



Priority 6: Joining Forces to Reskill Workers

Klara ENGELS-PERENYI

Policy Officer

DG EMPL Unit B2: Skills Agenda

Changing labour markets



**Atypical forms
of work**



**More frequent
professional transitions**



**Shifting employment
between sectors**



**Shifting skills
needs**



**Demographic
changes**



Skills shortages as a *challenge* and skilled workforce as an *enabler*



38
occupations
were classified
as shortages in
2022



74% of
SMEs reported
that they
face skills
shortages in 2023



adult learning
remains low -
with a participation
rate of around
37%



over 90% of jobs require
digital skills, however **54%**
of the adult population
in Europe has
basic digital skills



Purpose of this priority

- Support the **up- and reskilling of workers** to adapt to the rapidly changing skills requirements as a result of the green and digital transitions.
- Support to **identifying and testing methods and mechanisms to bring public and private players together** to help employed and unemployed workers reskill for new tasks or into new jobs at scale, in particular from declining sectors into the green and digital economy.

Main target group for projects

Projects will **develop ways to increase participation of adults in adult learning, especially:**

- **Up- and reskilling** in-transition workers, unemployed or inactive people.
- From sectors in decline to sectors that are growing and are in need of more workers with skills for the green and digital economy.
- **Specific attention** should be paid to the lower skilled and vulnerable individuals, as well as those who are the most reluctant to engage in training in adult age.

Activities to develop

Projects could **implement activities such as (non-exhaustive list):**

- **Innovative training methods and materials** and establish “reskilling labs” where the public and private sector jointly design content.
- Mobilising employers to **proactively reskill** their employees
- **Outreach campaigns** by companies, training providers public and private organisations
- **Skills assessment**
- **Training activities**, including short programmes
- Development of **digital platforms** that link potential participants to relevant training, with special focus on SMEs.
- **Career guidance, counselling** – including training for guidance counsellors
- **Mentoring**

Activities should be analysed on efficiency and impact, to allow for later upscaling.

Thank you



© European Union 2022

Unless otherwise noted the reuse of this presentation is authorised under the [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/) license. For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.

