D6.3 Coordination and Alignment with Pact for Skills Report

Report Y2 (M24)
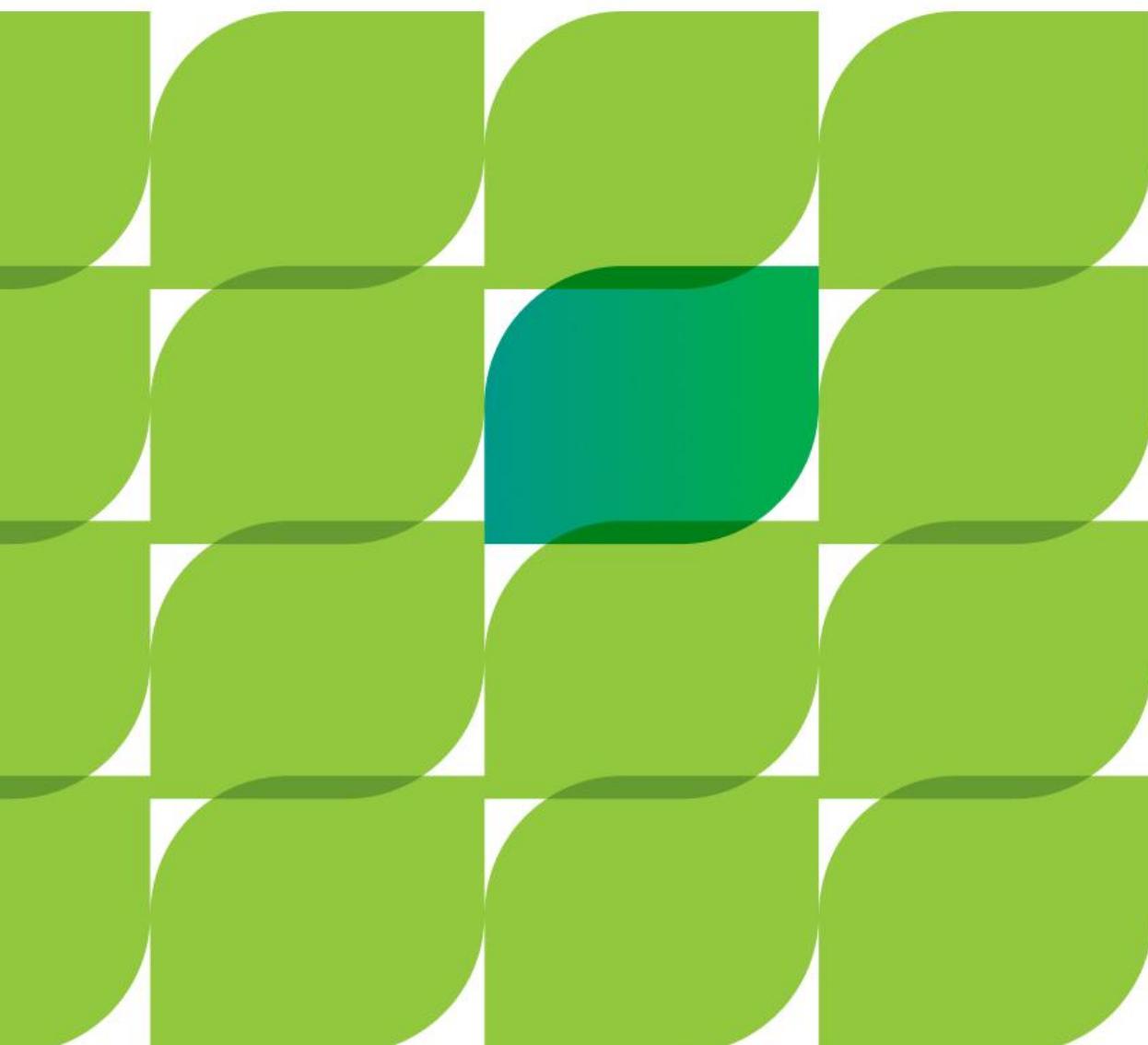
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About the Digital4Sustainability project

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 28 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.

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The Digital4Sustainability Project Consortium

The Digital4Sustainability project consortium is an Erasmus+ Alliance for Sectoral Cooperation on Skills, bringing together 28 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	SKILLNET IRELAND Company Limited By Guarantee	SKILLNET IRELAND	Ireland
3	The Council of European Professional Informatics Societies	CEPIS	Belgium
4	Universidad Complutense De Madrid	UCM	Spain

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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 workforce[1]. 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 Strategy[2] 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 2030[3].

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.

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[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 second 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 WP6 leader, 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 report, developed as part of Deliverable D6.3, is intended to summarise all engagement activities carried out during the project's second year (M13-M24). 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 chapter outlines the engagement activities implemented to involve members of the Digital Large-Scale Partnership (Digital LSP) under the Pact for Skills, as well as stakeholders from the broader digital and sustainability ecosystem, during the second project year.

As the coordinator of the Digital LSP, DIGITAL SME ensured the active and continuous involvement of ecosystem members in the Digital4Sustainability project through a range of targeted engagement actions. These activities aimed to align project outputs with industry and market needs, support the uptake of results within the Pact for Skills framework, and contribute to the long-term sustainability and scale-up of the project's outcomes.

Engagement was structured around a combination of consultative, collaborative, and dissemination-oriented activities, including contribution and validation workshops for the European Digital Sustainability Skills Strategy, the establishment and evolution of a dedicated community and working group, onboarding of the community to the Pact for Skills initiative, and targeted events organised in collaboration with the Digital LSP. Through these activities, the

project progressively broadened its engagement beyond the Digital LSP, reaching additional stakeholders via the Digital4Sustainability Alliance community, while also encouraging new organisations to join the Pact for Skills and the Digital LSP.

This approach strengthened collaboration across industry, education, and policy stakeholders and supported the effective uptake of project results. The following sections provide an overview of the key engagement activities carried out during the reporting period, highlighting their objectives, scope, and contribution to advancing digital and sustainability skills development at the European level.

3.1 Contribution to the European Digital Sustainability Skills Strategy

During project Y1, Digital LSP members were first invited to participate in a consultation workshop held in October 2024, aimed at supporting the early development of the strategy. During this workshop, participants reviewed the findings of the Roles and Skills Needs Analysis Report and provided feedback on the strategic objectives of the future European Digital Sustainability Skills Strategy, ensuring alignment with the commitments and priorities of the Digital LSP community.

3.1.1 Skill Strategy validation workshop

To further strengthen alignment with industry and market needs, during Y2, Digital LSP members were invited to participate in the Skill Strategy Validation Workshop, held online on Friday, 14 March 2025. The workshop aimed to gather targeted feedback on the drafted European Digital Sustainability Skills Strategy and to ensure that its objectives, actions, and policy recommendations were fully aligned with industry needs, labour market realities, and the commitments of the Digital LSP community. Ahead of the meeting, participants were provided with the draft strategy document to enable informed and structured feedback. During the workshop, participants received an overview of the strategy and were invited to share their perspectives on its proposed objectives and activities through an interactive session with discussion facilitated via Mentimeter. This consultation represented a key step in validating the relevance, feasibility, and coherence of the strategy before its finalisation.

3.1.2 Skills Strategy launch event

As a final step in the engagement process, Digital LSP members were invited to attend the event *"Closing the Skills Gap for a Sustainable and Digital Future"* that marked the official launch of

Digital4Sustainability's Skills Strategy. During the event, the European Digital Sustainability Skills Strategy developed by the Digital4Sustainability partnership was formally presented, highlighting its vision, strategic objectives, and proposed actions to support the green and digital transition. Several members of the Digital LSP community had actively contributed to shaping the strategy through their participation in the March 2025 validation workshop. The event therefore served both as a presentation of the final strategy and as an opportunity to acknowledge the community's contributions and share the results of this collaborative effort with a wider audience.

3.2   From Digital LSP focus group to Digital4Sustainability Alliance community

During the communication and engagement activities aimed at involving members of the Digital LSP in the skills strategy and long-term sustainability workshops during project Y1, DIGITAL SME invited members interested in digital sustainability skills to express their interest by completing a dedicated form. This process enabled the identification of stakeholders willing to contribute to the project's activities and follow its developments.

Based on these expressions of interest, DIGITAL SME initially established a focus group on digital sustainability skills within the Digital LSP community. The focus group was designed to allow members to stay informed about project progress, provide feedback on interim and final outputs, and contribute their expertise to the development of digital sustainability skills initiatives.

To broaden participation beyond the Digital LSP and contribute to the growth of the Pact for Skills community, during Y2, Digital4Sustainability launched its Alliance community. The Alliance was created to bring together organisations already involved in the Pact for Skills, as well as new stakeholders outside the Pact for Skills framework, with the aim of fostering exchange on digital sustainability skills development and supporting the rollout and uptake of the Digital4Sustainability outputs. A key long-term objective of the Alliance is to encourage stakeholders not yet involved to progressively join the Digital LSP and the Pact for Skills, thereby strengthening the ecosystem over time.

To streamline engagement and ensure continuity, the initial focus group was subsequently merged into the Digital4Sustainability Alliance community, forming a single, unified working group on digital and sustainability skills. All focus group participants were formally invited to join the community and continue their engagement within this consolidated structure.

3.2.1 Launch of Digital4Sustainability Alliance Community

The Digital4Sustainability community was officially launched in June 2025 as an Alliance community to enable the structured involvement of external stakeholders in the project's activities and results. The community operates as a single working group on digital and sustainability skills, bringing together organisations from within and beyond the Digital LSP under the Pact for Skills. To date, the community counts more than 20 organisations representing 16 different European countries, ensuring a broad geographical coverage and a diverse range of perspectives and expertise.

It provides a collaborative space for stakeholders to exchange knowledge, share best practices, and contribute to the validation, uptake, and rollout of project outputs, including the digital sustainability skills strategy, curricula, and learning programmes. By engaging a broad and diverse set of actors, the community supports the project's objective of strengthening Europe's workforce capabilities at the intersection of digital and sustainability skills.

3.2.2 Introducing the Digital4Sustainability community to the Pact for Skills ecosystem

At the beginning of October 2025, an onboarding session was organised for community members, during which the broader Pact for Skills ecosystem was presented. The session introduced participants to the objectives, structure, and opportunities offered by the Pact for Skills, with a particular focus on the role of the Digital LSP within the initiative.

Following the onboarding session, participants were invited to formally join the Pact for Skills and become part of its Digital LSP community, in order to strengthen their engagement in EU-level skills initiatives and enhance cross-sectoral collaboration on digital and sustainability skills.

To support this process, DIGITAL SME shared a dedicated follow-up communication highlighting the benefits of Pact for Skills membership and encouraging community members to complete the joining procedure.

3.3   Events in collaboration with the Pact for Skills

As part of its coordination and alignment activities with the Pact for Skills, the Digital4Sustainability project organised a series of joint engagement events in collaboration with Digital LSP. These events were designed to actively involve Pact for Skills stakeholders, strengthen collaboration within the digital ecosystem, and support the uptake of project results.

The events combined informative sessions with matchmaking activities, serving both as a platform to present key project outputs and as a mechanism to foster interaction, partnership building, and stakeholder mobilisation. A summary of these events and their key outcomes is provided in the following sections.

3.3.1 First matchmaking event: presentation of skills needs analysis

The first engagement event with the Pact for Skills community was organised by DIGITAL SME in collaboration with the Digital LSP on 4 February 2025. The event was structured as a **Digital LSP matchmaking event**, combining an informative session with a dedicated matchmaking activity aimed at fostering collaboration among stakeholders.

During the informative session, the Digital4Sustainability project was introduced to the audience, highlighting its objectives, scope, and contribution to addressing skills gaps related to the green and digital transition. Within this session, DIGITAL SME delivered a presentation entitled ***"Roles and skills for digital professionals providing sustainability solutions"***, during which the results of the Digital4Sustainability Roles and Skills Needs Analysis Report were presented.

The presentation provided participants with evidence-based insights into emerging roles, skills gaps, and labour market trends at the intersection of digital technologies and sustainability. Key findings included the increasing demand for professionals combining digital, sustainability, and transversal skills, the emergence of new occupational profiles across management, consultancy, data, and technical domains, and the need for targeted upskilling and reskilling pathways aligned with industry and market needs.

3.3.2 Second matchmaking event: introduction of the Digital4Sustainability Alliance community

Building on the initial engagement with the Pact for Skills ecosystem, a second matchmaking event was organised by Digital4Sustainability in collaboration with the Digital LSP on 22 January 2026. The event, entitled ***"Digital LSP Matchmaking Event – Insights from the Alliance for Sectoral Cooperation on Skills"***, brought together members of the Digital LSP and the broader Pact for Skills community with the objective of strengthening collaboration and stakeholder engagement.

During the informative session, DIGITAL SME introduced the Digital4Sustainability Alliance community, presenting its objectives, scope, and role as an open collaboration space for organisations working on digital and sustainability skills. Particular emphasis was placed on the

community's function as a working group within the Digital LSP, supporting knowledge exchange, stakeholder consultation, and the validation and uptake of project outputs.

Participants from both the Digital LSP and the Pact for Skills ecosystem were invited to join the Digital4Sustainability community, with a view to broadening participation beyond the existing partnership and engaging new stakeholders in the project's activities. The invitation highlighted the opportunity for community members to contribute to key workstreams, including skills intelligence, skills strategy development, curricula design, learning programmes, and dissemination activities.

This second event marked a shift from research-focused engagement to community-building and ecosystem expansion, reinforcing the role of the Digital4Sustainability Alliance community as a gateway for sustained stakeholder involvement and as a pathway for organisations to progressively engage with the Digital LSP and the Pact for Skills framework.

Table 1 - Engagement activities summary (M1-M24)

Engagement Activities (M1 – M24)			
Activity cluster	**Activities covered**	**Objective**	**Reach**
Roles and Skills Analysis Report	Distribution of the skills assessment survey to the Digital LSP community, participation of Digital LSP members in the analysis European expert panel	Share evidence on emerging roles, skills gaps and labour market trends to inform strategy and training design	+70 participants
European Digital Sustainability Skills strategy	Consultation and validation workshops, Skills Strategy launch event	Co-create, validate and disseminate the European Digital Sustainability Skills Strategy in alignment with stakeholder needs	+100 participants
Long-term sustainability and exploitation	Set Digital LSP focus group, launch and consolidation of the Digital4Sustainability Alliance community, and onboarding activities	Establish a structured community to support long-term uptake and sustainability of project outputs	+20 organisations engaged across 16 European countries
Joint events with Digital LSP & Pact for Skills	Matchmaking and ecosystem engagement events organised in collaboration with the Pact for Skills	Foster collaboration, stakeholder interaction and ecosystem mobilisation	+160 stakeholders reached across two joint events

Note: "Reach" refers to the estimated number of stakeholders engaged through activities over the period M1–M24.

4.   What to expect in Y3

To continue the implementation of Task T6.4 in the third year of the project, DIGITAL SME will focus on consolidating and expanding engagement activities within the Pact for Skills ecosystem, while ensuring the sustained involvement of stakeholders in the validation and uptake of project outputs.

In particular, DIGITAL SME will undertake the following actions:

- Continue to promote the role of the Digital4Sustainability Alliance community within the Pact for Skills ecosystem, reinforcing its function as a working group on digital and sustainability skills.

- Invite additional Digital LSP members, as well as stakeholders from other relevant Large-Scale Partnerships, to join the Digital4Sustainability community to broaden participation and strengthen cross-ecosystem collaboration.

- Regularly remind community members of the importance of joining the Pact for Skills, providing clear information on the benefits of membership and guidance on how to complete the joining procedure for both the Pact for Skills and the Digital LSP.

- Organise at least one engagement event in collaboration with the Digital LSP, aimed at fostering interaction among stakeholders and supporting continued alignment with Pact for Skills priorities.

- Engage the Digital4Sustainability community in a consultation workshop on the project's learning programmes, ensuring that the proposed training offers are aligned with industry needs and labour market requirements.

- Involve community members in the update of the European Digital Sustainability Skills Strategy, gathering feedback on revised objectives, actions, and recommendations to reflect evolving skills needs and implementation experiences.

Through these activities, the project will strengthen stakeholder ownership of its outputs, support their effective uptake within the Pact for Skills framework, and further contribute to the long-term sustainability and scalability of Digital4Sustainability results.

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