

# CEEMET EDUCATION, TRAINING & EMPLOYABILITY ACTION PLAN


*As of 15<sup>TH</sup> March 2026*

Dossier	State of Play	Ceemet Action
<b>Active Dossiers/Priority topics for Ceemet</b>		
<p>■ <b>Union of Skills, <a href="#">link</a></b></p>	<p>Released on 5th March 2025.</p> <p>It aims to:</p> <ul style="list-style-type: none"> <li>• deliver higher levels of basic and advanced skills</li> <li>• provide opportunities for people to regularly update and learn new skills</li> <li>• facilitate recruitment by businesses across the EU</li> <li>• attract, develop and retain top talent in Europe</li> </ul> <p><b>Structure of the union of skills:</b></p> <p>Building skills for quality lives and jobs. The Commission will:</p> <ul style="list-style-type: none"> <li>• pilot a basic skills support scheme, so that every young person has strong reading, maths, science, and digital skills</li> <li>• improve skills in science, technology, engineering, and maths (STEM), promote STEM careers, attract more women, and prepare people for digital</li> </ul>	<ul style="list-style-type: none"> <li>• Ceemet position paper, <a href="#">link</a></li> <li>• Ceemet continuous advocacy activities regarding many of the topics that are part of the union of skills agenda</li> </ul>

	<p>and clean-tech transitions, with the STEM education strategic plan</p> <ul style="list-style-type: none"><li>• introduce a new EU vocational education and training (VET) strategy to make vocational education and training more attractive, innovative, and inclusive</li></ul> <p>Regular up skilling and re skilling. The Commission will</p> <ul style="list-style-type: none"><li>• propose to expand the use of micro-credentials as flexible learning solutions</li><li>• reinforce the Pact for Skills to help more workers gain new skills in strategic sectors</li><li>• pilot a skills guarantee to offer workers at risk of unemployment the opportunity to gain new skills; a first call for proposals was published in November 2025</li><li>• support the roll-out of EU skills academies to provide businesses with the skills needed for the green transition and the Clean Industrial Deal.</li></ul> <p>Helping the free movement of workers. The Commission will</p> <ul style="list-style-type: none"><li>• propose a skills portability initiative, to enhance the portability of skills and qualifications across the EU, independently of where they were acquired</li><li>• work towards a European degree to facilitate the development of</li></ul>	
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	<p>innovative joint study programmes across the EU</p> <ul style="list-style-type: none"><li>• develop a new European VET diploma</li><li>• strengthen European universities alliances and centres of vocational excellence</li><li>• establish the European school alliances to enhance teacher and student mobility</li></ul> <p>Attracting, developing and retaining talent, the Commission will:</p> <ul style="list-style-type: none"><li>• set up an EU talent pool for the recruitment of jobseekers from outside the EU at all skills levels, especially for jobs facing skill shortages</li><li>• present a visa strategy to make it easier for top students, skilled workers, and researchers to come to the EU</li><li>• launch 'Choose Europe for science' initiative under Marie Skłodowska-Curie Actions to attract and retain talent; the next call for proposals is planned to be published in December 2026</li></ul> <p>Delivering on the union of skills will require a strong governance. To achieve this, the union of skills will:</p> <ul style="list-style-type: none"><li>• be informed by a European Skills Intelligence Observatory</li><li>• bring together education and training providers, business leaders, and social partners, through a European Skills High-Level Board, to provide</li></ul>	
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	<p>comprehensive insights on skills to the EU policy makers</p> <p>As part of the governance model the Council adopted in March 2026 a Recommendation on human capital that will feed into the European semester</p>	
<p>■ <b>Future VET</b></p>	<p>As part of the Union of Skills, the Commission will release a proposal for a future VET strategy. The release is expected by June 2026</p>	<ul style="list-style-type: none"> <li>• Ceemet position paper, <a href="#">link</a></li> </ul>
<p>■ <b>Skills Portability Initiative</b></p>	<p>In its Communication on the Union of Skills of March 2025, the European Commission announced the development of a Skills Portability Initiative (SPI). As part of the forthcoming Fair Mobility Package to be presented in October 2026, the SPI is intended to enhance the portability and recognition of skills and qualifications across the European Union, irrespective of where they were acquired. The initiative seeks to remove practical and administrative barriers that hinder mobility and to promote greater transparency and comparability of competences throughout the Single Market</p>	<ul style="list-style-type: none"> <li>• Ceemet position paper, <a href="#">link</a></li> </ul>
<p>■ <b>Quality Framework for Traineeships (QFT)</b></p>	<p>The 2014 Council Recommendation on Quality Framework for Traineeships (QFT) aims to help young people transition from education and unemployment into employment through quality traineeships that enhance their skills, allow them to gain work experience and thereby</p>	<ul style="list-style-type: none"> <li>• Ceemet position paper, <a href="#">link</a></li> </ul>

	<p>increase their employability. The Framework sets out 21 quality principles for traineeships that Member States are recommended to put into practice to ensure high-quality learning and adequate working conditions.</p> <p>In March 2024, the European Commission presented two initiatives to improve the working conditions for trainees – a proposal for a Directive on improving and enforcing working conditions for trainees and combatting regular employment relationships disguised as traineeships and a proposal for a revised 2014 Council Recommendation on a Quality Framework for Traineeships.</p> <p>The vote in the EP plenary took place in October 2025. On their side the Council approved its general approach in June 2025.</p> <p>Trilogue negotiations have started in October 2025. On 25 February 2026 the EMPL Committee will report back on trilogue negotiations</p>	
<p> <b>EU Talent pool</b></p>	<p>On 15 November 2023, the European Commission introduced a proposal for a regulation on establishing an EU talent pool, a creation of an EU-wide platform, a voluntary tool for interested Member States. The aim of the tool is to facilitate international recruitment and offer opportunities to TCNs to work in EU-wide shortage occupations.</p> <p>The dossier has been discussed under the ordinary legislative procedure by the Parliament and the Council.</p>	<p>Coemet position paper, <a href="#">link</a></p>

	<p>The vote in the LIBE Committee took place on 19 March 2025, followed by the vote in plenary on 3 April 2025. Trilogue negotiations started between Council and European Parliament, on 7 June 2025 after several technical meetings in April and May. On 18 November 2025, trilogue negotiations were concluded with provisional agreement reached. On 3 December the LIBE Committee voted in favour of the provisional agreement.</p> <p>On 10 March, the European Parliament plenary in Strasbourg voted in favour of the provisional agreement on Talent Pool.</p>	
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<p><b>Pact for Skills /TRIEME</b></p>	<p>The Commission officially presented its Pact for Skills at the European Vocational Skills Week of November 2020</p> <p>As part of the EU funded project “TRIEME”, Ceemet is co-leading with industriAll the work package on the social impact of the continuous transformation in the automotive-mobility ecosystem with a focus on the role of social dialogue to mitigate the effect of the green transition on employment and skills in the sector. The work carried out will serve to feed also the « co implementation process » of the transition pathway for the mobility ecosystem.</p> <p>TRIEME - "Digital and Green Skills: Towards the Future of the Mobility Ecosystem" is a blueprint for sectoral skills collaboration in the Mobility-Transport-Automotive ecosystem and it is</p>	<ul style="list-style-type: none"> <li>• Ceemet is member of the Pact for Skills for automotive (ASA) and aerospace and defense since January 2021</li> <li>• Ceemet leading work package 6 of the project</li> </ul>

	<p>financed by Erasmus +. The actors cover a wide range of stakeholders from industry associations (such as ACEA, Clepa, ETRMA), social partners (Ceemet &amp; industriAll Europe), regions, universities, companies, researchers etc.</p> <p>Running over four years, the project is composed of seven work packages with a main focus on the skills issue, the idea being to ensure the upskilling and reskilling of the workforce of the automotive industry facing the challenge of the green transition.</p>	
<p>■ <b>European initiative on individual learning accounts (ILAs)</b></p>	<p>The Council Recommendation on Individual Learning Accounts was published on the Official Journal of the EU on 16 June 2022, <a href="#">link</a></p>	<ul style="list-style-type: none"> <li>• Ceemet position paper was adopted on 2 May 2022, see <a href="#">link</a></li> <li>• Members to inform the Secretariat about any development at national level on the issue of ILAs (and lobby actions)</li> </ul>
<b>Dossier</b>	<b>State of play</b>	<b>Ceemet action</b>
<p>■ <b>European initiative on micro-credentials</b></p>	<p>The Council Recommendation on a European approach to micro-credentials for lifelong learning and employability was published on the Official Journal of the EU on 16 June 2022, <a href="#">link</a></p>	<ul style="list-style-type: none"> <li>• Ceemet position paper was adopted on 2 May 2022, see <a href="#">link</a></li> <li>• Members to inform the Secretariat about any development at national level on the issue</li> </ul>
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<p><b>■ Career guidance</b></p>	<p>Well-designed effective career guidance is an indispensable pillar to attract young people and women to VET and STEM related disciplines and in general to guide and advice young people on employment opportunities and skills needs. However, the tech and industry employers consider that career guidance is not working efficiently in most EU countries. Career guidance for youngsters between 14 and 18 does not even exist in some EU countries.</p>	<p>Ceemet and ECEG position paper on the matter, <a href="#">link</a> (January 2023)</p> <p>Ceemet and ECEG organized a joint event in the European parliament on 24 January 2023 to present their recommendations on career guidance.</p>
<p><b>■ Labour and skills shortages</b></p>	<p>Labour and skills shortages are today the major obstacle hindering the competitiveness of MET companies</p>	<p>Ceemet has developed a long position paper regarding the Commission action plan to address labour and skills shortages in June 2024, <a href="#">link</a></p> <p>Furthermore, Ceemet developed a long position paper on this issue that was formally adopted at the General Assembly In Berlin on 29 October 2022, <a href="#">link</a></p>

<p>■ <b>Right to training</b></p>	<p>Possible Commission proposal</p>	<p>Ceemet position paper, <a href="#">link</a></p>
<p>■ <b>The skills and Talent Package</b></p>	<p>Released on 22 April 2022</p> <p>Operational measures:</p> <ul style="list-style-type: none"> <li>• Talent Partnerships: These partnerships aim to strengthen the cooperation between the EU, Member States, and partner countries and to boost international mobility and the development of talent in a mutually beneficial and circular way. These partnerships will, thus, be open to all skills levels and could concern various economic sectors including ICT, engineering, transport, agriculture etc. Talent partnerships will need to match real labour market needs and skills.</li> <li>• EU talent pool See above</li> </ul>	<p>Being discussed at the ETE Committee</p> <ul style="list-style-type: none"> <li>• Ceemet has sent its input on the call for the evidence on the EU talent pool in March 2023, <a href="#">link</a></li> <li>• Ceemet input on a learning mobility framework, <a href="#">link</a></li> </ul>