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: Strenghen 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					
A1: Launch a Pact for Skills with a strategic vision for upskilling and reskilling *R: COM/DEFIS*	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) *R: DEFIS, Assets+, Pact*	C1: Foster the exchange of best practices and develop new incentives, in particular through a Pact for Skills *R: Assets+, Pact*	D1: Map existing VET and build a common VET catalogue *R: EDSP, Pact*	E1: Ensure calls for defence-specific activities *R: COM with DEFIS contribution*
A1.2: Develop and implement a skills strategy specifically on emerging technologies for defence *R: Assets+*	B1.2: Engage industry, academia and authorities in projects for collaborative building of trainings *R: COM, Assets+, Pact ongoing*	C2: Promote advantages, produce a brochure for dissemination in events and universities *R: EDSP, Assets+*	D2: Map and exchange best practices on apprenticeships in the defence domain *R: DEFIS, Pact*	E2: Map and promote EU funding relevant for defence skills to create a one-stop-shop at EU level regrouping relevant funding *R: EDSP*
A2: Leverage EDF with a Marie Curie for mobility of experts in the defence domain *R: DEFIS*	B2: Develop and promote skills mapping and anticipation tools *R: Assets+, Pact*	C3: Promote best practices through events and the EDSP website, including on gender equality *R: EDSP/DEFIS*	D3: Map existing qualifications and link with EU frameworks *R: Assets+*	E2.2: Organise events to clarify applying procedures, provide guidance, and/or facilitate consortia building *R: EDSP/DEFIS, Asserts+, Pact*
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