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.

Would you like to:

- ⦿ Sign the Pact for Skills charter and make a specific commitment **for your organisation**
- ◯ Register **a new partnership under the Pact as the coordinator**
- ◯ Subscribe to the **Pact newsletter** and to receive information on the Pact activities *(please note that members of the Pact and members of existing large scale and regional partnerships are automatically registered to the newsletter and other communication activities)*
- ◯ Learn how to modify an existing application and/or change your communication preferences
- ◯ Input a contact relevant to the Pact (limited to the Pact for Skills Support Services Team)

Sign the Pact for Skills charter and make a commitment

The pact can be joined by any private or public organisation or partnership of organisations based in one of the EU 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. Members of the Pact are invited to **translate their engagement into concrete commitments** on upskilling and reskilling. Commitments can be made in four main categories in line with the key principles of the Pact for Skills Charter and can be implemented through a number of different types of actions.
3. Commitments are monitored by at least one **key performance indicator**, e.g. number of people taking part in upskilling or reskilling.

Information on your organisation

* Is your organisation already a member of a:

- ● Large-scale Skills Partnership (LSP)
- ○ Regional Skills Partnership
- ○ Partnership already member of the Pact (not LSP or regional partnership)
- ○ None of the above

* Your organisation/partnership name:

Cisco

* What type of stakeholder does your organisation represent?

- ○ Large employer (more than 250 employees)
- ○ Micro, small or medium employer (up to 249 employees)
- ○ Public authority (local, regional or national)
- ○ Private or public employment services
- ○ Trade union (social partner)
- ○ Employer's organisation (social partner)
- ○ Chamber of commerce, trade and crafts
- ○ Sectoral organisation
- ● Training provider
- ○ Representative of an industrial cluster (member of a groups of specialised enterprises, often SMEs, and other related supporting actors in a location that cooperate closely)
- ○ Research institution
- ○ Non-governmental or civil society organisation
- ○ Other

* Is your organisation a representative or umbrella organisation (i.e., an association of institutions that formally work together)?

- ○ Yes
- ● No

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

Austria
Albania
Belgium
Bulgaria
Croatia
Cyprus
Czechia
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Iceland
Ireland
Italy
Latvia
Liechtenstein
Lithuania
Luxembourg
Malta
Montenegro
Netherlands
Norway
Poland
Portugal
Republic of North Macedonia
Romania
Serbia
Slovak Republic
Slovenia
Spain
Sweden
Turkey
Other

Please specify:

All 27 EU Member States

If your organisation/partnership operates in selected European regions, please indicate here the relevant region(s):

Albania - Veri

Albania - Qender

Albania - Jug

Austria - Ostösterreich

Austria - Südösterreich

Austria - Westösterreich

Belgium - Région de Bruxelles-Capitale/Brussels Hoofdstedelijk Gewest

Belgium - Vlaams Gewest

Belgium - Région wallonne

Bulgaria - Severozapaden

Bulgaria - Severen tsentralen

Bulgaria - Severoiztochen

Bulgaria - Yugoiztochen

Bulgaria - Yugozapaden

Bulgaria - Yuzhen tsentralen

Croatia - Panonska Hrvatska

Croatia - Jadranska Hrvatska

Croatia - Grad Zagreb

Croatia - Sjeverna Hrvatska

Czechia - Praha

Czechia - Střední Čechy

Czechia - Jihozápad

Czechia - Severozápad

Czechia - Severovýchod

Czechia - Jihovýchod

Czechia - Střední Morava

Czechia - Moravskoslezsko

Denmark - Hovedstaden

Denmark - Sjælland

Denmark - Syddanmark

Denmark - Midtjylland

Denmark - Nordjylland

Estonia - Põhja-Eesti

Estonia - Lääne-Eesti

Estonia - Lõuna-Eesti

Estonia - Kesk-Eesti

Estonia - Kirde-Eesti

Finland - Länsi-Suomi

Finland - Helsinki-Uusimaa

Finland - Etelä-Suomi

Finland - Pohjois- ja Itä-Suomi

Finland - Åland

France - Ile-de-France

France - Centre — Val de Loire

France - Bourgogne-Franche-Comté

France - Normandie

France - Hauts-de-France

France - Hauts-de-France
France - Grand Est
France - Pays de la Loire
France - Bretagne
France - Nouvelle-Aquitaine
France - Occitanie
France - Auvergne-Rhône-Alpes
France - Provence-Alpes-Côte d'Azur
France - Corse
France - RUP FR — Régions Ultrapériphériques Françaises
Germany - Baden-Württemberg
Germany - Bayern
Germany - Berlin
Germany - Brandenburg
Germany - Bremen
Germany - Hamburg
Germany - Hessen
Germany - Mecklenburg-Vorpommern
Germany - Niedersachsen
Germany - Nordrhein-Westfalen
Germany - Rheinland-Pfalz
Germany - Saarland
Germany - Sachsen
Germany - Sachsen-Anhalt
Germany - Schleswig-Holstein
Germany - Thüringen
Greece - Attiki
Greece - Voreio Aigaio
Greece - Notio Aigaio
Greece - Kriti
Greece - Anatoliki Makedonia, Thraki
Greece - Kentriki Makedonia
Greece - Dytiki Makedonia
Greece - Ipeiros
Greece - Thessalia
Greece - Ionia Nisia
Greece - Dytiki Elláda
Greece - Sterea Elláda
Greece - Peloponnisos
Hungary - Budapest
Hungary - Pest
Hungary - Közép-Dunántúl
Hungary - Nyugat-Dunántúl
Hungary - Dél-Dunántúl
Hungary - Észak-Magyarország
Hungary - Észak-Alföld
Hungary - Dél-Alföld
Iceland - Höfuðborgarsvæði

5

Iceland - Höfuðborgarsvæði

Iceland - Landsbyggð

Ireland - Northern and Western

Ireland - Southern

Ireland - Eastern and Midland

Italy - Piemonte

Italy - Valle d'Aosta/Vallée d'Aoste

Italy - Liguria

Italy - Lombardia

Italy - Abruzzo

Italy - Molise

Italy - Campania

Italy - Puglia

Italy - Basilicata

Italy - Calabria

Italy - Sicilia

Italy - Sardegna

Italy - Provincia Autonoma di Bolzano/Bozen

Italy - Provincia Autonoma di Trento

Italy - Veneto

Italy - Friuli-Venezia Giulia

Italy - Emilia-Romagna

Italy - Toscana

Italy - Umbria

Italy - Marche

Italy - Lazio

Latvia - Kurzeme

Latvia - Latgale

Latvia - Rīga

Latvia - Pierīga

Latvia - Vidzeme

Latvia - Zemgale

Liechtenstein - Liechtenstein

Lithuania - Vilniaus apskritis

Lithuania - Alytaus apskritis

Lithuania - Kauno apskritis

Lithuania - Klaipėdos apskritis

Lithuania - Marijampolės apskritis

Lithuania - Panevėžio apskritis

Lithuania - Šiaulių apskritis

Lithuania - Tauragės apskritis

Luxembourg - Luxembourg

Malta - Gozo and Comino

Montenegro - Crna Gora

Netherlands - Groningen

Netherlands - Friesland (NL)

Netherlands - Drenthe

Netherlands - Overijssel

Netherlands - Overijssel

Netherlands - Gelderland

Netherlands - Flevoland

Netherlands - Utrecht

Netherlands - Noord-Holland

Netherlands - Zuid-Holland

Netherlands - Zeeland

Netherlands - Noord-Brabant

Netherlands - Limburg (NL)

North Macedonia - North Macedonia

Norway - Innlandet

Norway - Trøndelag

Norway - Nordland

Norway - Troms og Finnmark

Norway - Oslo

Norway - Viken

Norway - Vestfold og Telemark

Norway - Agder

Norway - Rogaland

Norway - Vestland

Norway - Møre og Romsdal

Norway - Jan Mayen

Norway - Svalbard

Poland - Makroregion południowy

Poland - Makroregion północno-zachodni

Poland - Makroregion południowo-zachodni

Poland - Makroregion północny

Poland - Makroregion centralny

Poland - Makroregion wschodni

Poland - Makroregion województwo mazowieckie

Portugal - Norte

Portugal - Algarve

Portugal - Centro (PT)

Portugal - Área Metropolitana de Lisboa

Portugal - Alentejo

Portugal - Região Autónoma dos Açores

Portugal - Região Autónoma da Madeira

Romania - Nord-Vest

Romania - Centru

Romania - Nord-Est

Romania - Sud-Est

Romania - Sud-Muntenia

Romania - Bucureşti-Ilfov

Romania - Sud-Vest Oltenia

Romania - Vest

Serbia - City of Belgrade

Serbia - Autonomous Province of Vojvodina

Serbia - Region Šumadije i Zapadne Srbije

Serbia - Region Šumadije i Zapadne Srbije
Serbia - Region Južne i Istočne Srbije
Slovakia - Bratislavský kraj
Slovakia - Trnavský kraj
Slovakia - Trenčiansky kraj
Slovakia - Nitriansky kraj
Slovakia - Žilinský kraj
Slovakia - Banskobystrický kraj
Slovakia - Prešovský kraj
Slovakia - Košický kraj
Slovenia - Vzhodna Slovenija
Slovenia - Zahodna Slovenija
Spain - Galicia
Spain - Principado de Asturias
Spain - Cantabria
Spain - País Vasco
Spain - Comunidad Foral de Navarra
Spain - La Rioja
Spain - Aragón
Spain - Comunidad de Madrid
Spain - Castilla y León
Spain - Castilla-La Mancha
Spain - Extremadura
Spain - Cataluña
Spain - Comunitat Valenciana
Spain - Illes Balears
Spain - Andalucía
Spain - Región de Murcia
Spain - Ciudad de Ceuta
Spain - Ciudad de Melilla
Spain - Canarias
Sweden - Region Stockholm
Sweden - Region Uppsala
Sweden - Region Sörmland
Sweden - Region Östergötland
Sweden - Region Jönköpings län
Sweden - Region Kronoberg
Sweden - Region Kalmar län
Sweden - Region Gotland
Sweden - Region Blekinge
Sweden - Region Skåne
Sweden - Region Halland
Sweden - Västra Götalandsregionen
Sweden - Region Värmland
Sweden - Region Örebro län
Sweden - Region Västmanland
Sweden - Region Dalarna
Sweden - Region Gävleborg

Sweden - Region Gävleborg
Sweden - Region Västernorrland
Sweden - Region Jämtland Härjedalen

Sweden - Region Västerbotten Region Norrbotten
Switzerland - Région lémanique
Switzerland - Espace Mittelland
Switzerland - Nordwestschweiz
Switzerland - Zürich
Switzerland - Ostschweiz
Switzerland - Zentralschweiz
Switzerland - Ticino
Turkey - İstanbul
Turkey - Tekirdağ, Edirne, Kırklareli
Turkey - Balıkesir, Çanakkale
Turkey - İzmir
Turkey - Aydın, Denizli, Muğla
Turkey - Manisa, Afyonkarahisar, Kütahya, Uşak
Turkey - Bursa, Eskişehir, Bilecik
Turkey - Kocaeli, Sakarya, Düzce, Bolu, Yalova
Turkey - Ankara
Turkey - Konya, Karaman
Turkey - Antalya, Isparta, Burdur
Turkey - Adana, Mersin
Turkey - Hatay, Kahramanmaraş, Osmaniye
Turkey - Kırıkkale, Aksaray, Niğde, Nevşehir, Kırşehir
Turkey - Kayseri, Sivas, Yozgat
Turkey - Zonguldak, Karabük, Bartın
Turkey - Kastamonu, Çankırı, Sinop
Turkey - Samsun, Tokat, Çorum, Amasya
Turkey - Trabzon, Ordu, Giresun, Rize, Artvin, Gümüşhane
Turkey - Erzurum, Erzincan, Bayburt
Turkey - Ağrı, Kars, Iğdır, Ardahan
Turkey - Malatya, Elazığ, Bingöl, Tunceli
Turkey - Van, Muş, Bitlis, Hakkari
Turkey - Gaziantep, Adıyaman, Kilis
Turkey - Şanlıurfa, Diyarbakır
Turkey - Mardin, Batman, Şırnak, Siirt

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

☐ Aerospace and Defence   ☐ Energy-Intensive Industries   ☐ Proximity and Social Economy

☐ Agri-Food   ☐ Health   ☐ Renewable Energy

☐ Construction   ☐ Microelectronics   ☐ Retail

☐ Creative and Cultural Industries   ☐ Mobility-Transport (includes automotive, shipbuilding)   ☐ Textiles

☑ Digital   ☐ N/A   ☐ Tourism

* Give a short description of your organisation/partnership

1000 character(s) maximum
The short description should explain what your organisation is and what it is doing/planning to do in terms of upskilling and/or reskilling in Europe)

Cisco and Randstad partner for the EU Skills for Digital Transformation project.

The Cisco Networking Academy is an IT skills and career-building program for learning institutions and individuals worldwide, providing IT- training.

Randstad is a global leader in the HR services industry. Randstad helps people secure rewarding jobs and stay relevant in the ever-changing world of work.

The goal is to provide 300.000 (un)employed in all member stated with IT-training (re/upskilling) in preparation for and in line with the demands of the job market of the future and subsequently provide where needed better access to the labor market. Project starts in pilot countries.

Project in line with the EU ambition to digitize the economy, in order to have leveled prosperity, welfare and inclusion. Also with the announcement of '2023, the year of re/upskilling'.

Disclaimer: results are not guarantied. A number of prerequisites are eligible, among them access to EU-subsidies.

Website of the organisation/partnership:

https://www.netacad.com/

Logo of the organisation/partnership:

The maximum file size is 1 MB.
The logo will be presented on the webpage together with the commitment.

Contact information

* Name of contact person(s):

Rik Bleeker

Title of contact person:

Mr.

Role in the organisation/partnership of contact person:

CSR Manager Europe North Cisco

* Email to contact person:

> ribleeke@cisco.com

Please note: If other person(s) in your organisation wish to receive regular Pact for Skills updates of events, activities through the Pact for Skills Newsletter, they are encouraged to sign up on their own to this form, indicating that they 'Register to the Pact newsletter and to receive information on Pact activities' for the first question of this application form. This would allow us a better support for networking and outreach activities. When they do, they should indicate the registration number provided once your application has been approved.

Large-scale, Regional Skills and other Partnerships

* Please indicate the registration number of the partnership you are part of:

You can ask the registration number to the partnership coordinator or check the online database of members to identify your partnership here

> 905

Please indicate the large-scale skills partnerships you are member/coordinator of:

Please note that the skills partnerships for Retail, Health and the Energy Intensive Industries are still in preparation and have not been officially launched yet.

- ○ Skills partnership for Aerospace and Defence
- ○ Skills partnership for Construction
- ○ Skills partnership for Microelectronics
- ○ Skills partnership for Offshore Renewable Energy (ORE)
- ○ Skills partnership for Shipbuilding and Maritime Technology
- ○ Skills partnership for Textile, clothing, leather and footwear industries (TCLF)
- ○ Skills partnership for the Agri-food Ecosystem
- ○ Skills partnership for the Automotive Ecosystem (Automotive Skills Alliance)
- ○ Skills partnership for the Cultural and Creative Industries (CCI) Ecosystem
- ● Skills partnership for the Digital Ecosystem
- ○ Skills partnership for the Proximity & Social Economy ecosystem
- ○ Skills partnership for the Tourism Ecosystem
- ○ Skills partnership for Retail
- ○ Skills partnership for Health
- ○ Skills partnership for the Energy Intensive Industries
- ○ Skills partnership for Long-Term Care

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

Pact for Skills seeks to mobilise and incentivise private and public stakeholders to **take concrete action** for the upskilling and reskilling of people of working age.

Below you can find an **example list of actions** that could be implemented under the Pact for Skills. However, organisations are free to define and implement their own commitments.

Example list of actions:

Main category of commitment	Type of action	Description of action	Target group of action	KPI
Building strong skills partnerships	Developing or joining a stakeholder network	Large employer developing a network for SMEs in tourism	SMEs, start-ups, individual entrepreneurs	Number of stakeholders joining the partnership/network
Promoting a culture of lifelong learning for all	Targeted upskilling and reskilling activities	Training provider offering short-term trainings for unemployed, young graduates, NEET, etc.	Young professionals	Number of people from target group (s) taking part in the activity
Monitoring skill supply/demand and anticipating skills needs	Identifying skills and training needs	Representative of an industrial cluster identifies future skills needs for the construction sector	Trade unions	Implemented/Not implemented
Working against discrimination and for gender equality and equal opportunities	Strengthening gender equality	Training provider offering mentoring to empower women to pursue careers in green entrepreneurship	Gender, racial or ethnic minorities	Number of people from target group (s) taking part in the activity

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

Non-exhaustive_list_of_actions.pdf

Do you want to:

- ⦿ Define concrete commitment(s) aiming to upskill or reskill people of working age *(Note: If you have more than 5 actions under your commitment, please contact us at PactforSkillsMembers@ecorys.com)*
- ○ Endorse the commitments of the skills partnership I'm member of *(Note: You can additionally define your own commitments below)*
- ○ Wait to define any concrete action to implement and learn from the experience of other Pact members before defining my commitments *(Note: if ticking this option, you will be contacted in due time to assist you in defining your commitment)*

First commitment

* **Please select the category of your first concrete commitment:**

- ○ Promoting a culture of lifelong learning for all
- ⦿ Monitoring skills supply/demand and anticipating skills needs
- ○ Building strong skills partnerships
- ○ Working against discrimination and for gender equality and equal opportunities

* **Please select the type of action you would like to implement to monitor skills supply /demand and anticipate skills needs:**

- ○ Identifying skills and training needs
- ○ Research on the transformation of skills
- ○ Skills anticipation and intelligence
- ⦿ Other monitoring activities

* **Please describe the action more in detail:**

250 character(s) maximum

> The goal is to provide 300.000 (un)employed in all member stated with IT-training (re/upskilling) in preparation for and in line with the demands of the job market of the future and subsequently provide where needed better access to the labor market.

* **Please select the target group(s) of this action:**

------------------Individuals------------------
Young professionals
Adult learners
Employees
Vulnerable workers (including elderly workers and people with disabilities)
Jobseekers and unemployed individuals
Gender, racial or ethnic minorities
General public or other

------------------Enterprises------------------
SMEs, start-ups, individual entrepreneurs
Large enterprises
Social enterprises
------------------Organisations/associations------------------
Trade unions
Employers' associations
NGOs, civil society organisations, non-for-profit foundations
Universities, research, educational institutions or Vocational Education Providers and their staff (teachers, trainers, academics)
Public authorities

Please note: Key Performance Indicators (KPI) are important to identify ambitious and clear objectives. Indicating for each commitment the most relevant KPI from the list of possible indicators is therefore mandatory.

The indication of **further KPIs** (e.g.: the number of representatives from disadvantaged groups reached) are encouraged. Please use the 'Additional information' column for any other relevant information.

Please select the most relevant key performance indicator for your action:

- ● Number of people from target group(s) taking part in the activity
- ○ Number of people reached by the communication/outreach activity
- ○ Number of stakeholders joining the partnership/network
- ○ Number of training programmes updated/developed
- ○ Number of new accreditations developed
- ○ Implemented/Not implemented
- ○ Other

Please indicate the yearly goal of your chosen KPI:

100.000

Please indicate the amount of financial investment (EUR) into upskilling/reskilling activities of your organisation/partnership through the indicated commitments (if applicable):

15

The costs for the three pilot countries for three years will be app. €5,3 million (app 1,8 million per country). Funding should come from EU-subsidies, as both partner organizations fund already a multiplication of the requested subsidy.

---

* Would you like to do another commitment?

○ Yes

◉ No

Networks

In order to create synergies and leverage participation to multiple networks, please specify whether you are part of any of networks at EU, national or international level:

na

Are you a member of the European Alliance for Apprenticeships (EAfA)?

○ Yes

◉ No

○ Don't know/ not sure

You can learn more about the EAfA and join the Alliance here.

Privacy and Consent

☑ I agree to provide updates on activities related to this commitment in the regular annual survey on Pact for Skills.

☑ By checking this box, I confirm that I give my consent to the European Commission to process my personal data for the purposes described in the privacy statement (that is, provision of information and facilitating the organisation of events, networking opportunities and the management of membership of the Pact and of the skills partnerships).

Privacy Statement

Pact_for_Skills_Privacy_Statement-UPDATE-Jan_2023.pdf

Members of the Pact are automatically registered to the newsletter and updates on the Pact activities. In order to be an active member of the Pact we recommend not to opt out from these communications.

Select to opt out from any communication from the Pact for Skills	○

Please do not change information below

Status of the application

- ⦿ Accepted
- ○ Under revision
- ○ Suspended
- ○ Rejected

Reason for suspension/rejection

Registration number

1095

Full member profile:

Contact

[Contact Form](#)