



Application form - Pact for Skills

Fields marked with * are mandatory.

Introduction

The Pact for Skills is a shared engagement and approach to skills development. It is firmly anchored in the principles of the [European Pillar of Social Rights](#) and supports the goals of the [Green Deal](#) and the [digital transformation](#), as set out in the Commission communication “[A strong Social Europe for Just Transitions](#)”.

The Pact aims to mobilise and incentivise private and public stakeholders to take concrete action for the **up skilling and reskilling of people of working age**, and, when relevant, pool efforts in the partnerships.

The Pact can be joint by any private or public organisation or partnership of organisations which aim to upskill or reskill people of working age.

The organisation(s) need(s) to be based in one of the Member States, EFTA or candidate countries.

Joining the Pact:

1. All stakeholders joining the Pact **sign up to the Charter** and its key principles, which they agree to respect and uphold.
2. Signatories of the Pact are invited to **translate their engagement into concrete commitments** on upskilling and reskilling. Commitments must be in line with the key principles and can be built around a number of “enablers” that illustrate concrete ways of implementing the different principles.
3. Commitments are monitored by at least one **key performance indicator**, e.g. number of people taking part in upskilling or reskilling.

Information on the organisation/partnership

*** You apply:**

- on your own (as one organisation)
- in partnership

*** Organisation/partnership name:**

Pact for Upskilling Shipbuilding and Maritime Technology Workforce in Europe

*** Country/ies in which the organisation/partnership operates:**

Belgium
Croatia
Denmark
Finland
France
Germany
Greece
Italy
Netherlands
Poland
Portugal
Romania
Spain
Other

Please specify:

Norway

*** Contact person(s), title(s):**

Sarai Blanc , Legal and Social Affairs Director at SEA Europe

*** Email to contact person:**

sb@seaeurope.eu

Website of the organisation/partnership:

<https://www.usweproject.eu/>
<https://www.seaeurope.eu/about-us/social-dialogue>

Logo of the organisation/partnership:

The maximum file size is 1 MB.

The logo will be presented on the webpage together with the commitment.

*** Please indicate in what sector(s) your organisation/partnership operates:**

Aerospace and Defence

Electronics

Proximity and Social Economy

- | | | |
|---|---|---|
| <input type="checkbox"/> Agri-Food | <input type="checkbox"/> Energy-Intensive Industries | <input type="checkbox"/> Renewable Energy |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Health | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Creative and Cultural Industries | <input checked="" type="checkbox"/> Mobility-Transport-Automotive | <input type="checkbox"/> Textiles |
| <input type="checkbox"/> Digital | <input type="checkbox"/> N/A | <input type="checkbox"/> Tourism |

*** Give a short description of your organisation/partnership**

1000 character(s) maximum

The EU-wide Pact involves the social partners of the shipbuilding and maritime technology sector, SEA Europe and IndustriAll Europe, main industry leaders, education providers, national sectoral organisations and regional authorities to collectively tackle the key challenges arising from the COVID crisis, the scarcity of skills and the ageing of the workforce while meeting the goals of the digital and green transition. It will build upon the results of EU-projects like USWE and various Blueprints and support the industry's goal to deliver zero-emission ships by 2030. The partners aim to deliver urgent, hands-on actions to jointly train, retain and attract a critical mass of people by annually upskilling 7% of the workforce, totaling 201.600 people by 2026, and attract 234.000 new workers by 2030. The pact will focus on digital, green, soft and sectoral skills and will require 1bn € of public-private investment.

Please list all the partners:

If you have more partners than 20 please contact us at EC-PACT-FOR-SKILLS@ec.europa.eu. We will increase the number of rows.

	Name of the partner	Short description (e.g. company, training provider, sectoral organisation)	Role in the partnership
1	SEA Europe. Shipyards and Maritime Equipment Association of Europe	Sectoral social partner representing the shipbuilding and maritime equipment industry/employers at EU level. It represents more than 90% of the industry in Europe	Provide a trust-worthy fora for cooperation in the frame of the Pact, will support the activities, facilitate information and orientate the partnership across EU programmes and policies of relevance for the sector. SEA Europe will coordinate the partnership until a proper and well-functioning structure will be set up. SEA Europe will also ensure the dissemination of the activities across its members and will progressively bring additional members to the partnership. The European Social Dialogue Committee for Shipbuilding will also provide a joint forum to support and host the Partnership when needed and will serve as reference group to monitor its evolution.
2	Industrial Europe	Sectoral social partner representing the workers of the shipbuilding and maritime tech. industry at EU level.	Provide a trust-worthy fora for cooperation of workers representatives in the frame of the Pact, to support the activities, facilitate information and orientate the partnership across EU programmes and policies of relevance for the sector. IndustriAll Europe will ensure that the interests of workers are well represented in the Pact. This is of key importance given that the ultimate objective of the partnership is to upskill and reskill workers. The European Social Dialogue Committee for Shipbuilding will also provide a joint forum to support and host the Partnership when needed and will serve as Reference Group to monitor its evolution.

3	European Social Dialogue Committee on Shipbuilding	EU Social Dialogue Committee, bringing together EU social partners and their members at national and company level.	It will act as the Advisory and Reference Group for the partnership. It will monitor the development of the actions taken by the partners.
4	Fincantieri	<p>Company. Fincantieri is one of the world's largest shipbuilding groups. It is a leader in cruise ship design and construction, naval and offshore ships, as well as in ship repairs and conversions, production of systems and mechanical and electrical component equipment and after-sales services.</p> <p>Only in Italy it employs 8,600 people and has a supplier network that employs nearly 50,000 people. In also owns shipyards in Romania and Norway. In total the group employs 20,000 people on the payroll.</p>	In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table "industry commitments". Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.
5	Naval Group	<p>Company. Naval Group designs, builds, integrates, provides in-service support, dismantles and deconstructs submarines and surface ships. In addition, the group offers a wide range of marine renewable energy solutions. Naval Group has 10 production sites in France, providing 15.200 jobs. Naval Group is committed to professional equality and aims to have 35% women in its workforce by 2025.</p>	In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table "industry commitments". Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.
6	DAMEN	<p>Company. Damen is a family business, which has become one of the main shipbuilding groups, owning 36 shipyards and providing 9 000 jobs in Europe. The main production yards are located in Mangalia and Galati, with a large portfolio for building and converting RoPax ferries, cruise ships, big offshore vessels and offshore structures. Both shipyards provide 4000 jobs on payroll and 1000 subcontracted in Romania.</p>	In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table "industry commitments". Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.

7	Navantia	Company. Spanish company reference in the design and construction of high technology military and civilian vessels. It offers a wide range of services: design / ToT, construction, development and integration of systems, repair and life cycle support in its shipyards located in Ferrol, Cádiz and Cartagena which employ 3.900 people and generate additional 6.500 jobs across its supply chain.	In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table "industry commitments". Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.
8	Lisnave Estaleiros Navais S.A.	Company. Lisnave is one of the world's leading ship repair companies and the largest shipyard in Portugal, dedicated to the maintenance and conversion of vessels and floating structures. Lisnave employs 148 people on the payroll and provides 2500 jobs across its supply chain.	In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table "industry commitments". Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.
9	Thyssen Krupp Marine Systems	Company. It is a world market leader in conventional submarines and a leader in the development of new naval surface and underwater technologies. The company is located in Germany with sites in Kiel, Hamburg, Bremen and Emden, it employs 3600 people in Germany and generates additional jobs across its supply chain.	In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table "industry commitments". Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.

10	Myklebust Verft	<p>Company. Myklebust Verft is a shipyard with more than 100 years of experience in new construction and service, repair and conversion of vessels. They offer facilities for docking up to 15,000 tonnes – for example subsea construction vessels, anchor handlers, seismic vessels, well boats and fishing vessels. The fact that our employees both perform service assignments and at the same time build new vessels gives us a unique competence that benefits our customers. The yard is on the coast of Sunnmøre in the middle of the maritime cluster in Norway and employs 363 people at the moment.</p>	<p>In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table “industry commitments”. Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.</p>
11	Chantier Naval de Marseille	<p>Company. Repair, maintenance and conversion shipyard located in Marseille. It directly employs 140 people including naval architects and mechanical engineers, skilled workers and specialized technicians, and provides 150 jobs across the supply chain (subcontractors). The yard operates eight dry-docks. It is capable of handling the largest vessels and is perfectly positioned to support the needs of the maritime, offshore and renewable energy sectors, providing specialized service and assistance.</p>	<p>In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table “industry commitments”. Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.</p>
12	ASTICAN, Astilleros Canarios S.A.	<p>Company. It is a privately owned ship repair yard with well experienced staff, and whose main activity is the repair, maintenance, and conversion of all types of vessel and offshore units located in the Canary Islands. It provides 120 direct jobs and currently hosts 600 subcontracted workers.</p>	<p>In cooperation with the partners will provide information about the skills, occupations and workforce needs, contribute to the design and implementation of the actions identified which are listed on the table “industry commitments”. Its role will also be to design and implement training for workers within the company and provide opportunities for Apprenticeships.</p>

13	Danish Maritime	National Industry representative. Danish Maritime represents manufacturers of maritime equipment, maritime service providers and ship designers as well as shipyards. Danish Maritime has approximately 140 members. The members consist of both large and small companies, but the majority of the members are in the SME segment. The total number of persons directly employed within the segment represented by Danish Maritime is approximately 21.500 (and a total of almost 38.000 including indirect employment).	Will ensure the proper engagement and access of large companies and SMEs across the shipbuilding supply chain in Denmark to training activities, and wherever possible facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact. Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at national level. Danish Maritime has approximately 140 members and as a Pact for Skills partner the association will ensure the involvement of most of their members in the initiative
14	PYMAR	National Industry representative. Spanish company that integrates the 16 main private Spanish shipyards. These shipyards focus their activity on new construction, repair and conversion, covering the majority of the civilian shipbuilding activity in Spain.	Will ensure the proper engagement and access of Spanish private shipyards and SMEs across the supply chain to training activities, and wherever possible facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact. Therefore, their role will be key for the roll out of the activities across national supply chains and the coordination of actions at national level
15	ANCONAV	National Industry representative. Romanian association of shipbuilding and maritime technology industry	Will ensure the proper engagement and access of Romanian companies and SMEs across the supply chain to training activities, and wherever possible facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact. Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at national level

16	Finnish Marine Industries	<p>National Industry representative. Finnish Marine Industries is a co-operation forum for high-technology maritime solution providers, leading marine equipment manufacturers, turn-key suppliers, designers, software and system providers as well as shipbuilding, ship repair and offshore yards.</p> <p>The association establishes favorable conditions in industrial and economic policy for the Finnish marine industry. It provides its members, public authorities and the media the latest relevant information on the marine industry sector in Finland. Currently, the association has around 90 member companies.</p>	<p>Will ensure the proper engagement and access of Finnish companies and SMEs across the supply chain to training activities, and wherever possible facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact.</p> <p>Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at regional level</p>
17	The Netherlands Maritime Technology	<p>National Industry representative. The Netherlands Maritime Technology (NMT) trade association is the primary representative of the Dutch maritime technology sector. Their 400+ members include shipyards, marine equipment suppliers, service providers and educational institutes. As part of their services NMT offers a number of Maritime Courses, available to employees across Europe.</p>	<p>Will ensure the proper engagement and access of Dutch companies and SMEs across the supply chain to training activities, and wherever possible facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact.</p> <p>Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at regional level</p>

18	GICAN	<p>National Industry representative. The GICAN, the French Maritime Industry Group, affiliates close to 200 industrialists in the maritime industry. It brings together shipyards, system and equipment manufacturers, subcontractors, engineering and architect businesses that are involved in the design, construction, maintenance and implementation of military and civilian vessels, and those who work in the domain of maritime security and Marine Renewable Energies. It represents 12.3 billion euros of revenues and more than 48.000 direct jobs.</p>	<p>Will ensure the proper engagement and access of French companies and SMEs across the supply chain to training activities, and wherever possible facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact. Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at regional level</p>
19	Basque Maritime Forum	<p>Regional industry representative. The Cluster Foro Marítimo Vasco is a non-profit organization that provides services to the Basque Maritime Industry with the aim of promoting maritime activity and culture, improving the competitiveness of companies in the sector through cooperation.</p> <p>FMV is an Organization committed to the economic and social development of the Basque Country, an European Region with a large concentration of Maritime Companies. Currently, a total of 147 associates are members of the forum, representing 238 companies, the Merchant and Fisheries Shipowners, Shipyards and Auxiliary Industry (Engineering and Marine Equipment and Services manufacturers).</p>	<p>Will ensure the proper engagement and access of companies and SMEs across the supply chain in the Basque Country to training activities and facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact. Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at regional level</p>

20	MAFOSS (Maritime Association for Sunnmore)	<p>Regional Industry association focused on Education. MAFOSS is an organization for maritime industry on the coast of western Norway which has around 40 members, from SMEs to larger suppliers and shipyards among our members. The member businesses represent approx. 2500 workers. MAFOSS was established in 1969 with the purpose of finding ways to get the vocational training-schools to start education in shipbuilding.</p> <p>Key part of their work is political lobbying concerning education, from vocational training up to upskilling of engineers and leaders. MAFOSS is also taking part in a pre-study initiated by the Educational Department of the Government of Norway that aims to re-establish the status of the blue collar workers by refreshing the training and the contents of the various programmes.</p>	<p>Will ensure the proper engagement and access of its member companies and SMEs across the supply chain in Norway in the activities of the Pact and facilitate the exchange and access of information on training to interested education and training institutions. MAFOSS will bring their expertise in developing training programmes at VET and higher level for upskilling blue collar workers, engineers and others.</p> <p>Their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at regional level</p>
21	Conference of Peripheral Maritime Regions (CPMR)	<p>Regional Authorities. The Conference of Peripheral Maritime Regions brings together more than 150 Regions from 24 States from the European Union and beyond. A regular partner of EU institutions, the CPMR is member of several expert groups of the European Commission and holds the Secretariat of the SEARICA Intergroup at the European Parliament. It's group on Maritime Issues is fully supportive of the shipbuilding and maritime and technology sector, as a main engine for economic growth and employment creation in its member regions. The CPMR's participation will be led and monitored by its Baltic Sea Commission WG on Maritime Affairs.</p>	<p>Will participate in the discussions and support the actions of the partnership at regional level, in order to facilitate the interaction of the regional ecosystems and policy makers. The CPMR's involvement will be key to ensure the roll out of the partnership activities in those regions with an important maritime technology sector.</p>

22	University "Dunarea de Jos"Galati	<p>Education provider. The Faculty of Naval Architecture, within the "Dunărea de Jos" University of Galați, is at national level the main provider of specialists with high technical-scientific training in the field of Naval Architecture. The Faculty of Naval Architecture has an innovative academic team, its own heritage and an adequate research infrastructure, with an active involvement in both national projects and international cooperation programs, with a tradition already recognized in the field of hydrodynamic research naval structures and equipment.</p>	<p>Will contribute to the design and implementation of sectoral education programmes, such as specialization modules on specific technologies and occupations or the development of Master programmes.</p> <p>It will cooperate with other education providers and with the industry and workers to exchange information on how to best adapt the educational offer to the fast-changing industry needs.</p> <p>Moreover, in cooperation with the industry, it will provide opportunities for students to carry out apprenticeships in the sector and will contribute to the creation of a Sectoral Qualifications Framework which helps to improve the recognition of certificates.</p> <p>Together with other partners will apply to funding opportunities in order to carry out part of these activities.</p>
23	SIMAC	<p>Education provider. Svendborg International Maritime Academy – SIMAC – is Denmark's largest maritime education centre featuring three education programmes and approximately 900 students, 95 employees, 3 educations and a course department, SIMAC Training, with approximately 800 course participants per year.</p>	<p>Will contribute to the design and implementation of sectoral education and training programmes, specialization courses on VET and higher education and update of curricula. Education providers will cooperate among each other and with industry and workers representatives in order to establish a network of sectoral VET centres to share information, update curricula, develop common training, and ultimately train a critical mass of workers who can provide their services all around Europe. This network will also contribute to the creation of a Sectoral Qualifications Framework which helps to improve the recognition of certificates and the mobility of workers.</p> <p>In cooperation with the industry will provide opportunities for students to carry out apprenticeships in the sector.</p>

24	Turku University of Applied Science	<p>Education provider. It is one of the leading universities of applied sciences in Finland, hosts over 10 000 students studying for a Bachelor's or Master's degree. TUAS produces versatile applied research and development services for enterprises and working communities. The collaboration ensures opportunities for implementing short-term development projects as well as multinational EU funded projects. Turku UAS coordinates or acts as a partner in over 200 RDI projects yearly. Naval architecture and maritime engineering is one of the strategic areas of emphasis. TUAS carries out high-quality applied research and development work in naval architecture and marine engineering sectors.</p>	<p>Will contribute to the design and implementation of sectoral education and training programmes, specialization courses on VET and higher education and update of curricula. Education providers will cooperate among each other and with industry and workers representatives in order to establish a network of sectoral VET centres to share information, update curricula, develop common training, and ultimately train a critical mass of workers who can provide their services all around Europe. This network will also contribute to the creation of a Sectoral Qualifications Framework which helps to improve the recognition of certificates and the mobility of workers. In cooperation with the industry will provide opportunities for students to carry out apprenticeships in the sector.</p>
25	STC Group	<p>Education provider. STC Group is a worldwide operating educational and research institution for the shipping, logistics, transport and process industries. In the public domain STC Group offers preparatory vocational education (vmbo), senior secondary vocational education (mbo) and higher professional education (hbo) under the Dutch system. In the private domain it offers accredited master's-level courses (fulltime and part time), business courses, training and consultancy.</p>	<p>Will contribute to the design and implementation of sectoral education and training programmes, specialization courses on VET and higher education and update of curricula. Education providers will cooperate among each other and with industry and workers representatives in order to establish a network of sectoral VET centres to share information, update curricula, develop common training, and ultimately train a critical mass of workers who can provide their services all around Europe. This network will also contribute to the creation of a Sectoral Qualifications Framework which helps to improve the recognition of certificates and the mobility of workers. In cooperation with the industry will provide opportunities for students to carry out apprenticeships in the sector.</p>

26	ACLUNAGA	<p>ACLUNAGA is the only specific business association within the shipbuilding sector in Galicia, created as a dynamic tool and meeting point for all companies and agents involved in shipbuilding and ship repair. It has great presence and representation in the main activity areas of the sector in Galicia (Ferrol and Vigo, and their areas of influence). It currently has 133 associated companies and entities whose products and services cover the entire value chain of the sector. For that, all the business activities involved in a shipbuilding project are widely represented within ACLUNAGA. In terms of turnover, these companies represent more than 80% of the total sector in the region, and in terms of employment 90%, involving more than 12.000 employees.</p>	<p>Will ensure the proper engagement and access of companies and SMEs across the supply chain in Galicia to training activities and facilitate the exchange and access of information on training to those interested education and training institutions which are not at this stage involved in the pact. Therefore, their role will be key for the roll out of the activities across national and regional supply chains and the coordination of actions at regional level</p>
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Signing up to the Charter

Please confirm your organisation/partnership subscribes to the [Charter of the Pact for Skills](#), understand and share the principles of quality upskilling and reskilling. Signature of the Charter does not constitute an endorsement of the signatory organisation and its activities by the European Commission.

Commitment

*Would you like to join the Pact with concrete commitment?

Commitment is a concrete action (set of actions), which aims to upskill or reskill people of working age. In the file you can find a [non-exhaustive list of actions](#) that could be implemented under the Pact for Skills.

- Yes
 No

Non-exhaustive list of actions that could be implemented under the Pact for Skills.

[Non-exhaustive list of actions.pdf](#)

Please provide information on your commitment

If you have more than 5 actions under your commitment please contact us at EC-PACT-FOR-SKILLS@ec.europa.eu.

	Action in the commitment	Organisation/person/team responsible for implementation of the action	Target group of the action	How the implementation of the action will be monitored
1	All partners will cooperate to establish an EU Skills and Employment Analytics and forecasting system for anticipating skills, training and workforce needs at sectoral level	SEA Europe, the EU employers organization, will lead the implementation of this action, that will be performed with the participation of all the partnership members and the support of the EU Social Dialogue Committee on Shipbuilding	EU Social Partners, National and regional industry associations, trade unions, companies Public authorities	SEA Europe will issue annual reports with the outcomes of the research and evaluate the development of the work and the functionality of the analysis and forecasting system. It will report to the partners and the EU Social Dialogue Committee on Shipbuilding annually about the methodology used, data collected and resulting facts and figures. The evolution will be monitored based on KPIs: <ul style="list-style-type: none"> % of countries, technologies, segments and occupations covered by the analysis
	<p>PRIORITY 1: Upskill and Reskill over 200.000 Workers in the next 5 years:</p> <ul style="list-style-type: none"> Develop, pilot and implement common training for up and re-skilling activities within the companies (specialisation courses, micro-credentials). These courses will focus on a variety of skills and occupations, from introducing the use of digital and 4.0 technologies in existing and new sectoral profiles to green, technical and soft skills. 			<p>The industry group will report to the partnership and the Social Dialogue Committee about the progress of the activities, at least once per year.</p> <p>The activity will be monitored following the achievement of specific KPIs.</p> <p>1. Monitor the design of joint training.</p> <ul style="list-style-type: none"> N° of initiated joint processes and projects N° of organisations involved N° of courses and skills targeted by the design of training N° of companies and workers piloting the courses

<p>2</p>	<ul style="list-style-type: none"> • Develop European MOOCs (Massive Online Open Courses) open to workers in several companies and a common online platform. These courses shall include digital and green skills, OHS, soft skills (such as those related to leadership, management of change,..) and others identified as priorities by the partners. • Promote and facilitate company and intercompany training. Financing schemes should be identified to support large companies, SMEs and workers in developing and implementing training for upskilling and reskilling workers and people of working age and to join forces with other companies and organisations to develop joint training. • Identify ways for promoting and facilitating training from big Companies to SMEs and suppliers. Financing schemes should be identified to support the transfer of knowledge to SMEs across the supply chain. 	<p>A dedicated working group, led by the industry, and coordinated by SEA Europe will be established to manage these actions. The working group will involve the partner companies and representatives of education providers, national and regional representatives and social partners. In order to make it manageable and more efficient a Steering Committee will be created with representatives of all groups (including SEA Europe and industriAll Europe to ensure that the industry and workers interests at EU level are represented). The action will be led by the companies.</p>	<p>Large companies SMEs Workers Social Partners National and regional industry associations</p>	<ol style="list-style-type: none"> 2. Monitor the success of developing MOOC accessible to workers from different companies in a common online platform Once this MOOCs are designed and implemented the social dialogue committee and the partners will monitor: <ul style="list-style-type: none"> • N° of accessible training courses • N° of skills and technologies addressed • N° of companies and workers using this MOOC 3. Promote and facilitate company and intercompany training <ul style="list-style-type: none"> • N° of workers involved in upskilling and reskilling initiatives • N° of companies providing this opportunity • N° of the working hours are allocated by worker to training 4. Identify ways for promoting and facilitating training from big Companies to SMEs (including suppliers) <ul style="list-style-type: none"> • N° of countries covered • N° of SMEs and suppliers involved • N° of “cooperation partnerships” • N° of workers receiving training
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3	<p>PRIORITY 2: Attract 230.000 new workers to the industry in the next 10 years: Collaboratively find ways for attracting and retaining talent to the industry in order to cope with generational change and ageing of workforce (via campaigns, promotion of career opportunities, etc). The partners will also promote and increase the number of Apprenticeships in large companies and SMEs.</p>	<p>A dedicated working group will be created, led by national and regional associations and with the participation of companies, policy makers, social partners and education providers.</p>	<p>Students, Companies, Education providers, National and Regional LLL and Employment Authorities</p>	<p>The leading working group will report at least twice per year to the partnership and the EU Social Dialogue Committee on Shipbuilding. The implementation of the action will be monitored through the following KPIs: Concrete campaigns or actions to promote the attractiveness of the industry, ensure an inter-generational knowledge transfer and retain workers in the sector:</p> <ul style="list-style-type: none"> • N° of countries/regions involved • Content and n° of materials developed • Quality and n° of actions developed • N° of people reached out (students, general public, families, education providers, policy makers..) <p>Ultimately, the group will annually monitor the number and profile of new recruits in the sector with the help of the industry partners. Promote and facilitate Apprenticeships in the Industry (Including SMEs)</p> <ul style="list-style-type: none"> • N° of Apprenticeships provided /Apprentices • N° of companies providing this opportunity • N° of people enrolled afterwards in the industry
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4	<p>Improve sectoral education and training offer, through the following actions:</p> <ul style="list-style-type: none"> • Develop a sectoral EU Qualifications Framework • Develop a European network of sectoral VET centres • Develop Master and specialisation programmes and modules 	<p>Lead by the education team. A dedicated working group, led by education providers will be created. The group will involve VET providers and Universities and will be split in 2 if/when necessary for performing specific actions. Selected representatives of industry and workers, national and regional organisations will participate in the group.</p>	<p>Universities and VET providers, national and regional education authorities, Students Workers and industry representatives Companies</p>	<p>The working group will regularly report to the partnership on the development of the tasks. The partnership will monitor the progress based on several KPIs:</p> <p>Sectoral Qualifications Framework</p> <ul style="list-style-type: none"> • N° of countries covered by the activities • N° of qualifications considered <p>European network of sectoral VET centres</p> <ul style="list-style-type: none"> • N° of VET institutions involved, • N° of regions covered • N° of programmes, modules, skills or technologies on which the network is working <p>Master and specialisation programmes and modules</p> <ul style="list-style-type: none"> • N° of Universities involved, • N° of countries covered • N° of programmes, modules, skills or technologies on which the network is working <p>At a second stage, when specific modules /courses are implemented: the number of students enrolled will be considered.</p>
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*** Starting date:**

08/02/2021

End date (if applicable):

Key performance indicators

Name of the indicator	Value (only numerical value)	Additional description (if needed)
Number of representatives of the target group who take part in up-/re-skilling (per year)	40000	7% of the workers will participate in upskilling and reskilling initiatives each year during the next 5 years (totalling 201.600 people)
Others		

I agree to provide updates on activities related to this commitment, in the regular annual survey on Pact for Skills. If there is no participation in the survey, the commitment will be considered to be inactive.

I confirm I have agreement of all partners to represent them in the Pact for Skills.

I accept the privacy statement presented below.

Privacy statement

[Privacy_statement.pdf](#)

Thank you

Please do not change information below

Status of the application

- Accepted
- Under revision
- Suspended
- Rejected

Reason for suspension/rejection

Contact

[Contact Form](#)