

MET Sector Social Dialogue
Education and Training Ad Hoc Working Group
07 May 2025
09.00-13.00

COMMENTED AGENDA
(online meeting)

08.45-09.05

Connection to platform

09.05–09.35

Preparatory meetings (industriAll Europe and Ceemet separate meetings)

09.35-09.40

Item 1. Welcome and approval of the agenda

09:40-10:45

Item 2. Union of Skills and STEM Strategy

- Union of Skills: Introduction by Julie Fionda, Deputy Head of Unit, Skills and Qualifications, DG EMPL, European Commission,
- STEM Strategy, Francesca Maltauro, Deputy Head of the Digital Education Unit, European Commission

On 5 March 2025, the European Commission presented its long-awaited initiative on a Union of Skills in order to support the development of the skilled workforce that Europe needs to remain competitive. According to the Commission, Europe is facing an unprecedented skills crisis that is hindering competitiveness of companies and their ability to adapt and face global challenges.

The Communication highlights that:

- Skills shortages and gaps continue to be widespread with nearly 75% of SMEs struggling to find the rightly skilled workforce that they need to thrive. Furthermore, labour shortages are likely to continue increasing due to the decline in the working age population from 265 million in 2022 to 258 by 2030.
- Education systems do not adapt quickly enough to the fast technological changes to deliver the skills labour market needs. Moreover, up to practically 50% of young people lack basic digital skills and only 40% of adults engage in education and training, far below the 60% target.
- Gender imbalances in STEM, lack of attractiveness of VET and STEM disciplines and a fragmented governance exacerbate even more the skills crisis.

To face these unprecedented skills (and labour) shortages **the Union of Skills** is built around 4 pillars: deliver a high level of basic skills, provide lifelong learning opportunities for adults to up and re skill, facilitate recruitment by business across the EU and attract and retain the skills and talent needed.

As part of the Union of Skills, the Commission also presented on 5th March 2025 its **STEM Education Strategic Plan** that is aimed at improving skills in science, technology, engineering, and maths, promoting STEM careers, attracting more girls and women to STEM, and boosting preparedness in the face of digital and clean-tech transitions.

- Discussion with members

Ceemet and industriAll Europe members are invited to:

- ⇒ Give their feedback /views on the Commission presentations
- ⇒ Explain if they think these initiatives will support companies to recruit and retain the talent they need to continue to move forward
- ⇒ Explain if these initiatives will support the up and re skilling of the workforce, in particular of the low skilled ones
- ⇒ Give their feedback on what could be done differently from the EU (Commission) in order to address the skills gap on the ground, taking into account that education and training is not an EU competence

10:45 – 11:00 BREAK

11:00-11:50

Item 3. Action plan on basic skills

- Introduction by Annalisa Cannoni, DG EAC B.2. European Commission

This plan that is part of the Union of Skills strategy sets out short- to medium-term steps for the European Union (EU) and EU countries to improve basic reading, mathematics, science, digital and citizenship skills and promote excellence, from early years through all stages of school education and in adult learning.

The plan aims to:

- boost basic skills teaching and learning,
- support educators,
- enable supportive environments.

As part of this plan, in 2026, the European Commission will work with EU countries to pilot the Basic Skills Support Scheme. The scheme aims to address basic skills deficiencies among children so that every child can reach an adequate level of basic skills by the end of compulsory schooling.

More actions complementing the Basic Skills Support Scheme will target learners, educators and supportive environments for basic skills acquisition.

- Q&A with members

Ceemet and industriAll Europe members are invited to:

- ⇒ Give their views on the Commission action plan
- ⇒ Explain if and how the lack of basic skills of the workforce is impacting MET companies
- ⇒ Refer to any initiative being taken by the social partners to address this issue

- Possible follow-up

This is the first time that the social partners are discussing basic skills in the context of their social dialogue. Thus, Ceemet and industriAll Europe will discuss on possible follow-ups to this topic.

11:50 – 12:50

Item 4. Digital & Green Skills Towards the Future of the Mobility Ecosystem (TRIEME)

- Automotive Action Plan and Automotive Strategic Dialogue presented by Axel Volkery, DG MOVE, Deputy Head of unit B.4, Sustainable & Intelligent Transport, European Commission,

The European automotive sector is facing a **critical turning point**, with **rapid technological changes** and **increasing competition** posing significant challenges. In order to be globally competitive, the European automotive industry must urgently regain a leadership position in the transition towards smarter (AI-powered), cleaner, and more connected vehicles. The EU needs to further **ramp up its own industrial capacities** for batteries and their components as well as the software and technology needed, notably for autonomous vehicles. In this context, the European Commission launched a **Strategic Dialogue with the European automotive industry, social partners and other key stakeholders on 30th January 2025**. The Commission recognizes the urgent need for action to protect the European automotive industry and give it a future within the European Union.

The Strategic Dialogue consists of regular meetings bringing together industry representatives (manufacturers, suppliers), social partners, Commissioners and other stakeholders, including from civil society. Thematic working groups will then come forward with detailed proposals. Broader consultations with other stakeholders across the industry as well as other parts of the automotive value chain, will also be conducted.

Building on feedback received during this Strategic dialogue, the Action Plan will support the entire automotive industry's transition to clean, connected, and increasingly automated vehicles, to guarantee its international competitiveness. To achieve this, the Plan will address five key priorities: 1) innovation and digitalisation, 2) shift to clean mobility, 3) ensuring competitiveness and supply chain resilience, 4) improving skills and addressing the social dimension, 5) guaranteeing a level playing field and a competitive business environment.

- **Reaction by Social Partners**

industriAll and Ceemet Secretariats will react by presenting their position on the topic.

- **Presentation of some best practises collected in the framework of the TRIEME project**

The Secretariats will give an overview of the EU funded project (TRIEME) that was officially kicked off on 1st March 2024 and will run for 4 years.

Ceemet and industriAll Europe co-lead the work package that will tackle the social impact of the continuous transformation in the automotive-mobility ecosystem with a specific focus on the role of social dialogue to mitigate the effect of the green transition on employment and skills in the sector.

Ceemet and industriAll members are invited to:

- ⇒ Give their views regarding TRIREME and specifically regarding the involvement of social partners in such kind of EU funded projects
- ⇒ Share information/best practices and any initiative on how social partners (at all levels) are dealing with the impact of the green and digital transformation on skills and jobs in the industries.
- ⇒ Provide information about companies and workforce preparedness to face the structural changes that the ecosystem is experiencing (at local/regional/national level)

- **Follow-up: workshop**

12.50-13.00

Item 5. AOB
