raising awareness and trying to foster skills development amongst SMEs are:

- The difficulty to address SMEs training requirements, that are often very specific, and the general training packages on offer;
- The cost and complexities for the SMEs for applying for assistance with training by themselves;
- The difficulties on releasing staff for training, especially in smaller SMEs;

In order to raise employer's ambition for training their teams, alongside improving skills supply, we set a list of best strategies to be addressed by Clusters:

- **Informal learning** - SMEs are very interested in tailor-made approaches like coaching and mentoring. It brings knowledge into the companies that is directed to their real and actual needs, and this way, less time consuming and more effective.

- Training contents more adapted to SMEs' requirements and therefore, the entities should understand the context and markets in which SMEs operate. This highlights the importance of the role for networks, especially sector-based ones, meaning, Clusters, to help in provision of training and skills development to SMEs.
- Involve the SMEs from the beginning – having their inputs on what, and how to address their needs;
- Training based on Success cases or Best practices sharing from another SMEs with which they identify themselves;
- Programs for small business training which build on business-to-business interactions and networking are most successful. Usually, this strategy reaches those managers who do not see the value of education and training to their business needs;
- Other effective strategies include diagnostic services such as training needs analysis, and benchmarking processes against other companies related;
- The creation of Working groups – Collaborative learning where two types of approach can be done:

- where a successful company shares its practices and developments among smaller firms such as in a supply chain, or innovation, or other areas;
- and a Cooperative approach, where small companies work together for mutual benefit by supporting each other through sharing skills or learning programs, or pooling skills to be more competitive. In the case of working groups, inter-companies skills collaboration can be done through joining companies that are from the same local area but from different sectors, or from different areas and same sector.
- Action learning approach – Lately also called as Hackathons, this approach involves a group of stakeholders forming a team to solve a real and shared problem in a shared workplace or timeframe. The teams address the questions and uses experience and knowledge to form an hypothesis that is then, or can be, tested in real situations. Participants reflect on the processes and outcomes, adjust their solutions and try it again. Following the action learning principles, processes and techniques makes it work in the right circumstances. Usually when there is no time or resources to test the theories of solutions that are developed, at least the awareness from the companies was raised and they also have the contacts of whom to contact to address that problem or situation.
- Also, we must consider strategies that foster the exchange of employees between organisations that proven to be one of the best ways to absorb best practices and the try to adapt or replicate them to their one companies, like the ones foreseen in ERASMUS+ or ClusterXchange programmes. Also here, Clusters have an important role to play as network builders by creating opportunities for this kind of exchange actions.

In order to better inform SMEs and the Cluster members about the Pact of Skills, a document was created to be used by the Clusters to communicate to their members the Pact of skills. It provides information on What is the pact of skills, who can join, how to join and why to

join the Pact of skills, and also about the Advantages of joining the Pact of skills. It is available in Annex 1.

## **ANNEX 1 – Guidebook for Joining the Pact of Skills**



# Guidebook for Joining the Pact of Skills

WP3 – Task 3.3 Joining the Pact of Skills



*This document was cofunded by the European Union's COSME Programme*



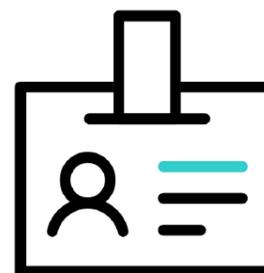
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# Guidebook for the implementation of the Pact of Skills

This guidebook aims to provide information to the **AGRI FOOD X 5.0** cluster members on information about EU funding programmes for skills development of working-age people provided by industry, public and private employers, social partners, chambers of commerce, education and training providers and employment agencies.

Contains information on: **What is the Pact of Skills, Who can join, How to join, and Why to join.**



Name of the author: InovCluster

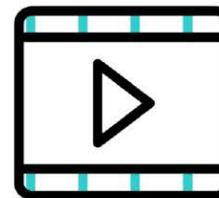
Date of delivery: September 2022

# What is the pact of skills?

The **European Commission** has launched the **Pact for Skills**, a shared engagement model for skills development in Europe.

Companies, workers, national, regional and local authorities, social partners, cross-industry and sectoral organisations, education and training providers, chambers of commerce and employment services all have a key role to play.

To support a fair and resilient recovery and deliver on the ambitions of the green and digital transitions and of the EU Industrial and SME Strategies, the Commission invites public and private organisations to join forces and take concrete action to **upskill and reskill people in Europe**.



[Watch the video of the 2020 launch event.](#)

The Pact is the first of the flagship actions under the **European Skills Agenda** and is firmly anchored in the **European Pillar of Social Rights**.

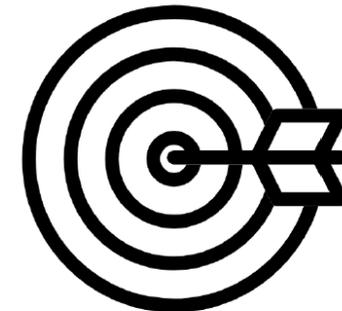
The Pact was officially launched on 10 November 2020

# Join the pact of skills

## Who can join the Pact:

- Individual companies or other private or public organisations
- Regional or local partnerships
- Industrial ecosystems or cross-sectoral partnerships

How to join the Pact?  
[You can register here](#)



# Join the pact of skills - application form

## Application form - Pact for Skills

Fields marked with \* are mandatory.

### Introduction

The Pact for Skills is a shared engagement and approach to skills development. It is 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 Pact aims to mobilise and incentivise private and public stakeholders to take concrete action for the **upskilling and reskilling of people of working age**, and, when relevant, pool efforts in the partnerships.

The Pact can be joint by any private or public organisation or partnership of organisations which aim to upskill or reskill people of working age. The organisation(s) need(s) to be based in one of the Member States, EFTA or candidate countries.

#### Joining the Pact:

1. All stakeholders joining the Pact sign up to the Charter and its key principles, which they agree to respect and uphold.
2. Signatories of the Pact are invited to translate their engagement into concrete commitments on upskilling and reskilling. Commitments must be in line with the key principles and can be built around a number of "enablers" that illustrate concrete ways of implementing the different principles.
3. Commitments are monitored by at least one key performance indicator, e.g. number of people taking part in upskilling or reskilling.

# Join the pact of skills - application form

### Information on the organisation/partnership

**\* You apply:**

on your own (as one organisation)  
 in partnership

**\* Organisation/partnership name:**

### Signing up to the Charter

**\***

Please confirm your organisation/partnership subscribes to the [Charter of the Pact for Skills](#), understand and share the principles of quality upskilling and reskilling. Signature of the Charter does not constitute an endorsement of the signatory organisation and its activities by the European Commission.

### Commitment

**\* Would you like to join the Pact with concrete commitment? 🗳️**

Yes  
 No

Non-exhaustive list of actions that could be implemented under the Pact for Skills.  
[Non-exhaustive list of actions.pdf](#)

**\***

I agree to provide updates on activities related to this commitment, in the regular annual survey on Pact for Skills. If there is no participation in the survey, the commitment will be considered to be inactive.

**\***

I accept the privacy statement presented below.

Privacy statement  
[Pact for Skills-Privacy statement-Update March 2022.pdf](#)

### Thank you

**\* Country/ies in which the organisation/partnership operates:**

Austria  
 Albania  
 Belgium  
 Bulgaria  
 Croatia

**\* Contact person(s), title(s):**

**\* Email to contact person:**

**Website of the organisation/partnership:**

**Logo of the organisation/partnership: 🗳️**

**\* Please indicate in what sector(s) your organisation/partnership operates:**

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

**\* Give a short description of your organisation/partnership**  
1000 character(s) maximum

0 out of 1000 characters used

# Sign up to the Charter and its key principles

All members should sign up to the **Charter of the Pact of Skills** and its key principles, which they agree to respect and uphold.

## Key principles of the Charter:



Promoting a culture of lifelong learning for all



Building strong skills partnerships



Monitoring skills supply/demand and anticipating skills needs



Working against discrimination and for gender equality and equal opportunities

# Building concrete commitments

Signatories of the Pact are strongly encouraged to translate their engagement into concrete commitments on upskilling and reskilling.

These commitments will bring the key principles of the Pact to life.

## How to build the commitments:

The following is an indicative and non-exhaustive list of **examples that can support the development of concrete commitments**. When proposing a commitment, with concrete upskilling and reskilling action/s, organisations or partnerships should choose the relevant enablers, and adapt and integrate them as appropriate to match the content of their commitment.

They should also indicate at least one key performance indicator to monitor the commitment, for instance the number of people taking part in the upskilling or reskilling action

# Building concrete commitments



## Promoting a culture of lifelong learning for all

- The organisation promotes the skills of its people as essential for its success.
- Employers and workers are made aware of the value and benefits of upskilling and reskilling and are motivated to improve constantly their knowledge and skills.
- The action is developed for and with workers and is supported from all management levels.
- Guidance and career development support are available.
- Appropriate financial resources are deployed.
- There is regular monitoring and quality assessment.
- Special attention is put on upskilling and reskilling of disadvantaged groups including older workers and adults struggling with basic skills.
- There is support for management and staff to learn and to overcome barriers like lack of time, funds or information on upskilling or reskilling opportunities.
- There are financial and non-financial incentives for companies to provide upskilling and reskilling to employers and staff.
- Dedicated support (e.g. tools, services and funding) is available to micro, small or medium companies to create and sustain a learning culture in the organisation for both management and staff.

# Building concrete commitments



## Building strong skills partnerships

- 
- A wide range of stakeholders are involved, notably social partners, training providers, public authorities, researchers, public or private employment services, chambers of commerce and other intermediary bodies, and sectoral organisations.
  - Partnership in an industrial ecosystem is open to all relevant stakeholders to pool expertise and resources towards concrete actions that will enable people to keep, change and find new jobs.
  - The partnership cooperates on European, or national, or regional or local level, as appropriate.
  - Cross-sectoral cooperation is supported between relevant partnerships in sectors/industrial ecosystems.
  - Shared responsibility and a proactive role of each partner is ensured.
  - The members of the partnership have an open dialogue, and share and exchange knowledge to ensure high quality of the training offer including quality of teachers/trainers and of the training programmes.
  - The partnership builds its action on tested tools but also develops innovative solutions.

# Building concrete commitments



## Monitoring skills supply/demand and anticipating skills needs

- Skills demand and supply of (job-related and transversal) skills are regularly monitored and the skills needs are clearly communicated to individuals.
- Skills anticipation takes into account the need to support the digital and green transitions and the consequences of demographic change.
- Monitoring of skills demand and supply looks at skills needs for workforce and companies at regional, national and European level.
- Skills anticipation includes the fast changes on the labour market and provides relevant and timely information on the skills needs.
- Skills anticipation takes account of regional, national and European developments.
- The monitoring mechanism includes not only job-related but also transversal and basic skills needs.
- The action is built on the identified skills needs both job-related and soft competences.

# Building concrete commitments



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

- Equal opportunities are actively promoted through the action, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation;
- The action provides access to high quality upskilling/reskilling opportunities to everyone in the target population, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation.
- Validation and recognition of acquired skills (including micro credentials) are incorporated in the action.
- The needs and capacities of individuals are taken into account, including their personal and vocational needs (e.g. mid-life career change);
- The action is flexible, modular and when possible provided through tools (including digital tools) ensuring access to learning to all working age people.

# What will the Pact for Skills offer?

## Networking hub

- Support in finding partners and first meetings of the partnerships
- Linking with existing EU tools, e.g. Europass, Skills Panorama, EURES and European Network of Public Employment Services
- 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 and resources hub

- Access to information on relevant EU funding
- Guidance to identify financial possibilities
- Facilitation of exchange between the Pact members and national/regional authorities.

EU funding, in particular the **Recovery and Resilience Facility** and the relevant funding instruments under the Multiannual Financial Framework 2021-2027

can support the Pact and should be fully used.

# Guidebook for Joining the Pact of Skills

For more details,  
please contact your regional Cluster partner.

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