

Pact for skills

RE-SKILLING & UP-SKILLING WORKFORCE IN TOURISM

International Forum - Education, Employment and Training in Tourism

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Pact on skills

- A flagship action under the European Skills Agenda anchored in the European Pillar of Social Rights
- The launch of the Pact - European Vocational Skills Week 2020 organised by COM + DE Pres
- **Main objective:** to mobilize resources and all relevant stakeholders to take real action to upskill and reskill the workforce in order to:
 - deliver on the ambitions of the recovery pathway, the EU Industrial Strategy and the green and digital transition.

FLAGSHIP AREAS FOR INVESTMENTS AND REFORMS

POWER UP

CLEAN TECHNOLOGIES AND RENEWABLES

RENOVATE

ENERGY EFFICIENCY OF BUILDINGS

RECHARGE AND REFUEL

SUSTAINABLE TRANSPORT AND CHARGING STATIONS

CONNECT

ROLL-OUT OF RAPID BROADBAND SERVICES

MODERNISE

DIGITALISATION OF PUBLIC ADMINISTRATION

SCALE-UP

DATA CLOUD CAPACITIES AND SUSTAINABLE PROCESSORS

RESKILL AND UPSKILL

EDUCATION AND TRAINING TO SUPPORT DIGITAL SKILLS

Re-skilling and upskilling – one of the priorities of Recovery and Resilience facility

https://ec.europa.eu/info/business-economy-euro/recovery-coronavirus/recovery-and-resilience-facility_en

- [examples of reforms and actions](https://ec.europa.eu/info/files/examples-component-reforms-and-investment-reskill-and-upskill_en), which could be supported in the field of “reskilling and upskilling”

https://ec.europa.eu/info/files/examples-component-reforms-and-investment-reskill-and-upskill_en

Pact for Skills

Upskilling and
reskilling of
people of
working age

All types of skills
Apprenticeships
Digital skills

Large scale public-private multi-stakeholder partnerships

- Major players in industrial ecosystems and public authorities
- Concrete actions and increased investments in upskilling opportunities for employees in a whole industrial ecosystems (including SMEs)

National/regional/ local partnerships

- Employers and public authorities
- Stakeholders e.g. VET providers, PES, social partners
- Sectoral and/or regional focus on upskilling and reskilling

Social Partners Arrangements

Tripartite agreements focus on
upskilling and reskilling

Individual commitments

- Companies
- Stakeholders
- Commit to provide quality upskilling and reskilling opportunities

The Charter

- For a shared vision all stakeholders joining the pact should sign up to the charter as regards quality training.
- Partners concrete commitments with KPIs eg. *share of individuals benefiting from up/reskilling*

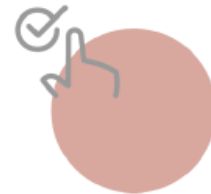
Principles



Promoting a culture of lifelong learning for all



Building strong skills partnerships with relevant stakeholders

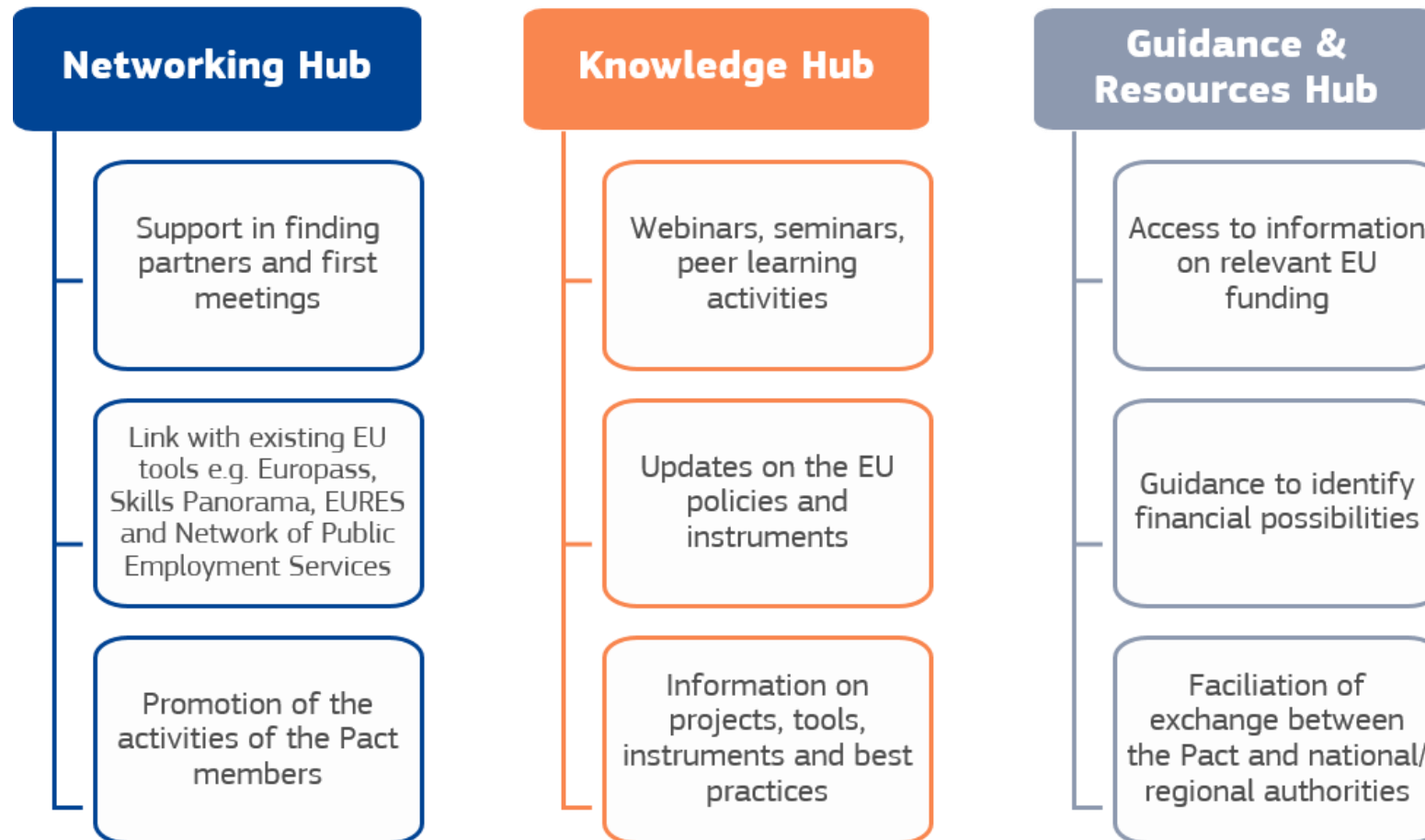


Monitoring skills supply/demand and anticipating skills needs



Working against discrimination and for gender equality and equal opportunities

THE COMMISSION SUPPORT



Funding

- REACT-EU to mitigating negative impact of COVID-19.
- ESF and ERDF - development of skills supporting industrial transformation and smart specialisations.
- Just Transition Fund - reskilling of workers in regions affected by economic and environmental transition.
- InvestEU - Social investment and skills window will contribute to unlock investment in skills.

Challenges of tourism labour market

- 2 million firms of which 95% are SMEs with less than 9 employees
- low pay, very high demand for staff flexibility and mobility, high staff turnover, high share of informal employment arrangements and persistent skill shortages
- more part-time jobs and temporary contracts compared to other sectors
- highly seasonal and extremely vulnerable to external political and economic factors
- transversal skills typical to tourism (e.g. customer orientation, interpersonal and intercultural communication) valued in other sectors, too

Pact for skills in tourism

- COMM Breton announced at the Convention the launch of a Pact in tourism, together with COMM Schmit
- On 29 October – COM organized Roundtable on pact in tourism
- We are considering about next steps also with the Portuguese Presidency

How can you join the Pact?

https://ec.europa.eu/eusurvey/runner/Pact_for_Skills_FORM

Thank you



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