

PACT FOR SKILLS

Large-scale partnership Tourism

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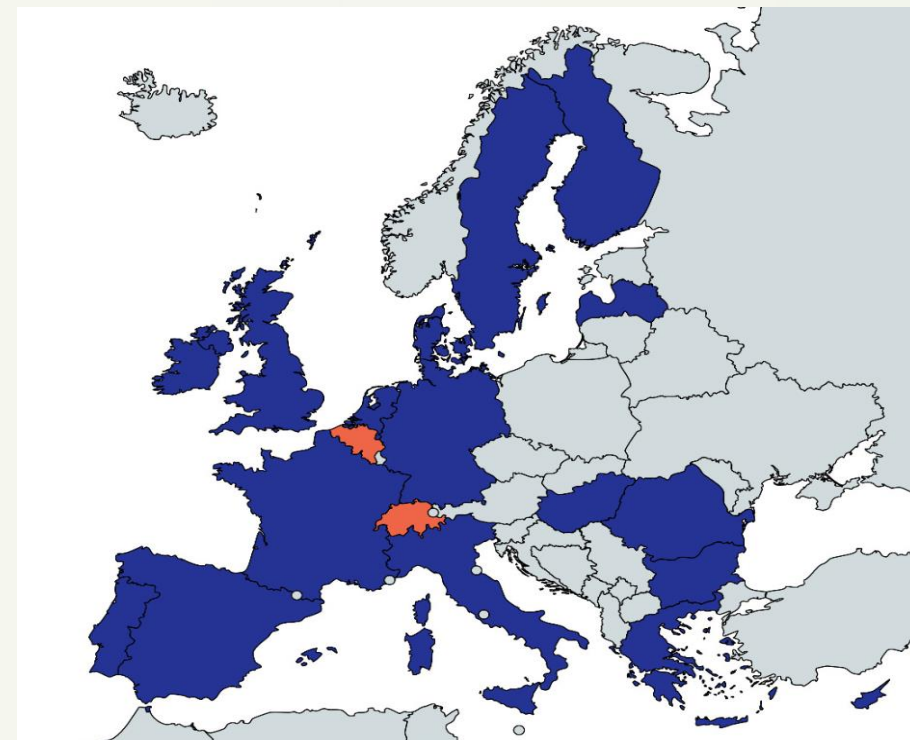
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What is the LSP Tourism?

The Europe-wide layer of the **Pact for Skills** for the **tourism eco-system**.

71 supporting organizations *(as per 21-04-2023)*

- European and national industry umbrella organizations and companies (25)
- Trade unions (3)
- Education providers - university and VET (20)
- Regions and destinations (23)



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Core issues in the tourism sector

- **Labour shortage**, both in quantity and quality: “war for talent”
- **Ambivalent image** as attractive career for young people
- **Fast changes**: continuously new skills needs appear **but**
- **Slow uptake** of new skills needs by the education and training system
- Mostly (98%) **small, micro and nano services** with low funding capacity.
- **(Lack of) awareness** about skills and competence gaps
- Value change: **Sustainable Employability** to attract and retain workers
- Digitalization empowers **new players**

“Leave no one behind”

.... and how we address them

Improve the conditions to make tourism attractive for work and career

Better qualification => better jobs => better reputation

- **Skills intelligence:** early detection of gaps and new profiles
- **Flexibilization of the lifelong learning opportunities for all**
- **Best practice exchange** of innovative approaches
- **Re- and upskilling** (*target: 10% of workforce trained per year*)
- **Integration of migrants and refugees**
- **Manage local needs at local level: Skills partnerships**



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Food for thought

- **New values – new approaches ?**
 - Work-Life balance, value based companies and human interaction rank high in the young generation
 - Flexible time schedule, part-time work, new forms and schemes of work
- **Is the current education system adequate for the future?**
 - Recognition of skills and competences acquired outside formal education
 - Micro-credentials and personal learning accounts
- **Provide resources for skills partnerships:** replicate the current Erasmus+ calls at regional and national levels

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