



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:**

Large Scale Partnership for the Pact for Skills in the Offshore Renewable Energy (ORE) sector

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

Austria
Belgium
Bulgaria
Croatia
Cyprus
Czechia
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Ireland
Italy
Latvia
Lithuania
Luxembourg
Malta
Netherlands
Poland
Portugal
Romania
Slovak Republic
Slovenia
Spain
Sweden
Other

Please specify:

Norway, UK

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

Lucía Fraga-Lago, Head of the Training Department at CETMAR

*** Email to contact person:**

mates@cetmar.org

Website of the organisation/partnership:

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:

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|-----------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Aerospace and Defence | <input type="checkbox"/> Electronics | <input type="checkbox"/> Proximity and Social Economy |
| <input type="checkbox"/> Agri-Food | <input type="checkbox"/> Energy-Intensive Industries | <input checked="" type="checkbox"/> Renewable Energy |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Health | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Creative and Cultural Industries | <input 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 present Partnership addresses the Offshore Renewable Energy (ORE) sector, integrated in the Renewable Energy industrial ecosystem, with a broad perspective on linked activities. The aim is to involve major players in the ORE industrial ecosystem, as well as public authorities at all governance levels, to promote scalable and sustainable solutions for training.

The partnership will promote an overall strategy, complemented with a Sea-Basin approach, enabling the adaptation of the actions to the different capacity needs and realities in different geographic areas. Partners willing to join the P4S with a Sea-basin/National/Regional/Local focus will be invited to join the Large-Scale Partnerships and promote specific Working Groups, creating when needed, smaller-scale mirror structures of the present Partnership.

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 |
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| 1 | Centro Tecnológico del Mar - Fundación CETMAR | <p>CETMAR is a foundation established in 2001 by the Ministry of Science and Technology and the Galician Government.</p> <p>CETMAR fosters the coordination of marine research and technology organizations in the region of Galicia, boosting competitiveness of marine and maritime sectors and promoting activities that range from education and training, scientific research and technological development to innovation management. Therefore acting as an interim organization between research and education and training organisations, administrations and industry.</p> | <p>During 2021, as part of the inception of the partnership, CETMAR will chair the Partnership Secretariat to take advantage of the leadership of this organisation in the ERASMUS+ Blue Print initiative for the Maritime Technologies, MATES. It will be responsible for facilitating administrative organizational support to the Partnership and acting as an interface between the Partnership and the European Commission with the collaboration of the partners as and when required.</p> |
| 2 | WindEurope | <p>WindEurope is the voice of the wind industry, actively promoting wind power in Europe and worldwide. We have over 400 members, active in over 35 countries. WindEurope actively coordinates international policy and works towards creating a suitable legal framework for wind energy development. WindEurope regularly organises numerous events, ranging from conferences, exhibitions, and launches to seminars and workshops.</p> | <p>WindEurope will provide support to the Pact for Skills by steering the Working Groups of the Partnership. WindEurope will contribute to the consultation and reporting processes as requested by the WGs, and report their achievements yearly. WindEurope will also support the preparation of multi-stakeholder sessions addressing ORE skills, connecting their regional members and National Associations according to scope (Sea Basin or other).</p> |

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| 3 | Ocean Energy Europe | <p>Ocean Energy Europe is the largest network of ocean energy professionals in the world. Over 120 organisations, including Europe's leading utilities, industrialists and research institutes, trust OEE to represent the interests of Europe's ocean energy sector. Ocean Energy Europe's mission is to create a strong environment for the development of ocean energy, improve access to funding, and enhance business opportunities. To achieve this, OEE engages with the European Institutions, national ministries and international organisations (UN, IRENA, US DoE...) on policy issues affecting the sector.</p> | <p>OEE will provide support to the Pact for Skills by contributing to the Working Group "Observatory of training needs and offer for the ORE". OEE will aggregate information from associates in regard to skills, contributing to the yearly identification of training offer/needs and to a better understand and anticipate the evolution of training needs. OEE will also promote the Pact for Skills and its actions through Social Media and dissemination activities.</p> |
| 4 | SEA Europe | <p>SEA Europe the voice of the maritime technology industry in Europe. It represents European shipyards and maritime equipment and technology providers in 16 countries which are global leaders in the design, production, maintenance and conversion of high-tech ships and offshore structures and devices. SEA Europe represents 300 shipyards and more than 22.000 technology developers and suppliers which provide more than 1 million jobs in Europe. The role of the industry is key for providing structures, technologies, and specialised vessels to deliver the ambitions of the ORE Strategy.</p> | <p>SEA Europe will provide support to the Pact for Skills by contributing to the Working Groups of the Partnership. SEA Europe will promote the engagement of its members in LLL and will monitor the upskilling and reskilling actions developed by the industry for current workers and future recruits. Based on the information gathered, it will promote further actions in the coming years to promote existing good practices and support the development of training. SEA Europe, together with its members, will deliver a promotional campaign on career opportunities in the sector across Europe. SEA Europe will also support the preparation of multi-stakeholder sessions addressing ORE skills.</p> |

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| 5 | ASIME | <p>The Galician Association of Metallurgical Industries, ASIME, affiliates more than 700 companies which develop their activity in the shipbuilding and ship repair, automotive, metal construction and structures, aeronautics, aluminium, among others. ASIME is considered one of the most representative naval business organisations at a national and international level. ASIME promotes the Galician Offshore Energy Group (GOE) in the renewable energy industry, contributing to identify the opportunities in the national and international markets for the Galician metal sector.</p> | <p>ASIME will provide support to the Pact for Skills by steering the launch of the Pact for Skills in the area of Spain and Portugal. ASIME will contribute to the consultation and reporting processes as requested by the WGs, and report their achievements yearly. ASIME Wwill also support the preparation of multi-stakeholder sessions addressing ORE skills, in particular in connection with the Galician Offshore Energy Group (GOE).</p> |
| 6 | IndustriAll Europe | <p>IndustriAll European Trade Union is a federation of independent and democratic trade unions representing 7 million manufacturing, mining and energy sector workers accross Europe. IndustriAll Europe is member of the European Trade Union Convederation, and its affiliates represent workers in every EU member state, accession and candidate state. IndustriAll Europe thus represents the workers in the entire renewable energy value chain.</p> | <p>IndustriAll Europe will provide support to the Pact for Skills by contributing to the Working Groups of the Partnership. IndustriAll Europe will promote the engagement of its members with a key interest in organising a Just Transition of workers in moveing towards climate neutrality, including through the development of skills intelligence and promoting re- and up-skilling of workers in the ORE sector.</p> |

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| 7 | Universidade da Coruña (UDC) | <p>The Universidade da Coruña (UDC) is among the three universities in the Spanish autonomous region of Galicia (pop. 4 mill). Founded in 1989, it has around 25,000 students and more than 100 research groups. The UDC is a public institution whose primary objective is the generation, management and dissemination of culture and scientific, technological and professional knowledge through the development of research and teaching. On June 2017, UDC obtained the "HR excellence Award", which recognises those universities aligned with the EU rules that guarantee transparent recruitment of researchers, appropriate working conditions and training and career development.</p> | <p>UDC will provide support to the Pact for Skills by contributing to the Working Groups "Promoting careers in ORE sector" and "Building durable skills partnerships for the ORE sector". UDC will contribute to create promotional materials addressed to attract young talent, and will also provide trainings for the ORE value chain on the EQF levels 7 and 8.</p> |
| 8 | European Marine Board IVZW (EMB) | <p>The European Marine Board (EMB) is the leading European think tank in marine science policy. It provides an independent platform to advance marine research and to bridge the gap between science and policy.</p> | <p>The EMB will provide support to the Pact for Skills by contributing to the Working Group "Observatory of training needs and offer for the ORE", identifying the training offer addressing ORE organised by their 35 members across Europe. The EMB will reach out to its network (including members and related initiatives) within the marine science and policy communities to share information about the ORE Pact for Skills, and will use its existing publication on Marine Graduate Training, as well as its future publication on Marine Renewable Energy to provide advice from and to the marine science community regarding skills and training needs for ORE.</p> |

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| 9 | Atlantic International Research Centre (AIR Centre) | <p>The AIR Centre is an internationally networked organization, oriented to foster job creation and knowledge-driven sustainable economic development in the Atlantic regions. It addresses and integrates space, climate, earth, ocean, energy and data sciences and promotes north-south/south-north/north-north /south-south cooperation alignment with national /regional priorities and global challenges such as the UN 2030 agenda for Sustainable Development.</p> | <p>AIR Centre will provide support to the Pact for Skills by participating in the Working Group "Building durable skills partnerships for the ORE sector"; AIR Centre will contribute to include the ORE Pact for skills in multi-stakeholder sessions, promoting the involvement of new partners from the Atlantic regions, considering international connections and ultraperipheral regions.</p> |
| 10 | CERTH-HIT | <p>The Centre for Research and Technology (CERTH) is a leading research center in Greece as well as in Europe, specialized in carrying out basic and applied research and in developing innovative and high quality products and services. It is a non-profit private status legal entity supervised by the Greek Ministry of Development and Investments. Hellenic Institute of Transport (HIT) is one of CERTH's five Institutes, devoted to the promotion and execution of transport research. CERTH/HIT has successfully participated over the last 19 years both as coordinator and as partner, in more than 280 research projects focusing, among other fields, on transport policy, transportation infrastructure management and operations, sustainable transport infrastructure and services, and skills intelligence the transport value chain occupations.</p> | <p>CERTH-HIT will provide support to the Pact for Skills by contributing to the Working Groups "Observatory of training needs and offer for the ORE", "Promoting careers in ORE sector" and "Building durable skills partnerships for the ORE sector". CERTH-HIT will contribute with its experience in researching skills needs and gaps, as developed in the context of different projects as H2020 SkillFul and Blueprint MATES.</p> |

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| 11 | Conference of Peripheral Maritime Regions (CPMR) | <p>The CPMR is a network of 150 member regions from 24 States from the European Union and beyond. Representing about 200 million people, the CPMR campaigns in favour of a more balanced development of the European territory. It operates both as a think tank and as a lobby for Regions. It is composed of 6 geographical commissions, among the CPMR Atlantic Arc Commission, representing 15 Atlantic Member Regions, has a dedicated work on Offshore Renewable Energies aiming at bringing together the ORE stakeholders.</p> | <p>CPMR will provide support to the Pact for Skills by participating in the Working Group "Building durable skills partnerships for the ORE sector"; CPMR will contribute to include the ORE Pact for skills in multi-stakeholder sessions, promoting the involvement of new partners. CPMR will involve the Atlantic Arch Commission (AAC) working group on Innovation to identify regional best practices on skills policies in the ORE sector; the AAC will share information on a regular basis with other CPMR Geographical Commissions, capitalizing also on the outstanding results of EU cooperation projects (e.g. INTERREG, EMFF).</p> |
| 12 | SUBMARINER Network | <p>The SUBMARINER Network for Blue Growth EEIG is the transnational platform for public and private actors from across all Baltic Sea Region supporting innovative and sustainable uses of marine resources. It works across the whole knowledge range and is as such continuously involved in capacity building measures in all maritime sectors.</p> | <p>SUBMARINER will provide support to the Pact for Skills by participating in the Working Group "Observatory of training needs and offer for the ORE"; SUBMARINER will promote the establishment of links with their ongoing projects related to the renewable energy and ocean literacy, education and capacity building. Insights on the training needs can be derived from the work of some of the projects that touch on the concept of offshore energy multi-use, e.g. UNITED and MULTIFRAME. SUBMARINER will also explore options for merging dissemination, events for maximised impact as well as joint communications i.e. policy development.</p> |

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| 13 | mareFVG | mareFVG is the cluster management organisation of the maritime cluster of the Italian Region Friuli Venezia Giulia. Established in 2012 as limited liability consortium, mare FVG is a non profit organisation grouping private and public actors from industry, research, training/education, as well as other relevant local actors (chamber of commerce, port authority, incubators). mare FVG supports the processes of collaborative innovation in one of the traditional sectors of the region - namely ship- and boatbuilding, transport and logistic services, off-shore, leisure boating - acting also as a node between the territory and the local government (i.e. being part of the governance of the regional smart specialisation strategy). | mareFVG will provide support to the Pact for Skills by participating in the Working Groups "Observatory of training needs and offer for the ORE" and Building durable skills partnerships for the ORE sector"; pmareFVG will steer the launch of the Pact for Skills in the Adriatic Sea, involving industry and training providers from Italy in the partnership. |
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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 | <p>Observatory on training needs and offer in ORE sector</p> <p>Aggregate skills intelligence information from the Partners.</p> | <p>All Partners with the support of the WG Observatory on training needs and offer in ORE sector and the Partnership Secretariat.</p> | <p>Trade unions and employers, Companies, Universities, VET training Centres, Technology and Industrial Clusters, Administrations</p> | <p>A data collection methodology will be agreed by the WG, to gather from each partner a yearly report on the skills' needs for the ORE activity identified in their organisation, as well as the training offer addressed to the ORE activities. Data will be compiled by the WG with the support of the PS.</p> <p>KPIs:</p> <ul style="list-style-type: none">• Number of training offers addressing ORE per country (yearly update)• Number of skills gaps identified in the sector per country (yearly update)• 3-yearly updates of the future trends about the needs and expected impacts to the sector |

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| 2 | <p>Promoting Life-Long Learning in ORE for all.</p> <p>Underpin the skilling process for the new jobs expected in the sector, estimated to account for a range between 20,000 and 54,000 new workers in the first five years, and contribute to improve up-skilling opportunities in the field of ORE the actual workforce</p> | <p>All Partners with the support of the WG Promoting Life-Long Learning in ORE for all and the Partnership Secretariat.</p> | <p>Trade unions and employers, Companies, Professional bodies, Universities, VET training Centres, Technology and Industrial Clusters, Administrations</p> | <p>A data collection methodology will be agreed by the WG, to gather from the partners a yearly report on the number of people trained by their organisation, indicating the type program or course, and broken down by gender and other demographically relevant indicators. Data will be compiled by the WG with the support of the PS.</p> <p>KPIs:</p> <ul style="list-style-type: none"> • Number of people trained in VET /University programs split by EQF level and by gender (at least). • Number of people trained in LLL courses split by EQF level and by gender (at least). |
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| 3 | <p>Promoting careers in ORE sector</p> <p>Contribute to the attraction of a range between 20,000 and 54,000 new workers in the first five years, making those more appealing, especially for the youth and for women.</p> | <p>WG Promoting careers in ORE sector and the Partnership Secretariat. All partners will contribute to the identification of job opportunities, and will be invited to engage in promotional activities.</p> | <p>Students (including secondary education), Trade unions and employers, Professional bodies Universities, VET training Centres, Technology and industrial Clusters, Administrations</p> | <p>A data collection methodology will be agreed by the WG, to request partners a yearly report on the promotional activities undertaken, the apprenticeships organised, and the job opportunities promoted. Experts in the ESCO taxonomy making part of the WG will act as “ESCO facilitators”, transferring information from the ESCO community to the Partnership. They will contribute to prepare the updates of the database, by transferring the results of the WG Observatory on training needs and offer in ORE sector. Partners will be invited to contribute as “satellite experts” for short periods of time to provide inputs to the revision of occupations.</p> <p>KPIs:</p> <ul style="list-style-type: none"> • Number of activities and promotional materials addressed to attract young talent to the blue economy and number of people that engage in the activities and/or use the materials. • Number of apprentices engaged, mapping them by gender and age • Number of job opportunities promoted and number of people hired (characterised by gender). • Number of skills and number of occupations reviewed in the ESCO database. |
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| 4 | <p>Building durable skills partnerships for the ORE sector</p> <p>At least five Sea Basins will be approached in the first five years.</p> | <p>WG Building durable skills partnerships for the ORE and the Partnership Secretariat. All partners will promote the adhesion of new stakeholders to the Partnership through multi-stakeholder events addressing the ORE sector in all the European sea basin.</p> | <p>Trade unions and employers, Professional bodies, Universities, VET training Centres, Technology Clusters, Administrations</p> | <p>A data collection methodology will be agreed by the WG, to gather from partners a yearly report on the multi-stakeholder events addressing ORE skills needs they have organised. The PS will report on new partners having joined the Partnership and WGs created.</p> <ul style="list-style-type: none"> • Number of new partners involved in the Partnership classified by group of stakeholders • Number of WGs created to address ORE skills in each European sea basin • Number of multi-stakeholder sessions addressing ORE skills • Number of regions, countries and sea basins covered |
| 5 | | | | |

*** Starting date:**

31/03/2021

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) | 37.000 | Partners engage to underpin the skilling process for the new jobs expected in the sector, estimated to account for a range between 20,000 and 54,000 new workers in the following five years (average 37.000), and contribute to improve up-skilling opportunities in the field of the actual ORE workforce. |
| Others | | The Pact will be implemented with a bottom-up approach adapting to the different needs of Europe's sea basins. |

☒ 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](#)