

TACKLING SKILLS AND LABOUR SHORTAGES IN THE EU

March 2024

#SocialRights #EuropeanYearOfSkills

ACTION PLAN

As a follow-up to the Val Duchesse Social Partners Summit and its Declaration, we propose joint efforts at **EU, national, regional and social-partner level** in 5 areas:



Supporting the **activation** of underrepresented people in the labour market



Providing support for **skills, training and education**



Improving **working conditions** in certain sectors



Improving **fair intra-EU mobility for workers and learners**



Attracting talent from **outside** the EU



CONCRETE ACTIONS

The European Commission will:

- ✓ Finance new projects to achieve **zero long-term unemployment** and to activate and upskill young people not in employment, education or training (**NEETs**) under new ESF+ funding
- ✓ Promote setting up new skills partnerships under the **Pact for Skills** and boost the work of **Skills Academies** in net-zero industries
- ✓ Analyse **sick leave policies** to identify best practices for workers and businesses, and evaluate opportunities for **flexible retirement** and for combining pension income with a salary
- ✓ Follow up the European Parliament's resolution on **telework and the right to disconnect**

We call on Member States to:

- ✓ **Revise education and training curricula** to better meet the labour market needs
- ✓ **Pursue benefit reforms** that address inactivity and provide sufficient support for those who can work to gradually return to the labour market
- ✓ Further **support the digitalisation of social security coordination** to facilitate fair labour mobility

We welcome social partners' intention to work together, including through joint commitments, to:

- ✓ Cooperate on a **European framework** to improve **working conditions for professional drivers** from outside the EU
- ✓ **Train long-term care workers** on more person-centred care and digitalisation
- ✓ Contribute with their expertise to the **establishment of the EU Talent Pool** to attract talent from third countries

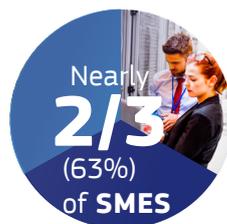
These key actions are part of the EU's strategy to boost its **competitiveness** and enhance its **economic and social resilience**:



new jobs are expected to be created in **renewable energy sectors**.



are **active** on the **labour market** - compared to 85% of men.



cannot find the **talent** they need.



occupations experiencing **shortages** EU wide.

- ➔ **EU budget:** providing **€65 billion** for Member States to tackle **labour** and **skills shortages**
- ➔ **Learning target:** **60%** of all **adults** should **participate in training** every year by 2030
- ➔ **Pact for Skills:** sectoral and regional **public-private partnerships**, with concrete **training commitments**



Poland is creating more than 100 000 new **childcare** places for children under the age of 3, using EU funds. This will help more people with care responsibilities, notably women, to access the labour market.



Upskilling measures financed by EU funds in **Greece** are training half a million people in **green and digital skills**.

