



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:**

FACE, Fresh Arts Coalition Europe

*** What type of stakeholder does your organisation represent?**

- Large employer (more than 250 employees) Employer's organisation (social partner) Research institution
- Micro, small or medium employer (up to 249 employees) Chamber of commerce, trade and crafts Non-governmental or civil society organisation
- Public authority (local, regional or national) Sectoral organisation Other
- Private or public employment services Training provider
- Trade union (social partner) 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)

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

France

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

Yohann FLOCH, President

*** Email to contact person:**

info@fresh-europe.org

Website of the organisation/partnership:

www.fresh-europe.org

Logo of the organisation/partnership:

The maximum file size is 1 MB.

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

[343f042d-b7d6-492e-ac7b-414be1f50d05/face-logo-large.jpg](#)

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

- Aerospace and Defence Electronics Proximity and Social Economy
- Agri-Food Energy-Intensive Industries Renewable Energy
- Construction Health Retail

- Creative and Cultural Industries Mobility-Transport-Automotive Textiles
 Digital N/A Tourism

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

1000 character(s) maximum

FACE is a resource platform promoting international cooperation in the performing arts. It facilitates new partnerships within Europe and with the rest of the world by building bridges between cultural institutions, arts organisations and independent experts. Working as an international connector, FACE supports organisations to develop their capacity to cooperate, organises prospection visits to contexts within and outside Europe, and connects cultural operators and arts professionals to new perspectives and opportunities.

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	<ul style="list-style-type: none"> - Help identify skills needs in the performing arts sector and share those needs with other stakeholders in the value chain; - Establish a culture of life-long learning for all (including for self-employed, on short and longer-term contracts, on the payroll of performing arts organisations and of regional/national cultural institutions, etc.), and pool resources across the ecosystem to develop more opportunities for up- and re-skilling for all types of occupations in the value chain (artists, cultural managers, producers, executives, etc.) 	<ul style="list-style-type: none"> - The Creative Pact For Skills platform including FACE and other organisations that designed and endorsed the Creative Pact For Skills Manifesto; - Other European initiatives and projects active in the Cultural and Creative Sectors which are not part of the large-scale skills partnership 	<ul style="list-style-type: none"> - Members of the partnership; - All stakeholders from the creative sector, including decision-makers. 	<ul style="list-style-type: none"> - Regular meetings with members of the partnership as well as with non-members of the culture sector to share progress and outcomes, including good practice examples and new training models and tools - Follow-up on KPIs established including among others 1/ the number and quality of pilot projects created and tested by the stakeholders in the partnership; 2/ the number of new training initiatives, programs, material, tools, etc.; 3/ the number of online and onsite dissemination events promoting the work of the Creative Pact for Skills. - Measure the impact of the partnership on skills improvement, and on reducing skills gaps, and for all stakeholders to evaluate the actions and direction of this partnership and make smarter decisions about future activities.

2	<p>Provide guidance to adopt more environment sustainability practices, in particular in relation to 1/ Designing a sustainable policy for cultural organisations operating at European level and management its implementation; 2/ Developing communication and awareness raising; 3/ Monitoring and reducing carbon emissions in travel, digital and onsite event organisation.</p>	<p>FACE team, in collaboration with colleague organisations active at European level like ECA–European Choral Association; ELIA–globally connected European network for higher arts education; EMC–European Music Council; EMCY-European Union of Music Competitions for Youth; IETM-International Network for Contemporary Performing Arts, IMC-International Music Council; TEH-Trans Europe Halles</p>	<ul style="list-style-type: none"> - Permanent staff and board members of European cultural organisations, including networks and platforms; - Directors and Secretary generals as well as personnel in charge of communication and promotion activities; - Member organisations and individuals of the partners that could use outcomes in their own structures. 	<ul style="list-style-type: none"> - Regular meetings within partners to exchange on the design of individual 'green charter' for European cultural organisations and the identification of skill gaps in the workforce; - European organisations jointly identifying their skills needs and co-organise training programme for up-skilling their employees and boards by 2023. - Follow-up on KPIs including among others 1/ the number of participants in joint training initiatives; 2/ the number of online and onsite dissemination events promoting skills for ecological transition in the performing arts field.
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3	<p>Investigate ways to best design and implement mentoring programmes supporting the international career development of performing arts professionals, by 1/ highlighting best practices and examples of mentoring programmes developed, supported or facilitated by intermediary organisations or funding institutions, and 2/providing guidance to advance the quality of mentoring programmes that support the internationalisation of the European performing arts sector.</p>	<p>FACE team, in collaboration with the members of the thematic working group of On the Move, European information network dedicated to artistic and cultural mobility, and interested parties in the Creative Pact for Skills partnership</p>	<ul style="list-style-type: none"> - Trainers and mentors of intermediary organisations providing expertise to cultural managers, producers and artists who seek to operate internationally but who still lack the tools and methodologies to do so; - Permanent staff and freelancers of cultural organisations to develop their capacity to lead cross-border collaboration, including through digital and physical cross-border mobility; - European networks and platforms that support the international capacity of their members to operate in a European or international context and that have limited experiences or a need to strategize their approach in a better way. 	<ul style="list-style-type: none"> - Regular meetings within partners to exchange on the design of mentoring programmes aiming at internationalise the career of performing arts professionals; in the workforce; - Mapping mentoring/professional development opportunities with a strong international dimension and creating resources presenting examples, methodologies and tools in relation to the internationalisation of professional trajectories by 2022; - Follow-up on KPIs including among others 1/ the number of new and/or joint mentoring programme projects at macro-regional and European level in the performing arts; 2/ the number of mentors and facilitators reached, etc.
4				
5				

*** Starting date:**

01/12/2021

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)	180	Including Permanent staff and board members of EU organisations targeted, Directors and Secretary generals as well as communication officers; FACE partners and On the Move member organisations and individuals; Trainers and mentors of intermediary organisations.
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

[Pact_for_Skills-Privacy_statement-Update_March_2022.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](#)