

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	Insuficient demand for skills utilisation due to low defence investment
Str. 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: Gather and disseminate lessons learned on how to attract talent	SA3: Contribute towards recognition of certification and a standardised EU-level accreditation system for training and education institutions	
Implementing activities	A1: Launch a Pact for Skills in defence	A1: Expand/upgrade the existing ecosystem (EDSP) to accelerate knowledge transfer, allow proactive communication of the sector's needs and faster response through large-scale industry-led partnerships (Pact for Skills)	A1: Foser the exchange of best practices and develop new incentives, in particular through a Pact for Skills	A1: Map existing VET and build a common VET catalogue	A1: Ensure calls for defence-specific activities
	A1: Develop and implement a skills strategy specifically on emerging technologies for defence	A1: Engage industry, academia and authorities in projects for collaborative building of trainings	A2: Produce a brochure on defence skills profiles for dissemination in events and universities	A2: Map and exchange best practices on apprenticeships in the defence domain	A2: Map and promote EU funding relevant for defence skills to create a one-stop-shop at EU level regrouping relevant funding
	A2: Leverage EDF with a Marie Curie for mobility of experts in the defence domain	A2: Develop and promote skills mapping and anticipation tools	A3: Introduce a section on best practices on the EDSP website. Include gender best practices	A3: Map existing qualifications and link with EU frameworks	A2: Organise events to clarify applying procedures, provide guidance, and facilitate consortia building
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

Planned activities or under implementation

Activities to be implemented under MFF 2021-2027