



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:**

CEOE

*** 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:**

250 Tourism organisations

*** 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 - București-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:**

- | | | |
|--|--|---|
| <input type="checkbox"/> Aerospace and Defence | <input type="checkbox"/> Energy-Intensive Industries | <input type="checkbox"/> Proximity and Social Economy |
| <input type="checkbox"/> Agri-Food | <input type="checkbox"/> Health | <input type="checkbox"/> Renewable Energy |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Microelectronics | <input type="checkbox"/> Retail |
| <input checked="" type="checkbox"/> Creative and Cultural Industries | <input checked="" type="checkbox"/> Mobility-Transport (includes automotive, shipbuilding) | <input type="checkbox"/> Textiles |
| <input checked="" type="checkbox"/> Digital | <input type="checkbox"/> N/A | <input checked="" type="checkbox"/> 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)

We are the main tourism organisation in Spain where hotels, travel agencies, tour operators, transport, agriculture, retail and all the economic sectors related to tourism area members.
At the moment, we are working on a sustainable social agreement with the Spanish government. We are also working in some programmes to retain and maintenance talent in our tourism business.

Website of the organisation/partnership:

www.ceoe.es

Logo of the organisation/partnership:

The maximum file size is 1 MB.

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

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Contact information

*** Name of contact person(s):**

Inmaculada Benito

Title of contact person:

Mrs.

Role in the organisation/partnership of contact person:

TOURISM, CULTURE & SPORTS DIRECTOR

*** Email to contact person:**

IDEBENITO@CEOE.ES

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.

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)*

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:

BUSINESS EUROPE
WORLD TOURISM ORGANISATION

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	<input type="radio"/>

Thank you

Please do not change information below

Status of the application

- Accepted
- Under revision
- Suspended
- Rejected

Reason for suspension/rejection

Registration number

Full member profile:

Contact

[Contact Form](#)