Intelligent Cities Challenge

Thematic meeting on Reskilling

8th January 2021

Summary Report

Thematic meeting on Reskilling, January 8th, 2021

Agenda

Timing	Session & content
11:00 – 11:05	**Introduction and welcome**
11:05 – 11:10	Update on the Pact for Skills and the role of cities
11:10 – 11.20	**Introduction to the thematic track on reskilling**
11:20 – 12:00	Examples on reskilling programmes and initiatives: • **Amsterdam Metropolitan Region's** House of Skills • Upskilling and reskilling case examples from **City of Pori** and RoboCoast DIH, Robotics, AI & IoT ecosystem • **Derry/Londonderry's** reskilling activities • Q&A
12:00 – 12:30	Discussion round: • **Levers, barriers and concerns** for reskilling • **Expectations** of cities • **Collaboration appetite** and **concerns** • **Potential commitment** of cities' ecosystems

79 participants took part in Thematic meeting on reskilling. Followed by presentations from Dana Eleftheriadou (European Commission) and Niels Van Der Linden (Thematic Track Coordinator for Reskilling, Capgemini Invent), speakers from ICC cities provided insights on local and regional reskilling programmes and initiatives, respectively: **Annelies Spork** (Director, **Amsterdam's House of Skills**, Amsterdam Metropolitan Region), **Pauliina Harrivaara** (Talent Hub Manager / **Robocoast** DIH / Prizztech Ltd & **City of Pori**) and **Margaret Quinn** (**Derry/Londonderry's ICC Project Manager**), **Adam Goodall** (Derry & Strabane Council) and **Saverio Romeo** (Derry/Londonderry's Lead Expert).

Summary of presentations

Presentation of Pact for Skills and role of cities - Dana Eleftheriadou (European Commission)

The Commission launched the **Pact for Skills** on 10 November 2020, a shared engagement model for skills development in Europe, which involves large scale partnerships in specific industrial ecosystems (e.g. automotive, microelectronics, aerospace and defence) but also national/regional and local partnerships. The Commission invites public and private organisations to join forces and take concrete action to upskill and reskill people in Europe.

It is estimated that the EU will need estimated additional public and private investments in skills of around €48 billion annually. There will be various EU funds providing financial resources for reskilling, and cities with sound strategies can profit from them (e.g., European Social Fund+, Erasmus+, Cohesion Fund, InvestEU social investment and skills window, the Digital Europe Programme, etc.). In addition, the Recovery and Resilience Facility (RRF) will provide Member States with opportunity to fund upskilling and reskilling initiatives, accompanied by appropriate reforms. The Commission provided examples of component of reforms and investment for reskilling and upskilling.

Dana Eleftheriadou discussed the possibility of creating a specific ICC subgroup of **Cities of Excellence for Reskilling**, to be built on the interactions and experience developed through the Thematic track of Upskilling and Reskilling. This network could facilitate collaboration, share best practices in the post-COVID era, design joint training opportunities and link up with the Pact for Skills.

Introduction to Thematic Track on Reskilling – Practical city Guide on Reskilling - Niels Van Der Linden (Thematic Track Coordinator for Reskilling, Capgemini Invent)

Niels Van Der Linden introduced the thematic track and gave an overview of the different **supporting and collaboration activities** envisaged during the ICC trajectory.

He presented the outline of a **practical City Guide on Reskilling** – a 'living' hands-on-guide, built on success stories from ICC cities and to come available in February – with the aim to provide cities with concrete reskilling practices and learning experiences. The guide will present a methodology, tools and instruments to support cities in **accelerating local reskilling activities**, but also to provide suggestions on how to build and strengthen the skills ecosystem, to offer insights on methodologies to identify gaps and to map funding opportunities for reskilling programmes.

Based on the feedback received by the ICC community, the team prepared an **inventory of challenges and needs** in order to focus the reskilling activities.

ICC cities - examples on reskilling programmes and initiatives

To facilitate the discussion of reskilling needs and collaboration topics, three ICC cities – Amsterdam Metropolitan Region, Pori and Derry/Londonderry – presented on respectively local reskilling activities and needs.

The need to accelerate **cross-sectoral mobility** of talents in cities through reskilling was highlighted, in order to fill the skills gaps and prepare for the skills of the future. The cities also stressed the value of building a **sound local reskilling ecosystem** with companies, VETs, local authorities and all relevant stakeholders.

a) **Amsterdam Metropolitan Region's House of Skills (Annelies Spork (Director, Amsterdam's House of Skills, Amsterdam Metropolitan Region)**

The House of Skills is a public-private partnership in the Amsterdam metropolitan Area seeking to realise structural mobility to and between work and to reduce mismatches investing in lifelong learning and strengthening the long-term employability of vocational workers. The skills-based strategic partnership brings together several key private and public representatives for a '**coalition of the willing'**, involving stakeholders from the business community, industry bodies, employee and business associations, universities and research institutes, the education sector and local government.

The House of Skills seeks to develop **a shared skills foundation** comprising such instruments as the development of a **skills profile in the digital 'fitting room',** a **skills-based matching platform**, B2B strategic arrangements, a personalised **skills passport**, a **'workplace' for job orientation and skills-oriented career coaching**. Further to this, it focusses on a service chain model – covering such steps as **enlisting, assessment, matching and schooling & emplacement** - in and between the domains of education and the labour market. There is equally a focus on teaching soft skills, which was perceived as missing and to facilitate unemployed in (re)entering the labour market.

European Commission | The Intelligent Cities Challenge is funded by COSME, the EU programme for the Competitiveness of Enterprises and SMEs

The European Commission's
100 Intelligent Cities Challenge

b) Upskilling and reskilling for digital transformation – case examples from City of Pori and Robocoast DIH, Robotics, AI & IoT ecosystem - Pauliina Harrivaara (Robocoast DIH / Prizztech Ltd & City of Pori)

The City of Pori has a long track in several EC initiatives (DCC, ICC, Digital Innovation Hubs, etc) and is a leading industrial area in Finland focussing among others on **metal refining, mechanical engineering and chemical industry** as well as **automation, robotics and AI**. During the recent decade, the city has experienced a significant growth in turnover in the automation, robotics and AI industry and a growth in specialists in related fields.

In order for the city of Pori to close the **skills gap for specialists in AI, automation and robotics**, the city stakeholders had initially carried out an industry-based assessment for specific skills and professionals. This was then accompanied by a **pilot public-private-partnership for upskilling talent attraction** and by merging forces for headhunting and training.

To close the skills gap, the focus was on the specific needs of local companies and to **involve the broader ecosystem's key partners** and to be persistent in this endeavour as change management and trust building requires time, while equally organisation cultures and differences, such as between IT industry and public organisations, needs to be understood.

c) Derry/Londonderry reskilling activities - Margaret Quinn (Project Manager), Adam Goodall (Derry & Strabane Council), and Saverio Romeo (ICC Lead Expert)

The City of Derry/Londonderry has developed several transformation strategies, including for skills and pathways to employability, while "skills" is identified as a catalyst for contributing to rebuilding a stronger and more competitive, resilient and inclusive economy. Further to this, the **Skills Academy Plan** foresees an assessment of **the unemployed people skills and competences through an artificial intelligence model**, whose results are completed by interviews with HR experts. Challenges faced at city-level relate to a high-level of economically inactive people and young people that are long-term unemployed as well as skills gaps (i.e., for new digital-tech growth areas and continuous learning).

The ICC Derry Team aims to establish **new relationships between youth and jobs**, including through platforms for training young people in advanced technologies used in the Derry business systems, empowering the view that Derry is a place to thrive in through jobs in sectors (i.e., green tourism, software development, culture industries) and by engaging with the youth since secondary schools to promote a culture of work and creativity. It was stressed that there is a role for the ICC community to share expertise on skills and youth, to facilitate collaboration and mutual learning among cities with similar objectives and to support in exploring finance approaches.

Discussion

Niels Van Der Linden animated the discussion and prompted the attendees to provide inputs via the app.mural.co application. The focus was on topics of common interest for collaboration and on best practices.

Alain Chateau, City of Nice, explained the concept of **Talent Center**, which aims at identifying what unemployed can offer to the labour market in terms of competences, instead of helping them to find a job. It was also highlighted as important to distinguish clearly *'upskilling'* from *'reskilling'*, given the latter is much more challenging and the respective schemes differ

significantly. **Patricia Ferreira, City of Guimarães**, commented that the city of Guimarães in collaboration with the University of Minho, implements a career guidance programme targeting students in schools helping them to find their career skills. **Adam Goodall, Derry/Londonderry**, also flagged NI's skills academy model as inspiration for facilitating reskilling and career changes.

Six cities so far declared interested in working on common schemes for **trainings on technological and green jobs**. These are: Alcoy, Alicante, Amsterdam Metropolitan Area, Castellón de la Plana, Derry/Londonderry and Haskovo.

Four cities declared interested in working on common schemes for **assessing and monitoring skills gaps and future needs**, respectively Alcoy, Amsterdam Metropolitan Area, Derry/Londonderry and Pori. In this context, it was highlighted that businesses stress the importance of soft skills (such as for project management, people management, critical thinking, self-awareness, etc.) along with technological skills.

Four cities declared interested in working on common schemes for **innovative trainings and educational programmes**. These are: Amsterdam Metropolitan Area, Derry/Londonderry, Haskovo and Pori. Three cities declared interested in working on common schemes for **ecosystem mobilization and sustainability**. These are: Amsterdam Metropolitan Area, Derry/Londonderry, Haskovo. The City of Pori suggested **schemes combining RDI and services closing skills gaps** as an additional theme for collaboration.

Saverio Rome (ICC Lead Expert, City of Derry/Londonderry) suggested creating a **digital platform** where cities can share good practices and share solutions to common problems.