

## **The EU Pact for Skills – Regional Skills Partnerships for Noord-Holland**

### **The challenge**

Noord-Holland is facing a persistent and growing shortage of technically and technologically skilled workers, which threatens the realisation of the green and climate transition. Research shows that up to 12,000 additional full-time equivalents per year are required to implement investments in energy transition and sustainability, while a significant number of people drop-out throughout their life during education and as an employee on the labour market.

Key challenges include:

- Structural skills shortages in technical and technological occupations linked to energy transition, sustainability, digitalisation and industrial transformation.
- A “leaking pipeline” between education and labour market, with talent leaving technical pathways during education, transition to work, or early career stages.
- Insufficient retention and upskilling of the existing workforce, particularly within SMEs.
- Fragmentation of initiatives and support structures across regions and sectors.
- Limited accessibility of lifelong learning for working adults and underrepresented groups.
- Unequal participation in the labour market, despite growing demand for skills.

These challenges are particularly acute in relation to the climate transition, which cuts across sectors such as construction, mobility, energy, industry, agri-food and digital technologies.

## **The ambition**

The Regional Skills Partnership Noord-Holland aims to contribute to a resilient, inclusive and future-proof technical and technological labour market, enabling the successful delivery of the climate transition.

By 2030:

- Noord-Holland will have a connected and transparent skills ecosystem, in which working, learning and innovation are structurally integrated.
- Citizens will be able to learn throughout their lives, independent of age, background or prior education, with skills as the central organising principle.
- Employers, education providers and public authorities will jointly ensure sufficient availability of skilled workers for green and digital transitions.
- Skills development will be closely aligned with innovation, applied research and regional economic priorities.
- Noord-Holland will be recognised as a leading European region for green and digital skills development linked to the climate transition.

This ambition is fully aligned with the existing *Manifesto Working en Development 2030 Noord-Holland* and complements national and European initiatives such as the Pact for Skills, the Green Deal, the Digital Decade and the Just Transition agenda

## **The proposal**

As part of the Pact for Skills, the Regional Skills Partnership Noord-Holland commits to the following:

1. **Upskilling and Reskilling for the Climate Transition:** Deliver and scale up training pathways for technical and technological skills needed for energy transition, sustainability, digitalisation and circular economy, with a strong focus on SMEs.
2. **Strengthening Lifelong Learning Infrastructure:** Develop a coherent lifelong learning ecosystem based on modular, flexible and hybrid education, skills recognition and skills-based mobility across sectors.
3. **Inclusive Participation in Skills Development:** Ensure accessible learning and work pathways for underrepresented groups through low-threshold learning-working environments, skills-based recruitment and tailored coaching.
4. **Improving Skills Intelligence and Alignment:** Use regional labour market data, skills intelligence and professional orientation to continuously align education, training and innovation with regional and sectoral needs.

## Activities

To deliver these commitments, the partnership will jointly undertake the following activities:

- Develop and scale modular training programmes for green and digital skills via regional campuses, field labs and public-private partnerships.
- Establish regional learning communities bringing together employers, education providers and public actors around priority transition themes.
- Strengthen Service Points for Technology as one-stop access points for workers and employers for learning, mobility and career development.
- Implement skills-based approaches, including skills passports, recognition of prior learning and alternative credentialing with the use of microcredentials.
- Coordinate inclusive learning-working pathways, including learning workplaces, vocational gardens and transition programmes.
- Share and analyse skills intelligence, using regional dashboards and joint evaluations to guide decision-making and create a feed-back into professional orientation.
- Creating a vibrant network with activities online, offline and hybrid to share, inspire, learn and work together on the regional challenges and solutions.

## Tracking your impact

|   | KPI                                                                                                                                                 | Target                                       | Timeframe for achievement | Key Milestones                                          |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|---------------------------|---------------------------------------------------------|
| 1 | Number of active partnership members (divided by education, business and government)                                                                | 400<br>420<br>440<br>460<br>500              |                           | By 2026<br>By 2027<br>By 2028<br>By 2029<br>By 2030     |
| 2 | Operational learning communities (demonstrate that the Manifesto is relevant and active)                                                            | 6                                            | 2028                      | 3 by 2026                                               |
| 3 | Number of students and learners                                                                                                                     | 25.000+                                      | 2028                      | 20,000 by 2026                                          |
| 4 | Number of participating companies                                                                                                                   | 6.000+                                       |                           | 4.000 by 2026                                           |
| 5 | Number of innovation oriented educational initiatives                                                                                               | 50+<br>80+                                   | 2028<br>2030              | 25 by 2025                                              |
| 6 | Percentage participation in Lifelong Learning (LLL)<br><br>Unemployed population in the labour force<br><br>Employed population in the labour force | +15%<br><br>2030:<br>65%<br><br>2030:<br>50% | 2030                      | Annual growth of 3%<br><br>2024: 50%<br><br>2024: 36,6% |

The KPIs are divided into two categories:

The **first two KPIs** monitor the progress and vitality of the Pact.

The **remaining four KPIs** reflect the implementation of the Pact's thematic priorities.

All data is provided by the **three High Impact public-private partnerships (PPPs)** covering the majority of the Province of Noord-Holland.

## **Partnership arrangements**

The Regional Skills Partnership Noord-Holland builds on existing collaboration structures and has its own distinct governance, including:

- A coordinating organisation / steering structure embedded in the provincial triple-helix collaboration.
- Participation from employers, education providers (VET, HE, universities), public authorities, social partners and innovation ecosystems.
- Strong alignment with regional campuses, High Impact Public-Private Partnerships (HIPs), Service Points for Technology and individual participating partners from education, employers and governmental bodies.
- Clear working arrangements, shared ownership, and regular coordination through regional and provincial platforms in a governance body and learning & advice committee.

## Supported by:

The partnership is supported by a broad coalition of regional and local stakeholders. Currently, the partnership has about 480 stakeholders as part of this broad coalition, coming from:

- Industry: SME, Corporate, trade unions, employers' organisations.
- Sectors: Energy, Digital, Construction, Installation, Metal, Mobility
- Education and training providers, public and private: VET, Universities of Applied Sciences and Research Universities
- Public authorities: local municipalities, regional province
- Innovation and campus ecosystems



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Coordinating organisations:

