

## Workshop: Strengthening Sectoral Synergies: European Collaboration under the Pact for Skills and Beyond

This document was developed as part of the *European Collaboration under the Pact for Skills and Beyond* event (organized by FLAMENCO project and PfS Support Services), held online on 29 April 2025, from 15:00 to 17:00 CET. The event convened coordinators of Large-scale Skills Partnerships (LSPs) and sectoral experts to discuss cross-sectoral collaboration under the Pact for Skills. Its goal was to share good practices, address common challenges, and explore strategic cooperation in skills development, education, and workforce intelligence across different industrial ecosystems.

This document outlines the key implementation enablers and strategic directions discussed during the session. It highlights the need for robust digital infrastructure, targeted capacity building, and structured coordination and feedback mechanisms to enhance collaboration. Furthermore, it emphasizes the importance of aligning with EU-level initiatives, improving interoperability for skills recognition, and adopting shared methodologies for training design and skills intelligence. Looking ahead, the annex supports a vision for a federated model of sectoral alliances, built on transparent governance, shared values, and measurable impact. Drawing on insights from the Automotive Skills Alliance and the FLAMENCO project, this document serves as a practical and strategic reference for sustained cross-sectoral collaboration under the Pact for Skills.

### 1. Sectoral Collaboration and Governance of the Alliance – Format

#### 1.1 How to stimulate and engage members?

1

Effective member engagement relies on joint projects with shared KPIs, regular communication, visibility in events, and empowering members through co-decision-making. It is important to propose activities aligned with member needs and show tangible results that add value.

#### Good Practices:

- Involving members in projects with defined KPIs and deadlines
- Regular updates on opportunities (funding, policy, training)
- Creating LinkedIn groups and regular newsletters in coordinated way
- Showcasing members in events
- Providing sustainable, value-adding solutions
- Clear goal-setting with visible outcomes

#### Bad Practices / Challenges:

- Members expecting financial returns without contribution
- Lack of initiative or proactivity from members
- Imposing activities without consultation
- Vague KPIs or deadline misalignment
- Overlooking the broader strategic goals while focusing on KPIs

## 1.2 Frequency and way (online, onsite, etc.) of collaboration?

Most participants favour quarterly online meetings complemented by an annual in-person meeting. Budget and time limitations often hinder physical meetings, making newsletters and online platforms valuable for interim communication.

### Good Practices:

- Online meetings (quarterly or bi-monthly) for WGs
- Aspirational yearly in-person meetings
- Active LinkedIn engagement
- Regular email or newsletter updates

### Bad Practices / Challenges:

- Funding constraints limiting in-person collaboration
- Inconsistent participation due to time/resource limitations

## 1.3 How to coordinate the collaboration effectively?

Collaboration faces coordination issues due to overlapping initiatives and siloed sectors. Successful strategies include division of labour among coordinators, setting up steering committees, and limiting unnecessary meetings.

2

### Good Practices:

- Task-sharing between coordinators (e.g. communication, policy, projects)
- Steering committees for structure and governance
- Focused meetings with actionable content
- Formation of thematic working groups

### Bad Practices / Challenges:

- Fragmentation and duplication across parallel projects
- Coordination not being a full-time role for most actors
- Ineffective communication and overuse of emails
- Lack of incentive or awareness to align with broader ecosystem activities

## 1.4 What are the goals and foreseen activities of the collaboration on the skills agenda?

The primary goal is enhancing sector competitiveness via upskilling and innovation. Collaboration should foster transversal and sector-specific skill development, regional partnerships, and joint training content creation.

### Good Practices:

- Development of regional skills partnerships
- Promotion of lifelong learning and career pathways

- Co-design of training and skills definitions
- Bottom-up knowledge sharing and co-creation

#### Bad Practices / Challenges:

- Fragmented or unclear goal setting
- Redundant initiatives without synergy
- Weak focus on measurable outcomes

## 2. Sectoral Collaboration – Practices and Target Groups

### 2.1 Collaboration with Industry

Engaging industry requires clear value propositions and resource-efficient collaboration formats. Trade associations, dedicated workshops, and co-developed technological platforms enhance engagement, especially with SMEs.

#### Good Practices:

- Industry-specific workshops and 1:1 meetings
- Leveraging trade and national associations
- Building shared knowledge bases for AI tutors
- Technological platforms for customizable solutions
- Supporting SMEs to collaborate with larger companies

---

 3

#### Bad Practices / Challenges:

- Difficulty engaging large companies with existing internal strategies
- Lack of clarity or tangibility in engagement proposals

### 2.2 Collaboration with Regions

A bottom-up, resource-leveraging approach is key to successful regional collaboration. Regional skills partnerships and engaging with local ecosystems through S3 and industrial associations were emphasized.

#### Good Practices:

- Identified regional coordinators
- Connecting advanced regions with emerging ones
- Using regional authorities' input to align strategies

#### Bad Practices / Challenges:

- Political turnover disrupting progress
- Regional authority limitations in time and human resources

## 2.3 Collaboration with Training/Education Providers

Education providers seek cross-collaboration, especially for apprentice mobility and instructional support. Joint course creation and staying updated with evolving needs are key aspects.

### Good Practices:

- Co-development of courses and train-the-trainer initiatives
- Engaging VETs and HEIs already involved in reskilling
- Partnerships via CoVE or social partners

### Bad Practices / Challenges:

- Lack of staff capacity to engage consistently

## 2.4 Collaboration with Social Partners

Social partners play a crucial role in adult learning and sectoral transformation. EU dialogue projects and sectoral events serve as entry points for collaboration, requiring tailored and respectful approaches.

### Good Practices:

- Use of EU social dialogue projects and industry events
- Respect for autonomy and strong consultation culture

### Bad Practices / Challenges:

- National-level social partners often disengaged if already part of EU federations
- Absence of sector-relevant trade unions in some contexts

## 3. Skills Agenda – Skills Intelligence, Education and Training Courses, Recognition, Attractiveness and Effectivity

### 3.1 Skills Intelligence

Efforts focus on harmonizing skills intelligence approaches across sectors and connecting them to ESCO. Collaboration with CEDEFOP and Eurostat is suggested to improve data quality and usability.

### Good Practices:

- Sectoral methodologies linked to ESCO
- Two lines of inquiry: definition methods and shared vocabulary
- Building joint DBs for cross-sectoral job role comparison

### Bad Practices / Challenges:

- Survey fatigue and low responsiveness

- Disconnected or duplicated data-gathering efforts
- Limited funding for skills intelligence

### 3.2 Education and Training Development & Update

Training efforts revolve around shared standards, learning outcomes (using Bloom taxonomy), metadata schema, and reusability of digital content. Participation in Blueprint/CoVE projects is known and used among the PFS participants.

#### Good Practices:

- Learning outcomes aligned with EC recommendations
- Skills Hub as a smart pilot for cataloguing resources
- Use of SCORM for digital content reusability

#### Bad Practices / Challenges:

- Incompatibility due to national differences in education systems

### 3.3 Recognition of Education and Training Courses

5 Recognition remains difficult across regions due to different frameworks. Linking skill definitions to credentials and aligning with EU initiatives (e.g. Digital Credential Wallet, Europass) was proposed.

#### Good Practices:

- Connecting skills, credentials, and learning outcomes
- Ongoing efforts in Blueprint projects

#### Bad Practices / Challenges:

- Regional/national fragmentation
- Lack of unified recognition systems

### 3.4 Focus on Projects and Funding

Mapping existing and upcoming projects is critical to avoid duplication. Participants suggested knowledge DBs and dedicated Erasmus+ working groups to coordinate efforts and boost synergies.

#### Good Practices:

- Erasmus+ coordination groups
- Knowledge databases (e.g. SK4EII AI tutor)

#### Bad Practices / Challenges:

- Superficial engagement from PfS-registered organisations
- No centralised oversight of ecosystem projects

### 3.5 Attractiveness and Effectiveness of Education

To increase attractiveness, campaigns targeting youth, competitions, immersive learning, and school outreach were proposed. Tools like WorldSkills or steelChallenge show how gamification and competition can boost engagement.

#### Good Practices:

- Study visits, sector-specific competitions
- Awareness campaigns in schools
- New tech (AI, VR, metaverse) for learning engagement

#### Bad Practices / Challenges:

- No explicit ones listed, but implicit concern around lack of scale or impact tracking

## 4. Overall Recommendations

CATEGORY	RECOMMENDATION	SOURCE CONTEXT
SECTORAL GOVERNANCE & COORDINATION	Empower Large-scale Skills Partnerships (LSPs) with comprehensive oversight of ecosystem projects and initiatives to strengthen sectoral collaboration via Pact for Skills (PFS) by streamlining and cross-linking initiatives	Governance and funding section Coordination of collaboration
	Align efforts across sectors to avoid project duplication and foster synergy	Skills agenda – funding and project mapping
	Assign responsibilities across parties within the LSP to increase engagement and ownership and improve engagement through shared governance structures (e.g., network agreements, small contributions)	Overall collaboration Good practices
FUNDING & POLICY	Include a specific ERASMUS+ actions line for active LSPs (not only PfS members, but genuinely engaged actors not only passive registrants)	Project funding and Erasmus+ section Project funding and PfS engagement
	Support and stimulate more LSPs to build systemic project overviews and stakeholder maps	Project mapping and ecosystem coordination
SKILLS INTELLIGENCE	Create a joint cross-sectoral database of skills and job roles, aligned with sectoral and EU-level initiatives	Skills intelligence – DB creation
	Involve CEDEFOP and Eurostat in improving sectoral data coverage and analytics	Skills intelligence
	Adopt common methodology and metadata schema for skills analysis and classification. Develop joint skill	Skills intelligence approach

	definition methods and standard skills language among sectors, while ensuring the sectoral specificities	
<b>TRAINING CONTENT &amp; STANDARDS</b>	Create a common standard reusable across sectoral approaches - e.g. SCORM-compatible content	Education and training development
	Use Bloom taxonomy and EC micro-credential guidelines for designing learning outcomes	Education and training
	Share learning outcomes and training metadata across platforms	Education and training
	Encourage use of digital credential wallets at EU level	Recognition
<b>RECOGNITION &amp; MOBILITY</b>	Build recognition mechanisms grounded in aligned skills intelligence	Recognition and mobility
	Link learning outcomes, skills definitions and credentials to support cross-sector workforce movement	Recognition
<b>TECHNOLOGY &amp; PLATFORMS</b>	Develop bottom-wise flexible cross-sectoral technology to ensure collaboration among different sectoral platforms for training sharing, skills definitions, and interaction	Overall collaboration
	Use AI tools to support solution customization and regional adaptation	Education, regional engagement
<b>ATTRACTIVENESS &amp; ENGAGEMENT</b>	Launch skill-based competitions within and across relevant sectors to attract younger generations to STEAM education	Attractiveness section
	Create promotional campaigns and digital content (e.g. VR, AI-based experiences)	Attractiveness and marketing
	Increase sector visibility via school visits and public events	Attractiveness strategies