



Building synergies between the Pact for Skills and the European Alliance for Apprenticeships

**PACT FOR
SKILLS**



25.06.24



14:30 – 15:45 CEST

Welcome and introduction

Andrew McCoshan

Moderator

Introducing the webinar: key objectives

The Pact for Skills and the European Alliance for Apprenticeships (EAfA) are **flagship initiatives** to boost investment in upskilling and reskilling & encourage stakeholder engagement aiming to:

- ❖ **Enhance cooperation** across ecosystems and regions in Europe.
- ❖ **Influence policy change and practices** on the ground.

This webinar will provide a space for participants to:

- ❖ **Learn about the two initiatives** through the work of their members
- ❖ Reflect on **potential synergies and areas of convergence**



Agenda

14:30 – 14:35	Welcome and setting the scene <ul style="list-style-type: none">• Andrew McCoshan, moderator
14:35 – 14:55	Introduction to the European Alliance for Apprenticeships (EAfA) <ul style="list-style-type: none">• Beatrice Biolcati Rinaldi, DG EMPL, European Commission <p><i>Q&A session with the participants</i></p>
14:55 – 15:40	Pact for Skills and EAfA: ongoing work and areas of convergence <ul style="list-style-type: none">• Supporting the Green and Digital Transitions through work-based learning - EAfA Community of Practice the Green and Digital Transitions, Michael Fitzgerald (ESB Networks)• Fostering apprenticeships and other forms of work-based learning - EAfA Community of Practice on the Role of Cities and Regions, Charlotte Ede (EARLALL)• Testimonies from organisations that are members of the Pact for Skills and/or the EAfA:<ul style="list-style-type: none">○ Lena Müller (SoftwareOne)○ Ruth Mayoral López (Euskampus Fundazioa) <p><i>Q&A session with the participants</i></p>
15:40 – 15:45	Conclusions <ul style="list-style-type: none">• Andrew McCoshan, moderator

A short introduction to the Pact for Skills

The Pact for Skills **brings together public and private organisations** and **supports joint action to upskill and reskill people of working age** so that they can thrive in the labour market and society. It calls on stakeholders to **make concrete commitments** under its Charter to:

Promote lifelong learning

Build skills partnerships

Monitor supply/demand

The Pact for Skills **provides support** to its members under **three Hubs**

NETWORKING

- Finding partners and organising first meetings
- Organising [online networking events](#) with the community
- Support in developing synergies with other relevant EU/national initiatives

KNOWLEDGE

- Webinars, seminars, peer learning activities on key upskilling issues
- [Online database](#) of EU, national and regional funding opportunities
- [Online library](#) of tools and resources

GUIDANCE

- Dedicated teams to support 20 [large-scale and 5 regional skills partnerships](#)
- Advice in defining and achieving partnership commitments, monitoring progress, engaging members

Introduction to the European Alliance for Apprenticeships

Beatrice Biolcati Rinaldi

DG EMPL, European Commission

European Alliance for Apprenticeships (EAfA)

Beatrice Biolcati Rinaldi, DG Employment B.3

25 June 2024

The European Alliance for Apprenticeships (EAfA)

is a multi-stakeholder platform launched in 2013 to strengthen the **quality, supply** and overall **image** of apprenticeships across Europe, while also promoting the **mobility** of apprentices.

These aims are promoted through national commitments and voluntary pledges from stakeholders.

EAfA

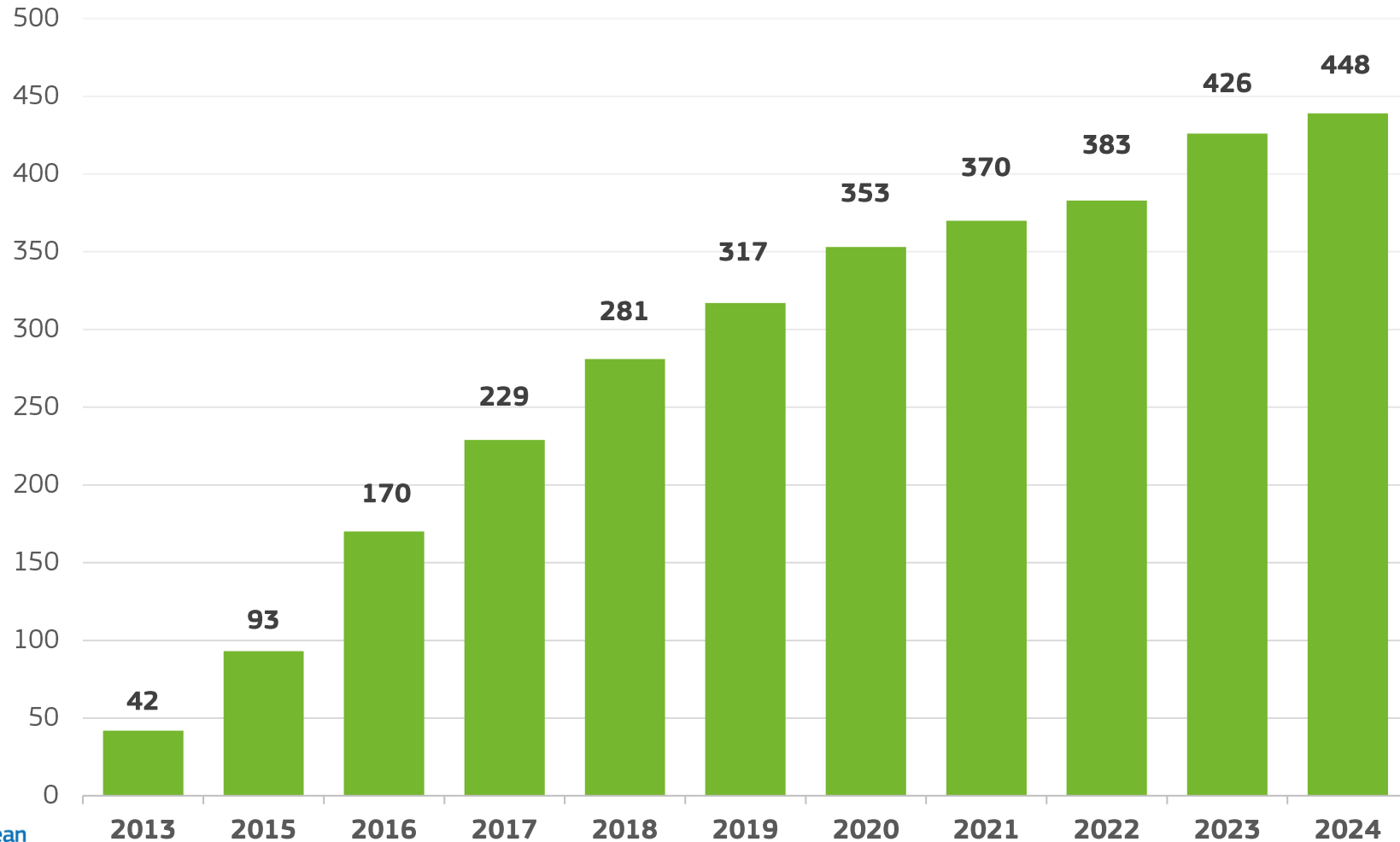
European
Alliance for
Apprenticeships



EAfA is open to...

Governments and stakeholders from all EU, EFTA, candidate and EAfA partner countries, including businesses, VET providers, social partners and public authorities

Number of pledges



More than
2.5
Million
Apprenticeships
places offered
since 2013

What's in for the members?

- Direct access to information
- Networking to learn or cooperate on common projects
- In-person events (Brussels, partner countries)

Enhanced visibility for active members:

- Spotlight in news articles
- Speakers at EU events
- In 2023 we introduced the EAfA Champions of the European Alliance for Apprenticeships (EAfA). These Alliance members will help make the community stronger by sharing their EAfA activities and by spreading the word about the benefits of joining EAfA.

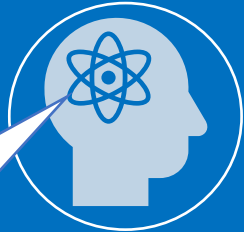


'We wanted to join EAfA because we think apprenticeships are a really good means to train our own talent, and we want to learn from other members on how they are doing it.'

Daniela Doelle, EAfA Champion

What kind of support do we provide?

Members have **access to the full collection of resources** created by the Apprenticeship Support Services over the past years, including webinars, live discussions, online training modules, podcasts and more



Knowledge-sharing

- 2 Webinars
- 3 Factsheets
- 1 Toolkits
- Online library



Networking

- 2 Events in person
- LinkedIn group
- 4 Newsletter
- Mailing List



Community building

EAFa thematic communities

Toolkit on apprentice mobility available now!

- **Launch of the new toolkit on apprentice mobility on 14 December 2023** to support EAfA members, apprentices and interested stakeholders
- Toolkit provides custom **step-by-step guidance** to engage in mobility opportunities, across the whole mobility lifecycle
- **2 versions** of the toolkit: one for **apprentices**, and one for **employers and vocational education and training providers**



[Integrating mobility in apprenticeships – from theory to practice](#)

Currently there are **four thematic Communities** that launched during the 2023 High-level event in June:

Community on the Learning Mobility of Apprentices (78 members)

✓ Leading organisation: *Euro App Mobility*

Community on Social Inclusion and Gender Equality (72 members)

✓ Leading organisations: *Fundacio Catalana de l'Esplai and IDEC.SA*

Community on the Green and Digital Transitions (67 members)

✓ Leading organisations: *ESB Networks*

Community on the Role of Cities and Regions (25 members)

✓ Leading organisations: *European Association of Regional and Local Authorities For Lifelong Learning (EARLALL), Fundación Bertelsmann and the Metropolitan City of Rome*

- 60-70 members each
- TEAMS, LinkedIn, Share-point, mailing
- Meetings every 2/3 months or ad-hoc
- Support services – handbook for leads, share-point



LinkedIn group – Open to everyone!

- Over **3,600 members**
- Main source for EAfA's news and updates on social media
- Promotes a variety of EAfA-related content, including events (high-level events, webinars), the online library resources, newsletter promotion and weekly welcome posts



EAfA

European
Alliance for
Apprenticeships



[EAfA - European Alliance for Apprenticeships](#)



Synergies between EAfA and the Pact for Skills

The Pact for Skills and the European Alliance for Apprenticeships (EAfA) present multiple possible areas for cooperation:

- **Stakeholder engagement:** similar membership, set up, and goals
- **Promoting collaboration:** large-scale and regional partnerships in the Pact and the community of practice under the EAfA aim to strengthen cooperation across sectors and regions
- **Knowledge sharing:** both support members to build their knowledge and capacity
- **Commitment to horizontal priorities:** both initiatives contribute to the achievement of broader EU priorities
- **Examples of collaboration:** dedicated sessions in the Pact for Skills and EAfA events; social media takeovers

Joining the EAfA is simple and free of charge!

Take a look at the resources below for more information:



- [European Alliance for Apprenticeships](#)
- [EAfA LinkedIn group](#)



- [European Framework for Quality and Effective Apprenticeships](#)
- [Erasmus+](#)
- [Centres of Vocational Excellence](#)

EAfa

Discuss, exchange, and
shape the **future of apprenticeships**

#ApprenEU

Pact for Skills and EAfA: ongoing work and areas of convergence

EAfA Community of Practice on the Green & Digital transition

Michael Fitzgerald

ESB Networks



EAfA

Pact for Skills Webinar EAfA Green & Digital Transition Community

Webinar

25th June 2024

Green & Digital Transition

ESB Networks – Ireland, introduction



Apprentices:

- 400+ Electrical
- c.100 per year intake
- 4 Year full time
- 25% intake are female



ESB Networks

- 400, 220 and 110kV: Asset Owner
- 38kV, 20/10kV, LV: Asset Owner and Operator
- Staff carry out all aspects of Engineering, Projects, Operations and Maintenance.
- 3,700 staff
- 4 Divisions
- 1 Training Centre

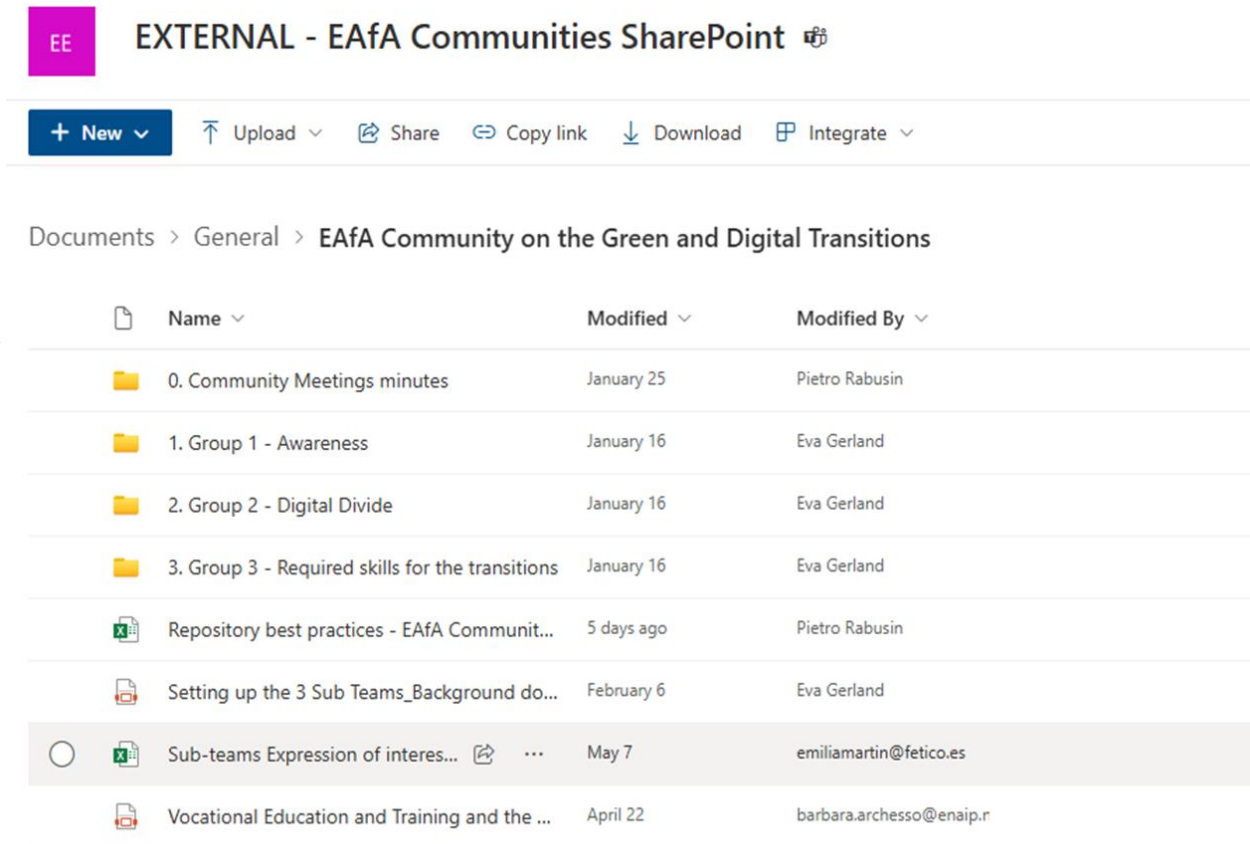


EAfA Green & Digital Transition Community

Progress to date

- Community initiated in October 2023
- 72 members, April 2024

- 4 x meetings of full Community, to May 2024
- 3 x Sub Groups set up, based on members survey
- 6 x meetings of Sub Groups
- 9 x 1-1 meetings with members



EXTERNAL - EAfA Communities SharePoint

+ New Upload Share Copy link Download Integrate

Documents > General > EAfA Community on the Green and Digital Transitions

Name	Modified	Modified By
0. Community Meetings minutes	January 25	Pietro Rabusin
1. Group 1 - Awareness	January 16	Eva Gerland
2. Group 2 - Digital Divide	January 16	Eva Gerland
3. Group 3 - Required skills for the transitions	January 16	Eva Gerland
Repository best practices - EAfA Communit...	5 days ago	Pietro Rabusin
Setting up the 3 Sub Teams_Background do...	February 6	Eva Gerland
Sub-teams Expression of interes...	May 7	emiliamartin@fetico.es
Vocational Education and Training and the ...	April 22	barbara.archesso@enaip.r

EAfA Green and Digital Transition

Plans for the Community

- Continue with 2 monthly meeting of full Community
- Develop further the themes identified via survey
- Collect best practice examples from the Community
- Review best practices within Sub Groups
- Plan to have a discussion document completed by end 2024
- Consider next steps to further develop the themes

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Contribution to Green & Digital Transition

Broad network of experienced and committed expertise

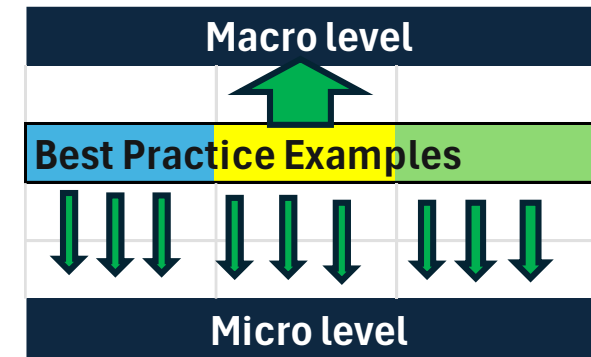
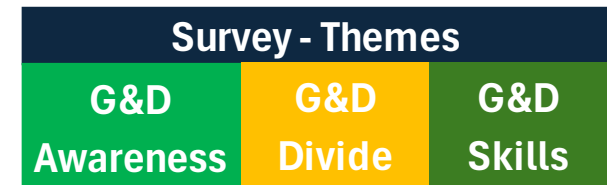
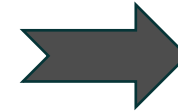
- Identification of issues that impact the transition:
- Capture of best practice to progress themes

Use of best practice examples:

- Identification of micro & macro level outcomes
- Could include:
- Courses, qualifications, skills, working arrangements etc.

Community wide review of outcomes – reviews of outcomes and practical implementation

Discussion paper: end 2024



EAfA Community of Practice on the Role of Cities and Regions in fostering apprenticeships

Charlotte Ede

European Association of Regional & Local Authorities for Lifelong Learning



earlall
EUROPEAN ASSOCIATION OF REGIONAL & LOCAL
AUTHORITIES FOR LIFELONG LEARNING

EARLALL: the European Association of Regional and Local Authorities for Lifelong Learning

Pact for Skills webinar - Building synergies between the Pact for Skills and the European Alliance for Apprenticeships

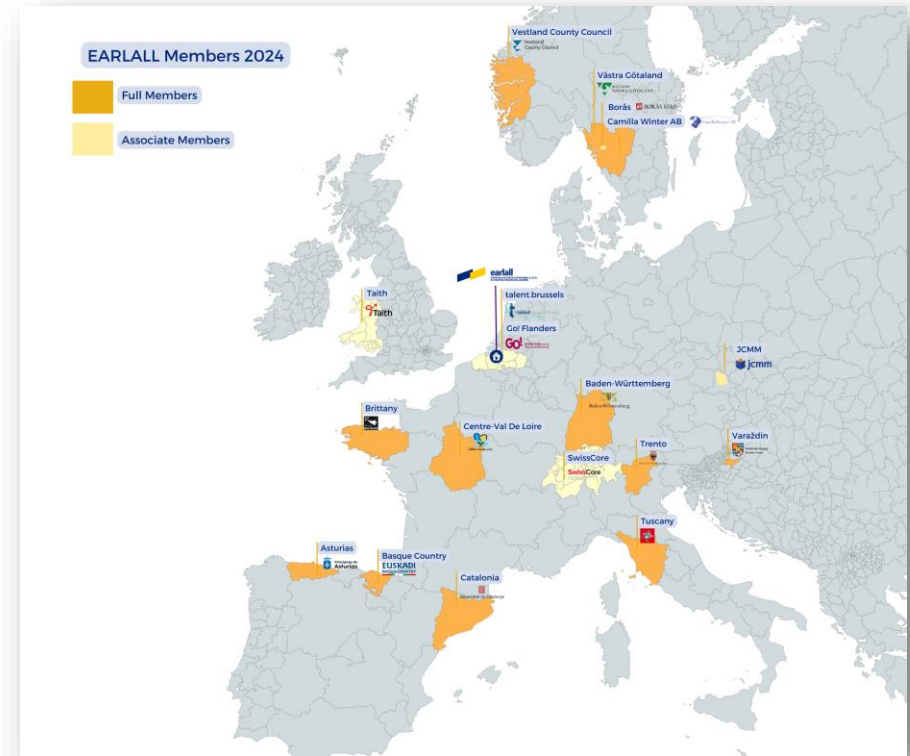
25/06/24

Charlotte Ede, Communication and Project Officer, charlotte.ede@earlall.eu



Who are we?

EARLALL believes that **regions and local** authorities have a privileged role in **designing and implementing strategies for lifelong learning** since they are in direct contact with **citizens, educational institutions** and the **business environment**.



Presidency held by the Basque Country, with 5 board members



11 regions
7 associate members



11
Countries



40+ million
inhabitants

Our Mission

- The association aims to facilitate **collaboration** among its member regions
- Providing an open and flexible forum for debates, **exchange of knowledge and practices**
- Promoting **joint projects**
- Contributing to EU policy-making and facilitating the dialogue with the European Union Institutions and other stakeholders in Lifelong Learning



Our projects 2023 - 2024



Learner Centric Advanced Manufacturing Platform

Interreg Europe



Co-funded by the European Union

SKYLA

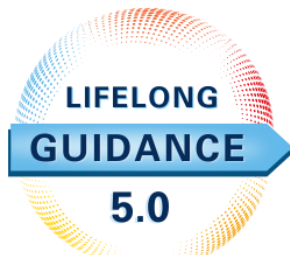


Interreg Europe



Co-funded by the European Union

SALAM



Enabling Data Analytics for Actions
Tackling Skills Shortages & Mismatch



REGALE
REGional capacity for
Adult Learning and Education



Role of Cities and Regions in fostering apprenticeships and Work-Based Learning



1. **Coordination and initiation of partnerships:** education providers, employers and social partners
2. **Funding and financial incentives,** also using EU funds to develop apprenticeships such as the Regional Development Fund and ESF, Erasmus+
3. **Attractiveness and Inclusion:** Policies to increase females in apprenticeships in certain fields, migrants etc.
4. **Strategy:** Integrate apprenticeships in broader development and work strategies, and build networks on trust
5. **Outreach:** Access to potential employers and apprentices, campaigns, information sessions from a reliable source
6. **Support to SMEs:** One of the main barriers, but services to support in administration, legal and financial aid is possible
7. **Quality Assurance:** Implementation of the European Framework for Quality and Effective Apprenticeships (2018)
8. **Data Analysis:** Improve relevance of apprenticeships



EARLALL and EAfA

• EARLALL's Strategic Priorities align with EAfA's goals:

- Priority 3 (2024): 3. Mobilising local and regional authorities as catalysts for apprenticeships within the local business environment;
- Horizontal Priorities: the green and digital transitions, gender, social inclusion, mobility, and the internationalisation of vocational education and training

→ Relevant context for regional and local authorities

- European Skills Agenda , Youth Unemployment Guarantee; Upskilling European citizens and focus in European Year of Skills; Quality Apprenticeships

→ Successful cooperation in recent years

- 5 webinars + 2 high level events
- [Member spotlight](#) (August 2023)
- Member of the Apprenticeship Support Service (Businesses, education providers, work plans)



EAfA CoP: Role of Cities and Regions in Fostering Apprenticeships



- **Coordinators:** EARLALL;
Metropolitan City of Rome
Capital; Fundación Bertelsmann
- **26 members** since launching in
December 2023
- 3 online meetings
- 🎯 **Goal:** To foster apprenticeship
programmes across cities and
regions in the EU
- 🚀 Expand membership and
enhance collaboration



Survey on role of regions and cities in apprenticeships. Build-on during in-person event in Rome. Launched June 2024 – November 2024.



Peer-Learning Workshop (Online): Apprenticeship Insights across the globe: Cities leading the way in the EU and USA (Autumn 2024)



In-person event in Rome Spring 2024

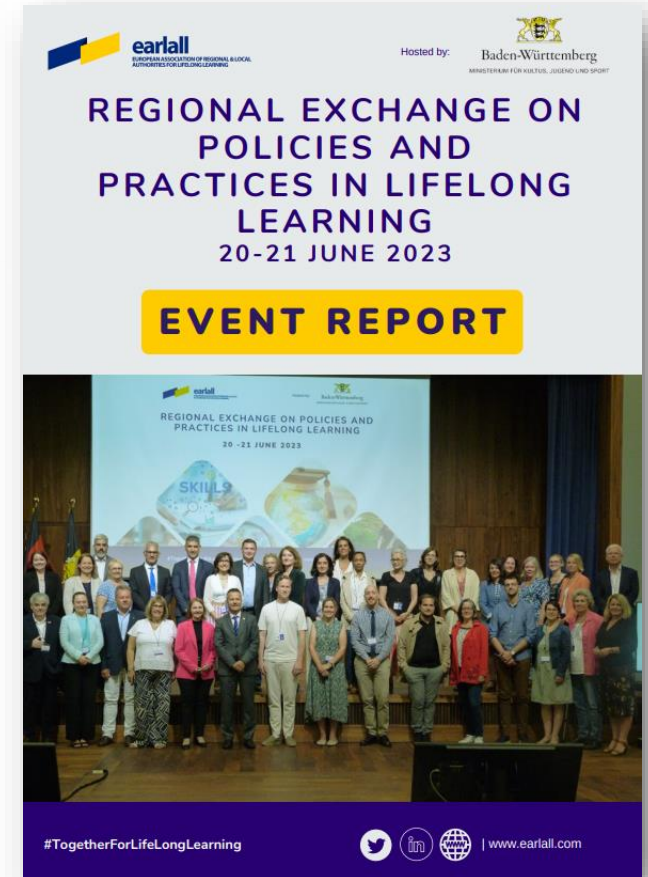


EARLALL and the Pact for Skills

- **Member since 2020**
- **Invited Pact for Skills to present to members (March 2021); during the Working Group on Skills and the Labour Market (March 2022), at the Seminar on Skills for the Twin Transition (May 2023) and Brussels representatives exchange (January 2024).**
- **Attended Pact for Skills Forum (March 2024)**
- **Negotiating a Pact For Skills Regional Partnership on Lifelong Learning Mobility**
 - The Regional Skills Partnership for Lifelong Mobility commits to help to reach the goals of Europe on the Move, with 20% of VET learners by 2030 on mobilities and 20% of all mobilities for those with fewer opportunities.
 - The Partnership commits to networking with regional and local authorities to implement solid cooperation links in the field of VET mobility, with a focus on providing opportunities for apprenticeship mobility and on attracting new members to the Partnership



European Year of Skills & Skills Agenda



Collaboration in European Platforms



Community Co-Lead on the role of regions and cities in Apprenticeships



Associate
Member



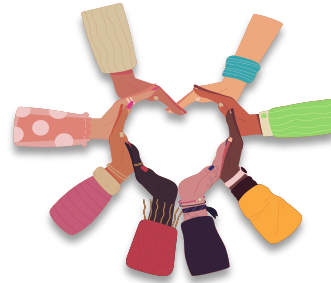
Member of the Innovation
and Research Group



Benefits of collaboration in various EU platforms



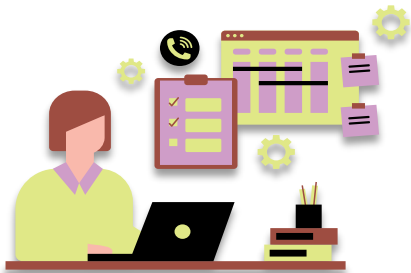
Mutual trust



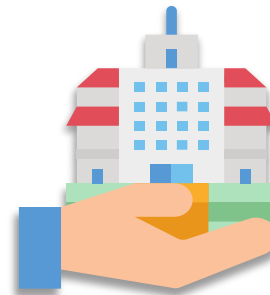
Inclusion and Outreach



Networking



Technical staff capacity-
building



Access to information (on
fundings and other opportunities)



Set the example



earlall
EUROPEAN ASSOCIATION OF REGIONAL & LOCAL
AUTHORITIES FOR LIFELONG LEARNING

CONTACT US:



earlall@earlall.eu



earlall.eu



@EARLALLEU



EARLALL - European Association of Regional and
Local Authorities for Lifelong Learning



Rue des Deux Églises 27, 1000, Brussels



Testimonies from organisations that are members of the Pact for Skills and/or EAfA

SoftwareOne's experience as a member of the EAfA and the Pact for Skills

Lena Müller

SoftwareOne

Ksigune

Regional Skills Partnership

Ruth Mayoral López

Euskampus Fundazioa

ksigune

Regional Skills Partnership

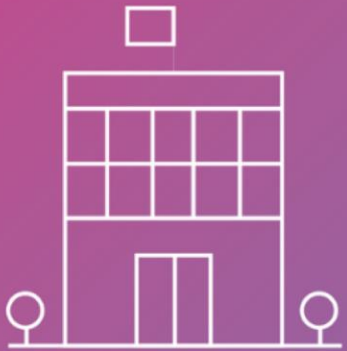
*Promoting a learning ecosystem
that is relevant, accessible and affordable
for professionals in the cultural and creative sectors
in the Basque Country
throughout their careers*



KSIgune REGIONAL SKILLS PARTNERSHIP



Connecting the Basque Cultural and Creative nodes: Administration + Academia + Business



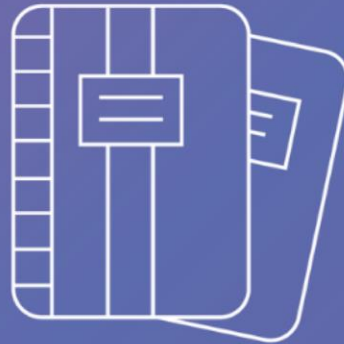
27

Faculties & Schools



3233

Teaching &
Research staff



43

Connection
projects



19

Entities



622

Mobilised students

KSIgune RSP - The process



Oct 2023 – Feb 2024

1/ Declaration drafting: Close liaison with the PfS Secretariat at Ecorys to defined the challenge, ambition, activities & short-term key milestones, including the KPIs to measure the result of the KSIgune RSP activities.

March 2024

2/ Launch of the partnership: Official launch by the European Commission through a press release, LinkedIn group & PfS newsletter and KSIgune's dissemination within its ecosystem.

March – June 2024

3/ Engagement of the partnership: All 37 members to progressively endorse the KSIgune RSP commitments through the PfS website.

March 2024 onwards

4/ Growth of the partnership: Development of international and regional alliances to welcome new members to the RSP.

April - June 2024

5/ Erasmus+ call application: Elaboration of new demonstrator project for the CCIs RSPs and the skills agenda, alongside 5 European organisations.

June 2024 onwards

6/ Implementation of the RSP activities: skills intelligence, up- and re- skilling opportunities and communication and awareness-raising.

THE BASQUE ECOSYSTEM



Building from an Ecosystem perspective consolidating a multi-agent regional model that connects simultaneously at an international level

EUSKADI
BASQUE COUNTRY

Governance

innobasque

tecnal:a

Innovation

ksigune

Higher Education & Research for CCI

Education
and Research



BDCC
BASQUE DISTRICT OF CULTURE AND CREATIVITY

Business

INTERNATIONAL CONTEXTS TO CONNECT THE ECOSYSTEM



CWF24

Euskadi Basque Country

DC NETWORK



Culture & Creativity

Funded by the
European Union



Do you want to learn more? Join us!



gune



Bilbao

Ruth Mayoral

ruth.mayoral@euskampus.eu

ksigune

www.ksigune.eus

Concluding remarks

Andrew McCoshan

Moderator

Useful resources and links

Pact for Skills Online Library → new resources and materials on upskilling, reskilling and skills anticipation are published regularly. Link [here](#).

Pact for Skills database of funding opportunities → new calls for funding uploaded every month. Link [here](#).

Is your organisation an EAfA member and would like to join the Pact for Skills too?

- **Take a look at our info sheet** to find out more about the Pact and how it can support you [here](#)
- **Submit your application** through this [link](#)!

Join the Pact for Skills LinkedIn Group

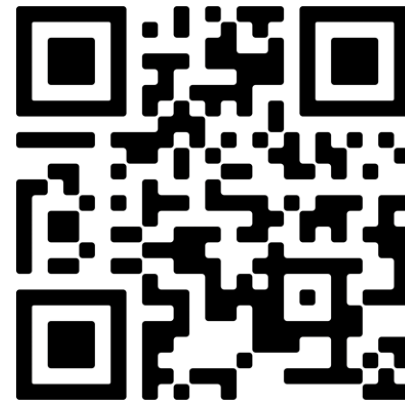
Things to do:

Join the Pact for Skills **LinkedIn group**: <https://www.linkedin.com/groups/12664287/>

Share your feedback:

We would like to hear your feedback on the event!

Please complete this **survey**:



**PACT FOR
SKILLS**

Thank you for your attention!