



PROGRESS REPORT ON THE **PACT FOR SKILLS** TCLF SKILLS PARTNERSHIP

2024

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Introduction

This report presents the progress of the Textiles, Clothing, Leather and Footwear (TCLF) Large Scale-skills Partnership (LSP) made in 2024, using data from the Pact for Skills membership and coordinators surveys. It provides LSP-specific insights to complement the Pact's [Annual Report 2024](#), aiming to help coordinators and stakeholders track progress and support the TCLF partnership's development.

Overview of the Pact for Skills LSPs

The Pact for Skills was launched in 2020, and since then, an estimated 3,200 organisations across all EU Member States have joined. All members of the Pact agree to uphold the four key principles of its Charter:

1. Promoting a culture of lifelong learning for all;
2. Building strong skill partnerships;
3. Monitoring skills supply/demand and anticipating skills needs;
4. Working against discrimination and for gender equality and equal opportunities.

The Pact for Skills supports the objectives of the [European Pillar of Social Rights Action Plan](#), namely the target of at least 60% of adults participating in training annually by 2030. The [Union of Skills](#), announced in March 2025, emphasises the role of the Pact for Skills, particularly its LSPs, in upskilling and reskilling workers in the EU's strategic sectors and contributing to a more sustainable, equitable and competitive European economy.

Within the framework of the Pact, LSPs are sector-led stakeholder networks that support upskilling and reskilling activities across 14 industrial ecosystems. LSPs typically consist of employers, education and training providers, and public stakeholders, with sectoral organisations that represent wider networks of stakeholders often playing a crucial role in partnerships. Out of all members of the Pact, LSPs involve approximately 43%¹ of members.

Each LSP defines a set of shared commitments, such as common goals or actions, that all members of the LSP agree to uphold and contribute to. These commitments aim to address sectoral skills challenges, and since they are defined by key stakeholders, they take into consideration the specificities and nuances of their sectoral context. In 2024, 14 LSPs participated in a collective review of their commitments in order to further support EU policy priorities, namely the European Pillar of Social Rights Action Plan target of 60% of adults participating in upskilling and reskilling actions each year.

In the framework of the **European Year of Skills**, the LSPs collectively pledged to train over **25 million adults by 2030**, or an average of **25% of the workforce** within each LSP's sector.

¹ This is based on a total of 1,375 individual members who are associated with an LSP out of the approximate estimate of 3,200 Pact members by March 2025. 43% is used as a conservative estimate.

The TCLF LSP is one of 20 LSPs that have been established by the end of 2024. The full list of LSPs by the end of 2024 is presented below:

- | | | |
|--|---------------------------------|--|
| 1. Aerospace and Defence | 8. Energy Intensive Industries | 15. Renewable Energy |
| 2. Agri-food | 9. Health | 16. Retail |
| 3. Automotive | 10. European Health Industry | 17. Shipbuilding and Maritime Technology |
| 4. Construction | 11. Long-term Care | 18. Space Data, Services and Applications |
| 5. Cultural and Creative Industries | 12. Micro-electronics | 19. Textiles, clothing, leather and footwear |
| 6. Digital | 13. Offshore Renewable Energies | 20. Tourism |
| 7. Digitalisation of the Energy System | 14. Proximity & Social Economy | |

2024 Monitoring Exercise

The Pact for Skills annual monitoring exercise takes stock of actions and progress made by Pact members through two surveys:

- ▶ A survey of all registered members, (“membership survey”);
- ▶ A survey of the LSP coordinators (“coordinator survey”).

The 2024 surveys were open from 28 January 2025 to 25 February 2025. The membership survey received a total of 999 responses, of which 414 (41%) associated themselves with an LSP. Only members that were registered to the Pact for Skills database received the survey. All 20 LSPs responded to the coordinators survey. Table 1 indicates the responses to the membership and coordinator survey for each LSP.

Table 1. Number of survey responses by LSP

LSP	Membership Survey Responses	Number of members ²	Number registered to the Pact database	Response rate
Aerospace and Defence	7	42	8	17%
Agri-food	37	91	80	41%
Automotive Skills Alliance	14	116	27	12%
Construction	21	57	33	37%
Cultural and Creative Industries	48	185	98	26%

² The number of members reported here is the total number at the end of 2024, so it may not reflect the current number of members of each LSP.

LSP	Membership Survey Responses	Number of members ²	Number registered to the Pact database	Response rate
Digital	46	158	135	29%
Digitalisation of the Energy System	11	26	24	42%
Energy Intensive Industries	26	41	40	63%
European Health Industry	19	45	34	42%
Health	28	53	52	53%
Long-term Care	6	30	10	20%
Microelectronics	2	143	4	1%
Offshore Renewable Energy	6	19	11	32%
Proximity & Social Economy	70	212	192	33%
Renewable Energy Ecosystem	13	26	22	50%
Retail	13	23	22	57%
Shipbuilding and Maritime Technology	4	30	6	13%
Space Data, Services and Applications	31	70	59	44%
Textile, clothing, leather and footwear industries	36	183	73	20% ³
Tourism	37	84	53	44%

Source: Ecorys, 2025.

All respondents to the **membership survey** answered a core set of questions, with LSP members answering additional questions about the outcomes of their LSP involvement. The survey covered the following elements:

- Progress against commitments and KPIs;
- Outcomes of LSP involvement;
- Challenges, opportunities and good practices;
- Feedback and suggestions on the Pact for Skills (including feedback on the Support Services).

The **coordinator survey** covered the following elements:

- LSP membership and activities;
- Outcomes of LSP coordination;
- Challenges and good practices;
- Feedback on Pact for Skills Support Services (including feedback on Support Services).

Further information on the monitoring exercise can be found in Annex A.

³ The response rate of the survey among TCLF LSP members registered in the Pact database is 49%.

Overview of the TCLF LSP

Table 2. TCLF LSP - At a glance

Coordinators	European Apparel and Textile Confederation (EURATEX), the Confederation of National Associations of Tanners and Dressers of the European Community (COTANCE) and European Confederation of the Footwear Industry (CEC)
Launch date	16 December 2021
Membership at the end of 2024	183
Members registered to the Pact for Skills database⁴	73
Survey responses (and response rate)	36 (20%)
2030 Commitment	By 2030, 5% of the TCLF ecosystem’s workforce will participate in upskilling or reskilling actions each year.

LSP structure

The TCLF LSP is governed by three entities, each representing a different sector within the ecosystem: EURATEX (textile & clothing), CEC (footwear) and COTANCE (leather). These three coordinating organisations are represented by the Executive Secretariat, whose chair is EURATEX. The three coordinating organisations bring their respective networks to the partnership. In 2023, coordinators renamed their LSP the “TCLF Skills Alliance” and established a Steering Committee to oversee and facilitate the implementation of the partnership’s activities. The Steering Committee met once in 2024 and held a launch event open to all sectoral stakeholders. The Executive Secretariat catches up regularly to discuss the partnership’s development. The LSP’s Partnership Agreement was drafted in December 2021 but the partnership officially launched following rebranding in 2023. The TCLF LSP’s work is partly driven by a number of EU-funded projects which provide a focus for the activities of the partnership. These are:

- [Skills4SmartTCLF](#), the first Blueprint for sectoral cooperation on skills in the TCLF industries, which ended in 2022,
- [METASKILLS4TCLF](#), which consolidates and updates part of the Skills4SmartTCLF project,
- [AEQUALIS4TCLF](#), which focuses on developing tailored national skills strategies in seven countries to address specific regional needs.
- TCLF SkillBridge, a DG GROW-funded project that aims to facilitate regional skills partnerships in at least eight Member States,

⁴ Not all members of an LSP are registered to the main Pact for Skills database. The analysis below on the LSP’s membership only includes organisations that have registered to the Pact for Skills database, so may not reflect the full diversity of the LSP’s members.

These projects work in close synergy, aligning their efforts to achieve the KPIs set by the partnership. EURATEX, representatives from the European Commission (DG EMPL and DG GROW), and members of the LSP Support Team convene every two months to review progress and identify areas for further support.

LSP membership

The TCLF partnership’s existing membership is made up primarily of training providers (12), research institutions (9), Micro, small or medium employer (up to 249 employees) (9), sectoral organisations (9), public authorities (8) and employer’s organisations (7). Table 3 below shows the number of the LSP’s members by organisation type. Of the TCLF LSP’s 73 members that have registered to the Pact for Skills database, 19 are umbrella organisations that represent additional companies and organisations within the sector⁵.

Table 3. Number of TCLF LSP members registered to the Pact per organisation type

Organisation type	Number of members
Non-governmental or civil society organisation	4
Sectoral organisation	9
Training provider	12
Micro, small or medium employer	9
Representative of an industrial cluster	2
Other	0
Large employer (more than 250 employees)	5
Research institution	9
Employer’s organisation (social partner)	7
Public authority (local, regional or national)	8
Chamber of commerce, trade and crafts	6
Private or public employment services	1
Trade union	1

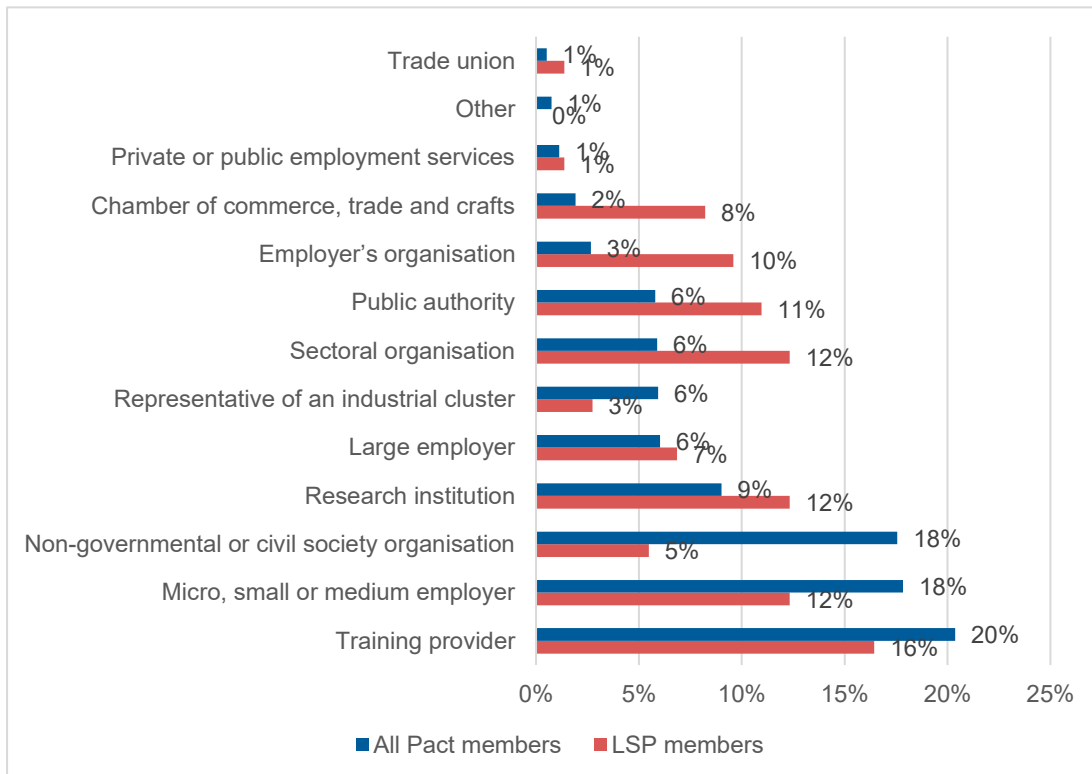
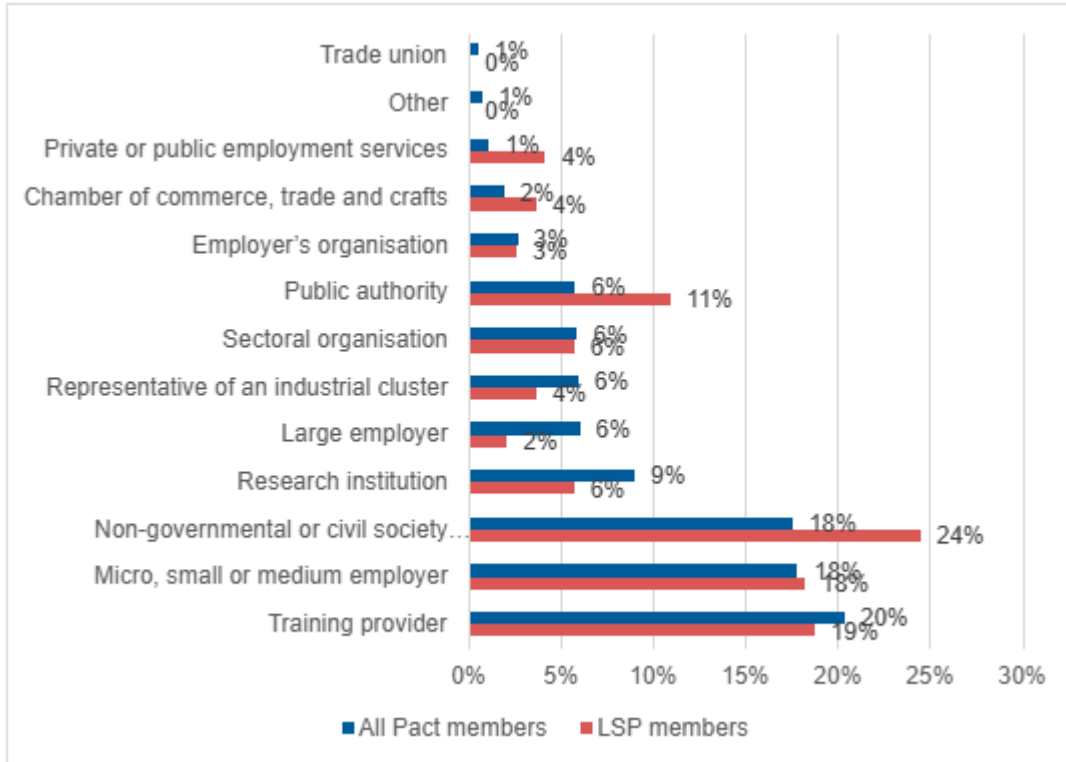
Source: Ecorys, *Pact for Skills database, 2025*.

Figure 1 provides a breakdown of the TCLF LSP’s membership by organisation type compared against all Pact members.

Compared with the general Pact membership, the TCLF LSP shows particularly high shares of employer’s organisations, sectoral organisations and public authorities. Additionally, over the last year, the LSP has increased its share of chambers of commerce, trade and crafts, public authorities, and large employers in its registered membership list.

⁵ Please note that this information only includes those who have registered to the Pact database in time to complete the annual survey (mid-February 2025), meaning it may not match exact membership numbers confirmed at the end of 2024.

Figure 1. TCLF LSP membership registered to the Pact database by organisation type, compared with the general Pact membership



Source: Ecorys, Pact for Skills database, 2025.

As shown in Table 4 below, the geographic distribution of TCLF LSP members is relatively consistent with the geographic distribution of all members registered to the Pact for Skills, with a comparatively higher distribution of members in Central and Eastern Europe (30%) than the Pact’s corresponding average (25%), and a comparatively lower distribution of members in Northern Europe (7%) than the Pact’s corresponding average (16%). This is consistent with the results from one year ago, where the LSP also had a majority of members active in Southern Europe and the lower share of members in Northern Europe.

Table 4. Comparison between the geographic distribution of TCLF LSP members and general Pact members⁶

Region ⁷	Distribution of all Pact members	Distribution of TCLF LSP members
Northern Europe: Finland, Denmark, Sweden, Estonia, Latvia, Lithuania	16%	7%
Southern Europe: Greece, Italy, Malta, Portugal, Cyprus, Spain	54%	51%
Western Europe: France, Germany, Ireland, Luxembourg, Netherlands, Austria, Belgium	36%	34%
Central and Eastern Europe: Hungary, Poland, Romania, Bulgaria, Croatia, Slovakia, Czechia, Slovenia	25%	30%

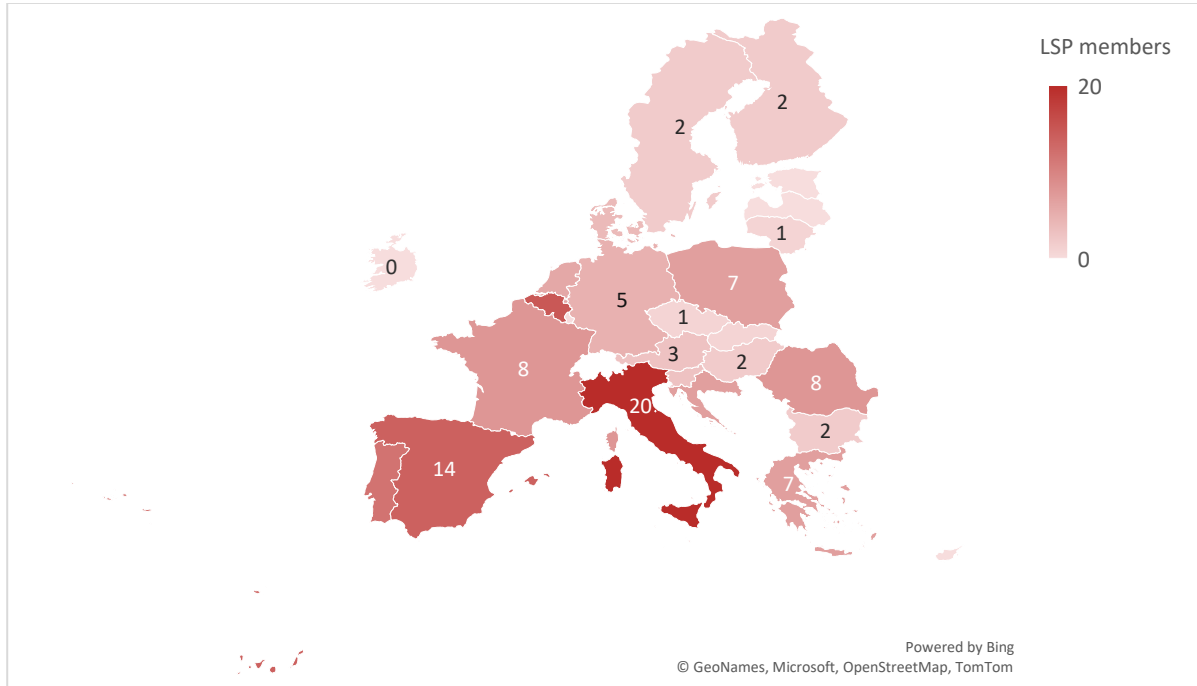
Source: Ecorys, Pact for Skills database, 2025.

Figure 2 shows the number of the TCFL LSP’s registered members active in each EU country. The partnership has members throughout the EU, with the highest number of members active in Italy (20) and Spain (14) followed by France (8) and Romania (8). Figure 2 shows the number of the TCLF LSP’s registered members active in each EU country.

⁶ Most LSP members are active in more than one country, so the sum of these shares will be greater than 100%.

⁷ Based on the categorisation of EuroVoc, available at: <https://eur-lex.europa.eu/browse/eurovoc.html>.

Figure 2. TCLF LSP’s membership registered to the Pact database by location(s) organisations are active in⁸



Source: Ecorys, Pact for Skills database, 2025.

Since the TCLF LSP was launched in 2021, the LSP has grown to 183 members, with a slightly slower increase in membership between 2023 and 2024. As shown in Figure 3 below, the number of members registered to the Pact for Skills database has shown consistent growth, with the gap progressively closing over time. At the end of 2024, there remained around 110 members of the TCLF LSP that had not yet registered to the Pact database.

⁸ Most LSP members are active in more than one country, so the sum of the members across this map will be greater than the total members of an LSP.

Figure 3. TCLF LSP membership growth over time

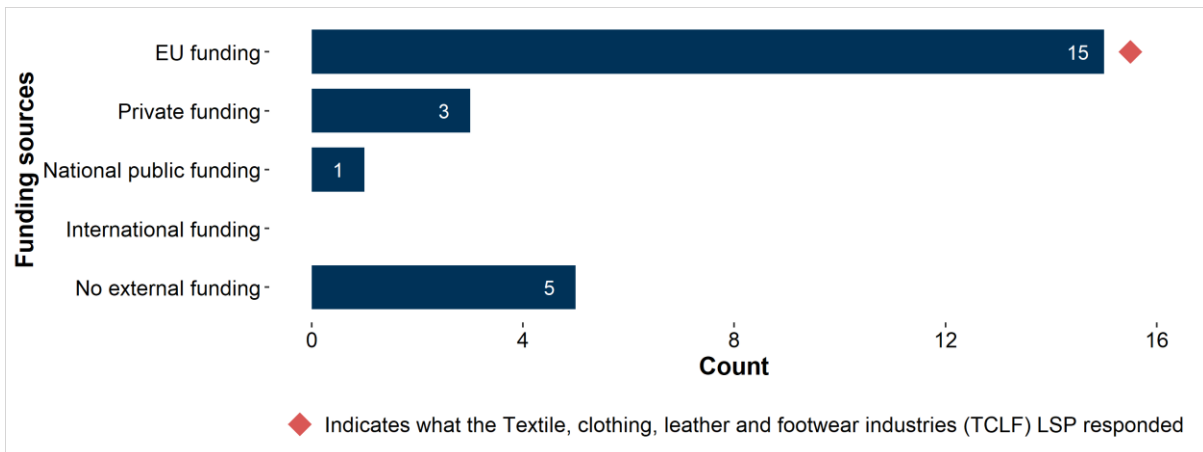


Source: Ecorys, Pact for Skills database, 2025.

Funding and synergies with other EU skills initiatives

Pact for Skills LSPs provide a framework for leveraging and coordinating financial support and generating synergies with other European skills initiatives. As indicated in Figure 4 below, the vast majority of LSP coordinators (15), including the TCLF LSP, reported using EU funding, with private funding and national public funding reported as other, but less often used, sources.

Figure 4. Funding sources that supported the activities of LSPs



Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

The TCLF LSP has linkages with a range of other European skills initiatives explained below.

Skills intelligence, foresight and development:

At the European level, the TCLF LSP primarily leverages the European Union’s **Erasmus+** funding programme including:

- Erasmus+ Blueprint project [METASKILLS4TCLF](#): this follow-up project of the Blueprint project [Skills4SmartTCLF2030](#) aims to strengthen skills intelligence and cooperation in the Textile, Clothing, Leather, and Footwear (TCLF) sectors. It brings together 30 partners to anticipate and address emerging skills needs through innovative, modular training curricula, VR-based learning tools, and a European Virtual Reality Campus. The project also supports the development of national and regional skills partnerships, enhances teacher and trainer capacities, and promotes inclusion and attractiveness of TCLF careers through a robust awareness campaign.
- Erasmus+ Blueprint project [AEQUALIS4TCLF](#): launched in 2024, this Blueprint project expands the reach of previous Blueprints (Skills4SmartTCLF2030 and METASKILLS4TCLF) by engaging stakeholders from seven additional countries to address skills gaps in the TCLF sector. The project promotes national and regional partnerships, develops new curricula for a more sustainable and digital industry, and supports social inclusion and compliance. It aims to position participating countries as leaders in innovative and sustainable TCLF production models across Europe.

Previous Erasmus+ supported projects linked to the TCLF LSP include:

- Erasmus+ Blueprint project [Skills4SmartTCLF2030](#): This project aimed to tackle current and future skills gaps in the TCLF sectors by fostering collaboration between industry, education providers, and regional authorities. It developed eight new qualification profiles, launched MOOCs with nearly 2,000 participants, and supported regional skills strategies - most notably in Prato - to promote digital and green transitions. The project also enhanced sector attractiveness through outreach initiatives like the “Inside Fashion” documentary and School Orientation Days.

Vocational education and training:

The TCLF LSP is not linked to any Erasmus+ supported Centres for Vocational Excellence (CoVEs), but the following three CoVEs are active in the TCLF ecosystem:

- [FEA-VEE - FASHION EARTH ALLIANCE](#) – Vocational Excellence and Enterprise United for Training, Policy Reform and Sustainability in the Fashion, Textiles and Apparel Industries: CoVEs for the Tourism Industry. This CoVE has joined the ECOSYSTEMEX for Skills, which is an initiative launched by the TCLF Skills Alliance in 2025.
- [TEACH4SD](#), whose coordinating organisation Via University joined the Pact for Skills as part of the TCLF Skills Alliance.
- ReMode

One of the coordinators of the TCLF LSP has made a pledge in relation to the **European Alliance for Apprenticeships** (EURATEX), as well as three of its members.

Regional dimensions:

As part of the TCLF SkillBridge project, the LSP began exploring opportunities for regional-level collaboration within the TCLF ecosystem in 2024. This effort included workshops with 11 regional authorities to assess the potential for establishing Pact-affiliated Regional Skills Partnerships. These

initiatives are expected to culminate in the launch of several such partnerships under the TCLF LSP umbrella in 2025. Additionally, the partnership has 15 regional organisations involved as members⁹.

The partnership does not have additional sources of funding from national or regional bodies or support from regional action plans. The TCLF LSP has not yet developed links with DG REGIO initiatives, namely the Just Transition Platform, Talent Booster Mechanism, and Harnessing Talent Platform. However, as previously mentioned above, the partnership is actively engaged in the Erasmus+ Blueprint projects METASKILLS4TCLF and AEQUALIS4TCLF, both of which are specifically aimed at strengthening the partnership's regional dimension.

Twin transition: The TCLF LSP has limited links with Commission initiatives associated with skills for the twin transitions offered by DG CNECT or DG GROW¹⁰. However, these topics are addressed through the TCLF LSP's Erasmus+ projects listed above, which reflect the partnership's efforts to support the twin transition.

Other dimensions: The TCLF LSP coordinators reported receiving funding from DG GROW through the Single Market Programme (SMP), which has been used to fund the TCLF SkillBridge. The partnership currently does not receive funding from other EU funding programmes or initiatives, such as, the European Social Fund (ESF+) and Horizon Europe. However, it is important to note that some TCLF LSP members may be engaged in Horizon Europe projects taking place under the Textiles of the Future partnership.

Private contributions:

The TCLF LSP is not supported by financial contributions of its member organisations to support coordination. The TCLF LSP does not have further private sources or other types of funding supporting its work.

Partnership commitments and KPIs

The TCLF LSP is founded on a shared set of commitments aimed at supporting the principles of the Pact for Skills Charter. Commitments articulate the long-term aims and objectives of the LSP in order to address their ecosystem's skills challenges, and include the core commitments of upholding the principles of the Pact for Skills Charter and facilitating sectoral collaboration on skills. LSPs develop additional commitments based on the needs of their sector, with some associated KPIs that aid in the partnership tracking its progress.

⁹ This includes chambers of commerce, public or private employment services, and public authorities that have a regional focus.

¹⁰ Namely, the Digital Europe Programme, the Digital Skills and Jobs Platform, the Cybersecurity Skills Academy, the European Digital Innovation Hubs, the European Digital Education Hub, and the Transition Pathways Stakeholder Platform.

In 2024, the TCLF LSP agreed a new long-term commitment as part of the European Year of Skills:

In support of the objectives of the European Year of Skills and of the European Pillar of Social Rights Action Plan, the TCLF LSP supports the objective that by 2030 **5% of the ecosystem's workforce** will participate in upskilling or reskilling actions each year. This is estimated to mean approximately **65.000 workers each year** by 2030, based on an estimated workforce size of 1.3 million.

Based on the results of the annual monitoring exercise, the members of the TCLF LSP involved an average of **68% of their workforce** in upskilling and reskilling activities in 2024.

More information about this commitment is presented in Annex A.

The TCLF LSP has also articulated the following specific commitments and actions in support of the high-level commitment and partnership's aims:

- Increase the use and accessibility of mentoring and apprenticeships schemes in EU-27 countries through a dedicated support programme for the TCLF industry (vouchers for upskilling, supporting companies in upskilling of their workers) and development of guidelines and case studies;
- Support and promote the use of digital applications within TCLF SME production (digitisation of offline knowledge to digital data, digitalisation of workflow and manufacturing processes);
- Participation in new digital-related initiatives;
- Design and roll out courses promoting latest technologies and digital tools such as VR and AI (digital skills) and promoting durability, repair and waste management activities (green skills), in particular circular design skills.
- Support the education and training providers (VET, HE) in upgrading and modernising, so they can be responsive to the needs of the market. This includes appropriately training the trainers.
- Establish a national/regional Pact4Skills committee, coordinated by social partners, public authorities responsible for RIS3 and education, research and education centres to discuss needs, required actions and available resources.
- Develop of a map of the TCLF education providers of different EQF level across the EU.
- Establish cross-sectoral skills and best practice exchange with e.g. machine manufacturing, chemicals, automotive, electronics, textile services, etc.; and all those technology providers most closely linked to the TCLF sectors.
- Build on the results of the Skills4Smart TCLF project, in particular the Network of VET providers and the Network of TCLF regions and clusters as well as achievements obtained on EU TCLF Skills Campus by enlarging further their scope and membership. Building on these results, establish permanent networks that would promote skills and cooperation between regions, and support cooperation and dialogue at regional level through a dedicated demand driven grant scheme (bottom-up initiative).

- Provide more tailored mentorship to TCLF SMEs to enable them an easier access to EU and national/regional public funding.
- Establish the TCLF Skills Observatory with industry, policy and education stakeholders as members.
- Establish close cooperation of the TCLF Skills Observatory with EU bodies, national observatories of employment and training and international organisations, and set close cooperation with EU bodies, national observatories and international organisations.
- Organise a detailed mapping of workforce gender and social inclusion across the TCLF industry by the TCLF Observatory.
- Launch a TCLF manifesto of diversity together with supporting campaign with promotional materials, events and activities (target audience 20,000 TCLF companies)
- Launch a series of training courses and workshops for TCLF managers and employers on how to increase the diversity in their companies, create safe places for reporting of abuses, etc. (target audience 1,000 participants).
- Apply due diligence guidelines, such as OECD Due Diligence Guidelines for Footwear and Garment Value Chains.
- Ensure that all workers have equal access to training by, for example, provision of governmental economic support to those companies whose employees are absent while following a training.
- Develop adapted skills and qualification recognition frameworks for migrants and facilitate their integration in regular European TCLF training programmes to upgrade their knowledge and increase their employability in their host country.
- Launch a marketing campaign promoting the TCLF industries, with key focus on transparency and value of the workforce (target 200,000 viewers).
- Increase visibility, innovativeness and achievements of the European TCLF SMEs.
- Launch of an annual school orientation event for 14 – 18 years old students in the main TCLF production countries, based on the example set in the Skills4Smart TCLF project (target 20,000 students); engage high—end brands in these activities to increase visibility and attractiveness.
- Encourage the development of mentorship programmes through guidelines and case studies.
- Develop a TCLF students/workers' exchange programme or a set of international partnerships that enable students to carry out apprenticeships in foreign EU TCLF countries.

The partnership agreement also outlines the KPIs the partnership intends to develop. These include:

- Increase the offer of apprenticeships in the TCLF industry by 20%;
- Support 10,000 SMEs in their digitalisation efforts;
- Design 20 new educational processes and tools responding to green and digital skills;
- Increase the 'training of trainer' offer by 10% across the EU.
- Increase diversification (gender, age, background) in TCLF company management by up to 5% each year, in particular access to higher positions by women;
- Increase diversification of TCLF workforce (inclusion of migrant workers and increase of female workers in technical jobs) by up to 5% each year.

- Increase enrolment of students and workers from other sectors in TCLF VET/HE programmes by 5% each year.
- Create a European pool of companies that are willing to partner with foreign EU VET/HE providers for TCLF exchange apprenticeship programmes.

LSP activities in 2024

The TCLF LSP conducted various activities with its membership in 2024. Highlights for the year include:

- Meeting led with LSP members, with the average level of attendance estimated by the coordinators at **25%**. This meeting covered key topics including the role of upskilling and reskilling in the green and digital transition, the European Commission's action plan on labour and skills shortages, and an in-depth presentation of the TCLF SkillBridge project. Stakeholders also shared regional experiences, followed by an interactive session focused on establishing Regional and Local TCLF Skills Partnerships under the Pact.
- Launch of regional workshops under the TCLF SkillBridge project in four regions to initiate discussions on Pact-affiliated Regional Skills Partnerships, with more taking place in 2025.
- Engagement of regional and local stakeholders across all three projects (SkillBridge, METASKILLS4TCLF, AEQUALIS4TCLF) to support the creation of Regional Skills Partnerships. With AEQUALIS4TCLF and TCLF SkillBridge both launching in 2024, the year marked a strong foundation for stakeholder collaboration and momentum from the outset.
- Mapping of existing upskilling and reskilling support in METASKILLS4TCLF and AEQUALIS4TCLF, identifying gaps and opportunities for green and digital skills development.
- Preparation of "Diversity Workshops" in seven countries under AEQUALIS4TCLF, to be held in 2025–2026, focusing on gender balance, migration, and diversity.
- Development of a Diversity Manifesto to reinforce the partnership's commitment to equality, inclusion, and anti-discrimination in the TCLF sectors.

Across all LSPs, there was an improvement in the overall engagement of members, with LSP coordinators indicating **47%** of their members were very active in contributing to reaching the LSP's objectives (i.e., presenting their work, providing data for skills forecasting, etc.) in 2024, compared with 41% in 2023. Further, the share of members considered inactive decreased from 34% in 2023 to **27%** in 2024.

The TCLF LSP's responses to these questions were slightly below the average across all LSPs. When asked about the level of engagement amongst the LSP's members, the TCLF coordinators reported that 20% of members were very active in 2024, which was the same level reported in 2023. The proportion of inactive members was reported at 60% in 2024, which is an increase from 50% the previous year. To encourage engagement among members, coordinators maintained active communication through the TCLF Skills Alliance LinkedIn and the TCLF Skills Alliance Steering Committee, promoted knowledge sharing, supported participation in the European Alliance for Apprenticeships, and initiated the creation of a community of Erasmus+ skills-focused projects. They also facilitated member involvement in key EU-funded initiatives - such as METASKILLS4TCLF, AEQUALIS4TCLF, and TCLF SkillBridge - while supporting regional efforts like the Andalucía Pact for Skills and international collaborations like the LEATECH Erasmus Mundus Master.

Examples of TCLF LSP members' activities

The Pact for Skills membership survey asked all members to report activities they undertook in 2024 to support the Pact for Skills principles and the commitments of their partnership. This section highlights activities reported by members of the TCLF LSP.

Promoting a culture of lifelong learning for all

- **INESCOP** trained 698 individuals in 2024 - 327 men and 371 women - including 495 company assistants and 115 unemployed people, through courses open to all regardless of employment status or gender. The training emphasised the use of digital applications for footwear design and pattern making and also engaged VET trainers to promote digital innovation in the sector.

Monitoring skills supply & demand and anticipating skills needs

- **ATP-Associação Textil e Vestuário de Portugal** worked with CITEVE, MODATEX, and industry partners to assess emerging skill needs and deliver targeted training in sustainability, digitalisation, and competitiveness, ensuring alignment between education and labour market demands.
- **CITEVE**, through both its Academy and the Moda consortium, conducted studies to update the National Qualifications Catalogue and develop new qualifications aligned with industry needs, helping to anticipate future skills in the fashion and textile sectors.

Building strong skills partnerships

- **Unitex**, in partnership with the Auvergne-Rhône-Alpes region, finalised a formal action plan on employment, training, and skills in the textile industry for 2024–2027.
- **CCDR-Norte** actively contributed to the development of a regional Pact for Skills action plan in Northern Portugal, aligning it with the region's Smart Specialisation Strategy and involving multiple sector stakeholders.

Working against discrimination and for gender equality and equal opportunities

- **SPIN360**, through the METASKILLS4TCLF project, contributed to the development of a manifesto promoting inclusion and combating discrimination across the TCLF sectors.
- **PIN - Servizi didattici e scientifici per l'Università di Firenze** integrated training modules on inclusion and gender equality into its curricula and ensured inclusive language in promotional campaigns, in line with its Gender Equality Plan.

Please see **Annex C** for examples of actions taken by members of other LSPs.

Further information on the TCLF LSP's activities and outcomes is presented in the following section of the report.

LSP outcomes

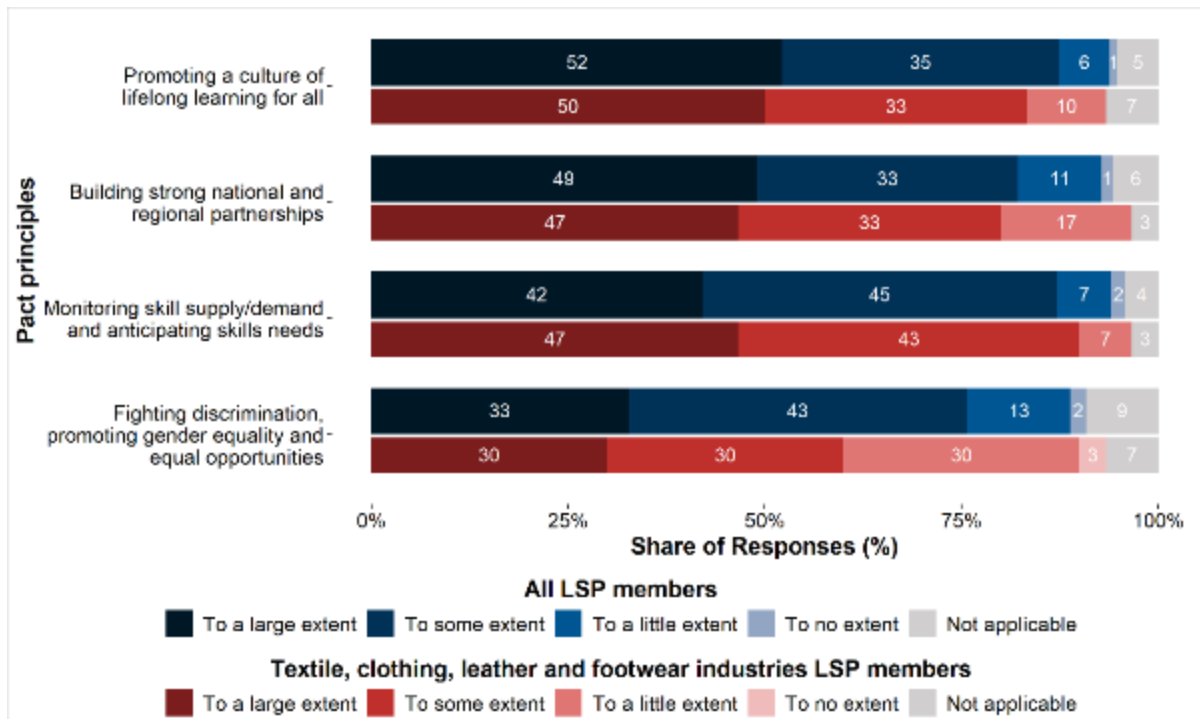
This section presents data from the 2024 membership and coordinators surveys on the activities of LSPs and their members, as well as the progress they have made towards the Pact for Skills principles. The results for the TCLF LSP are presented in red alongside the aggregate results of all LSPs, which are shown in blue.

Progress on Pact for Skills principles

Members of the Pact for Skills were asked to provide an assessment of their progress in relation to the core Pact principles. For the **TCLF LSP**, the largest share of respondents reported contributing to *monitoring skill supply/demand and anticipating skills needs*, with 90% of members contributing to this principle either to a large or some extent. This is closely followed by the principle of *promoting a culture of lifelong learning for all*, with 83% of members reporting a contribution to this principle to a large or some extent.

Across the Pact as a whole, **LSP members** reported contributing most to *monitoring skill supply or demand and anticipating skills needs* and *promoting a culture of lifelong learning for all*, with 87% of all LSP members indicating their activities contributed to a large or some extent towards these Pact principles. The blue values in Figure 5 below show the results for all LSP members, while the red values show the complete results for the TCLF LSP.

Figure 5. LSP member assessment of contribution towards Pact principles



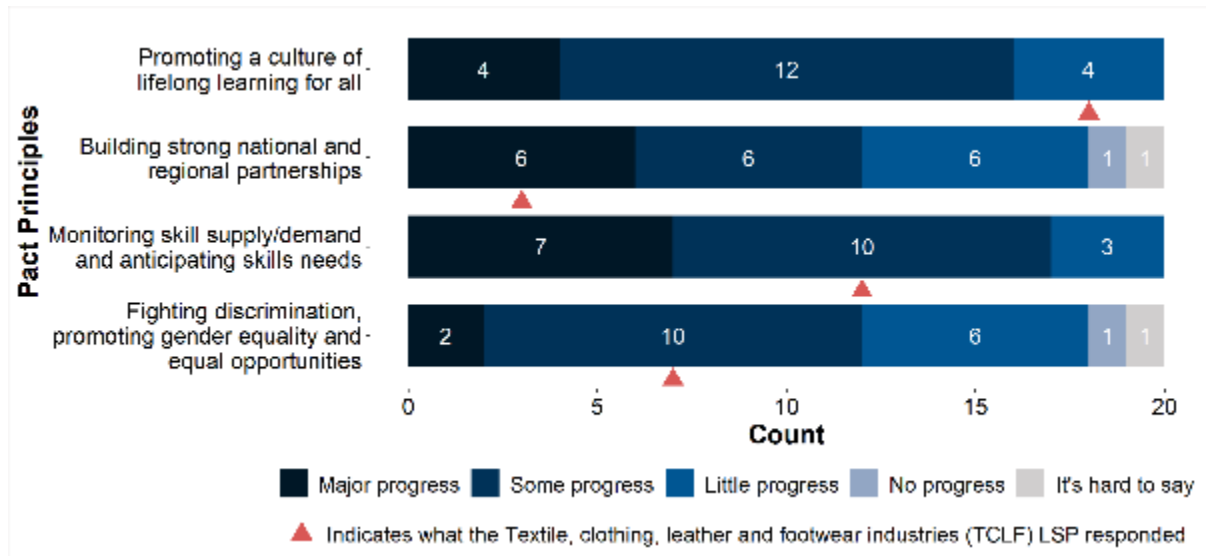
Source: Ecorys, Pact for Skills Membership Survey, 2025.

LSP coordinators were asked to report on the same question in the LSP coordinators survey. For the **TCLF LSP**, the Coordinators reported major progress towards *building strong national and regional partnerships*. In addition, the Coordinators reported some progress towards *monitoring skill supply /*

demand and anticipating skills needs and fighting discrimination, promoting gender equality and equal opportunities.

In contrast **LSP coordinators** reported contributing most to *monitoring skill supply / demand and anticipating skills needs*, with 17 coordinators reporting some or major progress. This feedback also reflects the general perspective of LSP members, as shown in the figure above. This was followed *promoting a culture of lifelong learning for all* (16), *building strong skills partnerships* (12) and *fighting discrimination, promoting gender equality and equal opportunities* (12). The blue values in Figure 6 below show the complete results across all LSP coordinators, while the red triangles show the results for the TCLF LSP.

Figure 6. LSP coordinator perception of progress towards Pact principles



Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

Key Performance Indicators

Each year, the membership survey collects self-reported data from Pact members on a series of KPIs related to their upskilling and reskilling activities. Table 5 below shows the KPIs achieved by members of the TCLF LSP, alongside the values achieved by all LSP members and all Pact members, alongside the number of respondents who contributed to these values. The KPIs are not independently verified and may be subject to errors. See Annex A for more insight on the methodology used to analyse these KPIs.

Table 5. KPIs for Pact members and LSP members achieved in 2024

Activity type	Value reached by all Pact members	Number of Pact members reporting (N)	Value achieved by LSP members	Number of LSP members reporting (N)	Value achieved by TCLF LSP members	Number of TCLF LSP members reporting (N)
Number of people who took part in upskilling or reskilling activities	2,626,939	616	1,929,146	253	178,194	22
Percentage of employees that took part in upskilling or reskilling activities	69%	563	33%	230	68%	23
Number of training programmes developed	37,717	671	16,140	258	1,941	24
Number of training programmes updated	10,080	438	4,373	173	1,195	18
Number of individuals who participated in events dedicated to skills needs, skills anticipation, or upskilling and reskilling efforts	975,503	571	382,727	238	1,972	19
Number of individuals reached by social media posts dedicated to skills needs, skills anticipation, or upskilling and reskilling efforts	66,529,852	555	31,633,063	235	398,713	19
Number of people reached by other communication outputs (i.e., reports, insight papers, newsletters, etc.) dedicated to skills needs, skills anticipation, or upskilling and reskilling efforts	12,128,126	534	4,622,332	221	32,488	19
Number of stakeholders joining a skills partnership or network	42,167	440	16,778	187	754	22
Amount of financial investment into upskilling/reskilling (EUR)	650,420,669	150	396,474,917	58	316,254,967	11

Source: Ecorys, Membership Survey, 2025.

Skills priorities for Pact members

Pact members were asked about the key skill challenges facing their organisations.

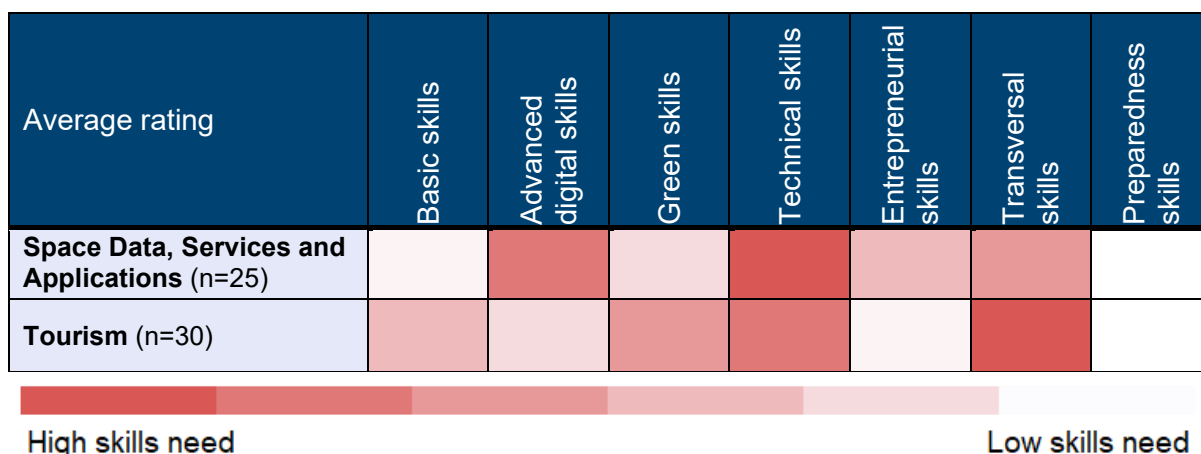
Outstanding skill needs by LSP

The membership survey asked respondents to indicate the skills needs of their workforce and broader sector, ranking skills from most pressing to least pressing. Members of the TCLF LSP identified technical skills as the most pressing skills need, followed by green skills and advanced digital skills. Technical skills was the top ranked skills need by the majority of LSPs. The TCLF LSP had an overall ranking of skills needs that closely mirrored those of the Agri-food, Automotive, and Construction LSPs, with technical skills and green skills among the top priorities and similar positioning for other skills further down the list. **Error! Reference source not found.** shows the complete ranking of skills, broken down by LSP.¹¹

Table 6. Ranking of skills needs by LSP members

Average rating	Basic skills	Advanced digital skills	Green skills	Technical skills	Entrepreneurial skills	Transversal skills	Preparedness skills
Textiles, clothing, leather and footwear (n=33)							
Agri-food (n=29)							
Automotive (n=12)							
Construction (n=18)							
Cultural and Creative Industries (n=35)							
Digital (n=35)							
Energy Intensive Industries (n=22)							
European Health Industry (n=15)							
Health (n=16)							
Proximity and Social Economy (n=46)							
Renewable Energy (n=9)							
Retail (n=9)							

¹¹ This analysis excludes members of more than one LSP to ensure the results are accurate and relevant to the specific ecosystem.



Source: Ecorys, Membership Survey, 2025.

Challenges for SMEs

SMEs make up a significant portion of the Pact for Skills, representing 19% of all members registered to the Pact for Skills. The **TCLF LSP** has 9 members that are registered as an SME in the Pact for Skills database.

The general membership survey results identified experiences and challenges faced by SMEs. A **lack of financial resources** (62%; 94) was the most common challenge faced by SMEs in their work on skills development and anticipation in 2024, followed by a **lack of human resources** (55%; 83). Notably, 31% more SME members reported financial limitations as a challenge compared to last year, and 14% more faced human resource limitations. The third most common challenge for SMEs was a **high administrative burden** when delivering upskilling and reskilling activities (31%; 47). When asked what type of support they would need to deliver upskilling and reskilling activities, the most common response was *tailored support to SMEs*, such as through sharing specialised resources and best practices for SMEs in each sector. Another suggestion was to provide *opportunities to develop partnerships across members*, such as through networking opportunities, which could increase the human resources SMEs are able to draw on.

Contribution of LSPs

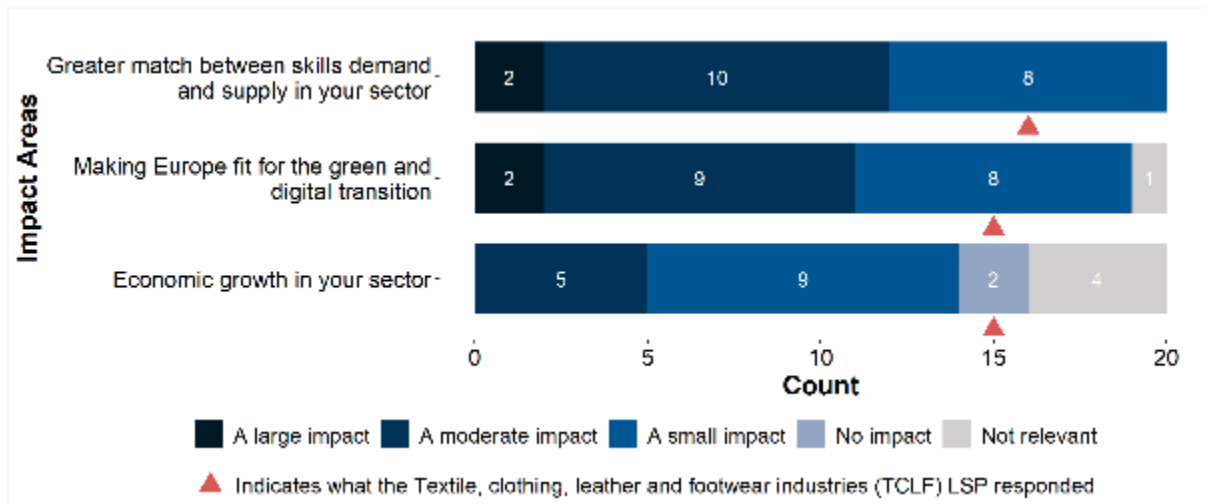
This section covers how LSP involvement has contributed to members' upskilling and reskilling activities. It presents the perceived impact and added value of LSP involvement, and how useful specific activities and outputs are for members. The section draws on responses from both the coordinators and membership surveys, with the results of the TCLF LSP shown in red and the aggregate results across LSPs shown in blue.

Coordinators views on LSP impact

LSP coordinators were asked about the broader impact their activities have had in the ecosystem they operate in. For the **TCLF LSP**, the Coordinators reported that the LSP's activities have a small impact on *ensuring a greater match between skills demand and supply in their sector* and on *making Europe fit for the green and digital transition*.

LSP coordinators generally felt they had the largest impact on *creating a greater match between skills demand and supply in their sector*, with 12 coordinators indicating their work had a large or moderate impact in this area. This was followed by *making Europe fit for the green and digital transition*, with 11 LSP coordinators indicating they had a large or moderate impact in this area. The blue values in Figure 7 below show the complete results across all LSP coordinators, while the red triangles indicate the responses from the TCLF LSP.

Figure 7. LSP coordinators' perception of impact on sector



Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

LSP coordinators were also asked about the extent to which their LSP contributed to specific activities amongst their members. For the **TCLF LSP**, reported a small contribution to all three areas, namely *introductions and networking among members*, *discussions or mutual learning among members* and *common work or collaboration among members*.

The area with the highest level of contribution perceived by **LSP coordinators** overall was *introductions and networking among members*, with 18 coordinators reporting they made a large or moderate contribution in this area. This was followed by *common work or collaboration among members* (17) and

discussions or mutual learning among members (16). Figure 8 below shows the complete results across all LSP coordinators, including the TCLF LSP.

Figure 8. LSP coordinator perception of impact on members

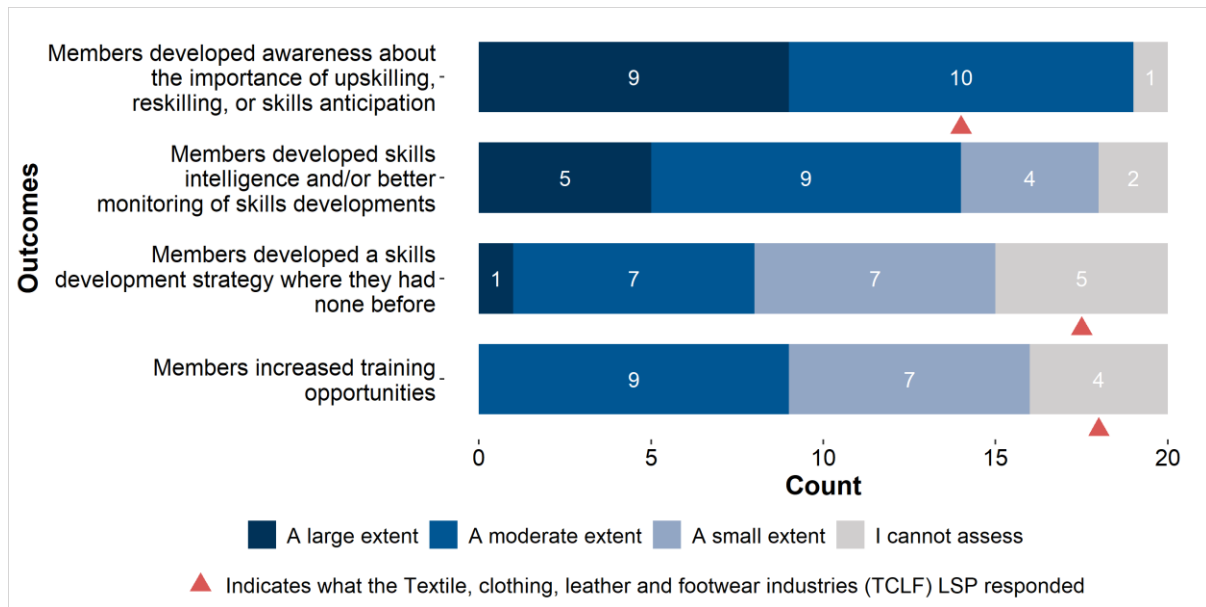


Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

In addition to the impact LSP involvement has on members, LSP coordinators were asked to assess the extent to which involvement in the Pact overall supported outcomes for members. For the **TCLF LSP**, the Coordinators reported that the Pact had a moderate impact on *developing members' awareness of the importance of upskilling, reskilling or skills anticipation*. They indicated that they were unable to assess the Pact's contribution to *developing members' skills intelligence or monitoring and increasing training opportunities among members*.

The area with the highest level of contribution perceived by all **LSP coordinators** responding to the survey was *developing members' awareness of the importance of upskilling, reskilling or skills anticipation*, with 19 coordinators reporting a large or moderate contribution in this area. This was followed by *members' development of skills intelligence or monitoring* (14) and *increased training opportunities among members* (9). The Figure 9 below shows the complete results across all LSP coordinators.

Figure 9. LSP coordinators’ responses on the perceived outcomes of Pact membership



Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

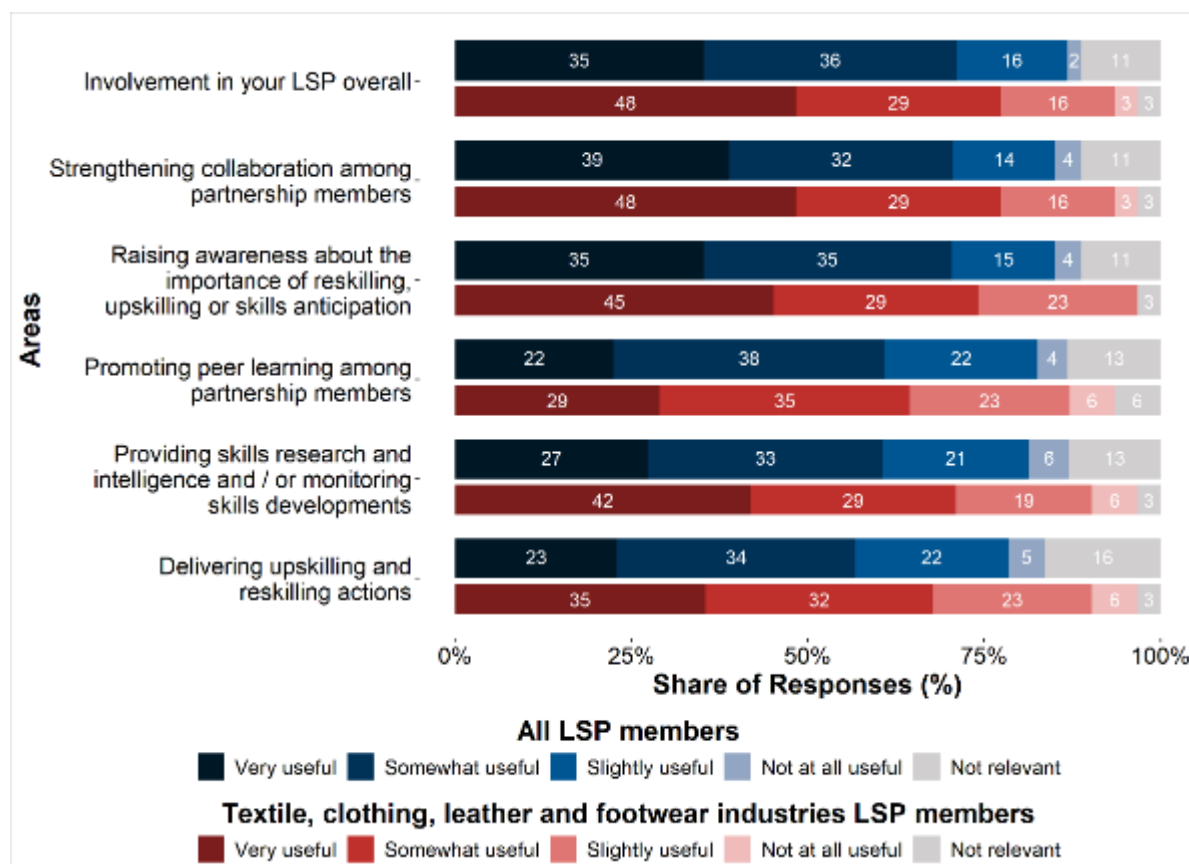
Members’ views on LSP involvement

LSP members were asked for their views on how useful involvement in their LSP has been for their upskilling and reskilling activities, and the impact this has had on their organisation.

LSP members were first asked about the usefulness of involvement with their LSP overall and in terms of specific activity areas. For the **TCLF LSP**, 77% of members indicated that involvement in the LSP was very or somewhat useful overall. In terms of activity areas, 77% of members indicated that involvement with the LSP was very or somewhat useful for *strengthening cooperation among partnership members*, and 74% for *raising awareness about the importance of reskilling, upskilling or skills anticipation*. This was followed by 71% of members who found that involvement in the LSP was very or somewhat useful in providing skills research and intelligence and/or monitoring skills developments.

Across all LSPs, 71% of **LSP members** indicated that *involvement with their LSP* was very or somewhat useful overall. In terms of specific activity areas, the largest share of LSP members felt that LSP involvement was useful for *strengthening collaboration among partnership members* (71% indicated their LSP was very or somewhat useful for this). This was followed by *raising awareness about the importance of reskilling, upskilling or skills anticipation* (70%). Figure 10 below shows the responses for members across all LSPs in blue, as well as the TCLF LSP in red.

Figure 10. LSP member views on usefulness of LSP involvement

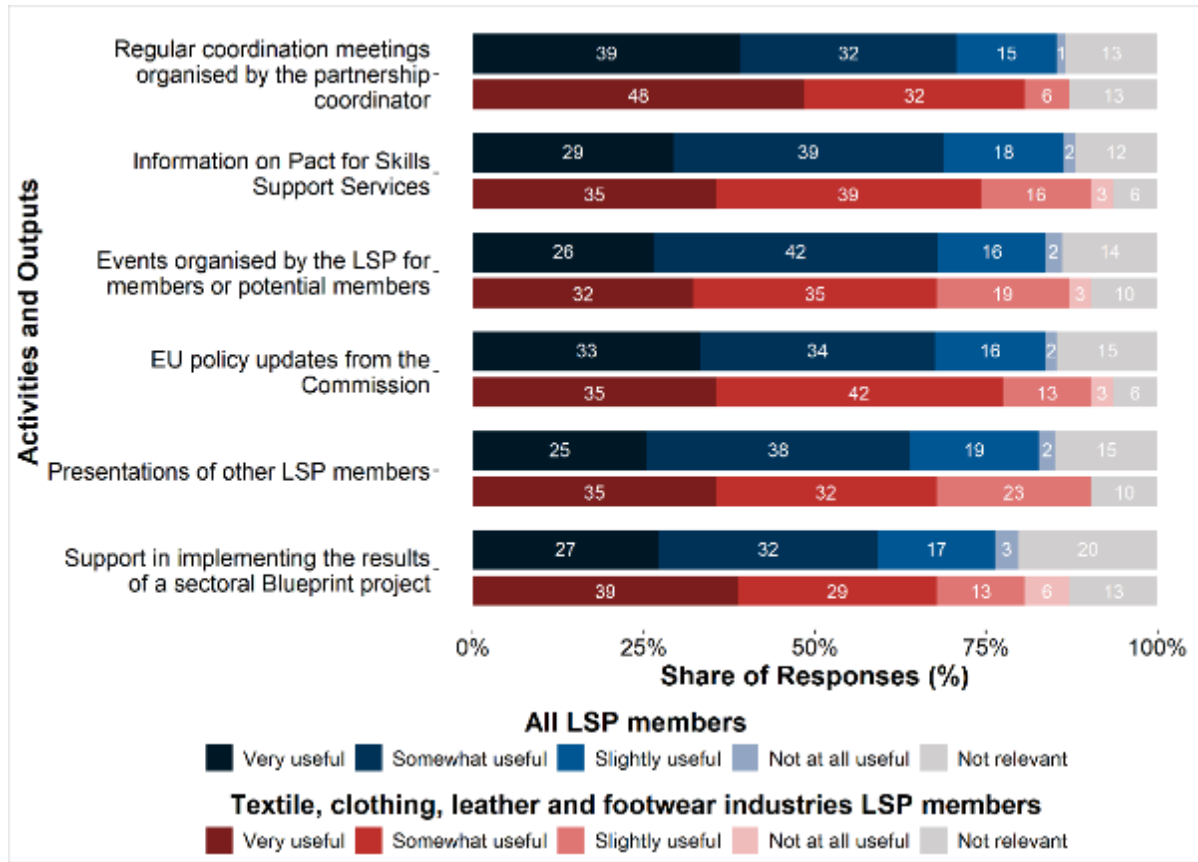


Source: Ecorys, Pact for Skills Membership Survey, 2025.

LSP members were then asked about the usefulness of specific activities and outputs of their LSPs. For the **TCLF LSP**, 80% of members found *regular coordination meetings organised by the coordinator* either very or somewhat useful. Members also reported that they found *EU policy updates from the Commission* either very or somewhat useful (77%). In addition, 74% of them found information on the Pact for Skills Support Services either very or somewhat useful.

Amongst all Pfs members that are members of LSPs the responses to this question have a higher share of members indicating they are 'Not relevant'. Nevertheless, the activity with the highest share of **LSP members** indicating it was very or somewhat useful was *regular coordination meetings organised by the coordinator* (71%). This was followed by *information on Pact for Skills Support Services and events organised by the LSP for members or potential members* (both 68%). Figure 11 below shows the full results for members across all LSPs, as well as for the TCLF LSP.

Figure 11. LSP member views on usefulness of LSP activities and outputs

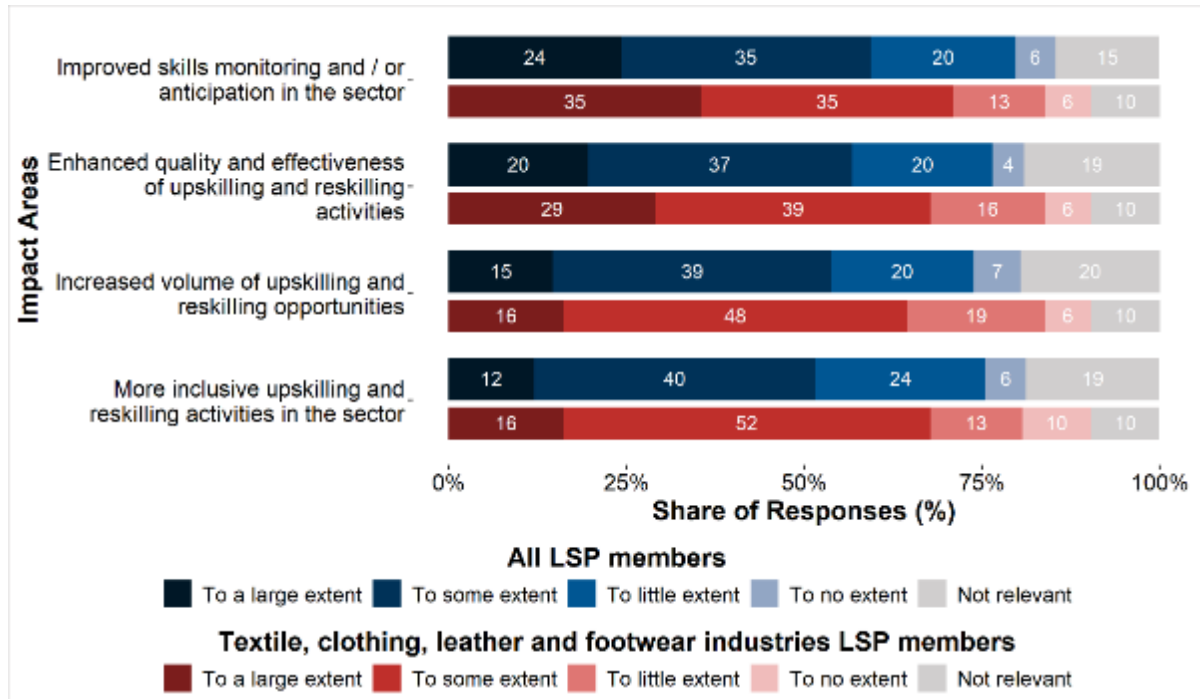


Source: Ecomys, Pact for Skills Membership Survey, 2025.

LSP members were also asked about their views on the impact that LSP involvement has had on their organisation. For the **TCLF LSP**, the largest share of members (70%) indicated involvement in the LSP had some or a large impact on *improved skills monitoring and / or anticipation in the sector*. This was followed by *enhanced quality and effectiveness of upskilling and reskilling activities* and *more inclusive upskilling and reskilling activities* (both 68%).

Across all **LSP members**, the largest share of respondents (69%) indicated that their LSP had some or a large impact on *improved skills monitoring and / or anticipation in the sector*. This was followed by *enhanced quality and effectiveness of upskilling and reskilling activities* (57%) and *increased volume of upskilling and reskilling activities* (54%). Figure 12 below shows the full results for members across all LSPs, including the TCLF LSP.

Figure 12. LSP member views on impact of LSP involvement within their organisation



Source: Ecorys, Pact for Skills Membership Survey, 2025.

Members of LSPs were asked to provide specific examples of how involvement with an LSP contributed to the upskilling and reskilling activities of their organisation. **TCLF LSP** members mentioned opportunities for *collaboration* most often, followed by *knowledge sharing* and *monitoring activities*, as greater insights shared across members has led to better anticipation of trends and new skills needs.

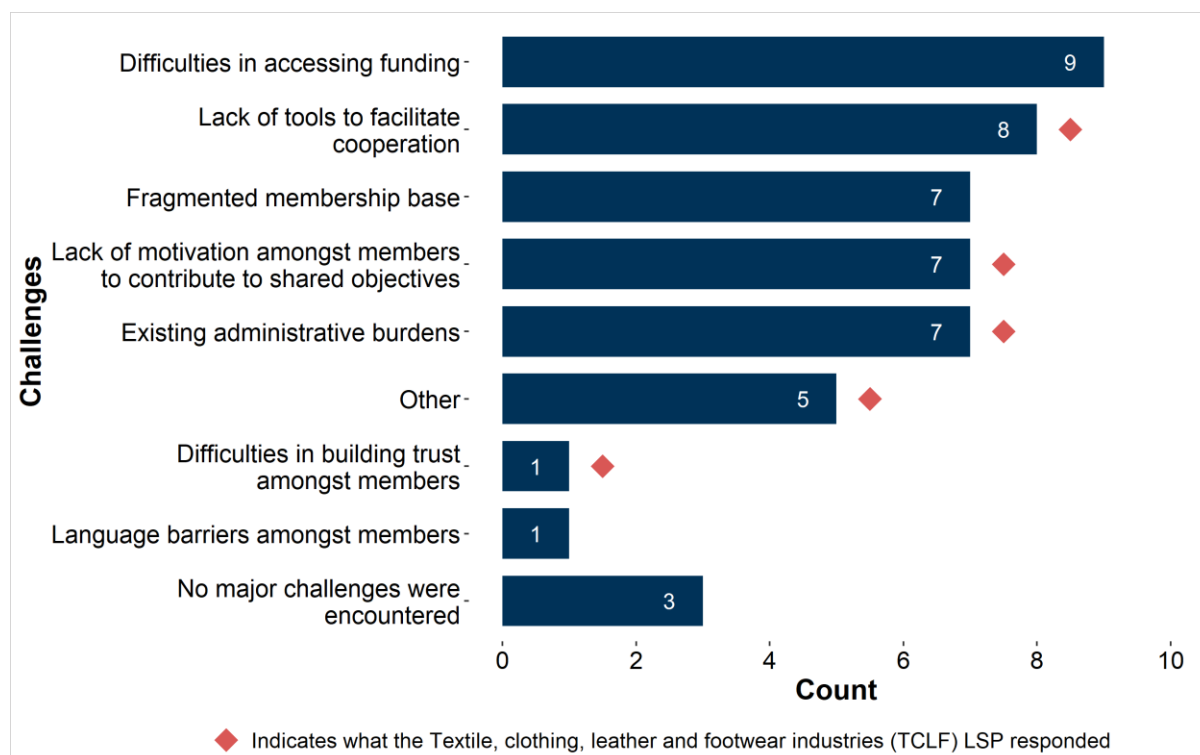
Across members of all LSPs, *opportunities for collaboration* was most frequently mentioned (64 responses), similarly to last year, with LSP members providing numerous examples of co-creation and the implementation of new projects and initiatives as a result of connecting with other organisations in their LSP. The added value of working across sectors, transnationally, and with local or regional-level stakeholders was particularly highlighted in these responses. *Knowledge sharing* was also commonly mentioned (36 responses), with members highlighting the value of learning about best practices, particularly for smaller organisations, and aligning efforts across the ecosystem to reach economies of scale. *Better informed and newly developed training programmes* (26 responses), *access to funding* that supports the implementation of skilling and reskilling activities (24 responses), and *increased visibility of member activities* were also mentioned as clear benefits of LSP involvement (9 responses).

Challenges and good practices in LSP coordination

LSP coordinators were asked to assess challenges they faced when making progress towards the commitments or expected outcomes of their LSP. For the **TCLF LSP**, Coordinators reported facing a *lack of tools to facilitate cooperation* and a *lack of motivation amongst members to contribute to the LSP's objectives*. Coordinators also reported challenges as regards *existing administrative burdens* and difficulties in *building trust among the LSP's members*.

For all **LSP coordinators**, the most commonly faced challenges were *difficulties in accessing funding* (9) and a *lack of tools to facilitate cooperation* (8). Some coordinators indicating *Other* also reported having a lack of time or resources to dedicate to the development of partnerships or their activities. Figure 13 below shows the complete results reported by coordinators across LSPs, as well as the TCLF LSP.

Figure 13. Challenges for LSP coordinators in progressing towards their commitments

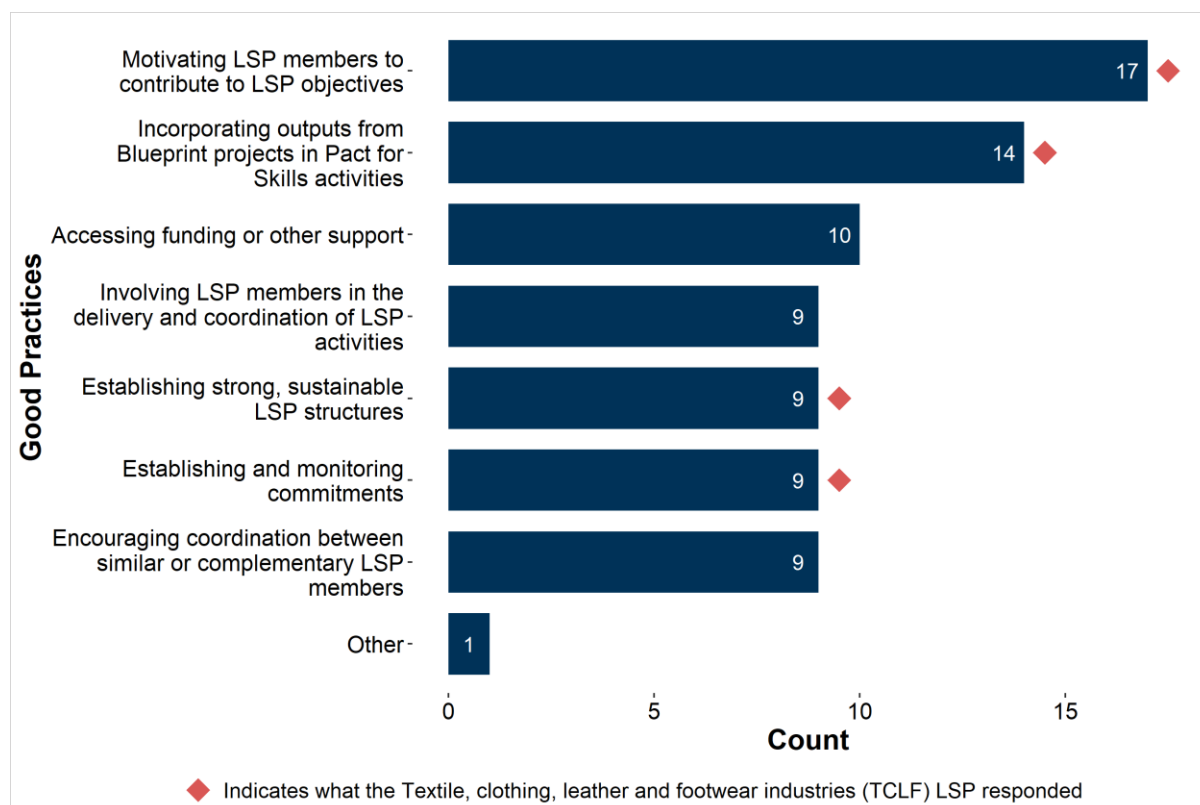


Source: Ecorys, *Pact for Skills Coordinators Survey, 2025*.

LSP coordinators were then asked to indicate in which areas they felt they could benefit from good practice examples from other LSPs. For the **TCLF LSP**, Coordinators felt that they could benefit from good practice examples related to *motivating LSP members to contribute to LSP objectives*, *incorporating outputs from Blueprint projects in Pact for Skills activities*, *establishing strong, sustainable LSP structures* and *establishing and monitoring commitments*.

The most commonly indicated area across all **LSP coordinators** was *motivating LSP members to contribute to LSP objectives*, with 17 coordinators indicating they would benefit from positive examples of this. This was followed by *incorporating outputs from Blueprint projects in Pact activities* (14) and *accessing funding or other support* (10). Figure 14 below shows the complete results reported by coordinators across LSPs, as well as the results specific to the TCLF LSP.

Figure 14. Areas where coordinators felt they could benefit from positive examples



Source: Ecorys, *Pact for Skills Coordinators Survey, 2025*.

In the coordinators survey, LSP coordinators were asked to provide **good practices** that they felt may be useful to other coordinators. Several examples were shared, largely related to funded projects supporting the aims of the LSP, events, and strategies for improving member and prospective member engagement.

Several coordinators mentioned the value of **funded projects** that support LSP activities. For example, the Automotive LSP mentioned their Blueprint project, funded by the Erasmus+ programme, which aims to develop a sectoral approach to skills and support skills matching, while the Tourism LSP mentioned the value of developing links between their Blueprint project, PANTOUR, and their CoVE.

Coordinators also mentioned several good practice examples of **events**. The Cultural and Creative Industries LSP mentioned their Creative Skills Week, which serves as a central hub for the sector and a key platform for knowledge sharing amongst both LSP and non-LSP members, and the Digital LSP mentioned their matchmaking events that support organisations in accessing funding opportunities.

To **improve member engagement**, LSP coordinators highlighted the value of in-person events and opportunities for exchange. The Health LSP described their use of in-person workshops for members and prospective members to enable co-creation and increase participation. Similarly, the Agri-Food LSP organises a yearly in-person event for members, and the Automotive LSP mentioned their organisation of exchange and peer learning activities. The Agri-Food LSP also mentioned their quarterly newsletter containing key LSP updates and their dedicated LSP website, which both support continued member engagement.

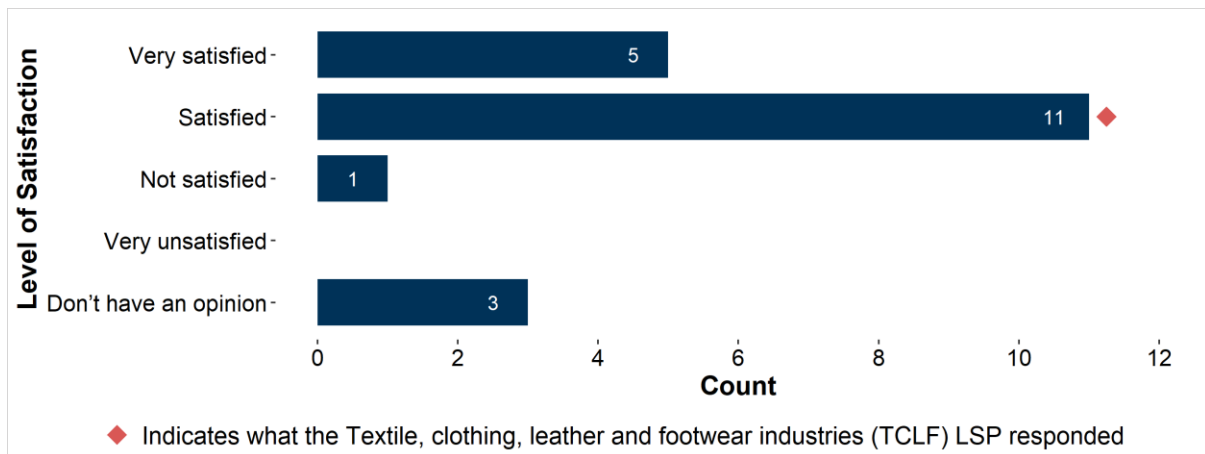
Feedback on Support Services

The final section of this report summarizes the feedback from LSP coordinators regarding the activities and support offered by the Pact for Skills Support Services. It also includes their recommendations for potential future support areas.

Satisfaction with existing services

The **TCLF LSP** indicated they were satisfied with the support services provided to their partnership. This is in line with vast majority of **LSP coordinators** (11). The blue values in Figure 15 below show the results across all LSP coordinators, while the red diamond indicates the response from the TCLF LSP.

Figure 15. LSP coordinator satisfaction with the support services provided to their partnership



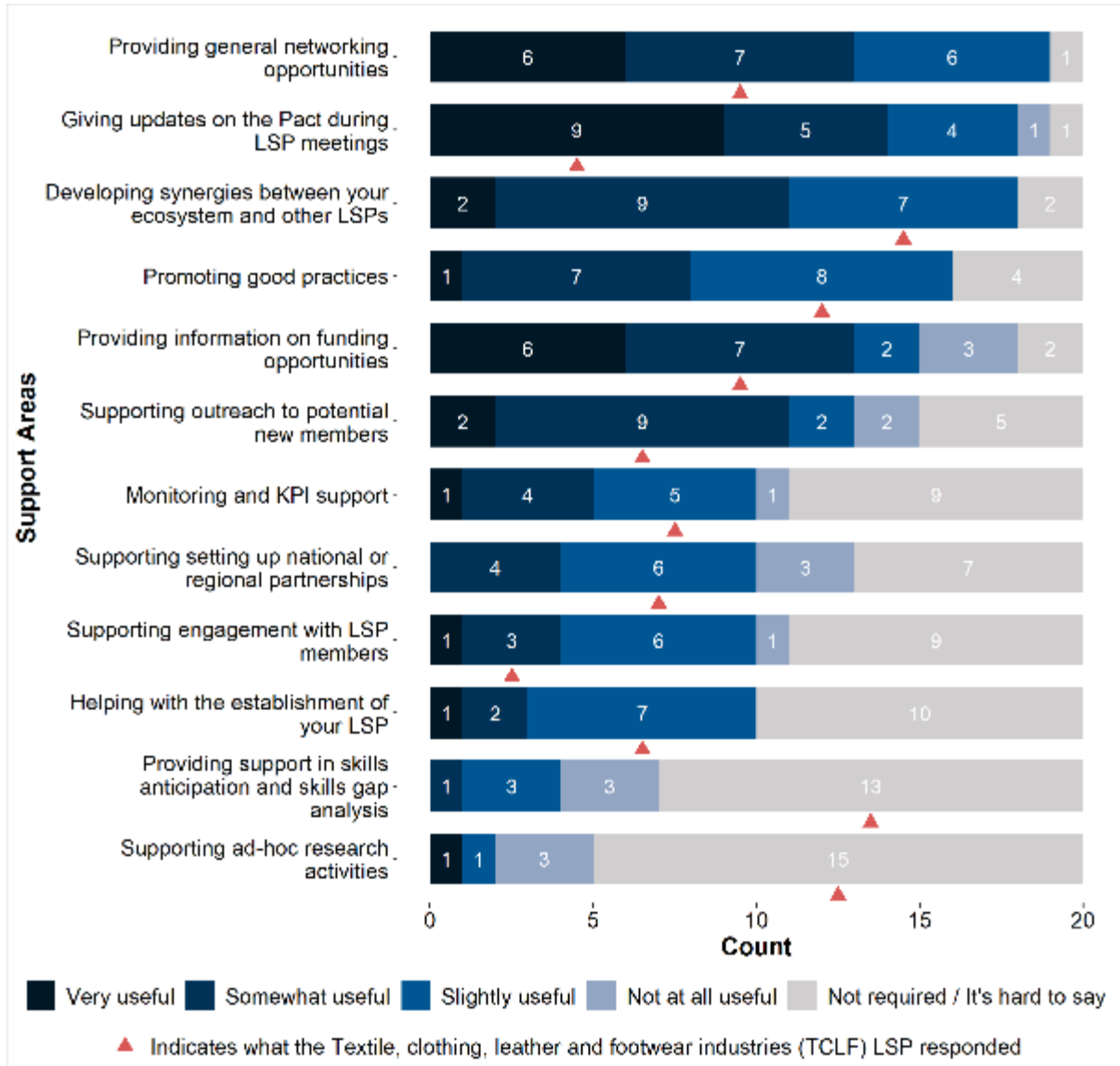
Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

LSP coordinators were asked to indicate the usefulness of various areas of support provided by support services. For the **TCLF LSP**, the Coordinators indicated that *giving updates on the Pact during LSP meetings* was very useful, while *providing general networking opportunities, providing information on funding opportunities, supporting outreach to potential new members and supporting engagement with LSP members* were considered as somewhat useful.

As the LSPs are provided tailored support depending on their needs, not all support areas are relevant to each LSP, which can be seen by the high share of responses under 'Not required / It's hard to say'. Nevertheless, across all **LSP coordinators**, *giving updates on the Pact during LSP meetings* was considered most useful, with 14 coordinators indicating that this was very or somewhat useful. This was followed by *providing general networking opportunities* and *providing information on funding opportunities* (both 13). The complete results across all LSPs are shown in

Figure 16.

Figure 16. LSP coordinator responses on the usefulness of specific support areas



Source: Ecorys, Pact for Skills Coordinators Survey, 2025.

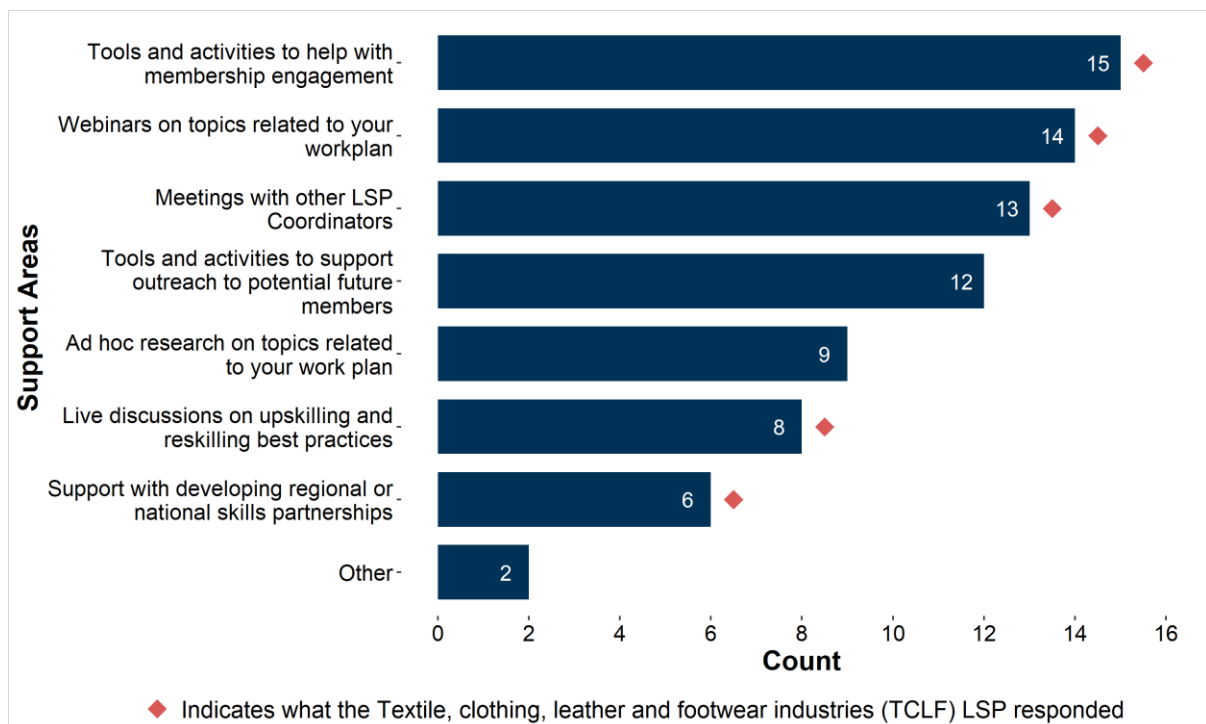
Suggestions for future services

When asked to suggest how the Support Services could better support LSPs, coordinators suggested facilitating **collaboration and partnership** through in-person meetings and workshops, and through opportunities for cross-sectoral networking to enable alignment on horizontal topics and transversal skills. To improve member engagement, coordinators suggested increasing **support for events, communications**, and other activities aimed at strengthening membership and attracting potential new members. In addition, **simplifying the registration process** and offering **advance notice of Pact activities** were suggested to improve participation and coordination. Coordinators also emphasised the value of facilitating **interactions between LSP coordinators** through meetings, webinars and live discussions on relevant topics. Other suggestions included improving **administrative support** with meetings, emails, proposals and access to funding, as well as providing more **sector-specific resources** and skills intelligence.

When asked to indicate where future support is needed, the **TCLF LSP** indicated that *tools and activities to help with membership engagement, webinars on topics related to their workplan, meetings with other LSP coordinators, live discussions on upskilling and reskilling best practices* as well as *support with developing regional or national skills partnerships* would be helpful in the future.

Overall, the largest number of **LSP coordinators** (15) indicated that *tools and activities to help with membership engagement* are needed. This was followed by *webinars on topics related to their workplan* (14), *meetings with other LSP coordinators* (13), and *tools and activities to support outreach to potential future members* (12). Coordinators who indicated *Other* suggested access to funding for LSP coordination activities and support with strategies to overcome language barriers among members. The complete results across all LSPs, as well as the TCLF LSP specifically, are shown in Figure 17.

Figure 17. Activities and resources coordinators would like to see more of in 2025



Source: *Ecoyrs, Pact for Skills Coordinators Survey, 2025.*

The Future of the Pact

When asked how the Pact should evolve in the future, LSP coordinators most often mentioned strengthening the **coordination between the Pact and other EU initiatives**, including Regional Skills Partnerships (Aerospace and Defence; Automotive; Cultural and Creative Industries; Health). Many coordinators acknowledged the aims of the Union of Skills to facilitate cross-initiative synergies, and expressed curiosity to see how this will be implemented in practice (Cultural and Creative Industries; Renewable Energy; Space Data, Services and Applications; Health).

Some coordinators emphasised the importance of **further developing LSP activities** in sectoral skills development to prevent duplication of efforts across initiatives, with the Pact for Skills serving as a framework for sectoral training initiatives (Automotive; Digital). Others highlighted the benefits of **cross-sectoral collaboration** among key stakeholders—including industry, education and training providers, regions, and social partners—to improve alignment on topics such as skills intelligence, transversal

skills, and cross-cutting issues (Automotive; Energy Intensive Industries). One suggestion included creating dedicated **opportunities for LSP coordinators to collaborate** on concrete actions (Automotive).

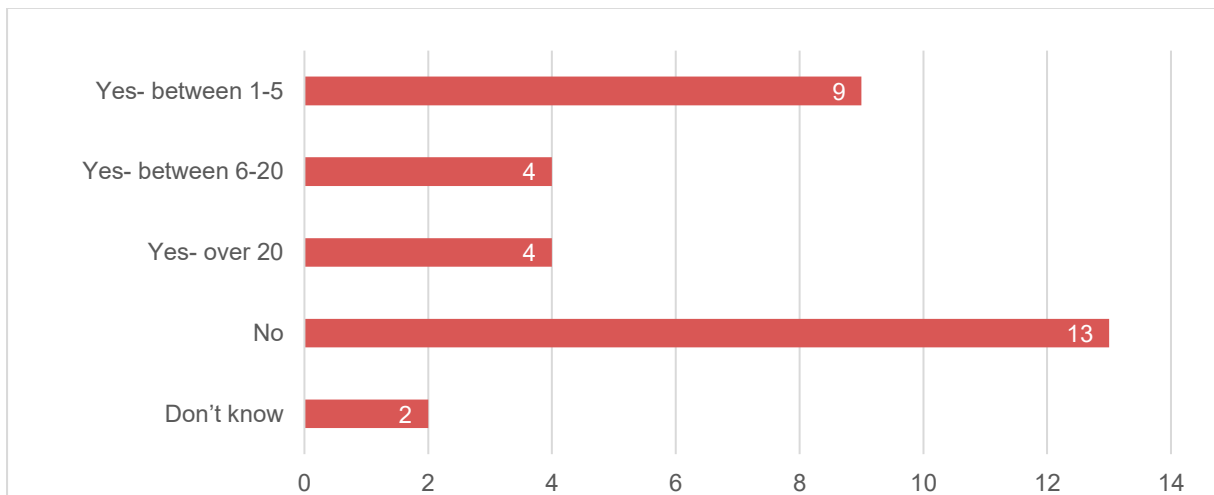
Additionally, coordinators proposed exploring opportunities for **funding calls dedicated to supporting sectoral and cross-sectoral coordination** (Automotive; Digitalisation of the Energy System; Tourism), and improving **mechanisms for tracking LSP progress** against commitments and **insights on skills demand and supply** across industries and regions (Textiles, Clothing, Leather and Footwear).

Analysis of LSP-specific questions

The coordinators of the TCLF LSP opted to include additional questions in the Pact for Skills membership survey for members of their LSP. The results of these questions are presented below.

To strengthen synergies with the European Alliance for Apprenticeships (EAfA), the TCLF LSP Coordinators introduced a set of apprenticeship-related questions to their members. Members were asked whether they currently offer apprenticeships and, if so, how many on average per year. The majority of respondents (17) confirmed that they do offer apprenticeships. Of these, nine reported offering between one and five placements annually, while four indicated providing more than 20 apprenticeships per year. Another four respondents offer between six and 20 placements annually. Two respondents were unsure and selected “don’t know.” The full breakdown of responses is illustrated in Figure 18 below.

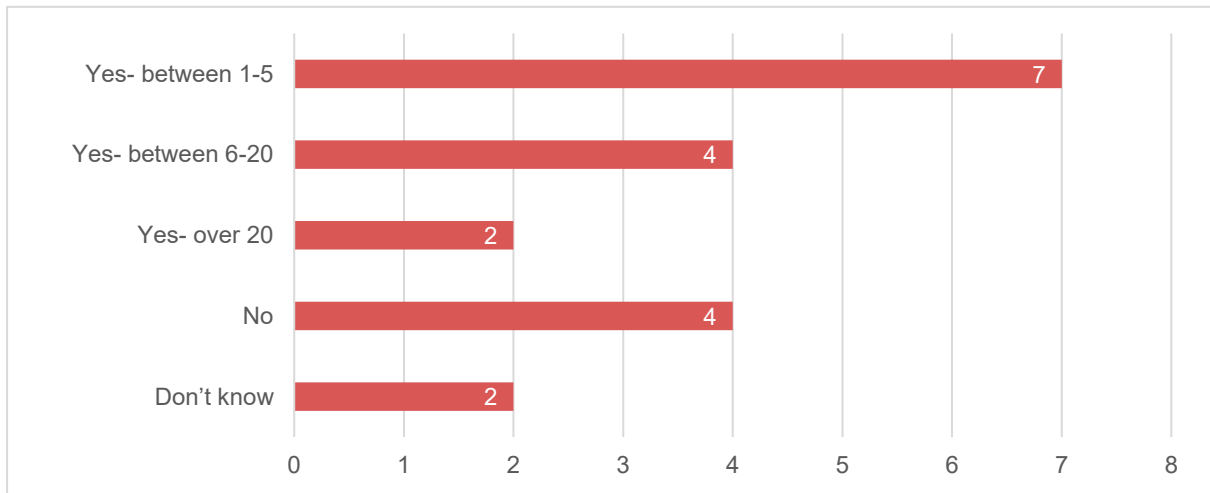
Figure 18 Apprenticeships offered by TCLF LSP members



Source: Ecorys, Pact for Skills Membership Survey, 2025.

TCLF LSP members who reported offering apprenticeships were also asked whether these programmes specifically target digital or green skills, and if so, how many. 13 respondents confirmed that their apprenticeships address green or digital competencies. Of these, the majority (seven) indicated offering between one and five such programmes. Two respondents reported offering more than 20 apprenticeship programmes focused on green or digital skills, highlighting a growing emphasis on sustainability and digital transformation within the sector.

Figure 19 Apprenticeships targeting green or digital skills



Source: Ecorys, Pact for Skills Membership Survey, 2025.

TCLF LSP members were asked what type of support they need to either develop or implement apprenticeships. The most commonly cited need among respondents for developing or implementing apprenticeships was **financial support**, mentioned by at least eight organisations. This included requests for subsidies to cover apprentice wages, training materials, mentorship, and other associated costs. Additional support needs included improving candidate intake and strengthening collaboration with companies and clusters to ensure programmes are aligned with labour market needs.

Annex A. Methodological Note

This report presents the results of the third Pact for Skills Annual Monitoring Exercise conducted between 28 January and 25 February 2025¹², among registered Pact for Skills members and LSP coordinators. The findings presented are based on analysis of answers to both quantitative and qualitative survey questions. The survey and analysis were conducted by Ecorys, on behalf of the European Commission.

In order to ensure the data included in the LSP progress reports are relevant and reliable, respondents to the survey that indicated being involved in a given LSP were independently verified based on members' registrations to the Pact database and the membership lists approved by LSP coordinators¹³.

As there are a limited number of respondents per LSP, further disaggregating responses, such as by organisation type or ecosystem, would not provide representative insights and are thus not included in this report. Where possible, relevant findings from analysis of organisation type or ecosystem across all Pact members has been incorporated to provide additional insights.

The KPI figures presented in the 'LSP Outcomes' section of this report are based on analysis of a set of eight key performance indicators (KPIs) for which values were collected through the survey. Respondents were invited to report values primarily in relation to their activities as an employer, or through work in collaborative projects or as education and training providers. However, there are limitations for this data that should be considered when interpreting the figures presented in this report:

- Type and quality of data reported: The annual monitoring survey is based on respondents' self-reporting. Thus, results reported in the survey cannot be individually verified, and the types and quality of data reported for each value may vary.
- Representativeness of reported values: Pact for Skills members consist of individual organisations, partnerships, LSPs, RSPs as well as representative / umbrella organisations which may represent other organisations in their sector. Thus, reported values may go beyond the number of respondents, and represent regional, national, or European networks of organisations.

To mitigate and limit the challenges from the above limitations of the dataset, the Ecorys research team implemented several methodological steps:

- The research team verified the highest values reported for the 'Number of people who took part in upskilling or reskilling activities' and the 'Amount of financial investment into upskilling/reskilling (EUR)' KPIs with respondents, to ensure the data reported was reliable and consistent with the research objectives.
- Any anomalous values were scrutinised by reviewing respondents' responses to other survey questions (e.g. cross-checking the value of the KPI 'number of your employees who took part in upskilling or reskilling activities' with the answer to the question 'how many individuals are currently employed by your organisation').

¹² The monitoring period covered by this survey is primarily January to December 2024. However, organisations or partnerships that registered after January 2024 were also invited to respond in cases where they were members of an LSP in 2024.

¹³ Available on the Industrial Ecosystems and Partnerships page of the Pact for Skills website: https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships_en.

- The research team excluded reported KPI values if deemed irrelevant to the scope of the survey, the objectives of the Pact (e.g. activities targeting young people) or the specific KPI for which the value was reported (i.e. for this decision, the 'comment' section of each KPI was individually verified).

Headline commitments

In 2024, a number of LSPs engaged in the exercise of defining headline commitments on the number and share of their workforce to be involved in upskilling and reskilling activities by 2030. The LSP progress reports support the monitoring of these commitments through an indicator on the percentage of an LSP's workforce that participated in upskilling and reskilling activities, as well as the total number of individuals upskilled or reskilled by LSP's members. The commitment may be used as an informative benchmark for the upskilling and reskilling activities of an LSP's members but does not represent a binding target. Furthermore, the use of the monitoring data presented in this report relation to this commitment should be limited by the survey's size and representativeness. While the headline LSP commitments are ecosystem-level targets, the annual survey only measures the activities of organisations that are members of the Pact and have responded to this survey, so does not capture the full scale of upskilling and reskilling activities across the ecosystem.

Annex B. TCLF LSP Respondents

Organisation
ASOCIACION VALENCIANA DE EMPRESARIOS DEL CALZADO
ATP-Associacao Textil e Vestuario de Portugal
Carite Calcados Lda
CCDR-NORTEIP
CEFRIEL-SOCIETA CONSORTILE A RESPONSABILITA LIMITATA
Centro Tecnologico do Calcado de Portugal
CITEVE
COBOT
COTANCE
CREATIVE THINKING DEVELOPMENT
CTCR
Fedustria
Gesamtverband der deutschen Textil- und Modeindustrie e V
HOGENT University of Applied Sciences Arts FTILab
IndustriAll European Trade Union
INESCOP
Inticom SpA - Yamamay
IVOC-IREC
Lukasiewicz Research Network - Institute for Sustainable Technologies
MODATEX - Centro de Formacao Profissional da Industria Textil Vestuario Confeccao e Lanificios
Modint
NETFAS
PIN - Servizi didattici e scientifici per l'Universita di Firenze
PIRIN-TEX EOOD
Polska Izba Przemyslu Skorzanego
Regione Lombardia - Direzione Generale Autonomia e Cultura
Regione Toscana
Siec Badawcza Luksiewicz - Lodzki Instytut Technologiczny
Spin360 Srl
Tampere University of Applied Sciences
The Italian Chamber of Commerce in Denmark - Danitacom
UNITEX
Universidad de Lleida
University of Zagreb Faculty of Textile Technology
VDAB
Veleuciliste u Sibeniku

Annex C. Additional examples of LSP member activities

This section presents examples of activities or actions that individual members have taken to support the work and aims of their LSP and the Pact more broadly.

Table 7. Additional examples of LSP member activities

Pact principle	Organisation	LSP	Description of activity
Promoting a culture of lifelong learning for all	Fondazione LINKS - Leading Innovation Knowledge for Society	Space Data, Services and Applications	The organisation provides an internal training programme for all employees that promotes technical and scientific competences, as well as socio-emotional skills. Additionally, all new employees are paired with an expert mentor during their first three years to support their personal development.
Promoting a culture of lifelong learning for all	El Corte Ingles Portugal	Retail	The member offers a range of free training courses to its employees that focus on transversal skills, such as digital, language, communication and relationship skills. In 2024, the organisation offered 12 free courses that had a total of 198 participants. Additionally, they offered a professional certification on Commerce Technician for employees through the process of Recognition, Validation and Certification of Skills (RVCC), which 21 employees completed in 2024.
Promoting a culture of lifelong learning for all	ArcelorMittal	Energy Intensive Industries	They launched a new learning platform in 2024 for all employees and subcontractors. The platform had 150,000 active users over the course of the year, and reached a total of 20,805 learners attending their weekly live sessions. The platform allows learners to express their learning needs and can share insights for others' learning needs, which has allowed them to be more responsive to learning needs as they emerge

Pact principle	Organisation	LSP	Description of activity
Monitoring skills supply & demand and anticipating skills needs	farmB Digital Agriculture	Agri-food	The organisation has made significant contributions to AI and robotics research in the agriculture sector. Through a project on human-robot collaboration, they developed AI models that assess worker-robot interactions to more precisely identify skills gaps that can be used for training programmes on enhanced human-robot collaboration. Another project on the impact of large language models on the agriculture workforce has provided insights aimed at helping stakeholders prepare for opportunities and risks associated with workforce adaptation to the digitalisation of the agriculture sector.
Monitoring skills supply & demand and anticipating skills needs	Consorzio per la Formazione Innovazione e la Qualita – CFIQ	Construction	The member is an education and training provider based in Italy. CFIQ uses internal tools that analyse employment needs and collaborates with companies, local authorities, and industry associations to identify the most needed skills. With these findings, they adapt their training offer to ensure their courses directly respond to labour market needs.
Monitoring skills supply & demand and anticipating skills needs	Fundacion CEAGA	Automotive	The foundation brings together automotive and mobility companies in the Galician regions through collaborative projects and training provision in its 'CEAGA Corporate University'. Each year, the group conducts consultation activities of their members and ad-hoc research on industry trends to ensure their trainings are adapted to new developments, requirements, and skills needs
Building strong skills partnerships	AMETIC	Health and European Health Industry	The member has developed and implemented Cyberhub Spain as part of the European Cyberhubs project, aiming to foster public-private collaboration to promote cybersecurity training in Spain and across Europe. Additionally, through the European BRIGHTskills project, AMETIC promotes upskilling and reskilling in digital health across various EU countries, reinforcing their network within this sector. They are also part of the Skills Working Group of the Industrial Alliance for Processors and Semiconductor Technologies, where they discuss strategies to promote training in microelectronics on a European scale.

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Pact principle	Organisation	LSP	Description of activity
Building strong skills partnerships	Turismo de Portugal	Tourism	The organisation has set up a National Training Commission, currently bringing together 62 public and private tourism players whose mission is to help define training strategies for the tourism sector. The Commission aims to create a space for cooperation, guaranteeing the importance of mainstreaming tourism education in the country. The national commission is supported by 12 regional commissions which monitor tourism training, suggest improvements, foster collaboration, and strengthen the capacity of training providers.
Building strong skills partnerships	Emphasys Centre	Digital and Proximity & Social Economy	The centre has continued its collaboration with the Europass Teacher Academy as the sole representative in Cyprus, providing professional development and training KA1 courses. This partnership, with a presence in over 18 EU countries and offering more than 300 Erasmus Courses to over 20,000 yearly participants, significantly expands the Centre's reach and impact in educator and teacher training. Additionally, Emphasys Centre has established collaborations with schools, VET training centres, and Adult Centres in Denmark, Romania, and Greece, and has partnered with the European Association of Service Providers for Persons with Disabilities (EASPD) to foster inclusive learning environments and address diverse learner needs across Europe.
Working against discrimination and for gender equality	CITEVE	Textile, Clothing, Leather and Footwear	The member promotes inclusive training and consultancy programs to combat discrimination and foster inclusion in the textile and clothing industry. They offer specialised training programmes focused on DEI, such as the 'Diversity, Equity and Inclusion in the Business Context' course, which introduces basic DEI concepts, identifies DEI as a strategic issue for companies, and provides examples of successful DEI business strategies. Additionally, CITEVE has developed sector-specific action plans to improve working conditions, and created good practice guides on social responsibility, underlining their commitment to an inclusive and equitable environment.

PROGRESS REPORT ON THE PACT FOR SKILLS TCLF SKILLS PARTNERSHIP

Pact principle	Organisation	LSP	Description of activity
Working against discrimination and for gender equality	Fundacion UCEIF - Centro Internacional Santander Emprendimiento CISE	Cultural and Creative Industries and Proximity and Social Economy	The organisation finalised the implementation of their Momentum for Cooperation project in 2024. The project was funded through the Asylum, Migration and Integration Fund (AMIF) and focused on promoting access to vocational training and the labour market for migrant women. Two new projects funded under Erasmus+ and the European Social Fund+ continue this work, with a focus on entrepreneurial and IT skills.
Working against discrimination and for gender equality	EIT InnoEnergy	Renewable Energy and Digitalisation of the Energy System	The agency is committed to demonstrating leadership in gender mainstreaming within the sustainable energy industry and the broader innovation and entrepreneurial community. They have a designated Diversity Manager who coordinates and promotes training and awareness opportunities within the organisation, using various communication tools such as their website, newsletters, reports, and meetings. EIT InnoEnergy also focuses on increasing female recruitment for their M.S./M.Eng. programs, supports female start-up founders and CEOs in their portfolio companies, and aims to achieve gender balance in participation in their innovation activities.