

Pact for Skills in Construction

Sustainable and resilient construction sector: *WHAT, HOW and WHO will drive the skills revolution?*

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What is the Pact for Skills in Construction?

The Pact for Skills is one of the flagship actions of the **European Skills Agenda**. It aims to support public and private organisations with upskilling and reskilling, so they can thrive through the green and digital transitions.

The Pact for Skills for the European construction sector was signed in 2022 by the European Construction Industry Federation, the European Federation of Building and Woodworkers, and the European Builders Confederation.

The Charter refers to

- The European pillar of social rights
- A social and inclusive recovery
- The need of a just transition

The objectives of the Pact for Skills in Construction

- Underlines the consequences (skills and qualifications) of the European Green Deal and the Renovation wave
- Aims at supporting growth, competitiveness and the attractiveness of the sector
- To unlock opportunities for more better jobs, good working conditions

Headline commitment

30% workers participating in upskilling or reskilling actions annually by 2030. This is estimated to mean approximately 3,810,000 workers each year by 2030.

The 5 key principles of the Pact for Skills in Construction



Building strong partnerships, including with Vocational Education and Training institutions



Monitoring occupational supply/demand and anticipating knowledge, skills and competences needs



Working against discrimination

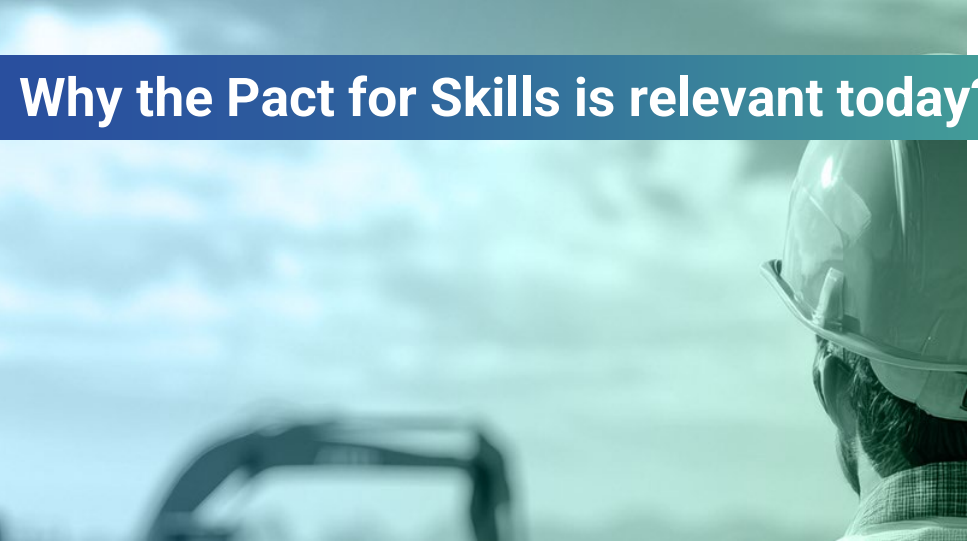


Attracting more young people and women in the sector.



Promoting a culture of lifelong learning for all

Why the Pact for Skills is relevant today?



A flagship initiative from the European Commission

- Union of Skills (2025)
- European Affordable Housing Plan (2025)
- Skills Portability Initiative (2026)
- Construction Services Act (2026)
- EU VET Strategy (2026)

- **Shortage of (skilled) workers** and skills gap in almost all Member States
- An **image to improve** in particular towards young people and women
- A **fragmented industry**
- Optimising **financing for and from Member States** of construction activities, energy efficiency, skills, ...

Activities under the Pact for Skills in Construction

Regular engagement with Pact signatories:

- Biannual meetings with signatories to share **EU policy developments, initiatives, and funding opportunities** relevant to the construction sector
- Opportunity for signatories **to present good practices, projects, and initiatives,** fostering peer learning and collaboration across Europe

Participation and promotion of the Pact in EU activities

- Active participation in European Commission activities and events
- **Dissemination of signatories' work and achievements**, strengthening the sector's collective voice at EU level

Construction Blueprint 2 project:

- The Pact for Skills in Construction is also implemented within the **Construction Blueprint 2 project**, a 4-year EU-funded initiative involving 20 partners.
- A dedicated work package supports the coordination, monitoring, and promotion of the Pact and its signatories.

Why join the Pact?

An open and flexible initiative

- Open to all relevant **construction stakeholders** at EU, national, regional, and local levels

Sign the Pact for Skills charter and make a commitment

The pact can be joined by any private or public organisation or partnership of organisations based in one of the EU Member States, EFTA or candidate countries

Joining the Pact:

1. All stakeholders joining the Pact **sign up to the Charter** and its key principles, which they agree to respect and uphold.
2. Members of the Pact are invited to **translate their engagement into concrete commitments** on upskilling and reskilling. Commitments can be made in four main categories in line with the key principles of the Pact for Skills Charter and can be implemented through a number of different types of actions.
3. Commitments are monitored by at least one **key performance indicator**, e.g. number of people taking part in upskilling or reskilling.

Why join the Pact?

Benefits of becoming a signatory

- **Gain visibility and networking opportunities** through a large EU-wide stakeholder network
- **Access information on EU funding opportunities** and initiatives
- **Stay informed** about skills trends, EU policy developments, and best practices
- **Connect with policymakers and industry leaders** through dedicated events

What is expected from signatories?

- Promote a **culture of lifelong learning** by investing in upskilling and reskilling
- Sign the Charter of the Pact for Skills and translate your engagement into a commitment (e.g. inclusive activities; sectoral collaboration)
- **Report on relevant skills-related activities** contributing to Pact objectives



Why join the Pact?

Step 1: Access the PfS Application Form:
https://ec.europa.eu/eusurvey/runner/Pact_for_Skills_FORM

Step 2: Answer the question 'Would you like to:' with: **Sign the Pact for Skills charter and make a specific commitment for your organization**

Please indicate the Partnership you are a member of by inputting the **registration number provided by your Partnership Coordinator** in the text box provided:

626 for Construction

Current Pact status & what's next

Pact for Skills in Construction: 69 Pact signatories

- **Who the Pact brings together ?**

Construction industry and employer's organisations, trade unions, paritarian sectoral institutions, VET providers, Universities and research institutions, chambers of commerce, innovation clusters.

- **Broad EU coverage**

Large number of EU-member states with strong representation from Belgium, France, Germany, Italy, Spain, Romania, Slovenia and Czechia.

What's next ?

- Next Pact for Skills signatories meeting – 18/11/2026 (online)
- 2027 Brussels Pact for Skills in Construction event

Pact for Skills in Construction

What it is

The Pact for Skills in Construction, launched in 2022 by FIEC, EFBWW, and EBC, is an initiative promoted by the European Commission within the framework of the 'EU Skills Agenda'. Link to the Pact: here.

Our aim

The Pact aims to promote quality investment in vocational education and training, as well as in knowledge, skills, and competencies for the benefit of the European construction sector workforce. To achieve this, the Pact seeks to mobilize a concerted effort among private and public partners.

Our target

The ambition is to have 30% of workers in the construction industry participating in upskilling or reskilling actions annually by 2030.

Why you should sign the Pact

- ✓ Gain visibility and networking opportunities through a large network of stakeholders across Europe
- ✓ Access to EU funding opportunities
- ✓ Stay informed on skills trends and best practices
- ✓ Connect with policymakers and industry leaders in participating in dedicated EU events

More info

Join the Pact: HERE
Don't forget to indicate our LSP number: 626

Five Key Principles

- Building strong partnerships, including with Vocational Education and Training institutions
- Monitoring occupational supply/demand and anticipating knowledge, skills and competences needs
- Working against discrimination
- Attracting more young people and women in the sector.
- Promoting a culture of lifelong learning for all

What is expected from signatories

- Promoting a culture of lifelong learning by investing in continuous upskilling and reskilling initiatives
- Reporting on your activities

Construction Blueprint 2

Thank you!

Questions?

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