Directorate-General for Structural Reform Support (DG REFORM)

Technical Support Instrument
Projects focused on the development of skills

9 February 2023, High-Level Meeting of the Expert Group on Public Administration and Governance

The EU context

*Everyone has the right to quality and inclusive education, training and life-long learning in order to **maintain and acquire skills** that enable them to participate fully in society and manage successfully transitions in the labour market (European Pillar of Social Rights)*

Key initiatives

- European Pillar of Social Rights (2017)

- New Skills Agenda (2020)

- European Commission Communication on Achieving the European Education Area by 2025 (2020)

- Resolution on European Agenda for Adult Learning (2021)

- Digital Education Action Plan 2021-2027 (2021)

- The Green Deal Industrial Plan (2023) – 3rd pillar on skills

- European Year of Skills 2023

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Examples of support measures

- Support for designing and implementing national skills strategies

- Support for the development of Individual Learning Accounts and micro-credentials to support lifelong learning and employability

- Support for revising and developing teaching and learning practices and curricula to foster development of future-oriented skills and competences, including green and digital skills

- Support for the development of systems/tools for the recognition of skills and qualifications, especially those gained outside formal education and training systems

- Support for the development and operation of skills forecasting systems

- Recommendations for reforms and policy measures to foster investments in digital and green skills by employers, with a special focus on SMEs

- Targeted support to strengthen the capacity of public administration to carry out skill assessments, forecasting exercises, and other skill-related demand or supply analyses

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Projects on skills

❖ Around 50 projects on skills in 21 Member States

❖ More than 15 projects on digital skills

❖ 4 projects on green skills
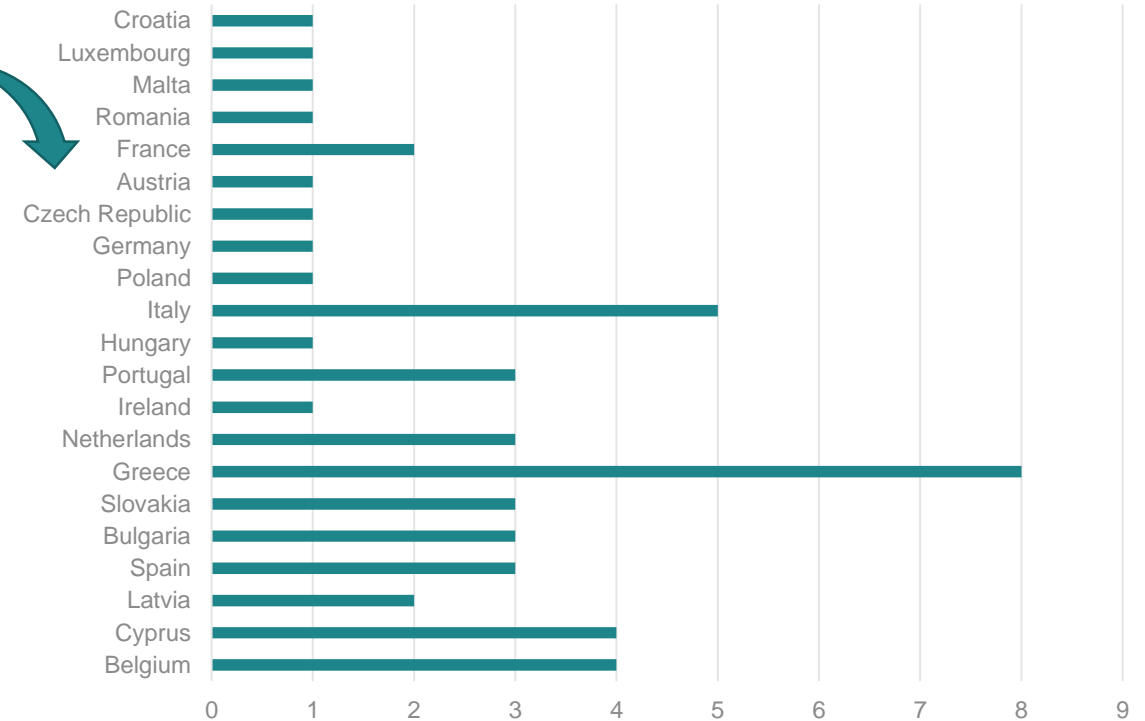
Examples of projects

Improvement of the Digital Skills of Adults in Cyprus
November 2021 – November 2023

Digital upskilling strategies for Bavaria and North Rhine-Westphalia
September 2021 – May 2023

Green skills roadmap
November 2021 – July 2023

Governance and Monitoring System for National Plan for Digital Skills
June 2022 – April 2024

Establishing a validation system of prior non-formal and informal learning in Croatia
August 2022 – February 2024

SHAPE - Strengthening competencies of senior executives (Italy)
August 2021 – June 2023

Networking of public administrations through skills (Italy)
November 2022– November 2024

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Digital upskilling strategies for Bavaria and North Rhine-Westphalia

Objectives:

- To enable the Bavarian and North Rhine-Westphalian authorities to develop and implement effective and sustainable strategies to standardise, assess and raise digital competences of citizens (Bavaria) and within the public administration (North Rhine-Westphalia);
- To increase the cooperation of the two regions regarding digital competences.

Key activities and outputs:

- Analysing and providing recommendations on digital competence development needs;
- Developing tools to support self-assessment of digital competences;
- Analysing existing upskilling measures within public administration;
- Developing outreach strategy to raise awareness for public administration in regard to digital competences.

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Establishing a validation system of prior non-formal and informal learning in Croatia

Objectives:

- To enable the authorities to introduce a system for the validation of prior non-formal and informal learning.

Key activities and outputs:

- Analysis of relevant reforms in other EU Member States;
- Sharing of best practices with EU experts on RPL;
- Recommendations, rulebook and methodology to establish a new validation system of prior non-formal and informal learning in Croatia;
- Capacity building on the implementation of the new validation system.

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Green skills roadmap

Objectives:

- To enhance authorities' understanding of the green skills needs and gaps within the Flemish economy as well as gaps within the organisational structure surrounding the green transition on the labour market;
- To develop a strategy and a roadmap for guiding the green skills transition in the Flemish economy and the organisational structure surrounding it.

Key activities and outputs:

- Analysis of international best practices in support of green (and other) skills transitions;
- Stakeholder consultations to identify and validate priority areas for strategic action;
- Developing high level strategy and a roadmap in support of the Flemish green skills transition;
- Developing governance framework for the green skills strategy.

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Networking of public administrations through skills - Italy

Objectives:

- To identify the essential skills for critical functions for the delivery of the National Recovery and Resilience Plan (NRRP) and develop a reference model identifying a set of essential skills required to deliver the NRRP at multiple levels of government;

- To introduce new methods and processes to evaluate the impact of training (upskilling and reskilling) and its contribution to administrative capacity building.

Key activities and outputs:

- Analysis of national local and territorial practices across the public administration that have succeeded in building relevant administrative capacity;

- Co-creation workshops to develop a strategy and action plan for the development of public employees' skills;

- Preparation of a methodology for evaluating the impact of learning, including a literature review and profile range of approaches used within Italy and across other EU Member States.

Next steps

- Conference "*Supporting Member States to undertake reforms to harness the full potential of the workforce and public administration*"

- **When and where?** 25 May 2023, Porto (in the margin of the Porto summit)

- Proposed panels:

  ➢ Skills shortages

  ➢ Skills for the digital and green economy

  ➢ Nurturing, attracting and retaining international talent

  ➢ **Skills for civil servants – How to ensure that public administrations are fit for the present and future challenges?**

  ➢ Supporting educational systems to deliver on the skills of the future.

Thank you!

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