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)*
- ⦾ 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:

FEDERTURISMO CONFINDUSTRIA

* 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)

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

- ◉ Yes
- ○ No

* Please indicate how many separate entities your organisation directly represents:

More than 30

* 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

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 - 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

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 - 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 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 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
- [x] 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)

Federturismo Confindustria is the Italian Travel and Tourism Federation, and represents the companies operating in the different areas of the tourism industry. It belongs to the Confindustria system and currently includes 24 sector associations, 5 company members (directly associated) and several local associations. Members include all the major players in the market and in some case 100% of the companies in the business areas. Core members are: Hotels, Villages and resorts, Campings outdoors, Tour operators and travel agents, Managing group of the 2 airports of Milano providing all services and related activities, Thermal resorts, Convention centers, Transportation and car rentals, Sailing services, Marinas, Beach resorts, Amusement and theme parks (all major players), Travel retail and duty-free enterprises, Ski lift operators, Entertainment companies, Airline Catering and Restaurant-Cafè businesses.

Website of the organisation/partnership:

www.federturismo.it

Logo of the organisation/partnership:

The maximum file size is 1 MB.

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

7ea04e4d-00b8-4fa2-ad56-97b29276712f/Logo_Federturismo_a_bandiera_blu.png

Contact information

* Name of contact person(s):

Rino Vitelli

Title of contact person:

Dr.

Role in the organisation/partnership of contact person:

Head of EU Projects and Partnerships

* Email to contact person:

r.vitelli@federturismo.it

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

897

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

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)*

In addition to endorsing the commitments of the skills partnership you are member of, would you like to do your own commitments?

◉ Yes

○ No yet

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

> After being the leading partner of the NTG (Next Tourism Generation Alliance) project, Federturismo Confindustria is currently one of the 13 partners of the PANTOUR project, aimed at implementing the Blueprint for Sectoral Cooperation on Skills

* **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:

10% of the European workforce in the tourism sector upskilled/reskilled every year (about 1,300,000 people per year)

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

* 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:

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.

☑ I accept the privacy statement presented below.

Privacy statement

  Pact_for_Skills-Privacy_statement-Update_March_2022.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	○

Thank you

Please do not change information below

Status of the application

- ◉ Accepted
- ○ Under revision
- ○ Suspended
- ○ Rejected

Reason for suspension/rejection

Registration number

908

Full member profile:

Contact

[Contact Form](#)