

EUROPEAN DEFENCE SKILLS STRATEGY 2020-2024

Gap drivers	Demographic challenges and limited strategic focus on skills	Mismatch between employer needs and educational & training input	Negative perception of the defence industry as an employer	Stiff competition for skilled workers from non-defence sectors	Insufficient demand for skills utilisation due to low defence investment
Objectives	1: Reinforce strategic focus on skills in defence policy-making	2: Strengthen coordination between government, industry and education & training	3: Raise the attractiveness of defence as a critical value-adding industry	4. Facilitate employability, mobility and transferability of skills	5: Leverage and adapt existing funding tools and mechanisms
Supporting actions (SA)	SA1: Formulate strategic and future-oriented visions for defence-related skills (EU, industry, governments)	SA1: Facilitate continued collaboration at European level to attain sustainable solutions for common needs and learn from each other	SA1: Develop a "spirit of defence" as value in the civilian ecosystem, and a "defence attitude", and become "the best partner for students"	SA1: Facilitate access to defence-relevant vocational & educational training - VET	SA1: Mobilise skills-related programmes at EU level for defence specific needs
	SA2: Include pathways for skills development and knowledge exchange in national and collaborative research and capability programmes	SA2: Build on existing and emerging mechanisms to better match the supply and demand of defence-relevant skills	SA2: Communicate the advantages associated with a career in defence industry as a high-tech player to young people	SA2: Support the development of apprenticeships in the defence domain	SA2: Guide defence industry to skills funding opportunities
			SA3: Disseminate lessons learned on how to attract talent and ensure equality	SA3: Contribute towards recognition of certification and a standardised EU-level accreditation system for training and education institutions	

Implementing activities	<p>A1: Launch a Pact for Skills with a strategic vision for upskilling and reskilling</p> <p><i>R: COM/DEFIS</i></p>	<p>B1: Expand/upgrade the existing ecosystem (EDSP) to accelerate knowledge transfer, allow proactive communication of sector's needs & faster response through industry-led partnerships (Pact for Skills)</p> <p><i>R: DEFIS, Assets+, Pact</i></p>	<p>C1: Foster the exchange of best practices and develop new incentives, in particular through a Pact for Skills</p> <p><i>R: Assets+, Pact</i></p>	<p>D1: Map existing VET and build a common VET catalogue</p> <p><i>R: EDSP, Pact</i></p>	<p>E1: Ensure calls for defence-specific activities</p> <p><i>R: COM with DEFIS contribution</i></p>
	<p>A1.2: Develop and implement a skills strategy specifically on emerging technologies for defence</p> <p><i>R: Assets+</i></p>	<p>B1.2: Engage industry, academia and authorities in projects for collaborative building of trainings</p> <p><i>R: COM, Assets+, Pact ongoing</i></p>	<p>C2: Promote advantages, produce a brochure for dissemination in events and universities</p> <p><i>R: EDSP, Assets+</i></p>	<p>D2: Map and exchange best practices on apprenticeships in the defence domain</p> <p><i>R: DEFIS, Pact</i></p>	<p>E2: Map and promote EU funding relevant for defence skills to create a one-stop-shop at EU level regrouping relevant funding</p> <p><i>R: EDSP</i></p>
	<p>A2: Leverage EDF with a Marie Curie for mobility of experts in the defence domain</p> <p><i>R: DEFIS</i></p>	<p>B2: Develop and promote skills mapping and anticipation tools</p> <p><i>R: Assets+, Pact</i></p>	<p>C3: Promote best practices through events and the EDSP website, including on gender equality</p> <p><i>R: EDSP/DEFIS</i></p>	<p>D3: Map existing qualifications and link with EU frameworks</p> <p><i>R: Assets+</i></p>	<p>E2.2: Organise events to clarify applying procedures, provide guidance, and/or facilitate consortia building</p> <p><i>R: EDSP/DEFIS, Assets+, Pact</i></p>
Expected impact	Improved foresight of skills needs and smoother skills demand cycle	Reduced mismatches between talent leaving education and entering the defence sector	Improved perception of defence and a continuous sustainable supply of skills	Wider pool of talent available to defence and civilian sectors	Greater access to funding to support defence-related skills development and sustainment

 Activities with first results by end 2021. Additional actions/upgrades/updates or new editions possible

 On-going activities

 Activities still to start

R Responsible body