

Skills for a quality job

made by Interreg

Period 2014-2020



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Projects to improve job skills will be fundamental in the next decade

WHAT IS JOB SKILLS?

The term skill refers typically to the use of methods or instruments in a particular setting and in relation to defined tasks.

Upskilling is a short-term targeted training typically provided following initial education or training, and aimed at supplementing, improving or updating knowledge, skills and competences.

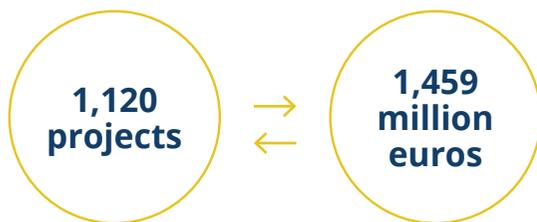
Reskilling is the training enabling individuals to acquire new skills giving access either to a new occupation or to new professional activities.



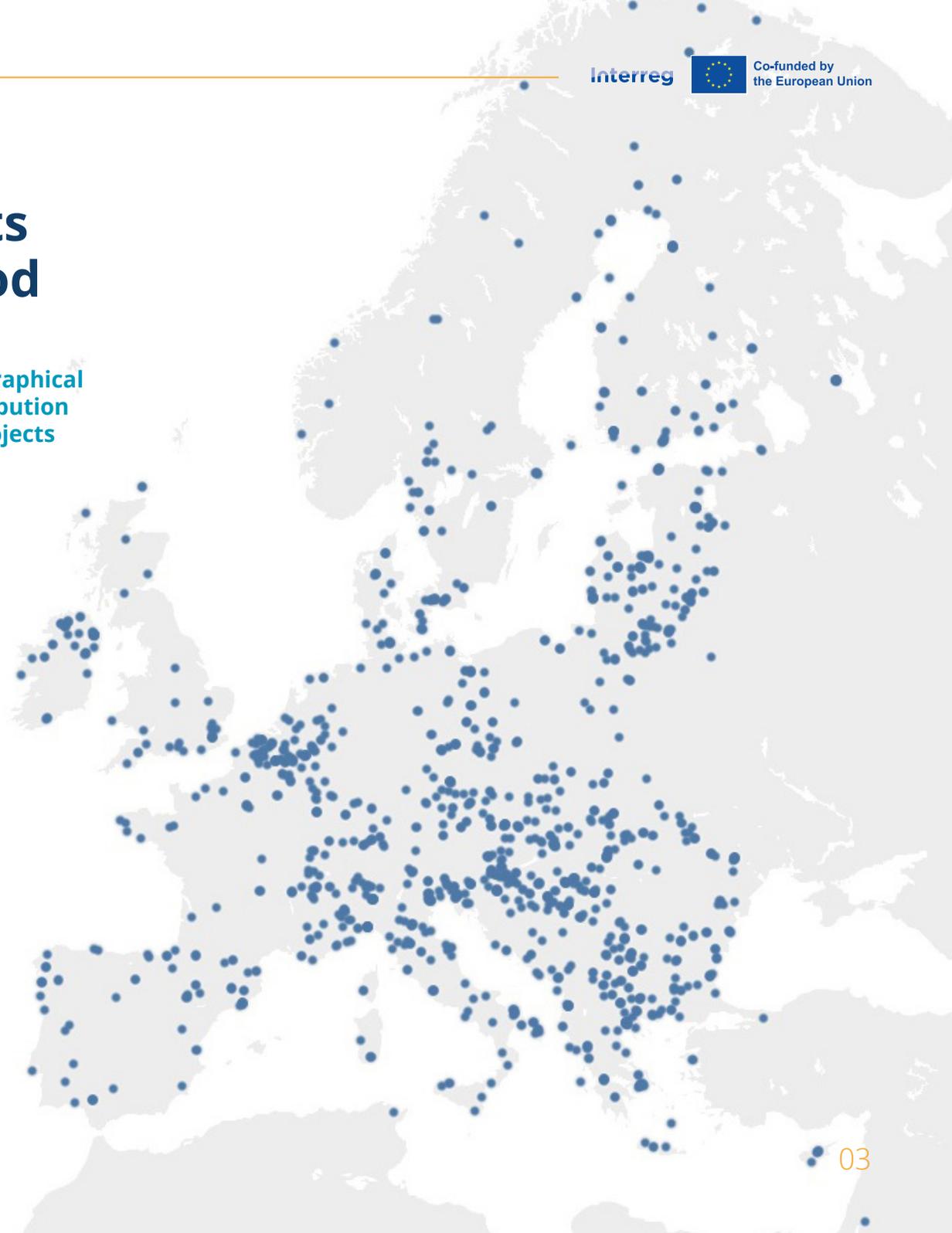
The main objectives of the European Year of Skills are the following:

- Promoting investment in training and upskilling, enabling people stay in their jobs or find new ones.
- Ensuring skills match the needs of employers, by closely cooperating with social partners and companies.
- Matching people's aspirations and skill sets with opportunities on the job market, especially for the green and digital transitions and the economic recovery.
- Attracting people from outside the EU with the skills needed.

Interreg has implemented 1,120 skills-related projects during the 2014-2020 period

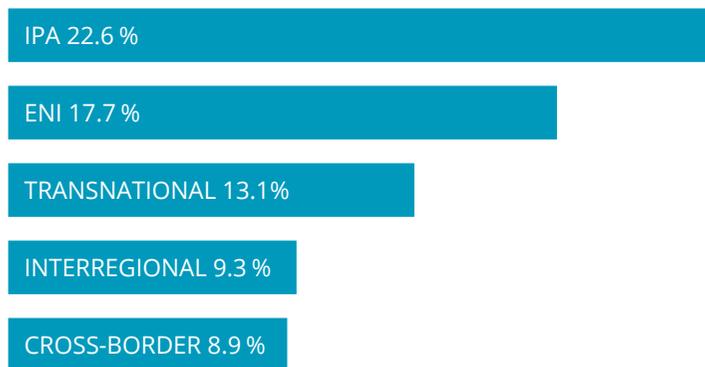


Geographical distribution of projects



Skills effort of each strand

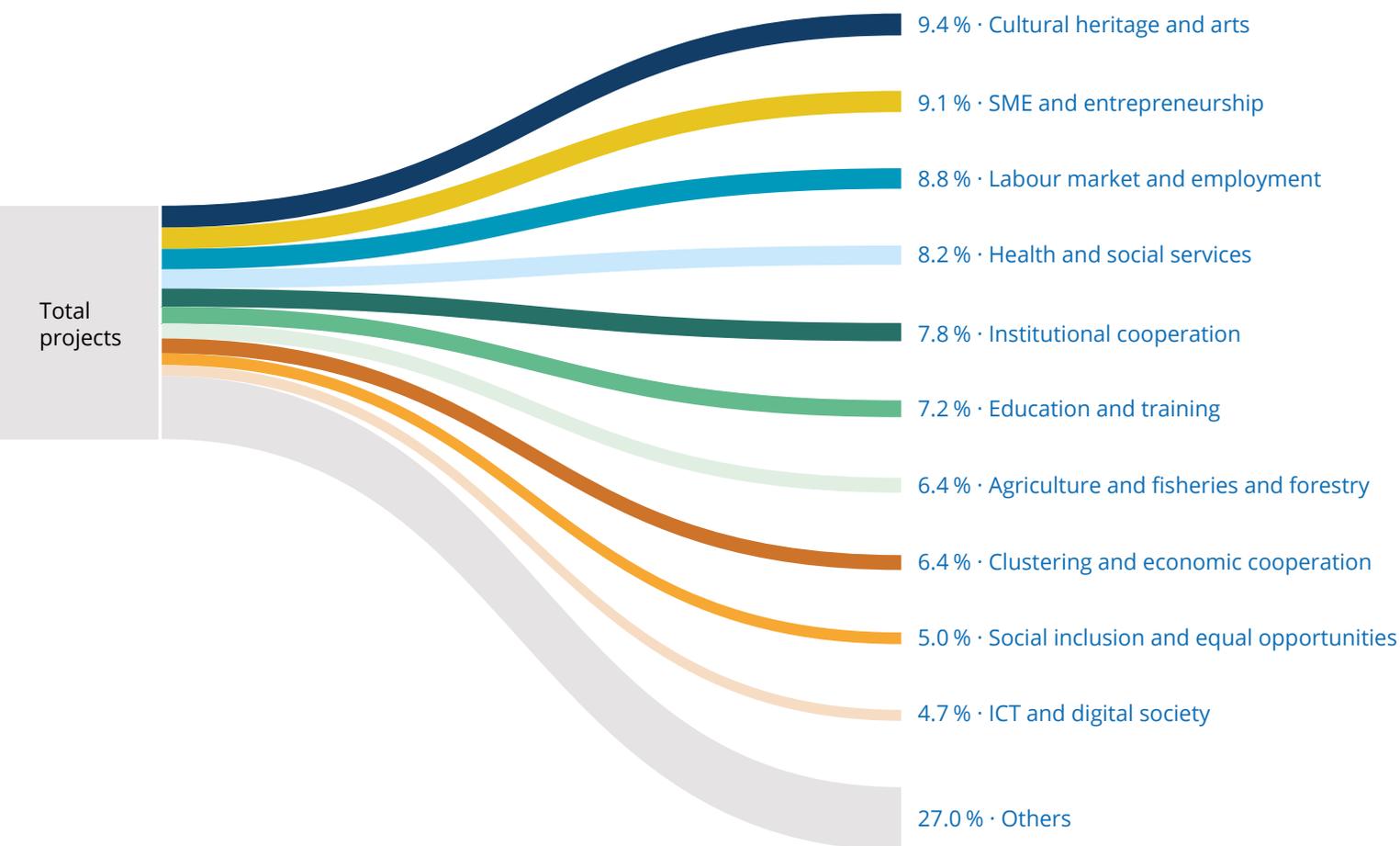
Percentage of funding allocated to skills projects in relation to the total budget managed by each strand



Entrepreneurship, labour market and education and training are among the most important topics

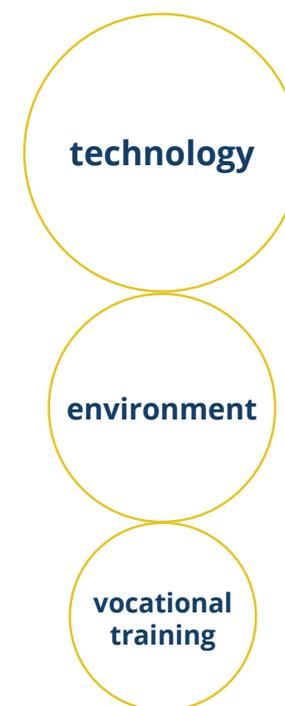
Projects with themes related to socio-economic aspects are the most numerous. However, projects on digitalisation are still too few, considering the importance of this topic for the present and the future.

Projects distribution per theme



Cross-cutting concepts

The cross-cutting concepts most present in the projects are:





Cooperating with social partners and companies and investment in training and upskilling are the two clusters with the highest number of projects

Projects distribution per cluster



The projects have been analysed and classified into five groups that allow them to be categorized. The clusters have been developed based on the objectives of the European Year of Skills and are as follows:

Promoting investment in training and upskilling, enabling people to stay in their jobs or find new ones. These are projects aimed at improving the skills of those workers who need to improve their skills in order to adapt to changes in their current jobs.

Ensuring skills match the needs of employers, by closely cooperating with social partners and companies. These are projects that primarily seek to equip people with the skills needed by employers, but in coordination with all stakeholders in the process.

Matching people's aspirations and skill sets with opportunities in the job market, especially for the green and digital transitions and the economic recovery. These projects are more focused on the new demands required by the transformation of the labour market due to aspects such as technological change, climate change, new social trends (e.g. ageing population), etc.

Adapting people from outside the EU with the needed skills. From the point of view of Interreg, this group has included projects working with countries outside the European Union (IPA and ENI), and projects aiming at improving the skills of foreigners legally residing in the European Union, migrants, and refugees.

Improvement skills in the public sector. Skills related to management and public administration (local and regional), or the improvement of public services (emergency services, connectivity, cultural aspects, environment, and energy, etc.).

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Large number of projects carried out from different perspectives

Achievements

- Large number of projects
- Thematic variety
- Broad target audience
- Broad view of the skills concept

Strengths

- Wide territorial coverage
- Projects close to the needs of the territory

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The concept of reskilling will be crucial to keep the workforce employable

Weaknesses

- Low presence of digitalisation skills projects
- Few life-long learning projects
- Imbalance between economic actors and social actors

Challenges

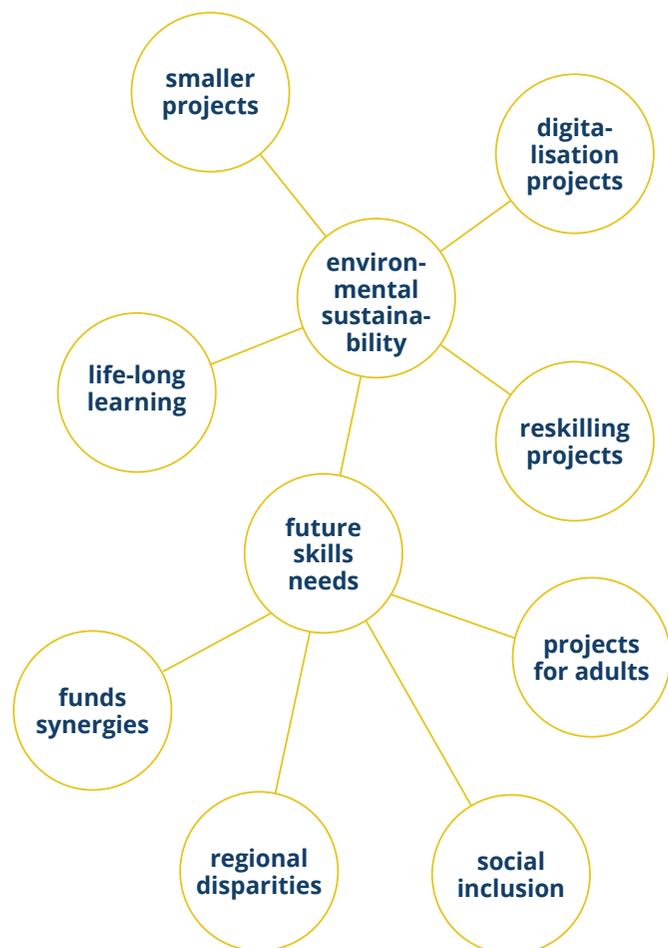
- Enhancing projects focused on reskilling

There are synergies between Interreg and other European funds that should be exploited in the 2021-2027 period

Synergies between Interreg and other funds

Interreg synergy level	Programme	EU Fund	Beneficiaries	Main policy areas
●●● High	European Social Fund Plus (ESF+)	European Social Fund Plus	Public Institutions Regional and Local Authorities Training and Education Institutions Non-Governmental Organizations (NGOs) Social Partners	<ul style="list-style-type: none"> • Employment • Education • Skills
●●● High	The Recovery and Resilience Facility (RRF)	Recovery and Resilience Facility (temporary instrument as centrepiece of NextGenerationEU)	Governments, to support investments and reforms	<ul style="list-style-type: none"> • Green transition • Digital transformation • Smart, sustainable and inclusive growth • Social and territorial cohesion • Heal, and economic, social and institutional resilience • Policies for the next generation
●● Medium	Digital Europe Programme (DIGITAL)	Digital Europe Programme (DIGITAL)	Member States Public Sector Organizations Research and Academic Institutions Small and Medium-sized Enterprises (SMEs) Industry and Private Sector Non-profit Organizations and Civil Society	<ul style="list-style-type: none"> • Supercomputing • Artificial intelligence • Cybersecurity • Advanced digital skills • Ensuring the wide use of digital technologies across the economy and society
●● Medium	Horizon Europe Programme	Horizon Europe Programme	Research organizations and universities Businesses and industries Public bodies Non-governmental organizations (NGOs) Civil society organizations International organizations	<ul style="list-style-type: none"> • Climate change • UN's Sustainable Development Goals • EU competitiveness and growth • Strengthens the impact of research and innovation in developing, supporting and implementing EU policies • Creation of excellent knowledge and technologies • Strengthens the European Research Area
●●● High	Erasmus+	Erasmus+	Students Staff and Faculty Vocational Education and Training (VET) Youth Workers and Youth Organizations School Education Staff Adult Learners Higher Education Institutions Organizations in the Field of Sport	<ul style="list-style-type: none"> • Education • Youth • Sport

Some of the recommendations for the coming period are



- **Exploiting synergies with other European funds.** It would be interesting to take advantage of these coincidences through greater collaboration to improve results and increase the impact on the territory.
- **Smaller projects.** The development of smaller projects can be a good measure that allows a quicker reaction to unforeseen situations, and it also facilitates the participation of actors with less structure.
- **More digitalisation projects.** Emphasize the development of digital skills, including coding, data analysis, cybersecurity, and digital marketing. Support initiatives that promote digital inclusion and bridge the digital divide, particularly in disadvantaged regions.
- **Projects aimed at environmental sustainability.** Issues such as circular economy, energy efficiency, reduction of fossil fuels, water quality of rivers and oceans, etc. are factors that should be present in all projects either directly or implicitly.
- **Boosting reskilling-oriented projects.** In the coming years it will be necessary to put more emphasis on reskilling in order to adapt to the new working environment (new jobs and the disappearance of others, new technologies, etc.).
- **Promote life-long learning projects.** A culture of continuous learning by supporting initiatives such as vocational training, apprenticeships, and upskilling programs. Provide opportunities for reskilling and career transitions, particularly for those affected by economic shifts or technological advancements.
- **Anticipate future skills needs.** Identify emerging trends and technologies that will shape the labour market and anticipate the skills required to meet those needs.
- **Projects aimed not only at young people.** Implicit in the above recommendations (reskilling, life-long learning, future skills) is the need to target an adult audience, and not only to focus on improving the skills of young people.
- **Address regional disparities.** Focus on reducing regional inequalities by targeting areas with high unemployment rates or limited access to quality jobs.
- **Support social inclusion and diversity.** Ensure that skills development initiatives are inclusive and accessible to all individuals, regardless of their background, gender, age, or socioeconomic status.

Inspiring projects

AWE

INTERREG V-A France–United Kingdom (Manche–Channel)

Project AWE (Accelerating Women's Enterprise) will bring together organisations working in business creation to address the gender imbalance in business start-ups, where men are currently twice as likely to start a business compared to women. The project will use expertise from both sides of the Channel to train and recruit over 160 specialist mentors. The mentors will then be paired with **disadvantaged women** where they will help coach and support them with **business skills** such as finance management, marketing, and access to markets.

Budget: 4.6 M€ (total) / 3.2M€ (ERDF)

Website: <https://www.channelmanche.com/en/projects/approved-projects/accelerating-womens-enterprise/>

SIRCLES

ENI CBC Mediterranean Sea Basin

SIRCLES partners want to explore new employment opportunities by applying the circular economy model applied to the biowaste sector. The project will mainly focus on developing new capacities oriented to business development and separation, collection, composting and agriculture processes. The training will be tested through 7 pilot projects that address the hotel, food retail and household sectors, adjusted to the diverse local contexts of each territory involved in the project. Consequently, SIRCLES will **contribute to the creation of green jobs** by involving the most vulnerable sectors of the population and supporting environmental sustainability.

Budget: 3.9 M€ (total) / 3.4 M€ (ERDF)

Website: <https://www.enicbcmmed.eu/projects/sircles>

GIP Extra ERW

INTERREG V-A Germany–The Netherlands

The project GIP Extra ERW aims to further develop and improve the services of the GrenzInfoPunkte (GIPs) in the Euregio Rhine-Waal (ERW). In doing so, the so-called „click-call-connect“-principle shall be followed, meaning that clients should receive advice digitally, by phone or within a group presentation before a face-to-face consultation takes place. Specific focus will be put on the exchange of **information on the contents of education and the recognition of diplomas and qualifications**.

Budget: 0.42 M€ (total) / 0.21 M€ (ERDF)

Website: <https://interregv.deutschland-nederland.eu/en/project/gip-extra-erw/>

TASKFORCOME

INTERREG V-B Central Europe

Taskforcome project aimed to **assist migrants** interested in opening and/or developing (already created enterprises), including both for-profit firms and social enterprises. During the project, we created the Education, Training and Supporting Tools both for migrant entrepreneurs and business service providers (online and offline materials). We have also created the E-Learning platform for Migrant Entrepreneurs (<https://learning.taskforcome.eu/>).

Budget: 2.7 M€ (total) / 2.3 M€ (ERDF)

Website: <https://programme2014-20.interreg-central.eu/Content.Node/TASKFORCOME.html>

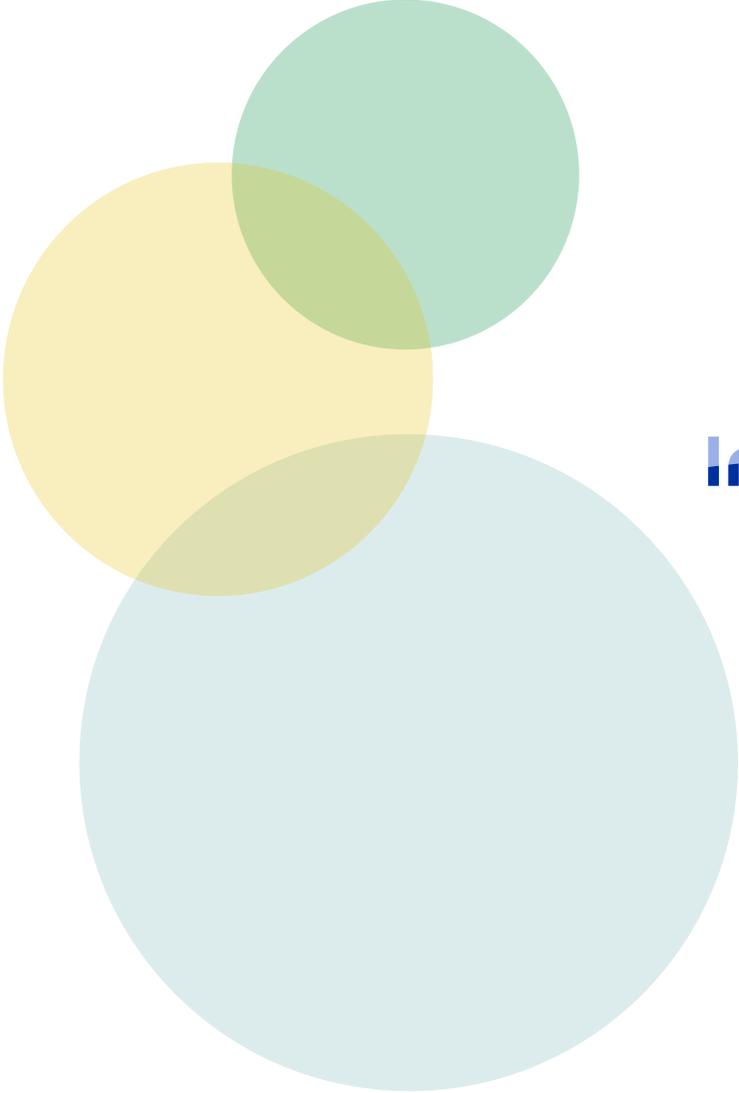
Like!

INTERREG V-B North Sea

Like! Will significantly enhance the capacity of the public sector to facilitate and deliver innovation and result in the development of a wide range of services with **innovative solutions for improved public service** delivery. Local governments, citizens, universities, and SMEs will come together to co-create smarter, more efficient and more innovative services.

Budget: 4.2 M€ (total) / 2.1 M€ (ERDF)

Website: <https://northsearegion.eu/like/>



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