



Over 10 million workers trained under the Pact for Skills

Brussels, 16 April 2026

Over 10 million people, including 3.9 million in 2025 alone, have benefited from upskilling initiatives under [the Pact for Skills](#) since its launch in 2020, according to the European Commission [annual survey](#).

Launched in November 2020, the [Pact for Skills](#) supports skills-related partnerships that address Europe's skills needs and advance the green and digital transitions. It contributes to the [European Pillar of Social Rights](#) and contributes to the EU headline target of 60% of adults participating in training every year by 2030. Through public-private partnerships, the Pact identifies skills gaps among European workers, companies and industries, and aims to fill them, contributing to Europe's green and digital transitions.

The Pact mobilised a network of **4,000 organisations**, from industry, social partners, education and training providers, regional and local authorities, to employment services. Together, they have collectively invested **more than €1 billion to strengthen skills across the EU**, according to the report.

85% of business and workers surveyed appreciate the Pact's benefits and impacts, such as joint action, access to skills intelligence, as well as networking opportunities. The survey also showed that businesses and workers participating continued to scale up their efforts to provide high-quality training and improve access to learning. They prioritised digital, green, and sector specific skills, **reflecting Europe's most pressing labour market needs**.

More than **277,600 organisations** joined skills networks, strengthening cooperation between education, industry and public authorities through the Pact for Skills. They **developed or updated nearly 46,500 training programmes**, including short courses or longer programmes leading to qualifications.

Regional and large-skills partnerships

The survey also highlighted the effectiveness of [Regional Skills Partnerships](#) (RSP), with 93% demonstrating an improvement in aligning regional skills supply and demand, and 86% facilitating the transition to a green and digital economy.

A notable example is the regional skills partnership in Thessaly, Greece, which provides workers with the necessary skills to succeed in areas such as smart agriculture and renewable energy. Furthermore, 79% of RSPs contributed to local economic growth, as seen in initiatives like [EURADRIA](#) in Italy and Slovenia, which enhances training and employment opportunities for workers in various sectors.

Additionally, in 2025, [Large-Scale Skills Partnerships \(LSPs\)](#) members trained an average of 26% of their workforce, demonstrating a strong commitment to accelerating skills development. The Pact's Large-Scale Skills Partnerships are collaborative initiatives across industrial ecosystems. They bring together key stakeholders to invest in workforce upskilling and reskilling.

Background

The organisations participating in the Pact for Skills are committed to upskilling and reskilling **25 million people by 2030**.

In the [Union of Skills](#), the EU's strategy to boost skills development and strengthen Europe's competitiveness, the Commission called on national, regional and local authorities, companies, social partners, sectoral organisations, chambers of commerce, education and training providers, and employment services to double this pledge.

The 2025 Pact for Skills Annual Survey was open from 7 January to 4 February 2026 and collected 1,534 responses from Pact members across the EU and 11 candidates or EEA countries.

For more information

[Pact for Skills annual survey 2025](#)

[Survey factsheet](#)

[Pact for Skills website](#)

[Form for organisations interested in joining the Pact for Skills](#)

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IP/26/829

Quote(s):

"Through the Pact for Skills, companies, training providers and national and local authorities are working hand in hand to bridge the gap between skills demand and supply. The Pact members know exactly which skills the labour market needs. Reskilling workers doesn't just help people get quality jobs, it also gives employers access to qualified talent. At a time of acute labour shortages, this is more urgent than ever."

Roxana Mînzatu, Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness - 16/04/2026

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