

EUROPEAN COMMISSION PACT FOR SKILLS IN THE CONTEXT OF ROMANIAN ENERGY CENTER ASSOCIATION AND EDDIE PROJECT

16th of February 2021, Radu PLĂMĂNESCU

The European Commission launched the Pact for Skills, as a leading action for the European Skills Agenda, where national, regional, and local authorities, social partners, cross-industry and sectoral organizations, education and training providers and, employment services have a key role to play. The aim and objectives of The Pact are for concrete actions and join forces to upskill and reskill people in Europe in the context of supporting the goals of the Green Deal and Digital Transitions of the EU Industrial and SMEs strategies. The dimension and importance of this Pact at EU level is highlighted by being the leading action under the European Skills Agenda as firmly anchored in the European Pillar of Social Rights. The newly funded Erasmus+ project of Romanian Energy Center innovation portfolio called EDDIE - (*EDucation for Digitalisation of Energy*) has the main objective to develop a long-driven Blueprint for the digitalization of the European Energy sector to enable the matching between the current and future demand of skills necessary for the digitalization of the Energy sector. Within this context CRE as part of EDDIE consortium will translate their engagement into concrete commitments on upskilling and reskilling by bringing to reality the key principles of the Pact.

Officially launched in November 2020, The Pact promotes a culture of lifelong learning for all, building strong skills partnerships, monitoring skills demand, and anticipating skills needs but it also stands for working against discrimination and for gender equality and equal opportunities. The pact aims to mobilize and incentivize private and public stakeholders to actively contribute to the upskilling and reskilling of individuals and when appropriate and feasible using pool efforts in partnerships. Pathway to achieve sustainability in energy transition including societal decisions such as European Green Deal, digital economy of today and supporting industrial and SMEs strategies led to firmly believe that skills are key for both people and companies to unlock competitiveness, social fairness, and resilience. The European Skill Agenda underline the role of companies and social partners in cooperation and exchange at local and regional level but also the importance of social dialogue for a successful upskilling and reskilling in Europe. The Pact was created based on other EU initiatives for cooperation including the reinforced European Alliance for Apprenticeships but also on the Blueprint for Sectoral Cooperation of Skills.

The Blueprint for Sectoral Cooperation of Skills is also the initiative that guides EDDIE project, with the objectives of creating a Sector Skills Alliance by bringing together all the relevant stakeholders in the Energy value chain to address skills gaps. The EDDIE project envisages an exhaustive analysis of the educational context that addresses the field of energy, for substantiating the necessary structural changes and the plan for their effective implementation, to respond efficiently, with concrete measures, to this demanding context of digitalization of the energy sector. An essential starting point in this process is raising awareness at all levels of learning about the importance of adapting the curricula and the learning system in general from academic to professional and training on the job, capturing the needs for digital skills, to respond effectively to the needs of the energy labor market in this new and dynamic context. The major challenge of the EDDIE project is the early definition and consequent implementation of a dedicated network of stakeholders, able to provide relevant input for the definition of the European Union (EU) policy and industry-driven strategy that will meet and anticipate the skills' demands for the sustainable growth and digitalization of the European Energy sector.

CRE will join the Pact with the aim of promoting concrete actions among its members for upskilling and reskilling of people in the energy sector. Our association will highlight the important role of companies and social partners in identifying skills needs and supporting development of relevant skills in the paradigm of

digitalization of the energy sector. Another aspect that will strongly be underlined refers to the benefits of cooperation and exchange between companies and regional and local authorities, collective agreements for upskilling and reskilling in Europe and fully respecting Romanian system. [CRE](#) will strongly encourage its members to put forward concrete commitments to implement upskilling and reskilling actions in different ways depending on the context, industrial ecosystem, and the type of organization. To follow the principles of the Pact, in terms of promoting a culture of lifelong learning for all, some examples of actions and enablers can be listed such as the organization shall promote the skills of employees as essential for the success of the company, the employers shall be made aware of the value and benefits of upskilling and reskilling and are motivated to improve constantly their knowledge and skills, actions taken for all management levels and guidance and career development support need to be available. For monitoring skills supply/demand and anticipating skills need, actions such as, skills anticipation considering the need to support the digital and green transition and the consequences of demographic change, monitoring of skills demand and supply at regional and national level etc., will be propose and promoted. Finally, in terms of working against discrimination and for gender equality and equal opportunities, CRE will encourage its members to use enablers such as access to learning to all working age people, to include in their actions aspects related to personal and vocational needs and capacities of individuals but also to provide access to high quality upskilling and reskilling opportunities to everyone regardless of gender, racial or ethnic origin, religion of belief, disability, age or sexual orientation.

CRE is a partner and has promoted its members and other potential members in international consortium for the implementation of multiple energy projects funded by the European Commission: [SUCCESS](#) together with ELECTRICA, [RESERVE](#) together with TRANSELECTRICA, [WISEGRID](#), [NRG5](#) together with ROMGAZ, [CROSSBOW](#) together with TRANSELECTRICA, [SOGNO](#) together with CEZ Romania and TELEKOM Romania, [PHOENIX](#) together with TRANSELECTRICA, [TRINITY](#), [EDDIE](#), [EDGEFLEX](#) and [CYBERSEAS](#).

