



# The Union of Skills

Thematic Peer Group A on Qualifications Frameworks  
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*B2 Skills Agenda, Transparency and  
Recognition of Skills and  
Qualifications*



# The need for more and better skills

**Skill shortages and gaps in Europe** – Europe does not produce enough skilled workers in both quality and quantity.

**Transformation speed gap** – Education and training systems and providers struggle to keep pace with rapid technological transformations and the changing skills needed.

**Fragmented governance and skills intelligence** – Multitude of stakeholders with variety of perspectives and insufficient consolidation and coordination.



# In a Union of Skills



**Everyone in Europe is  
empowered to  
develop skills**

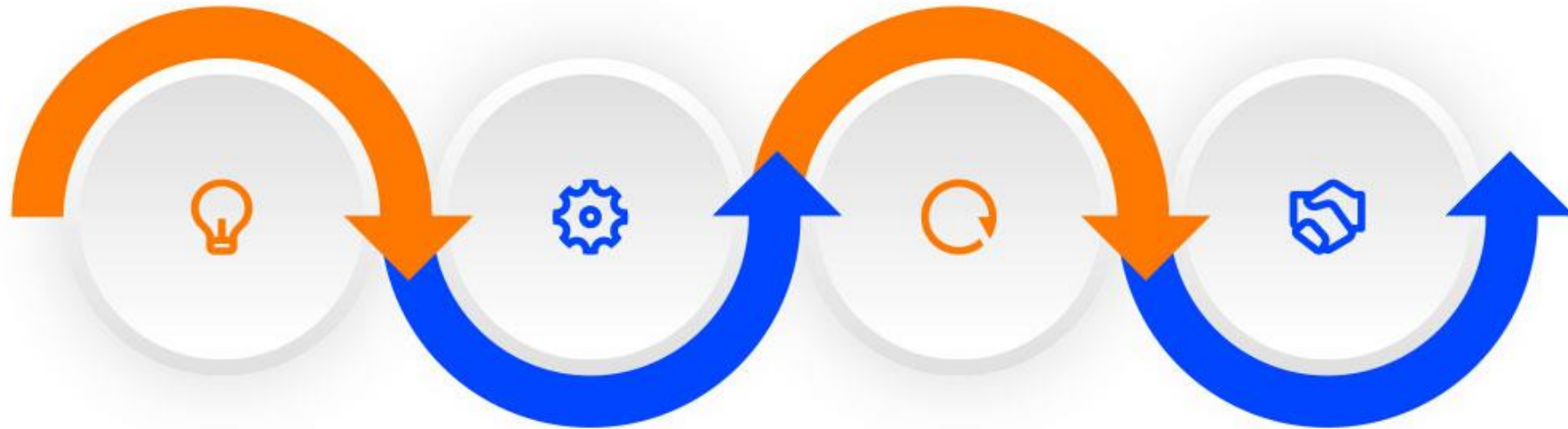


**Competitive  
companies can find  
people with the right  
skills**



**Skills and  
qualifications are  
transparent, trusted  
and recognised**

# Union of Skills



**Build skills**  
for quality  
lives and jobs

**Upskill and  
reskills**  
for the digital &  
green transition

**Circulate skills**  
across the EU for  
competitiveness

**Attract, develop  
and retain talent**  
for Europe's  
future

**INVESTMENT**

**GOVERNANCE**



## Building skills for life

- Action Plan on Basic Skills
- STEM Education Strategic Plan
- 2030 Roadmap on the future of digital education and skills
- Basic Skills Support Scheme (pilot)
- AI in education initiative
- EU Teachers & Trainers Agenda
- European competence framework for academic staff
- European Strategy for vocational education and training
- Increasing accessibility of higher education



## Upskill and reskill to ensure future-oriented skills

- Pilot a Skills Guarantee for workers
- Roll out of targeted EU Skills Academies
- Pilot transnational university-business partnerships for sectors with severe skills gaps
- Expand the use of micro-credentials
- Reinforced Pact for Skills
- Expand the European Alliance for Apprenticeships
- Support the implementation of Individual Learning Accounts



## 🔄 Circulate and allocate skills to unlock the full potential of the single market

- Skills Portability Initiative
- Common European framework for the automatic recognition of study qualifications and learning periods abroad in school, VET and higher education
- Launch of innovative joint European study programmes with a European degree/label
- A legal status for European Universities alliances
- Pilot a European VET diploma
- Pilot European School Alliances
- Investment Pathway for European Universities
- Strengthen Centres of Vocational Excellence



## SKILLS PORTABILITY INITIATIVE

**Address barriers to workers' mobility: build on existing transparency tools; promote common European format for interoperable digital credentials**

**Consider actions to further facilitate, expand and modernise recognition processes for regulated professions**

**Explore whether to propose common rules for simpler recognition procedures recognition and validation of qualifications and skills of third country nationals**





## Attract and retain skills from third countries

- Launch of the EU Talent Pool IT Platform
- Marie Skłodowska-Curie Action 'MSCA Choose Europe' Pilot
- A new Visa Strategy
- Launch of Multipurpose Legal Gateway Offices
- Erasmus Mundus scholarships to attract top students to study in the EU

# INVESTMENT

Skills are an investment – not a cost

Significant and more effective funding for skills and education

Mobilising public and private investment



# Governance

**Towards a dedicated EU 27 Recommendation on human capital: education and skills in the European Semester**

**A European Skills Intelligence Observatory: providing the necessary data for well-informed policy**

It will provide strategic data and foresight regarding skills needs in concrete sectors and regions, and the performance of education and training systems.

**A European Skills High Level Board: driving the change**

Bringing together key stakeholders to provide comprehensive, cross-sectoral insights and guidance on skills to EU policy makers.

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In the first half of 2025, the Commission will publish an evaluation report on the European Education Area, which will inform a review by the Council with a view to streamlining and contributing to the Union of Skills governance.



# Thank you!



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