



# **MULTISTAKEHOLDER DIALOGUE**

## **Theme: Future of Work**

### **AGENDA**

Work Stream 4: Up-skilling, Re-skilling and Micro-credentials  
Roundtable 1  
Date: 25/08/2021

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➤ **Welcoming Remarks, Project Updates and Introductory Context (5 mins)**

To boost skill development, the European Commission launched in November 2020 [the Pact for Skills](#). It invites public and private organizations, as well as regional, local and cross-sectoral partnerships to join forces and take concrete action to upskill and reskill people in Europe. All members of the Pact sign up to the [Charter](#) and its key principles, including:

1. promoting a culture of lifelong learning for all,
2. building strong skills 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 is a central element of [the European Skills Agenda](#), a five-year plan to help individuals and businesses develop more and better skills and to put them to use, by:

- strengthening **sustainable competitiveness**, as set out in the [European Green Deal](#)
- ensuring **social fairness**, putting into practice the first principle of the [European Pillar of Social Rights](#): access to education, training and lifelong learning for everybody, everywhere in the EU
- building **resilience** to react to crises, based on the lessons learnt during the COVID-19 pandemic.

➤ **Discussion Topic 1: European vs. Local Effort (25min)**

It is clear that the different needs, challenges and ambitions of the European countries, sectors and organizations require very different action plans and collaborations. Many organizations and regions have already embarked on their own journey of upskilling and reskilling of their workforce. It resulted in the development of a variety of different skills taxonomies, learning environment, micro-credentials, individual learning accounts and matching systems. It is important to understand which further steps and commitments on which level are necessary to best support those upskilling and reskilling efforts.

Key questions include:

- What are the biggest challenges of reskilling and upskilling people of your organization? Which of those challenges can be helped by the European Commission and/or international collaboration?
- Which of your challenges are best to be addressed locally?
- What would help you to avoid creating fragmented incompatible solutions and/or reinventing the wheel?

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➤ **Discussion Topic 2: Individual vs. Shared Responsibility (25min)**

Upskilling and reskilling for the future is often the problem everyone has and nobody actually owns. That makes it easy to put responsibility for solving it on someone else. Shouldn't government invest more? Shouldn't the companies prepare their workforce better? Isn't it an individual's responsibility to work on his or her future? It is important to define clear expectations about the responsibility of the organisations, government and workforce itself and discuss what is necessary to operate beyond short term self-interest.

Key questions include:

- What is the role of the public and what is the role of the private sector in assisting the workers in the development of the necessary skills?
- How can one facilitate taking responsibility beyond own short-term self-interests?

➤ **Policy Pointers and Out-of-Box Solutions (5 mins)**

The final 5 minutes will be used to identify policy pointers as well as build upon the acquired knowledge to identify some out-of-box solutions that we can take up in the subsequent roundtable discussions.

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## CHAIR'S BIO

Natalija Counet is the Talent Lead at the Amsterdam Economic Board.

She works together with companies, knowledge institutions and policy makers on the development of initiatives and collaborations in the field of the labor market and education. Her latest initiative *Tomas* provides overview of the talent development ecosystem in the region, allows organizations to find each other at the point of need and match their upskilling and reskilling needs.

Natalija is also the founder of the 361degreesLAB that helps organisations and professionals to address the growing skill gap, prepare for the future and answer the key question everyone is confronted with nowadays: what should you learn next?