Priority 6: Joining Forces to Reskill Workers

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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