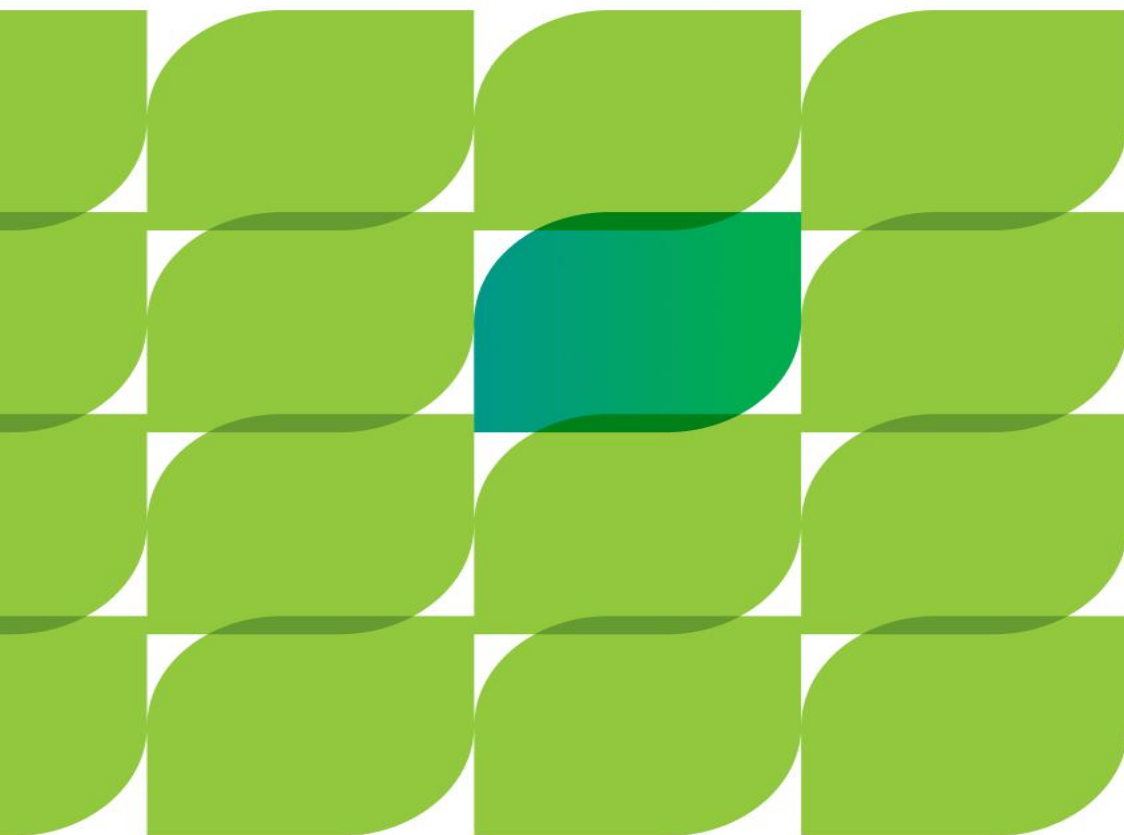


D6.3 Coordination and Alignment with Pact for Skills Report

Report Y1 (M12)



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About the Digital4Sustainability project

Digital4Sustainability is a pioneering initiative aimed at accelerating Europe's twin transition by equipping the workforce with the essential skills needed to drive sustainability-focused innovation. In response to the pressing need to achieve climate neutrality and meet the Sustainable Development Goals (SDGs), the project will develop a forward-thinking Digital Sustainability Skills Strategy as well as cutting-edge learning programmes. These efforts will address the urgent and emerging skills needs of the European industry, empowering the workforce to develop sustainable technologies that support Environmental, Social, and Governance (ESG) practices. By aligning closely with industry needs throughout the project, Digital4Sustainability will help European companies, particularly small and medium-sized enterprises (SMEs), achieve long-term competitiveness and growth through digital and sustainable transformation.

Funded by the Erasmus+ Programme of the European Union, this 4-year project unites 29 members of the Digital Large-Scale Partnership (Digital LSP) under the Pact for Skills, spanning 13 EU countries. The consortium includes digital and sustainability experts, business associations, universities, and Vocational Education and Training (VET) providers.



The Digital4Sustainability Project Consortium

The Digital4Sustainability project consortium is an Erasmus+ Alliance for Sectoral Cooperation on Skills, bringing together 29 partners and Associated partners from 13 EU countries.

	Partners	Acronym	Country
1	Adecco Formazione Srl	Adecco Training	Italy
2	Adecco Italia Holding Spa	Adecco Holding	Italy
3	As Bcs Koolitus	BCS KOOLITUS	Estonia
4	Asociatia Cluj IT	CLUJ IT CLUSTER	Romania
5	Badgebox Srl	BadgeBox	Italy
6	CEFRIEL Societa Consortile A Responsabilita Limitata	CEFRIEL	Italy
7	Cooperatie Eduserpro U.A.	Eduserpro	Netherlands
8	Digital Technology Skills Limited	DTSL	Ireland
9	DIGITALEUROPE AISBL	DIGITALEUROPE	Belgium
10	European DIGITAL SME Alliance	DIGITAL SME	Belgium
11	Fast Lane Institute For Knowledge Transfer GmbH	FAST LANE	Germany
12	Gospodarska Zbornica Slovenije	GZS CCIS	Slovenia
13	Gospodarska Zbornica Slovenije Center Za Poslovno Usposabljanje	GZS CPU	Slovenia
14	IVSZ - Digitalis Vallalkozasok Szovetsege	IVSZ	Hungary
15	Matrix Internet Applications Limited	MATRIX INTERNET	Ireland
16	National College Of Ireland	NCI	Ireland
17	Profil Klett D.O.O.	PK	Croatia
18	Sdruzenie Bulgarska Asociacia Na Softuernite Kompanii - Basscom	BASSCOM	Bulgaria
19	Stichting Hogeschool Utrecht	HU	Netherlands
20	Tekenable Limited	TEKenable	Ireland
21	Universidad De Alcala	UNI ALCALA	Spain
22	Universidad Internacional De La Rioja SA	UNIR	Spain



23	Universität Koblenz	UNI KO	Germany
24	National University of Science and Technology Politehnica Bucharest	POLITEHNICA Bucharest	Romania

	Associated partners	Acronym	Country
1	Asociacija Infobalt	INFOBALT	Lithuania
2	Fraunhofer Gesellschaft Zur Förderung Der Angewandten Forschung e.V.	Fraunhofer	Germany
3	SKILLNET IRELAND Company Limited By Guarantee	SKILLNET IRELAND	Ireland
4	The Council of European Professional Informatics Societies	CEPIS	Belgium
5	Universidad Complutense De Madrid	UCM	Spain



Table of Contents

1. Introduction	7
2. Scope of the deliverable	9
3. Engagement Activities	9
3.1 Roles and Skills Needs Analysis Report	10
3.1.1 Survey	10
3.1.2 European Expert Panel	10
3.2 Advisory Board	10
3.3 D2.2 European Digital Sustainability Skills Strategy	11
3.4 D6.1 Long-term Sustainability Strategy	11
4. Setting up a focus group within the Digital LSP	12
5. What to expect in Y2	13

List of abbreviations and acronyms

Abbreviation	Term
WP6	Work Package 6 – Long Term Sustainability Strategy & Scale Up
Digital LSP	Digital Large Scale partnership ecosystem under the Pact for skills
M	Month
Y	Year
CRM	Customer relationship management

1. Introduction

The primary objective of **Work Package 6 (WP6)—Long Term Sustainability Strategy & Scale Up** is to develop a comprehensive action plan for the rollout, implementation, and self-sustainment of activities that ensure the exploitation of the project's outputs both during its duration and beyond. This plan aims to secure sustainability in the area of industry-education cooperation while leveraging EU funding opportunities to support its implementation.

A key aspect of WP6 is engaging with the Large-Scale Partnership for the Digital ecosystem under the Pact for Skills (hereafter Digital LSP), which is essential for the overall sustainability of the project's outputs and fostering their uptake.

The Pact for Skills, a flagship initiative under the EU Skills Agenda, aims to mobilise resources and encourage all relevant stakeholders to take concrete action to upskill and reskill the workforce¹. By strengthening collective action on skills development through partnerships, the Pact fosters collaboration among stakeholders. As part of this, the Digital LSP and 13 other partnerships aligned with the transition pathways outlined in the EU Industrial Strategy² were created.

Digital4Sustainability will not only provide the Digital LSP community under the Pact for Skills with the resources needed to integrate sustainability considerations into digital innovation but will also support the Digital LSP's commitment to equipping 80% of the population with basic digital skills, achieving gender parity, and ensuring 20 million ICT specialists are employed in the EU by 2030. Additionally, it will contribute to the development of digital skills in the adult population, by having 60% of adults participate in learning annually by 2030³.

Given this, it is of utmost importance that the members of the Digital LSP are actively engaged and involved throughout the project to ensure that its outputs align with their needs. This Digital LSP community engagement is carried out within WP6 through Task T6.4, with Deliverable D6.3 serving as the primary means of evaluation. A detailed description of the task is provided below.

¹ https://pact-for-skills.ec.europa.eu/index_en

² https://single-market-economy.ec.europa.eu/industry/transition-pathways_en

³ https://pact-for-skills.ec.europa.eu/about/industrial-ecosystems-and-partnerships/digital_en



T6.4 – Coordination and alignment with Pact for Skills

Main goal: ensure smooth coordination with the Pact for Skills priorities, goals, and the overall community, especially the Digital Ecosystem Large-Scale Partnership.

Key implementation actions:

- Support the Digital Ecosystem Large Scale Partnership under the Pact for Skills and its members to progress towards its commitments to upskill and reskill the current and future workforce with skills needed to reduce the carbon footprint of the digital sector and reinforce the positive enabling effect of digital technologies on the climate.
- Contribute to the growth of the Digital LSP by onboarding interested organisations from the Community established within the Digital4Sustainability project to join the LSP and become Pledgers under the Pact for Skills.
- Animate Digital LSP members and increase knowledge and best practice sharing regarding digital sustainability skills, through at least 4 annual engagement activities organised (16 in total). Such activities would include a Strategy validation workshop (with T2.4), online webinars for knowledge exchange, organisation of feedback sessions for project deliverables, webinars, etc.
- Engage the Digital LSP members across all relevant project activities and thus ensure timely feedback on and uptake of the project results among the Ecosystem. A dedicated focus group (or a similar body) will be created in the LSP, while key LSP members will be invited to join the project's Advisory Board.
- Engage the Ecosystem members' skills intelligence (esp. skill needs), in co-designing the European Digital Sustainability Skills Strategy and implementing its activities and gather feedback from Ecosystem members on the training programmes.
- Liaise with the coordinators of other Large-Scale Partnerships to engage other ecosystems and support Europe's green and digital transitions across all industrial ecosystems.
- Engage in Pact for Skills community events to present the Digital4Sustainability outcomes, gather best practices and information on relevant initiatives, and encourage other actors and stakeholders to take up Digital4Sustainability results.



2. Scope of the deliverable

This report is the first in a series of documents that will be produced as part of **D6.3 Coordination and Alignment with Pact for Skills Report** to evaluate the implementation of Task 6.4.

Throughout the project, DIGITAL SME, as the leader of WP6, will produce four reports summarising the actions undertaken to engage the members of the Digital LSP in project activities. These reports will detail the interactions with the members and highlight the joint activities organised with the Digital LSP community under the Pact for Skills.

This initial report, developed as part of Deliverable D6.3, is intended to summarise all engagement activities carried out during the project's first year (M1-M12). All activities undertaken to actively engage the members of the Digital LSP under the Pact for Skills are detailed in the following chapter.

3. Engagement Activities

This section aims to present all the activities carried out to engage the members of the Digital LSP during the project's first year, from February 2024 to January 2025. As coordinator of the ecosystem, DIGITAL SME has a well-established communication channel, that can be used to connect with Digital LSP members and promote the project's activities and results. Through the CRM tool, we have streamlined communication with the members (explained in more detail in Chapter 4) and monitor the overall community's interest in our activities. The following sections provide an overview of the key activities that have primarily been carried out online to engage Digital LSP members and encourage their participation in project-related activities.

3.1 Roles and Skills Needs Analysis Report

The research methodology applied for the development of Digital4Sustainability **D2.1 Roles and Skills Needs Analysis Report** offered different opportunities to engage the Digital LSP members. The following sections provide an overview of the research activities to which Digital LSP members were invited to contribute.

3.1.1 Survey

In June 2024, the Digital LSP members were invited via email to fill in the survey launched by the project to better understand the professional skills and workforce needs related to digital sustainability. The survey was distributed to Digital LSP members to collect insights on their needs regarding the skills and roles required at the intersection of digital technologies and sustainability. This ensured the project's alignment with the priorities of the digital sector and the twin transition. By filling out this survey, Digital LSP members had the opportunity to share valuable insights about their organisation's sustainable ICT skills requirements. The feedback gathered through the survey has been incorporated into the analysis report, which forms the foundation for defining a skills strategy for the sector and developing learning programmes to train digital sustainability professionals.

3.1.2 European Expert Panel

At the end of August 2024, the Digital LSP members were invited via email to participate in the European Expert Panel organised as part of the development of Digital4Sustainability roles and skills needs analysis. The European expert panel was organised to collect the opinions of experts on the future demand for twin transition roles, competencies, skills and knowledge to validate the findings of the analysis. The European expert panel took place on September 12, 2024, and saw the participation of several experts from the Digital LSP community from across Europe who provided input on their organisational needs to ensure the project's learning programmes effectively address the roles and skills required for the twin transition.

3.2 Advisory Board

In June 2024, Digital LSP members were invited via email to join the Digital4Sustainability Advisory Board, the project's strategic advisory body. Representatives from Digital LSP member organisations, such as Nokia and CEPIS (which also serves as associated partner of the project),



were engaged and then appointed to the board. By joining the Advisory Board, these Digital LSP members will contribute to ensuring that the project's outputs are closely aligned with the needs of the labour market.

3.3 D2.2 European Digital Sustainability Skills Strategy

The Digital LSP members were invited to participate in a workshop to provide their contribution to the development of the European Digital Sustainability Strategy. The digital for sustainability strategy aims to provide a rollout plan including concrete actions, milestones, well-defined outputs, and policy recommendations to address skills gaps and labour market transformations brought about by the green and digital transition. At the workshop, held in October 2024, several members of the Digital LSP had the opportunity to review the findings of the Skills Needs Analysis and offer feedback on the strategic objectives for the Skills Strategy, ensuring that they are aligned with the commitments of the Digital LSP community. The Digital LSP member will be also invited to participate in a consultation workshop on the drafted strategy to make sure that the strategy objectives, actions and recommendations are aligned with the needs of the industry and the market.

3.4 D6.1 Long-term Sustainability Strategy

The Digital LSP members were invited via e-mail to participate in a workshop aimed at exploring how the outcomes of the Digital4Sustainability project, such as learning programmes and skills intelligence, can be utilised to support and advance their own organisational goals. At the workshop on October 24, 2024, Digital LSP members provided input on which Digital4Sustainability resources are directly relevant and beneficial to support their goals, as well as which resources they believe will be most valuable to LSP members once the project is completed. The workshop served to collect Digital LSP members' feedback to design, in D6.1, a dedicated pathway for them to effectively exploit the project's resources.

4. Setting up a focus group within the Digital LSP

During the communication efforts aimed at engaging Digital LSP members in the skills strategy and long-term sustainability workshop activities, DIGITAL SME invited members interested in digital sustainability skills to fill out a form to stay updated on future project developments. By gathering expressions of interest, DIGITAL SME was able to create a dedicated focus group within the LSP community for digital sustainability skills, enabling members to learn about and provide feedback on the outputs that will be produced throughout the project. To streamline communication with the focus group, DIGITAL SME has established a dedicated mailing list, digital4sustainability@digital4sustainability.eu, to be used to manage communication with focus group members for the duration of the project. So far, 33 members from a diverse range of organisations, including companies, SMEs, universities, VET providers, trade unions, ICT clusters, innovation hubs, chambers of commerce, and industry associations, have joined. Moving forward, the DIGITAL SME will continue to collect expressions of interest from Digital LSP members in order to bring new participants into the focus group, ensuring a broad and heterogeneous representation of stakeholders and a plurality of ideas. Given that digital sustainability is a cross-cutting topic, DIGITAL SME will also reach out to members of other Large-scale partnership ecosystems under the Pact for Skills. This will help to invite additional stakeholders to join the focus group, share best practices, and provide valuable insights into the digital sustainability needs across various sectors.



5. What to expect in Y2

To continue with the implementation of Task T.4 in the second year of the project, DIGITAL SME will undertake several key actions aimed at maintaining momentum and fostering ongoing engagement. These actions will ensure that the project remains closely aligned with the needs and perspectives of the Digital LSP community. Specifically, DIGITAL SME will focus on the following:

- Continue to engage Digital LSP members in project activities throughout the focus group that has been set up in the first year of the project.
- Keep the group informed about opportunities to collaborate with the consortium and test the project resources through the dedicated mailing list
- Organise at least one workshop per year to engage with Digital LSP members, discuss project outputs, and gather their insights to ensure alignment with industry needs. The next workshop which will be organised in March 2025, will focus on the drafted European Digital Sustainability Skills Strategy, providing an opportunity for members to contribute their feedback and perspectives.
- Collect further expressions of interest from the Digital LSP members to bring new members to the focus group, ensuring heterogeneity of stakeholders' representation and plurality of ideas.
- Invite Digital LSP members to join the Digital4Sustainability Alliance community and members of the Alliance community not yet part of the LSP to join the ecosystem.
- Invite additional Digital LSP members to join the advisory board to make sure the outputs are aligned with industry and labour market needs.

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