

Good practices

Revised: 04.11.2025

Introduction

SteelCityZen is a collaborative endeavour of 11 partners from 9 countries (HU, RO, BA, ME, CZ, BG, RS, AT, SI) aimed at addressing the shared challenges faced by (mono)industrial cities across the Danube Programme Region (DPR).

The project's overarching objective is to empower Danube Region towns with strong (mono)industrial legacies in facilitating labour market diversification aligned with the priorities of their local economic restructuring (including green & digital transitions). This is to be achieved via strengthening local stakeholder cooperation and coordination (under the leadership of municipalities working closely with local employment support bodies) and enhancing local skills needs assessment & matchmaking mechanisms. By the end of this project, municipalities of the SteelCityZen partner cities and local labour market professionals will be better equipped for supporting local labour market diversification processes.

Good practices provides examples of projects (both finalised and ongoing) which covers areas of SteelCityZen project and can inspire project's partners for developing their own local pilot actions in following areas:

1. Online platform supporting local labour market diversification
2. Community-driven physical spaces supporting specific local labour market needs
3. Cooperation between municipalities and employers for labour market restructuring

A separate **Excel file** with a list of all described best practices was created as an integral **attachment to this document**, which will allow users **to select appropriate best practices** based on selected **criteria** according to the main characteristics of the project (e.g. Capacity / Partnership building, Strategy development, etc.) and main target groups (e.g. Employees, Unemployed, etc.)

Disclaimer

This paper was supported as part of the SteelCityZen Project, an Interreg Danube Region Programme project co-funded by the European Union. You may also include the following acknowledgements: "Neither the European Union nor any person acting on behalf of the Union is responsible for the use which might be made of the following information. The content of this deliverable reflects the opinion of its authors and does not in any way represent the opinions of the European Union. The information in this deliverable is indicative and for research purposes only. No responsibility is taken for the accuracy of included data, figures and results or for unintended use. Reproduction and translation for non-commercial purposes are authorised, provided the source is acknowledged."

Steel City Zen: Good practices**Id:** AND_01**Name of the project / practice in EN:**

Spain's Just Transition Energy Tenders – Andorra, Aragón

Name of the project / practice in local language:

Licitaciones Energéticas de Transición Justa de España – Andorra, Aragón

Web of the project or outputs:https://justtransitionfinance.org/wp-content/uploads/2025/02/Just-Transition-Finance-Lab_Spain-case-study.pdf**Country:** Spain**Region / City:** Andorra**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Just Transition Institute (Instituto para la Transición Justa, ITJ), Endesa (subsidiary utility), Local municipalities and communities, regional stakeholders involved in coal phase-out

Period of the project:

Start:	Finish:	OR	Still ongoing
2022			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
1.56 mil	EUR		☐

Description (max ½ A4 range):

The Andorra, Aragón case involves energy tenders issued under Spain's Just Transition framework, linking the allocation of grid access for new renewable energy projects with commitments to benefit the local economy, job creation, and community development. When the coal-fired power plant in Andorra (Teruel) was phased out, these tenders were designed so that the successful utility firm, Endesa, committed not only to build renewables generation and storage infrastructure but also to invest in employment, social programs, and environmental restoration. There is a strong component of creating jobs directly (for construction, operations, environmental works) and indirectly (through supply chains), as well as collaborating with regional and municipal authorities to ensure that the transition supports local workers. The initiative also addresses demographic decline and economic decline in rural post-industrial zones, aiming to stabilise communities and deliver socially just transition while decarbonising energy supply.

Main outputs:

The project's outputs include new renewable energy and storage infrastructure; employment commitments tied to the tender; local economic and environmental improvements; community engagement; social and environmental programs to offset impacts of coal phase-out; positive economic spillovers in related sectors.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: AT_01 Digi+

Name of the project / practice in EN:

Demographic Consulting Digi+

Name of the project / practice in local language:

Demografieberatung Digi+

Web of the project or outputs:

<https://www.demografieberatungplus.at/en/>

<https://www.esf.at/projekt/demografieberatung-digi/>

Country: Austria

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

European Social Fund Plus (ESF+); Austrian Federal Ministry of Labour and Economy (BMAW); ÖSB Consulting; Deloitte; JOANNEUM RESEARCH POLICIES

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2027		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
17.6 mil	EUR		☐

Description (max ½ A4 range):

Free advisory programme that helps companies, works councils and employees build resilience to demographic and digital change, with a specific emphasis on maintaining and improving the work ability of older workers and creating age-independent, life-course-oriented jobs. Digitalisation is used as a lever to adapt work design, management, HR processes, competence development and health at work. Advisory is delivered nationwide through four regional leads and ~50 demographic consultants and digital experts.

Main outputs:

- Targeting aprox. 930 companies advised in 2023–2027; aprox. 65% with agreed/implemented results,
- Launch event (May 2023) and ongoing nationwide outreach to firms,
- Online knowledge hub and tools for age-appropriate, digital workplaces,
- Tailored company roadmaps across five action fields; referrals to suitable digital upskilling offers.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Works councils and HR managers

Id: AT_02 AMS_IQV

Name of the project / practice in EN:

AMS Impulse Qualification Network (IQV) – Carinthia

Name of the project / practice in local language:

AMS Impuls-Qualifizierungsverbund (IQV) – Kärnten

Web of the project or outputs:

<https://www.ams.at/unternehmen/personal--und-organisationsentwicklung/impuls-qualifizierungs-verbund-iq-v>

<https://impuls-qv.at/kaernten>

Country: Austria

Region / City: Carinthia (Kärnten)

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Public Employment Service (AMS) Carinthia; IQV Kärnten; BESTRA (Workforce Structure Analysis); AKI (Employer Competence Indicator); NH-Check (Sustainability Check)

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The IQV is an AMS-supported network of companies that co-design and implement tailor-made upskilling programmes for their employees. IQV Kärnten coordinates needs assessment, collects quotes, organizes joint training, and supports companies in applying for funding such as the Qualification Support for Employees (QBN). As part of the broader IMPULS programme, companies also receive free on-site consulting offers like BESTRA (workforce structure analysis), AKI (employer competence indicator) and NH-Check (sustainability).

Main outputs:

- Tailored, pooled training offers that match company skills needs,
- On-site advisory and diagnostics (BESTRA, AKI, NH-Check),
- Support with QBN funding applications (up to 50% of eligible course costs; up to 50% personnel costs for low-qualified employees),
- Workshops on digitalization and competency-based recruiting.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Works councils and HR managers

Steel City Zen: Good practices**Id:** AT_03 CEPS_GreenJobs**Name of the project / practice in EN:**

Jobs for the Green Transition: Definitions, classifications and emerging trends

Name of the project / practice in local language:

Jobs for the Green Transition (EN) – CEPS In-Depth Analysis

Web of the project or outputs:<https://www.ceps.eu/ceps-publications/jobs-for-the-green-transition/>https://circulareconomy.europa.eu/platform/sites/default/files/2023-09/CEPS-In-depth-analysis-2023-12_Jobs-for-the-green-transition-1.pdf**Country:** international**Region / City:****Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Centre for European Policy Studies (CEPS); Horizon Europe project TransEuroWorkS (Grant No. 101061198)

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
2 637 258	EUR		☐

Description (max ½ A4 range):

Policy research output that synthesises definitions and frameworks of ‘green jobs’ and proposes an integrated, operational taxonomy based on four pillars: inputs, processes, outputs, and job quality.

The study reviews ILO, O*NET, ESCO and other taxonomies; highlights overlaps and gaps; and outlines indicators to measure the ‘greenness’ of occupations across sectors.

It also provides country policy examples (Ireland, Canada, Portugal) focused on green skills and just transition, informing EU and national policy debates.

Main outputs:

- Integrated taxonomy for green jobs with four pillars (inputs, processes, outputs, job quality) and example indicators,
- Comparative review of major taxonomies (ILO, O*NET, Bowen & Hancké, ESCO),
- Analytical framework to compute composite measures of job ‘greenness’,
- Policy examples (Ireland Green Skills Action Programme; Canada Sustainable Jobs Plan; Portugal Green Skills & Jobs Programme).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Research & policy analysis

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): EU/national policymakers, social partners

Id: AT_04 Demografieberatung

Name of the project / practice in EN:

Demographic Consulting for Employees and Companies (Demografieberatung)

Name of the project / practice in local language:

Demografieberatung für Beschäftigte + Betriebe

Web of the project or outputs:

<https://www.demografieberatung.at/>

https://www.esf.at/wp-content/uploads/2022/07/Abschlusspublikation-Demografieberatung_Wir-schaffen-Wandel-gemeinsam-2017-2022-1.pdf

Country: Austria

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

European Social Fund (ESF); Austrian Federal Ministry of Labour; ÖSB Consulting GmbH; Deloitte Consulting GmbH

Period of the project:

Start:	Finish:	OR	Still ongoing
2017	2022		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Free national advisory programme helping companies create age(ing)-appropriate, life-course-oriented workplaces and remain competitive amid demographic change. Delivered by interdisciplinary consultants, the programme supported knowledge retention and succession, intergenerational cooperation, leadership & culture, healthy work design, and HR processes. Participation was free for companies of all sizes, funded by the ESF and the Federal Ministry of Labour.

Five fields of action: Knowledge & Competences; Personnel Management; Work Design; Health; Leadership & Culture.

Main outputs:

- Around 1,700 companies advised by 2021; approx. 1,800 companies advised by end of 2022,
- Practice forums, summer school webinars, e-coaching platform, networking and tools for companies,
- Tailored company roadmaps from analysis through implementation support.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** AT_05 EducationVoucher**Name of the project / practice in EN:**

Chamber of Labour Carinthia – Education Voucher (Bildungsgutschein)

Name of the project / practice in local language:

AK Kärnten – Bildungsgutschein

Web of the project or outputs:<https://kaernten.arbeiterkammer.at/bildungsgutschein><https://www.ak-akademie.at/bildungsgutschein>**Country:** Austria**Region / City:** Carinthia (Kärnten)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Arbeiterkammer Kärnten (AK Carinthia); AK Akademie (course platform)

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The AK Kärnten Education Voucher is a regional training subsidy for AK members in Carinthia. Eligible members receive a €100 voucher (or €150 for those born in 1974 or earlier and for apprentices) which can be redeemed digitally at AK Akademie across ~1,000 courses. The scheme supports lifelong learning and upskilling for workers, including those on parental leave or in marginal employment.

Main outputs:

- Thousands of course redemptions annually via AK Akademie,
- Accessible, low-barrier adult learning funding for AK members,
- Digital voucher redemption and centralized course catalogue.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Apprentices

Steel City Zen: Good practices**Id:** AT_06 FrauKann**Name of the project / practice in EN:**

Women can

Name of the project / practice in local language:

Frau kann

Web of the project or outputs:https://www.oesb.at/wp-content/uploads/0_2_frau_kann_Das_Projekt.pdf**Country:** Austria**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

ÖSB Consulting GmbH

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	2022		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Frau kann supported companies to recruit and retain girls in atypical, mostly technical apprenticeships. It combined company consulting, coaching and workshops with a practical toolbox for HR and trainers, including guidance on employer attractiveness, gender-sensitive recruiting, legal aspects and creating a welcoming culture for girls. The project also linked firms to AMS apprenticeship funding instruments.

Main outputs:

- Toolbox with worksheets for workshops, mentoring and HR processes,
- Sensitisation of staff and managers; introduction of anchor-person models,
- Documented results: e.g., partner firms reaching a 50% quota of female apprentices; hundreds of girls in taster placements and active apprenticeships (as of Nov 2021).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Girls and young women entering apprenticeships

Steel City Zen: Good practices**Id:** AT_07 ImpulseQualificationNetwork**Name of the project / practice in EN:**

IMPULSE Qualification Network (IQV) – Upper Austria

Name of the project / practice in local language:

Impuls-Qualifizierungsverbund (IQV) Oberösterreich

Web of the project or outputs:<https://impuls-qv.at/oberoesterreich>https://impuls-qv.at/oberoesterreich/user/images/rt_interstellar/logo/IQV_Broschuere_neu_2022.pdf**Country:** Austria**Region / City:** Upper Austria (Oberösterreich)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

IQV members; AMS Upper Austria; Government of Upper Austria

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	2023		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The "Impuls-Qualifizierungsverbund (IQV) Oberösterreich" project, running from 2021 to 2023, is a collaborative initiative aimed at enhancing professional qualifications and supporting workforce development in Upper Austria. Focused on the themes of consultation, cooperation, and support, this project seeks to address the skills gap in the region by fostering partnerships among various stakeholders, including educational institutions, employers, and government entities.

Central to the IQV project is the provision of targeted advisory services that cater to the specific needs of local businesses and organizations. This involves assessing skill demands and aligning training programs accordingly to ensure that employees are equipped with relevant competencies for the evolving job market. The project emphasizes the importance of continuous professional development and aims to create tailored educational pathways that enhance career opportunities for individuals.

Additionally, the IQV Oberösterreich initiative promotes cooperation between different sectors to facilitate knowledge exchange and best practices, thereby creating a more integrated approach to workforce development. Through workshops, seminars, and collaborative projects, participants benefit from shared resources and expertise, which ultimately contribute to a more skilled and adaptable workforce in Upper Austria.

Overall, the IQV project represents a proactive response to the challenges of workforce qualification in the region, fostering a culture of continuous learning and cooperation that is vital for economic resilience and growth.

Main outputs:

- Needs Assessment: Conduct surveys and studies in collaboration with local businesses to identify skill gaps and training needs. Use data analysis to evaluate labor market trends and future skill requirements.
- Tailored Training Development: Develop training programs in consultation with educational institutions and industry partners based on identified needs. Ensure that programs are flexible to accommodate various learning styles and formats (online, in-person, hybrid).
- Workshops and Seminars: Organize workshops, seminars, and networking events to facilitate knowledge sharing and skills development. Engage experts from various fields to provide insights into best practices and innovations.
- Support Services: Provide career counseling and placement services to individuals seeking to enter or advance in the labor market. Offer ongoing support for employers in implementing training initiatives.
- Business Contributions: Participating businesses may contribute financially to the initiative, either through direct funding for specific training programs or through in-kind contributions such as training facilities or expertise.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** AT_08 FairPlusService**Name of the project / practice in EN:**

FairPlusService – Better jobs for women and fair opportunities for companies

Name of the project / practice in local language:

FairPlusService

Web of the project or outputs:<https://fairplusservice.at/><https://www.esf.at/projekt/fairplusservice/>**Country:** Austria**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

ÖSB Consulting (lead); ABZ*AUSTRIA; update Training; ÖSB Social Innovation

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	2023		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The "FairPlusService 2020 – 2023" initiative, launched by the Austrian Ministry of Social Affairs, is dedicated to promoting gender equality in the labor market by empowering low-qualified female workers. This project aims to enhance employment opportunities for women facing barriers to workforce participation due to a lack of formal education, vocational training, or relevant work experience.

Project Objectives: Recognizing that education is crucial for both individual professional and social security, the project highlights the stark correlation between low educational attainment and increased risks of unemployment and poverty. Furthermore, a company's economic success is significantly influenced by the qualifications of its workforce. Notably, sectors such as hospitality, service industries (e.g., cleaning and temporary employment), and certain areas of retail, nursing, and production have a high proportion of women with low formal qualifications, often working under challenging conditions.

To address these issues, the project offers company-based consulting and support aimed at:

- Promoting and professionalizing the (further) education and qualification of low-qualified women.
- Improving the work situation for low-qualified women, specifically regarding working hours, work-life balance, income prospects, job stability, and opportunities for further development.
- Facilitating the integration of disadvantaged groups of women, including those with migration backgrounds, into the workforce.

The Austrian Employment Service ÖSB plays a vital role in the implementation of the "FairPlusService" initiative. ÖSB is responsible for outreach and communication with approximately 2,500 companies, conducting around 172 initial consultations and establishing 96 advisory agreements. Their activities include performing needs assessments in 78 companies to raise awareness about gender equality, employee development, and support for women in the workplace.

Furthermore, the project emphasizes ecological transformation at the business level, promoting skills development in both green and digital areas among low-qualified workers. This includes raising awareness about sustainable practices in everyday operations, advising management on resource-efficient employee mobility, and providing career counseling for women to support sustainable changes in work practices and roles brought on by digitalization.

Main outputs:

- Company acquisition and establishing initial contacts for consulting,
- Conducting company and needs analyses to foster discussions on equal opportunities and workforce training,
- Customized consulting services focusing on training opportunities, personal development, and integrating disadvantaged groups,
- Public relations, media outreach, and awareness-raising measures,
- Ongoing management and documentation of the project, ensuring effective knowledge sharing.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Women in low-wage sectors

Steel City Zen: Good practices**Id:** AT_09 FairPlusService**Name of the project / practice in EN:**

FairPlusService – Better jobs for women and fair opportunities for companies

Name of the project / practice in local language:

FairPlusService

Web of the project or outputs:<https://fairplusservice.at/><https://www.esf.at/projekt/fairplusservice/>**Country:** Austria**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

ÖSB Consulting (lead); ABZ*AUSTRIA; update Training; ÖSB Social Innovation

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	2023		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The "FairPlusService 2020 – 2023" initiative, launched by the Austrian Ministry of Social Affairs, is dedicated to promoting gender equality in the labor market by empowering low-qualified female workers. This project aims to enhance employment opportunities for women facing barriers to workforce participation due to a lack of formal education, vocational training, or relevant work experience.

Project Objectives: Recognizing that education is crucial for both individual professional and social security, the project highlights the stark correlation between low educational attainment and increased risks of unemployment and poverty. Furthermore, a company's economic success is significantly influenced by the qualifications of its workforce. Notably, sectors such as hospitality, service industries (e.g., cleaning and temporary employment), and certain areas of retail, nursing, and production have a high proportion of women with low formal qualifications, often working under challenging conditions.

To address these issues, the project offers company-based consulting and support aimed at:

- Promoting and professionalizing the (further) education and qualification of low-qualified women.
- Improving the work situation for low-qualified women, specifically regarding working hours, work-life balance, income prospects, job stability, and opportunities for further development.
- Facilitating the integration of disadvantaged groups of women, including those with migration backgrounds, into the workforce.

The Austrian Employment Service ÖSB plays a vital role in the implementation of the "FairPlusService" initiative. ÖSB is responsible for outreach and communication with approximately 2,500 companies, conducting around 172 initial consultations and establishing 96 advisory agreements. Their activities include performing needs assessments in 78 companies to raise awareness about gender equality, employee development, and support for women in the workplace.

Furthermore, the project emphasizes ecological transformation at the business level, promoting skills development in both green and digital areas among low-qualified workers. This includes raising awareness about sustainable practices in everyday operations, advising management on resource-efficient employee mobility, and providing career counseling for women to support sustainable changes in work practices and roles brought on by digitalization.

Main outputs:

- Company acquisition and establishing initial contacts for consulting,
- Conducting company and needs analyses to foster discussions on equal opportunities and workforce training,
- Customized consulting services focusing on training opportunities, personal development, and integrating disadvantaged groups,
- Public relations, media outreach, and awareness-raising measures,
- Ongoing management and documentation of the project, ensuring effective knowledge sharing.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Women in low-wage sectors

Steel City Zen: Good practices**Id:** BEL_01**Name of the project / practice in EN:**

House of skills - Ghent

Name of the project / practice in local language:

House of skills - Ghent

Web of the project or outputs:

https://www.oecd.org/en/publications/providing-local-actors-with-case-studies-evidence-and-solutions-places_eb108047-en/the-house-of-skills_b8044b67-en.html

Country: Belgium**Region / City:** Ghent**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

City of Ghent (Municipality)
 VDAB (Flemish Public Employment and Training Service)
 Volvo Cars Ghent, Europabank, Febelfin
 Career guidance organisation KOPA
 Training funds, education providers, local employers

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The House of Skills in Ghent is a pilot project designed to create a local ecosystem for lifelong learning and sustainable employability, particularly for workers and residents whose jobs are under pressure due to industrial restructuring and technological change. Ghent, historically an industrial and port city, has undergone major economic shifts, with a decline in traditional manufacturing and increasing demand for new skills in automotive, digital, financial services and healthcare. The project aims to help workers in declining sectors transition smoothly into future-oriented occupations. It does so by bringing together the municipality, the Flemish public employment service (VDAB), employers such as Volvo Cars and Europabank, and career guidance organisations like KOPA. Services include modular and flexible training programmes, career guidance, validation of prior learning and job-matching support. House of Skills is designed as an innovation lab: pilots are tested on small groups of employees or jobseekers to identify the most effective methods of upskilling and reskilling. By engaging both companies and individuals, the project strengthens Ghent's capacity to respond to industrial transitions, reduces mismatches in the labour market, and promotes inclusive growth for workers with lower or medium educational attainment.

Main outputs:

Two pilot projects tested with workers in sectors under transformation.

Improved collaboration between public employment services, employers and training providers.

New tools for career guidance and modular training pathways.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BEL_02**Name of the project / practice in EN:**

A6K/E6K – Digital & Technological Innovation and Training Hub (Charleroi)

Name of the project / practice in local language:

A6K/E6K – Digital & Technological Innovation and Training Hub (Charleroi)

Web of the project or outputs:https://commission.europa.eu/projects/a6ke6k-digital-and-technological-innovation-and-training-hub-walloon-region_enhttps://www.a6k.be/whats-up/e6k_takes_off_breaking_ground_training_campus**Country:** Belgium**Region / City:** Charleroi (Province de Hainaut, Wallonia)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Walloon Region / Recovery & Resilience Plan (PRR) implementers; City of Charleroi

Le Forem (Walloon public employment & training service) / Forem training centres (incl. Charleroi)

Industrial partners & research/HEIs connected to A6K ecosystem

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

A6K/E6K in Charleroi is Wallonia's flagship hub that combines innovation infrastructure with large-scale training and re-training to support the labour-market transition of the post-industrial coal and manufacturing basin of Hainaut. The project is centred on the creation of a 20,000 m² E6K training campus dedicated to technological and digital skills, integrated with the A6K industrial innovation ecosystem that brings together firms, start-ups, universities and research institutes. Within Belgium's Recovery and Resilience Plan, the initiative also invests in the construction and renovation of multiple Le Forem training centres, the establishment of a re-engineering and STEM platform, and the deployment of immersive "digital factory" environments that provide hands-on upskilling opportunities closely aligned with employer demand. It represents a clear example of a place-based active labour market policy: Le Forem and local partners design short, modular training pathways aimed at displaced and at-risk workers, jobseekers and young people, ensuring that they can move into new roles in regional growth sectors such as advanced manufacturing, energy and digital technologies. By tackling skills obsolescence caused by industrial decline and by physically co-locating employers with training providers, the hub increases the speed and effectiveness of job transitions, reduces unemployment risks, and contributes to strengthening workforce participation and economic revitalisation in Charleroi and the wider Hainaut region.

Main outputs:

New training infrastructure (Forem sites; immersive digital factories; E6K campus) and expanded course offer in tech/industry.

Operational ecosystem linking employers, Forem, and providers for faster re/up-skilling and job placement.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: **BEL_03**

Name of the project / practice in EN:

Social Concierge – Liège

Name of the project / practice in local language:

Conciergerie sociale – Liège

Web of the project or outputs:

<https://european-social-fund-plus.ec.europa.eu/en/news/long-term-unemployment-community-involvement-conciergerie-sociale-liege>

Country: Belgium**Region / City:** Liège (Wallonia)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

City of Liège and local municipal housing bodies
 Local social economy associations
 Walloon regional employment services (FOREM)
 Supported through ESF+ pilot funding

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The *Conciergerie sociale* in Liège is a social innovation initiative supported by the European Social Fund Plus. It was created to address the persistent problem of long-term unemployment in

disadvantaged neighborhoods of the city, many of which have suffered from deindustrialisation and the decline of traditional manufacturing sectors. The project hires unemployed residents and trains them to become “social concierges” who provide services for their local community – such as maintenance of public spaces, support for housing blocks, helping elderly residents, and improving social cohesion in neighborhoods. Participants receive structured on-the-job training, mentoring and personal coaching to help them regain confidence, acquire transferable skills and eventually move into the mainstream labour market. The approach both combats social isolation and creates pathways out of unemployment, while at the same time improving the quality of life in deprived urban districts of Liège. The initiative demonstrates how a city-level project can combine local service provision with active labour market policies to support post-industrial communities.

Main outputs:

Employment opportunities for long-term unemployed residents in Liège’s disadvantaged neighborhoods.

Training and mentoring for participants, leading to improved employability.

Improved services and social cohesion for local communities.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Residents of disadvantaged post-industrial neighborhoods in Liège

Steel City Zen: Good practices

Id: BIH_01 Inclusive Decarbonization Activity

Name of the project / practice in EN:

Inclusive Decarbonization Activity (IDA)

Name of the project / practice in local language:

Inclusive Decarbonization Activity (IDA)

Web of the project or outputs:

<https://www.undp.org/bosnia-herzegovina/projects/ida-project>

Country: Bosnia and Herzegovina

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

United Nations Development Programme (UNDP); Ministry of Foreign Trade and Economic Relations of Bosnia and Herzegovina (MoFTER); Donor: Government of Japan

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2023		☐

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by the Government of Japan; implemented by UNDP in cooperation with MoFTER

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Inclusive Decarbonization Activity (IDA) was implemented in BiH from March 2022 to December 2023. It was led by the United Nations Development Programme (UNDP) in partnership with the Ministry of Foreign Trade and Economic Relations of BiH, and financed by the Government of Japan with approximately USD 1.87 million in funding. IDA is part of UNDP's global Climate Promise initiative, aimed at helping countries achieve their Nationally Determined Contributions (NDC) under the Paris Agreement. Objectives were to support BiH's transition toward a low-carbon economy, to embed a just and inclusive transition mechanism, particularly to ensure no individual or vulnerable group is left behind and to prioritize the energy, steel, and cement sectors—three of BiH's most carbon-intensive industries. The IDA project did not directly invest in formal education institutions (e.g., schools or universities). However, the "Blueprint for Gender-Responsive Just Transition" developed by the project can serve as an educational resource in higher education programs, especially in:

1. Environmental science and sustainability
2. Energy transition policy
3. Social policy and gender studies

Main outputs:

- Development of the strategic document "Just Transition for All" and guidelines for just transition in power, steel, and cement sectors
- Financial & technical support provided to 20 SMEs from carbon-intensive industries for decarbonisation interventions
- Capacity building/training for stakeholders (government, industry, vulnerable groups) on gender-responsive just transition practices
- Public call for SMEs to apply for technical & financial support

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Decarbonization & Energy Transition

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): SMEs in carbon-intensive industries & Vulnerable and marginalized communities; women; youth

Steel City Zen: Good practices**Id:** BIH_02 Schools of the Future**Name of the project / practice in EN:**

Schools of the Future

Name of the project / practice in local language:

Škola budućnosti

Web of the project or outputs:

<https://www.undp.org/bosnia-herzegovina/news/schools-future-connecting-educational-sector-practitioners-and-innovators>

Country: Bosnia and Herzegovina**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

United Nations Development Programme (UNDP); STEMI Education; Government of Norway via the Economic Governance for Growth (EGG2) project

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by the Government of Norway; UNDP BiH

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Schools of the Future” program is a collaboration between STEMI, Infobip, and UNDP—is a pioneering two-year effort (2022–2024) in Bosnia and Herzegovina designed to bridge schools with technology practitioners and innovators. Through STEM cabinets filled with robotics kits, AI and IoT tools, students and teachers engage in hands-on projects, hackathons, and innovation workshops. The initiative includes “Imagination Day” events where schools present robotics and sustainability projects, supported by mentorship from industry experts and supported by the Good Governance for Growth (EGG2) program. More than 29 partner schools, 500+ students, and 70+ teachers participated, demonstrating significant impact on STEM engagement and practical learning skills.

Main outputs:

- Participating schools: 29 schools engaged in STEM-Schools community,
- Teachers: about 70 teachers involved, over 500 students participating,
- STEM labs and modern equipment installed in 30+ schools,
- AI curriculum developed and deployed,
- Public events / innovation showcases (e.g. Imagination Day) for students to present robotics and 3D design projects.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): School Infrastructure Upgrade

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Students, schools and teachers

Steel City Zen: Good practices**Id:** BIH_03 Schools of the Future**Name of the project / practice in EN:**

Schools of the Future

Name of the project / practice in local language:

Škola budućnosti

Web of the project or outputs:

<https://www.undp.org/bosnia-herzegovina/news/schools-future-connecting-educational-sector-practitioners-and-innovators>

Country: Bosnia and Herzegovina**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

United Nations Development Programme (UNDP); STEMI Education; Government of Norway via the Economic Governance for Growth (EGG2) project

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by the Government of Norway; UNDP BiH

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Schools of the Future” program is a collaboration between STEMI, Infobip, and UNDP—is a pioneering two-year effort (2022–2024) in Bosnia and Herzegovina designed to bridge schools with technology practitioners and innovators. Through STEM cabinets filled with robotics kits, AI and IoT tools, students and teachers engage in hands-on projects, hackathons, and innovation workshops. The initiative includes “Imagination Day” events where schools present robotics and sustainability projects, supported by mentorship from industry experts and supported by the Good Governance for Growth (EGG2) program. More than 29 partner schools, 500+ students, and 70+ teachers participated, demonstrating significant impact on STEM engagement and practical learning skills.

Main outputs:

- Participating schools: 29 schools engaged in STEM-Schools community,
- Teachers: about 70 teachers involved, over 500 students participating,
- STEM labs and modern equipment installed in 30+ schools,
- AI curriculum developed and deployed,
- Public events / innovation showcases (e.g. Imagination Day) for students to present robotics and 3D design projects.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): School Infrastructure Upgrade

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification): Students, schools and teachers

Steel City Zen: Good practices**Id:** BIH_04 DUALSCI**Name of the project / practice in EN:**

DUALSCI – Strengthening the Capacity for the Implementation of Dual Higher Education in Bosnia and Herzegovina

Name of the project / practice in local language:

DUALSCI – Jačanje kapaciteta za implementaciju dualnog visokog obrazovanja u Bosni i Hercegovini

Web of the project or outputs:<https://bit-alliance.ba/projects/dualsci-strengthening-the-capacity-of-dual-education-in-bosnia-and-herzegovina/>**Country:** Bosnia and Herzegovina**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Bit Alliance (IT industry association in BiH) as one of the main proponents; University of Sarajevo, University of Mostar, University of East Sarajevo, University of Zenica; International partners: University of Novi Sad (SRB), DHBW Heilbronn (GER), FH JOANNEUM (AUT), WUS Austria, IMH Campus (ESP)

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	2023		☐

Source of funding:

☒	EU co-funding*
☐	National / Regional public co-funding
☐	Private funding*
☐	Not identified

*Funded by Erasmus+

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The DUALSCI project aims to strengthen dual education in Bosnia and Herzegovina (BiH) by integrating practical industry experience with academic learning. Funded through the Erasmus+ KA2 program, it involves four BiH universities and international partners like Germany, Austria, and Serbia. The project's goals include improving employability, reducing dropout rates, and aligning higher education with market needs. It also supports legal reforms to establish dual education frameworks across BiH.

As BiH transitions to a market economy, DUALSCI addresses the gap between education and industry, modernizing curricula, fostering job-ready graduates, and creating local employment opportunities. The project is crucial for BiH's economic development and integration with EU standards, offering a concrete solution to the country's educational and workforce challenges..

Main outputs:

- A generic DUALSCI dual higher education model, adaptable to different HEIs and business sectors,
- Pilots of dual models in several universities in BiH,
- Survey report of companies (173) about their capacity, attitudes, and willingness to participate in dual education,
- Proposed legislative/regulatory amendments in selected cantons/entities (Republika Srpska, Sarajevo Canton, West Herzegovina, Zenica-Doboj etc.) to enable dual higher education,
- Exchange / study visits to institutions abroad for learning and adopting best practices.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Work-based Education (dual)

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BIH_05 EU4Employment**Name of the project / practice in EN:**

EU4Employment – Harnessing the Green and Digital Transitions

Name of the project / practice in local language:

EU4Employment – Poticanje zelenih i digitalnih tranzicija

Web of the project or outputs:

https://www.eeas.europa.eu/delegations/bosnia-and-herzegovina/european-union-launches-%E2%82%AC55-million-project-create-new-jobs-bosnia-and-herzegovina_en

Country: Bosnia and Herzegovina**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

EU, ILO

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
5.5 mil	EUR		☐

Description (max ½ A4 range):

Launched in 2025. The project is expected to contribute to the upskilling and reskilling of at least 1,800 individuals and facilitate the direct employment of at least 600 people from the target groups. This will be achieved through employer-supported hiring, self-employment initiatives, or formalisation of existing jobs. Using grant funding, the initiative will be implemented by creating at least 20 active labour market programmes in Bosnia and Herzegovina, primarily targeting green and digitally intensive jobs.

Main outputs:

- Upskill / reskill at least 1,800 persons in green & digital jobs,
- Employment for at least 600 people via new hire, self-employed, or formalisation of jobs,
- Implementation of ~20 active labour market programmes targeting these sectors,
- Technical assistance and grants / support to employers & training providers to enable green and digital sector jobs.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BIH_06 Training_Unemployed_Mothers**Name of the project / practice in EN:**

Training Unemployed Mothers for the Labor Market

Name of the project / practice in local language:

Obuka nezaposlenih majki za tržište rada

Web of the project or outputs:

<https://ba.unfpa.org/en/news/project-%E2%80%9Etraining-unemployed-mothers-labor-market%E2%80%9C-completed-29-mothers-gained-work-experience>

Country: Bosnia and Herzegovina**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

UNFPA (United Nations Population Fund); Government of the Czech Republic — funder/donor; dm drogerie markt BiH; Mozaik Foundation

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2023		☐

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by Government of the Czech republic and dm drogerie

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The project "Training Unemployed Mothers for the Labor Market" is designed to support and empower unemployed mothers by equipping them with the skills, knowledge, and confidence necessary to re-enter the workforce. Recognizing the unique challenges faced by women balancing motherhood and career development, the project provides targeted training programs aimed at enhancing employability and fostering economic independence.

Through a combination of vocational training, career counseling, soft skills development, and job placement assistance, the project seeks to bridge the gap between unemployed mothers and labor market demands. Special attention is given to flexible learning formats and supportive environments that accommodate parenting responsibilities.

The ultimate goal is to create sustainable opportunities for mothers, reduce unemployment rates among women, and contribute to inclusive economic growth by enabling greater workforce participation.

The project is specifically designed for:

- Unemployed mothers of working age (18–50), particularly those who have been out of the labor market for an extended period.
- Women from socially or economically disadvantaged backgrounds.
- Mothers with low qualifications or outdated professional skills.

Following the successful implementation of the initial phase, a second phase was introduced, expanding the scope of the project to include long-term unemployed women, offering them tailored programs aimed at sustainable reintegration into the labor market.

Main outputs:

- 29 unemployed mothers completed the training and gained work experience,
- Increased employability and skills among participating mothers (practical skills, workplace routines, professional adaptation),
- Raised awareness among employers (e.g. dm drogerie markt BiH) of the potential in hiring mothers who have been excluded due to childcare constraints,
- Model for short-term training + work experience targeted at women with caregiving responsibilities, which could be replicated or scaled up.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Women's labor force inclusion

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BIH_07 Training_SecondEmploymentSupportProject**Name of the project / practice in EN:**

Second Employment Support Project (ESP-2)

Name of the project / practice in local language:

Drugi projekat podrške zapošljavanju (ESP-2)

Web of the project or outputs:<https://fmrsp.gov.ba/poceo-drugi-projekat-podrske-zaposljavanju-esp-2-za-mlade-dugotrajno-nezaposlene-i-ra-njive-kategorije-u-federaciji-bih>**Country:** Bosnia and Herzegovina**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Federal Employment Institute (FEI) of the Federation of Bosnia & Herzegovina (FBiH); Employment Institute of Republika Srpska (EI RS); World Bank (IBRD) financing

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2026/27		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Loan from World Bank

Budget:

Amount	Currency	OR	Not identified
43.2 mil	USD		☐

Description (max ½ A4 range):

The project "Start Your Own Business" (Pokreni svoj posao), implemented annually by the Municipality of Kakanj, aims to support unemployed individuals in starting their own small businesses. Through this initiative, the municipality provides financial incentives, training, and mentorship to help participants develop viable business ideas and transform them into sustainable enterprises. The project particularly encourages entrepreneurship in crafts, services, and rural sectors, with special emphasis on empowering youth, women, and other vulnerable groups. By fostering self-employment, "Start Your Own Business" contributes to reducing unemployment and strengthening the local economy through grassroots innovation and enterprise development.

The goal is to help individuals develop their own ideas and become economically independent, reducing reliance on large companies and the dominant heavy industry in the area. In doing so, the project promotes economic diversification and builds a more resilient, inclusive local economy.

Main outputs:

- Placement of thousands of jobseekers in formal private sector jobs after completing ALMPs,
- Improved capacity of Public Employment Services to deliver ALMPs, manage monitoring, and enhance intermediation services,
- Specific performance-based targets for placements by youth, disadvantaged, newly unemployed, self-employed etc.,
- Improved retention rates (some targets reflect employment 12 months after ALMPs).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth and entrepreneurs candidates among registered jobseekers

Steel City Zen: Good practices

Id: **BIH_08** IntermunicipalEntrepreneurshipProtocol

Name of the project / practice in EN:

Inter-Municipal Cooperation Protocol: Kakanj, Konjic & Jablanica in Entrepreneurship

Name of the project / practice in local language:

Protokol o međupćinskoj saradnji općina Kakanj, Konjic i Jablanica u oblasti poduzetništva

Web of the project or outputs:

<https://kakanj.gov.ba/v5/potpisan-protokol-o-medjuopcinskoj-saradnji-opcina-kakanj-konjic-i-jablanica-u-oblast-i-poduzetnistva/>

Country: Bosnia and Herzegovina

Region / City: Municipalities of Kakanj, Konjic, and Jablanica

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipalities: Kakanj, Konjic, and Jablanica; Udruženje za poduzetništvo i posao "LiNK" — Association for Entrepreneurship and Business LiNK; Employment Service of Herzegovina-Neretva Canton (HNK), Employment Service of Zenica-Doboj Canton (ZDK); University Džemal Bijedić, Radin d.o.o. Mostar, Jablanit d.o.o. Jablanica

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
185 393	EUR		☐

Description (max ½ A4 range):

The project "Through Inter-Municipal Cooperation Towards Better and More Inclusive Start-up Support Practices" was implemented in partnership between the Municipality of Jablanica,

Municipality of Kakanj, Municipality of Konjic, Association for Entrepreneurship and Business LiNK Mostar, Employment Service of Herzegovina-Neretva Canton, Employment Service of Zenica-Doboj Canton – Kakanj Employment Bureau, “Džemal Bijedić” University of Mostar, RadIN Ltd. Mostar, and Jablanit Ltd. Jablanica. The establishment of the Inter-Municipal Partnership aimed to directly improve inclusive entrepreneurial infrastructure and increase the number of newly established businesses in the municipalities of Jablanica, Kakanj, and Konjic. It was funded by the European Union under the EU4Business program. Over 16 months, the project helped launch 36 new start-ups—12 in Kakanj, 13 in Jablanica, and 11 in Konjic—majority owned by women and other marginalized groups, employing over 40 people total.

As global markets and regional economies evolved, there was increasing emphasis on innovation, digitalization, and inclusive workforce participation. This project supported those changes—particularly by:

- Empowering marginalized groups with entrepreneurial skills,
- Fostering digital and service-sector entrepreneurship in tourism and rural areas,
- Expanding local business infrastructure and support systems for new, inclusive startups.

Main outputs:

- Direct support to 130 individuals from vulnerable categories: 70 unemployed women, 15 persons with disabilities, 10 national minority members, 35 persons over 50,
- Entrepreneurship skills / idea development (individual work) for those 130 individuals,
- Training for 100 persons, and at least 20 new businesses started in agro-rural and tourism sectors,
- Mentoring and professional support in first year for these start-ups,
- Additional outreach to 150 non-vulnerable persons for the support system; total project beneficiaries ~ 280 across the three municipalities.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Local / regional collaboration

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Vulnerable groups: unemployed women, persons with disabilities, national minorities, older persons; aspiring entrepreneurs

Steel City Zen: Good practices**Id:** BIH_09 IntegralApproachSocialInclusion**Name of the project / practice in EN:**

Integral Approach to Social Inclusion

Name of the project / practice in local language:

Integralni pristup ka socijalnom uključivanju

Web of the project or outputs:<https://ntvic.ba/opcinu-kakanj-posjetili-predstavnici-caritasa-svicarske-te-predstavnici-lokalnih-zajednica-koje-u-cestvuju-u-realizaciji-projekta-integralni-pristup-ka-socijalnom-ukljucivanju/>**Country:** Bosnia and Herzegovina**Region / City:** Municipalities of Kakanj**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Caritas Switzerland

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
185 393	EUR		☐

Description (max ½ A4 range):

Under the “Integral Approach to Social Inclusion” project, implemented by Caritas Switzerland, the Zenica-Doboj Canton Ministry, the Pedagogical Institute, and the Roma Support Center “Romalen” in Kakanj, teachers and school professionals were regularly trained to improve inclusion practices. Focus topics included interculturalism, Roma student integration, tailored learning support, and individualized learning plans. Multisectoral training sessions took place in February and March 2025, involving social services, police, and civil society. This effort helps vulnerable youth—including children from Roma and low-income communities—stay in school and build the foundational skills needed to enter secondary and vocational schooling, thus preparing a more inclusive future labor force.

Main outputs:

- Consultative visits to Kakanj by Caritas Switzerland and local community representatives to assess project status and implementation,
- Engagement of local communities in planning / realizing inclusion measures,
- Likely capacity building and coordination among local service providers / community actors,
- Raised awareness in Kakanj about inclusion issues (although specific public outputs like number of beneficiaries, services delivered are not found in the sources).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social inclusion & reducing vulnerability

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Vulnerable / marginalized individuals in Kakanj communities

Steel City Zen: Good practices**Id:** BIH_10 PokreniSvojPosaoKakanj**Name of the project / practice in EN:**

Start Your Business in Kakanj

Name of the project / practice in local language:

Pokreni svoj posao u Kaknju

Web of the project or outputs:<https://kakanj.gov.ba/v5/javni-poziv-pokreni-svoj-posao-u-kaknju/>**Country:** Bosnia and Herzegovina**Region / City:** Municipalities of Kakanj**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Local Employment Bureau (Bureau for Unemployment); Municipality of Kakanj

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
5 000	BAM per applicant		☐

Description (max ½ A4 range):

The project "Start Your Own Business" (Pokreni svoj posao), implemented annually by the Municipality of Kakanj, aims to support unemployed individuals in starting their own small businesses. Through this initiative, the municipality provides financial incentives, training, and mentorship to help participants develop viable business ideas and transform them into sustainable enterprises. The project particularly encourages entrepreneurship in crafts, services, and rural sectors, with special emphasis on empowering youth, women, and other vulnerable groups. By fostering self-employment, "Start Your Own Business" contributes to reducing unemployment and strengthening the local economy through grassroots innovation and enterprise development.

The goal is to help individuals develop their own ideas and become economically independent, reducing reliance on large companies and the dominant heavy industry in the area. In doing so, the project promotes economic diversification and builds a more resilient, inclusive local economy.

Main outputs:

- Number of business incentive recipients,
- Refund / subsidy of mandatory contributions for 24 months for new businesses or newly registered activities,
- Co-financing purchase of equipment, machinery, rent, or business inputs up to specified maximum values (varying per category).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social inclusion & reducing vulnerability

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth and entrepreneurs candidates

Id: BIH_11 EmployersIncentiveGrant

Name of the project / practice in EN:

Employers Incentive Grant

Name of the project / practice in local language:

Javni poziv za dodjelu poticaja poslodavcima

Web of the project or outputs:

<https://kakanj.gov.ba/v5/wp-content/uploads/2024/12/Javni-poziv-za-dodjelu-poticaja-poslodavcima.pdf>

Country: Bosnia and Herzegovina

Region / City: Municipalities of Kakanj

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipality of Kakanj; Public Employment Service

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Municipality of Kakanj every year issues a public call inviting employers to apply for incentives when hiring graduates with insufficient knowledge or skills for employment. The municipality covers the intern's salary by providing monthly payments to the employer for a period of up to one year.

The program supports candidates who:

- Have completed higher education (university) or high school,
- Have no prior professional experience in their field,
- Are registered with the Kakanj Employment Bureau.

Main outputs:

- Number of employers applying and receiving grants (not yet reported publicly),
- Number of job positions created or preserved through these incentives (not yet reported),
- Financial support provided per new hire in specific categories (as per the grant scheme),
- Increased employer engagement in employing registered unemployed persons.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Job creation / Active labour market programme

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BIH_12 GreenHorizons**Name of the project / practice in EN:**

Green Horizons – Enabling Just Transition

Name of the project / practice in local language:

Green Horizons – Enabling Just Transition

Web of the project or outputs:<https://www.euki.de/en/euki-projects/green-horizons-enabling-just-transition/>**Country:** Bosnia and Herzegovina**Region / City:** international (w/ Kosovo, Germany)**Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

CENER 21 – Association Center for Energy, Environment and Resources (Bosnia & Herzegovina); Balkan Green Foundation (Kosovo); Germanwatch e.V. (Germany)

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2027		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

Funded by: EU Climate Initiative (EUKI)

Budget:

Amount	Currency	OR	Not identified
512 163	EUR		☐

Description (max ½ A4 range):

The project officially runs from February 2025 to May 2027, with a total grant of €512,163. It is implemented by CENER 21 – Association Center for Energy, Environment and Resources, in partnership with Balkan Green Foundation (BGF) and Germanwatch e.V. The initiative spans coal-dependent regions in Bosnia and Herzegovina and Kosovo, aiming to support a fair ("just") transition as these regions shift toward climate-neutral economies. Key Activities were:

- Conducting baseline assessments and strategic planning to chart climate policy pathways, focusing on adaptation and renewable energy integration
- Training local governments, SMEs, and young people to implement green initiatives and access climate financing.
- Raising climate awareness via participation in climate reporting frameworks like the Climate Change Performance Index.
- Developing tailored “just transition roadmaps”, embedding sustainable practices into policies and supporting green sector development.
- Organizing study tours and capacity workshops to foster cross-learning and adoption of best practices.

Main outputs:

- Just Transition Roadmaps for coal-rich municipalities,
- Baseline climate policy assessments & strategic planning tools,
- Training for SMEs, youth, local governments on green entrepreneurship & accessing climate finance,
- Awareness raising: climate awareness campaigns, improved climate reporting & participation in indices like Climate Change Performance Index.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Just / Fair transition from coal regions

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Id: BIH_13 EnergyTransition

Name of the project / practice in EN:

Energy Transition / Just Transition Project in FBiH

Name of the project / practice in local language:

Projekt energetske tranzicije / Pravedne tranzicije u Federaciji BiH

Web of the project or outputs:

<https://fbihvlada.gov.ba/hr/fmeri-svjetska-banka-odobrila-vise-od-150-miliona-km-za-energetsku-tranziciju>

Country: Bosnia and Herzegovina

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Federal Ministry of Energy, Mining and Industry (FMERI) — Government of FBiH; World Bank

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2030		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

Funded by: World Bank

Budget:

Amount	Currency	OR	Not identified
150 mil	BAM		☐

Description (max ½ A4 range):

The Just Energy Transition Project in the Federation of Bosnia and Herzegovina, supported by over 150 million KM in World Bank financing, aims to enable a fair and sustainable shift away from coal-based energy production. The project focuses on the closure of coal mines, redevelopment of former mining areas, and the development of renewable energy sources, particularly in Banovići, Kreka, and Zenica. It also includes strong social support measures such as worker retraining and community revitalization programs, ensuring that affected populations are provided with new economic opportunities. The initiative contributes to Bosnia and Herzegovina's broader climate goals and strengthens national energy security.

Main outputs:

- Closure of specified coal mines in Zenica and likely others,
- Repurposing former mining land (in Banovići, Kreka, Zenica) for renewable energy plants and other green infrastructure,
- Social / retraining programs for former miners,
- Improvement in energy stability, increased use of renewable energy sources, and economic revitalization of mining regions. (Projected).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Renewable energy infrastructure development

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Id: BIH_14 AdultEducationforLabourMarketNeeds2025

Name of the project / practice in EN:

Co-financing Programme for Adult Education for Labour Market Needs in Zenica-Doboj Canton, 2025

Name of the project / practice in local language:

Program sufinansiranja obrazovanja odraslih za potrebe tržišta rada Zeničko-dobojskog kantona u 2025. godini

Web of the project or outputs:

<https://www.pkzedo.ba/ba/novosti.php?id=783>

<https://www.pkzedo.ba/ba/novosti.php?id=785>

<https://www.pkzedo.ba/ba/novosti.php?id=784>

Country: Bosnia and Herzegovina

Region / City: Zenica-Doboj Canton (ZDC)

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Government of ZDC via Ministry of Labour, Social Policy and Refugees; Federal Employment Service (FZZZ); Chamber of Commerce of Zenica-Doboj Canton (PK ZDK) – programme lead

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
176 mil	BAM		☐

Description (max ½ A4 range):

The 2025 Programme finances non-formal adult education for at least 35 unemployed persons registered with the ZDC Employment Service. Training targets priority occupations: Welder, CNC Operator, Plastics Processor, Sewer and Electrician. Theoretical modules are delivered by vocational secondary schools; practical training is organised in company workshops. The Chamber coordinates public calls (for candidates and for companies), signs collaboration agreements, oversees quality, and supports matching and employment for a minimum of four months after training.

Main outputs:

- Public calls for unemployed and companies; selection and contracting,
- Delivery of theoretical and practical training for 35+ participants,
- Job placement with companies in ZDC for ≥ 4 months,
- Certificates issued by schools (theory) and companies (practice).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BIH_15 AdultEducationforLabourMarketNeeds2024**Name of the project / practice in EN:**

Co-financing Programme for Adult Education for Labour Market Needs in Zenica-Doboj Canton, 2024

Name of the project / practice in local language:

Program sufinansiranja obrazovanja odraslih za potrebe tržišta rada Zeničko-dobojskog kantona u 2024. godini

Web of the project or outputs:<https://www.pkzedo.ba/ba/novosti.php?id=752>**Country:** Bosnia and Herzegovina**Region / City:** Zenica-Doboj Canton (ZDC)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Government of ZDC via Ministry of Labour, Social Policy and Refugees; Federal Employment Service (FZZZ); Chamber of Commerce of Zenica-Doboj Canton (PK ZDK) – programme lead

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2025		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
119 mil	BAM		☐

Description (max ½ A4 range):

Programme delivering non-formal training for 35 unemployed candidates in ZDC for priority occupations (CNC Operator, Welder, Sewer, Plastics Processor). The Chamber coordinated stakeholders, ran public calls, and oversaw both theoretical modules (delivered by partner schools) and practical placements in companies. All 35 participants completed training and secured employment across 13 companies for at least four months.

Main outputs:

- 35 trainees trained and employed (11 CNC Operators; 12 Welders; 7 Sewers; 5 Plastics Processors),
- Partnership with 2 TVET schools for theoretical instruction,
- Practical training provided by 11 companies; employment in 13 companies,
- Press conference and dissemination of results.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** BIH_16 PrivateSectorYouthInitiative**Name of the project / practice in EN:**

Expansion of the EBRD's Private Sector Youth Initiative (PSYI) to Bosnia and Herzegovina – Phase 2 (Zenica-Doboj Canton)

Name of the project / practice in local language:

Expansion of the EBRD's Private Sector Youth Initiative (PSYI) to Bosnia and Herzegovina – Phase 2 (Zenica-Doboj Canton)

Web of the project or outputs:<https://www.pkzedo.ba/ba/novosti.php?id=679><https://www.pkzedo.ba/ba/novosti.php?id=731>**Country:** Bosnia and Herzegovina**Region / City:** Zenica-Doboj Canton (ZDC)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

EBRD (donor via TaiwanBusiness Fund); Ministry of Education (ZDC); Chamber of Commerce of ZDC

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2024		☐

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by TaiwanBusiness Fund

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

PSYI Phase 2 strengthened dual-organised TVET in ZDC: online presentation of information on partnerships and dual education; regular updates of databases (“Two Places of Learning”; database of TVET schools/occupations); mobilisation of companies for work-based learning; introduction of two new occupations in woodworking (Carpenter – III; Woodworking Technician – IV) in Mixed High School Tešanj (Official Gazette ZDC 12/23, experimental implementation 2023/24); training of 22 company mentors; inter-cantonal sector working group meeting; and advocacy/PR events (round tables, info days). As a result, at least 61 new companies formed partnerships for dual education and at least 129 students started practical classes in 2023/24.

Main outputs:

- Updated public databases on dual education and TVET schools,
- 61+ new company-school partnerships; 129+ students starting practical classes,
- Two new occupations introduced (Carpenter; Woodworking Technician) with curricula/programmes adopted,
- 22 mentors trained; inter-cantonal working group meeting held,
- Advocacy and outreach events (round tables, info days, open days).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth in transition to labour market

Steel City Zen: Good practices

Id: BIH_17 SupporttoYouthinJob-SearchPreparation

Name of the project / practice in EN:

Support to Youth in Job-Search Preparation

Name of the project / practice in local language:

Podrška mladima u pripremama za traženje posla

Web of the project or outputs:<https://www.pkzedo.ba/ba/novosti.php?id=737>**Country:** Bosnia and Herzegovina**Region / City:** Zenica-Doboj Canton (ZDC)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Congress of Bosniaks of North America (donor); Chamber of Commerce of ZDC (lead); Heidelberg Materials Cement d.d. Kakanj; Dron.ba; Employment Bureau Zenica; Florida Gulf Coast University (USA); JU Ekonomska škola Zenica

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2024		☐

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Two-day training programme for senior secondary students, university finalists and unemployed graduates, covering career pathways, CV design, and interview preparation (BiH and US practices). The programme includes professional headshots for participants and practical guidance from company HR and academic experts.

Main outputs:

- Workshop delivery (at least two editions) with expert speakers,
- 18 participants in 2024 edition; certificates awarded,
- Improved job-search skills and career readiness of youth.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth

Steel City Zen: Good practices

Id: BIH_18 Enhancing the Framework for Sustainable TVET

Name of the project / practice in EN:

Enhancing the Framework for Sustainable TVET, with Focus on Green Transformation (SEDEP)

Name of the project / practice in local language:

Unapređenje okvira za održivo srednje stručno obrazovanje s fokusom na zelenu transformaciju (SEDEP)

Web of the project or outputs:

<https://www.pkzedo.ba/ba/novosti.php?id=727>

<https://www.pkzedo.ba/ba/novosti.php?id=773>

<https://www.pkzedo.ba/ba/novosti.php?id=710>

Country: Bosnia and Herzegovina

Region / City: Zenica-Doboj Canton (ZDC)

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

GIZ (implementing agency) within the SEDEP programme co-financed by the Government of Germany (BMZ) and the Government of Switzerland; Chamber of Commerce of ZDC (implementer); ZDC Ministry of Education

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Project to further develop and anchor elements of dual-organised, sustainable TVET in ZDC with a strong green focus: annual TVET tracer studies; recommendations for integrating green cross-occupational learning outcomes and occupation-specific outcomes; framework for the system integration of in-company mentors and master trainers; mobilisation of 50+ new companies/craftsmen to host practical training; up to two mentor trainings/upskilling; and up to 15 PR activities (≥9 on green transformation).

Main outputs:

- Tracer studies 2024–2025 and related recommendations,
- Recommendations on green cross-occupational and occupation-specific outcomes (e.g., CNC operator),
- Framework recommendations for anchoring mentors and master trainers,
- Mobilisation of ≥50 companies/craftsmen; up to 2 mentor trainings,
- Up to 15 PR activities (≥9 green).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): TVET stakeholders incl. mentors

Steel City Zen: Good practices**Id:** BIH_19 Dual-Organised Vocational Education**Name of the project / practice in EN:**

Improving the Framework Conditions for the Integration of Dual-Organised Vocational Education in Zenica-Doboj Canton

Name of the project / practice in local language:

Unapređenje uslova za integraciju dualno organizovanog stručnog obrazovanja u ZDK

Web of the project or outputs:<https://www.pkzedo.ba/ba/novosti.php?id=591>**Country:** Bosnia and Herzegovina**Region / City:** Zenica-Doboj Canton (ZDC)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

GIZ (supporting agency); Chamber of Commerce of ZDC (implementer)

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	2024		☐

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☒	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Project focused on training and certifying in-company mentors by registered master trainers; institutionalising processes and structures for mentor training; strengthening cooperation among key stakeholders via the Intersectoral Working Group; integrating new roles of the ZDC Coordination Body into TVET rulebooks; establishing and chairing an Intercantonal Focus Group; and expanding good practices beyond ZDC.

Main outputs:

- Adopted rulebooks for practical training (off-site training conditions; internship practice; standardised plans/logbooks),
- Register of mentors and master trainers; register of companies hosting practical training,
- Regular mentor trainings; strengthened company–school cooperation and increased number of contracts,
- Final conference showcasing results.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): TVET stakeholders incl. mentors

Steel City Zen: Good practices**Id:** CY_01 DigitalSkillsPromotion**Name of the project / practice in EN:**

Digital Skills Promotion Project

Name of the project / practice in local language:OASIS – Επιταχυντής Τεχνολογιών Ανοιχτής Επιστήμης για τη Νέα Γενιά Επιχειρηματικότητας
Διαγωνισμός Προώθησης Ψηφιακών Δεξιοτήτων (Cyprus Productivity Centre / eGnosis)**Web of the project or outputs:**<https://www.cedefop.europa.eu/en/news/cyprus-enhances-digital-skills-adults-through-national-upskilling-initiative><https://www.e-gnosis.gov.cy/training/>**Country:** Cyprus**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Cyprus Productivity Centre (eGnosis) under the Ministry of Labour and Social Insurance (MLSI)

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2025		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Digital Skills Promotion Project aims to enhance digital literacy among Cypriot adults, with courses provided free nationwide, including in remote areas. It comprises four key training pillars: (1) Digital skills for 55+; (2) Digital skill for AI; (3) Digital skills with ICDL (international computer driving licences) certification; (4) Programmes in remote and mountainous areas.

Complementary activities include the "Speaking Digitally" (Μιλώντας ψηφιακά) online seminar series focused on emerging digital topics, such as AI, and the creation of educational materials to support safe internet use. This initiative supports lifelong learning, digital inclusion, and aligns with EU priorities for equipping citizens with the skills required in the digital era.

Main outputs:

- 531 course sessions delivered (March 2022 – June 2025,
- 6,150 adult participants trained across various programmes,
- Over 3,762 older adults (55+) certified, surpassing targets,
- Complementary online seminar series and digital educational materials (e.g., "Speaking Digitally").

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Adults aged 55 and over; Residents of remote and mountainous regions

Steel City Zen: Good practices**Id:** CY_02 DigitalSkillsActionPlan**Name of the project / practice in EN:**

Digital Skills National Action Plan (2021–2025)

Name of the project / practice in local language:

Εθνικό Σχέδιο Δράσης για τις Ψηφιακές Δεξιότητες (2021–2025)

Web of the project or outputs:<https://digitalcoalition.gov.cy/wp-content/uploads/2023/05/Digital-Skills-National-Action-Plan-2021-2025-2.pdf><https://digital-skills-jobs.europa.eu/en/latest/briefs/cyprus-snapshot-digital-skills?>**Country:** Cyprus**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Deputy Ministry of Research, Innovation and Digital Policy; National Alliance for Digital Skills and Employment

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2025		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
30 mil	EUR		☐

Description (max ½ A4 range):

Cyprus's Digital Skills National Action Plan (2021–2025) is a cornerstone of the country's digital transformation agenda. It addresses the low baseline of digital competence—just 45% of Cypriots (aged 16–74) possess basic digital skills, below the EU average of 56%. The Plan is structured around three strategic axes: (1) General Digital Literacy; (2) Workforce Upskilling; (3) Education System Transformation.

Horizontal actions include implementing a communication strategy to promote digital culture, investing in infrastructure and connectivity, and launching a Digital Citizens' Academy offering self-assessment tools, program directories, and e-learning content tailored to personal skill levels. Governance is overseen by a multi-stakeholder Governance Group chaired by the Director-General of the Deputy Ministry, ensuring coordination across ministries, industry associations, HEIs, and civil society. The overarching vision is to create a digitally mature society capable of full participation in the digital economy and advancing the green and digital transitions.

Main outputs:

- Digital skills training for all citizens, with specialized programs for vulnerable and remote communities,
- Workforce reskilling initiatives targeting public and private sector needs,
- Digital integration in education through infrastructure upgrades, teacher training, and equity measures,
- Launch of the Digital Citizens' Academy platform offering self-assessment keys and e-learning access,
- Activation of the National Alliance for Digital Skills & Employment as coordinating body.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: CY_03 GraduateTracking

Name of the project / practice in EN:

Development of a National Graduate Tracking Mechanism and Design & Implementation of a National Employers' Skills Survey

Name of the project / practice in local language:

Ανάπτυξη Εθνικού Μηχανισμού Παρακολούθησης Αποφοίτων και Σχεδιασμός & Υλοποίηση Εθνικής Έρευνας Δεξιοτήτων Εργοδοτών

Web of the project or outputs:

<https://skilltracking.highereducation.ac.cy/cyprus-bridging-the-gap-between-higher-education-and-the-labour-market/>

Country: Cyprus

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Department of Higher Education, Ministry of Education, Sport and Youth (MESY); PricewaterhouseCoopers (PwC) Cyprus; EU's EUROGRADUATE consortium

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

This project establishes a national infrastructure to collect and analyze data on graduate outcomes and employer skill needs in Cyprus. It comprises three major surveys: the National Graduate Tracking Survey, the National Employers' Skills Survey, and participation in EUROGRADUATE (2022 and 2026). Managed by MESY together with PwC Cyprus, the project builds a dynamic, user-friendly platform for data collection, analysis, and stakeholder presentation, and includes staff capacity-building and infrastructure development for long-term implementation.

In the 1st cycle (2022–23), data from graduates of the 2016/17 (T+5) and 2020/21 (T+1) cohorts (levels 5, 6, 7) were collected. Issues surfaced such as overeducation (45%), some underskilling, low participation in career guidance (<16%), but high reskilling uptake (>50%) during employment.

The 2nd cycle (2023–24) surveyed graduates from 2017/18 and 2021/22 cohorts (total eligible: 26,158), with 2,156 valid responses collected. The survey protocol adheres to EUROGRADUATE guidelines, ensuring quality and comparability. Surveys included expanded themes like disability labour market participation, teaching delivery relevance, and future plans, with extensive dissemination and pre-survey awareness activities.

Main outputs:

- National Graduate Tracking Mechanism tracking graduate outcomes longitudinally,
- National Employers' Skills Survey assessing current and future skill needs,
- Completion of first and second survey cycles; upcoming EUROGRADUATE participation in 2026,
- Preliminary insights into mismatches, participation, and graduate satisfaction,
- Dynamic data platform and analytical infrastructure for stakeholders and HEIs,
- Increased awareness and engagement through HEI cooperation and dissemination strategy

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Evidence-based policy data generation

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Higher Education graduates

Steel City Zen: Good practices

Id: CY_04 RRP-TrainingProgrammes

Name of the project / practice in EN:

Training Programmes under the Cyprus Recovery and Resilience Plan (RRP 2021–26)

Name of the project / practice in local language:

Προγράμματα Κατάρτισης στο Πλαίσιο του Σχεδίου Ανάκαμψης και Ανθεκτικότητας Κύπρου (2021–2026)

Web of the project or outputs:

<https://skilltracking.highereducation.ac.cy/cyprus-bridging-the-gap-between-higher-education-and-the-labour-market/>

https://www.cedefop.europa.eu/files/implementing_eu_priorities_cyprus_2024.pdf

Country: Cyprus

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Human Resource Development Authority of Cyprus (HRDA)

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
21 754 135	EUR		☐

Description (max ½ A4 range):

Cyprus's RRP Training Programmes delivered by the HRDA under the Recovery and Resilience Plan aim to equip both employed and unemployed individuals with key digital, green, entrepreneurial, and vocational skills. From 2023 onwards, the HRDA has rolled out multiple schemes: Digital skills training, engaging 547 people (€37,223); . Tertiary graduate upskilling, assisting 1,134 participants with nearly €6.9m in funding; and Lifelong learning programmes, which served 53,984 learners across sectors, with investments totaling €14.8m.

These interventions align with broader VET modernization goals—promoting flexible learning pathways, modular curricula, blended learning, work-based training, and Centres of Vocational Excellence that link VET with innovation ecosystems.

Main outputs:

- Delivery of digital skills programmes in 2023,
- Tertiary graduate training schemes for 1,134 participants,
- Extensive continuing learning initiatives in 2023 for 53,984 learners,
- Adoption of modular, outcome-based VET, blended learning and apprenticeships linked with innovation.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** CY_05 CyprusDigitalSkillsJobsCoalition**Name of the project / practice in EN:**

Cyprus National Digital Skills & Jobs Coalition

Name of the project / practice in local language:

Εθνική Συμμαχία για Ψηφιακές Δεξιότητες και Εργασία (Κύπρος)

Web of the project or outputs:<https://digitalcoalition.gov.cy/home/>**Country:** Cyprus**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Deputy Ministry of Research, Innovation and Digital Policy; Over 50 public, private, and civil society organizations serving as coalition members committed to collaborative action

Period of the project:

Start:	Finish:	OR	Still ongoing
2022			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Cyprus National Digital Skills & Jobs Coalition is a multi-stakeholder initiative coordinated by the Deputy Ministry of Research, Innovation and Digital Policy. Its primary goal is to foster digital literacy and promote inclusive participation in the digital society and economy. The Coalition unites over 50 organizations across government, industry, education, and civil society to maximize impact, avoid duplication, and improve strategic alignment. Its mission includes supporting ICT workforce development, enhancing digital skills across education, empowering marginalized groups and remote communities, promoting women's participation in ICT, and modernizing education systems toward STEAM and digital competence. It also oversees creation of a national digital skills platform for training announcements and e-learning resources.

Main outputs:

- Formation of a national multi-sector Coalition with over 50 committed stakeholders,
- Development of a digital skills portal—a national platform listing training opportunities and future e-learning offerings via CEF project support,
- Published Priority Memorandum (2022) to guide actions within the National Digital Skills Action Plan framework,
- Targeted focus areas such as workforce training, digital inclusion, gender equity, and STEAM education reform.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: CZ_01 Czechitas****Name of the project / practice in EN:**

Czechitas – Empowering Women with Digital and IT Skills

Name of the project / practice in local language:

Czechitas – Pomáháme Ženám k růstu skrze digitální a IT dovednosti

Web of the project or outputs:<https://www.czechitas.cz/o-czechitas>**Country:** Czechia**Region / City:** Praha & Brno**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Microsoft, Apify, Google.org, Avast Foundation, SAP, ŠKODA AUTO, T-Mobile, Oracle NetSuite, Kyndryl Foundation, EU-ESF

Period of the project:

Start:	Finish:	OR	Still ongoing
2014			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Digital Academy for Women, which helps women develop digital skills so they can find jobs in the future with better prospects, higher pay, flexibility, and personal growth. The aim is to increase women's digital literacy, reduce inequality, and support career advancement and diversity in IT.

Main outputs:

- Over 76,400 course participants since its foundation
- More than 1,900 courses delivered nationwide
- 50% of graduates transition into IT roles within six months; 65% report higher salaries
- Czechitas featured at international events such as SXSW EDU 2025
- Strong collaborations with companies where graduates later work or mentor (e.g., Apify)

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☒	Others (short specification): Inclusive IT education, Social innovation

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Women (all ages),

Steel City Zen: Good practices**Id:** CZ_02 TRASA**Name of the project / practice in EN:**

TRASA – Transformation with Assistance

Name of the project / practice in local language:

TRASA – Transformace s asistencí

Web of the project or outputs:<https://www.uradprace.cz/trasa-transformace-s-asistenci-krajske-pobocky-v-unl>**Country:** Czechia**Region / City:** Ústí region**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Funded by the Mechanism for a Fair Transition (Fund of the Fair Transformation) under the Operational Programme Fair Transformation and the state budget of the Czech Republic. Administered via the local Labour Office (Úřad práce) in Ústí nad Labem.

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2027		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
150 mil	CZK		☐

Description (max ½ A4 range):

TRASA (Transformation with Assistance) is a regional project implemented in the Ústecký Region of the Czech Republic, running from spring 2025 through end of 2027. Its aim is to support employment—especially retention and creation—during the socio-economic transformation towards a climate-neutral economy in regions affected by structural shifts. The project offers a set of services and activities designed to help enterprises and individuals impacted by workplace losses or economic transformations. It particularly focuses on enabling transitions to sectors prioritized in the regional smart specialization strategy (RIS-3).

Main outputs:

- 900 individuals from target groups are expected to participate in the project
- Collaboration is expected with 300 employers
- Placement of 800 participants into the labour market is the project's tangible result

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Employment support

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** CZ_03 ROSE_SelfEmployment**Name of the project / practice in EN:**

ROSE II – Road to Self-Employment for Ukrainians and Other Marginalized Groups in the Czech Labor Market

Name of the project / practice in local language:

ROSE II – Cesta k samostatné výdělečné činnosti pro Ukrajince a další marginalizované skupiny na českém trhu práce

Web of the project or outputs:https://eeagrants.org/news/path-self-employment?utm_source=chatgpt.com**Country:** Czechia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Promoter: Association of Small and Medium-Sized Enterprises and Crafts of the Czech Republic (AMSP CR); Donor partner: SME Norway (Norwegian Association of Small & Medium Enterprises); Funding programme: Norway Grants – Social Dialogue and Decent Work Programme

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The ROSE project (“Road to Self-Employment for Ukrainians and Other Marginalized Groups on the Czech Labour Market”) is an initiative of the AMSP CR, financed through the Norway Grants’ Social Dialogue and Decent Work Programme, with collaboration from SME Norway. It supports Ukrainian refugees and other marginalized individuals in overcoming barriers—such as language, legal obstacles, and qualification recognition—to starting self-employment or establishing businesses in the Czech Republic. By facilitating access to legal self-employment and integrating refugees into supportive business ecosystems, the project not only aids integration into the Czech labour market but also offers pathways into larger European or even Ukrainian markets. It bridges gaps between refugee communities and existing institutional support systems (e.g., trade licensing offices, incubators, labour offices) in a trusted, peer-supported environment.

Main outputs:

- A knowledge-exchange study visit to Norway to learn best practices from SME Norway.
- A roadshow across five Czech cities offering educational and consulting seminars for refugees, particularly on obtaining trade licenses and planning entrepreneurial activities.
- The development of informational and guidance materials—such as brochures and leaflets—for refugees and marginalized groups on business opportunities in Czechia, available in Ukrainian and English.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Supporting entrepreneurship / Self-employment

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Ukrainian refugees, Other marginalized groups or migrants in the Czech Republic

Id: CZ_04 PortalDig_DigiKvalifikace

Name of the project / practice in EN:

PortalDigi – A Place for Developing Your Digital Skills

Name of the project / practice in local language:

PortálDigi – Místo pro rozvoj vašich digitálních dovedností

Web of the project or outputs:

<https://portaldigi.cz/>

Country: Czechia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Labour and Social Affairs (Ministerstvo práce a sociálních věcí); DigiKoalice (Digital Coalition), including the National Pedagogical Institute of the Czech Republic and other member organizations

Period of the project:

Start:	Finish:	OR	Still ongoing
2018			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

PortálDigi (Digital Portal) is a national online platform developed under the DigiKvalifikace project and supported by the Ministry of Labour and Social Affairs of the Czech Republic. It serves as a comprehensive hub for enhancing digital competencies across society—targeting both the workforce and general public. The portal offers an array of resources and tools including:

- EVALDO: A free, publicly accessible online self-assessment tool for digital skills, simulating real-life scenarios (e.g., renewing an ID, shopping online) and providing personalized learning recommendations,
- DigiNews (Digi Zprávy), DigiPodcasts, DigiEducation (Digi Výuka), DigiGuides, DigiTools, DigiDictionary, DigiCalendar, and more: Regular informational and multimedia content covering digital literacy, AI, cybersecurity, productivity, and broader digital topics,
- Methodological Guides and learning materials for practical application in educational or workplace contexts.

Main outputs:

- A fully operational, centralized digital portal designed to enhance public access to digital skills development resources.
- The EVALDO self-assessment tool, linked to educational content tailored to users' needs.
- A variety of ongoing digital content formats: news, podcasts, guides, training videos, newsletters, glossaries, and event calendars.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☒	Others (short specification): Digital inclusion / Public engagement

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** CZ_05 PartnershipforEducation**Name of the project / practice in EN:**

Partnership for Education 2030+

Name of the project / practice in local language:

Partnerství pro vzdělávání 2030+

Web of the project or outputs:<https://www.nsmas.cz/pro-mas/vzdelavani-pro-mas-1/partnerstvi-pro-vzdelavani-2030/>**Country:** Czechia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Founding platforms: Association of Primary and Secondary School Principals of the Czech Republic, Association of Regional Educational Institutionn, Standing Conference of Educational Associations (SKAV), National Network of Local Action Groups (NS MAS), Czech Council of Children and Youth, Eduzměna Foundation, Society for All (SOFA); Consulting partners: Ministry of Education, Youth and Sports (MŠMT), Czech School Inspectorate (ČŠI)

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☒	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Partnership for Education 2030+ is an independent non-profit institute in the Czech Republic, born out of a June 2020 initiative that unified seven leading education platforms under a shared goal: to enhance collaboration and collective impact in Czech education. The initiative aims to support the implementation of the Czech Education Policy Strategy 2030+, focusing on fostering competence-based learning and reducing educational inequalities.

Operating through the collective impact framework, the partnership established two core working groups:

- Local School Administration ("middle link") – to design and pilot an effective system of regional support and leadership for schools, intended to improve educational outcomes and equity. Pilot district partnerships have been launched in Brno-venkov, Šumperk, Jeseník (September 2022), and Pelhřimov (May 2023).
- Wellbeing in Education – focuses on promoting the healthy physical and psychosocial development of students, particularly vulnerable groups. Outputs include recommendations, campaigns, and efforts to include school counsellors, psychologists, and social workers more firmly in the system.

In 2025, the “Week for Wellbeing in School” campaign engaged over 100 institutions and included a themed conference at Masaryk University on digital wellbeing. The well-being group also cooperates with MŠMT on amendments to the school counseling regulation

Main outputs:

- Signing of the Memorandum among key education platforms (2020),
- Establishment of the independent institute (Nov 2022),
- Creation of two working groups with thematic focus: Local School Administration and Wellbeing,
- Pilot District Partnerships in Brno-venkov, Šumperk, Jeseník, Pelhřimov (2022–2023),
- “Week for Wellbeing in School” campaign (2025), with wide participation and a conference on digital wellbeing,
- Development of wellbeing support recommendations and advocacy for systemic inclusion of counseling staff in schools.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Education system strengthening, Wellbeing & psychosocial support

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Education policymakers and authorities

Steel City Zen: Good practices**Id:** CZ_06 DigiKvalifikace**Name of the project / practice in EN:**

DigiKvalifikace (Digital Qualifications)

Name of the project / practice in local language:

DigiKvalifikace

Web of the project or outputs:<https://www.mpsv.cz/temer-petadvacet-tisic-zamestnavatel-u-se-v-ramci-projektu-digikvalifikace-zapojilo-do-uni-katniho-dotazniku-mapujiciho-situaci-na-trhu-prace-umozni-lepe-cilit-podporu-v-oblasti-zamestnanosti>**Country:** Czechia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Labour and Social Affairs (MPSV), Czech Labour Office (Úřad práce), Czech Social Security Administration (ČSSZ), State Labour Inspection Office (SÚIP), Additional portals and public-sector stakeholders

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2028		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

DigiKvalifikace is a strategic initiative led by the Ministry of Labour and Social Affairs (MPSV), running from early 2024 through mid-2028, aimed at enhancing digital competencies across employment-related institutions. It supports modernization of digital infrastructure—such as advanced modules in the National System of Occupations (NSP) and an administrative interface for the Central Competency Database (CDK)—and provides tools that reduce administrative burdens while improving client counseling and training services. Through the project, public employment services gain access to vital online mechanisms: manuals, step-by-step video guides, and diagnostic tools accessible via the revamped PortálDigi platform. A key component of DigiKvalifikace is an extensive employer survey, which in early 2025 engaged nearly 18,000 employers across regions to map workforce needs, hiring plans, and digital skills demand. These data enable tailored support strategies and more effective deployment of employment and retraining funds regionally.

Main outputs:

- NSP enhancements (new digital competence modules) and upgraded CDK admin interface,
- Supporting materials: manuals, video tutorials, and PortálDigi content updates (e.g., new DigiPodcast on gamification and VR),
- Successful employer survey (Feb–Apr 2025) involving 18,000 employers, generating 280,000+ accesses and insights across categories like regional workforce structure, recruitment trends, and future skills preferences,
- Stronger data-driven capabilities for employment and upskilling interventions regionally.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☒	Others (short specification): Data-informed Employment Support

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: CZ_07 NewStage

Name of the project / practice in EN:

Nová etapa (New Stage – NOE)

Name of the project / practice in local language:

Nová etapa (NOE)

Web of the project or outputs:<https://www.uradprace.cz/nova-etapa-noe->**Country:** Czechia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Labour Office of the Czech Republic (Úřad práce ČR) as the project implementer; European Social Fund (ESF) and the national government of the Czech Republic as funders

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2027		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
2 454 969 965	CZK		☐

Description (max ½ A4 range):

The Nová etapa (NOE) project is a national initiative rolled out by the Czech Republic's Labour Office to enhance employment prospects for people aged 30 to 54. Operating from May 2023 to April 2027, the project provides a suite of tailored active labour market policy measures, including individual and group counselling, professional (re)qualification, and targeted job placement support. The aim is to remove barriers faced by those with specific needs or in non-active statuses, helping them not only enter but also retain employment. By aligning training to individuals' unique situations, Nová etapa strengthens employability and promotes long-term labour market engagement among vulnerable populations.

Main outputs:

- Delivery of individual and group counselling tailored to participants' needs (e.g., motivational sessions, career advisory services),
- Provision of requalification training, helping participants gain qualifications aligned with current job market demands,
- Job placement services, including support via socially purposeful employment tools (SÚPM) to help integrate participants into the workforce,
- Pilot District Partnerships in Brno-venkov, Šumperk, Jeseník, Pelhřimov (2022–2023),
- Introduction and pilot use of integration workplace methodology, combining job creation with individualized support to overcome compounded employment barriers (referenced in broader APZ toolkits).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Inclusive labour market interventions / Social innovation

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** CZ_08 AgelsNotaBarrier**Name of the project / practice in EN:**

Age Is Not a Barrier (VNP)

Name of the project / practice in local language:

Věk není překážkou (VNP)

Web of the project or outputs:<https://www.uradprace.cz/vek-neni-prekazkou-vnp->**Country:** Czechia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Labour Office of the Czech Republic (Úřad práce ČR) as the project implementer; European Social Fund (ESF) and the national government of the Czech Republic as funders

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2027		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Age Is Not a Barrier (Věk není překážkou – VNP) project is an active labour market initiative run by the Labour Office of the Czech Republic from May 2023 through April 2027. It targets individuals aged 55 and older—employment seekers, applicants, and non-active working-age individuals—to enhance employment, support active aging, and build resilience against labour market fluctuations. The project provides tailored support via individual and group counselling, diagnostics of professional competencies, requalification training, job placement tools, and compensatory measures such as travel reimbursement or assistance for obtaining necessary documentation. Its core goal is to reduce employment barriers and extend active career phases through comprehensive, individualized support.

Main outputs:

- Individual counselling: Ongoing personalized guidance throughout participant involvement,
- Group counselling and motivational activities: Sessions for groups with specific needs—focused on career guidance and job mediation,
- Diagnostics: Diagnostic tools (e.g., balance diagnostics and professional competencies assessments) used to profile participants and inform tailored activities,
- Requalification training: Courses designed to equip older clients with skills required for re-entering or sustaining employment,
- Job placement support: Tools like subsidized employment, shared job positions, self-employment support (SÚPMV), and work-place acclimation grants,
- Accompanying measures: Financial support for travel, meals, document issuance (e.g., health or criminal records), childcare or dependent care, and regional mobility assistance.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Inclusive labour market interventions / Social innovation

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** DE_01 Zukunftszentren**Name of the project / practice in EN:**

Hubs for Tomorrow (Zukunftszentren)

Name of the project / practice in local language:

Zukunftszentren

Web of the project or outputs:<https://www.esf.de/portal/DE/ESF-Plus-2021-2027/Foerderprogramme/bmas/zukunftszentren.html>**Country:** Germany**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Federal Ministry of Labour and Social Affairs (BMAS); Regional ministries / Länder governments for the regional hubs

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2027		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
61.1 mil	EUR		☐

Description (max ½ A4 range):

The Zukunftszentren (Hubs for Tomorrow) programme builds on earlier ESF initiatives to help SMEs, their employees, and self-employed / solo self-employed people navigate the fast-changing demands of digitalization, AI adoption, demographic shifts, and ecological transformation. It establishes Regional Zukunftszentren to assess local needs, offer consulting, upskilling/qualification offers, and support co-creative, human-centric implementation of digital technologies and AI in companies. A central Coordinating Zukunftszentrum provides research, best practices, and networking support for the regional hubs. Also, a “House of the Self-Employed” is set up to provide resources and community for self-employed people. The programme aims to be responsive to local conditions, ensuring relevance.

Main outputs:

- Launch of 14 regional hub consortia selected to operate as Zukunftszentren across Germany starting 2023, with implementation running until end-2026 (hub network operational),
- Development of consulting and qualification offers for SMEs / employees geared toward digital & AI transformation,
- Establishment of the coordinating hub, connecting regional hubs and offering labour-market research and best practice knowledge,
- Creation of “House of the Self-Employed” for solo self-employed and platform workers for networking & improving working/earning conditions,
- Innovative learning concepts and qualification offers tailored regionally; participative technology adoption and co-creative change processes in SMEs.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Solo self-employed persons

Steel City Zen: Good practices**Id:** DE_02 DLC-SchleswigHolstein**Name of the project / practice in EN:**

Digital Learning Campus Schleswig-Holstein

Name of the project / practice in local language:

Digital Learning Campus Schleswig-Holstein (DLC)

Web of the project or outputs:<https://www.esf.de/portal/DE/ESF-Plus-2021-2027/Foerderprogramme/bmas/zukunftszentren.html>**Country:** Germany**Region / City:** State of Schleswig-Holstein**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:Schleswig-Holstein Ministry of Education, Vocational Training, Science, Research and Culture;
Consortium of universities in Schleswig-Holstein**Period of the project:**

Start:	Finish:	OR	Still ongoing
2024	2028		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
38 mil	EUR		☐

Description (max ½ A4 range):

The Digital Learning Campus Schleswig-Holstein (DLC) is an ambitious regional project aiming to build an inclusive, hybrid learning ecosystem across Schleswig-Holstein. Under the theme “Future Skills for Schleswig-Holstein,” the DLC connects digital and physical learning spaces (in Heide, Flensburg, Kiel, Lübeck, etc.) with online platforms, offering free and barrier-sensitive access to digital skills, AI literacy, computational thinking, sustainability, design, and more. It is designed to serve all: pupils, students, employees, adult learners, seniors, and members of the public. A core component is the DLC Development Hub, which coordinates content, quality, networks, and thematic orientation across the learning centres. Multiple learning locations (“learning centres”) focus on different thematic priorities: AILiSH (AI & computational thinking), creative / cultural labs (design, media), civic / inclusive digital skills (EDIT), experiential and sustainability focused programmes (CampusNET, SEE-digital), etc. Teaching formats are hybrid: physical workshops, labs, maker spaces, AR/VR, mobile units, online content. The platform is intended both for learners and institutions – universities can integrate content into their curricula; companies can become partner trainers or associate partners; schools can use learning locations as extracurricular spaces. Through this structure, DLC aims to foster innovation, bridge education & industry, democratize access to future skills, and support democratic and ethical engagement with technology.

Main outputs:

- Establishment of multiple physical learning locations across Schleswig-Holstein
- A digital learning & collaboration platform accessible to all learners and institutions,
- Development of targeted programmes: AI literacy and computational thinking (AILiSH), digital culture/design labs (Art Lab), inclusive technology programmes (EDIT), and others,
- Training offers for teachers, employees, university students, public interested persons,
- Networked coordination via DLC Development Hub: quality assurance, thematic alignment, stakeholder engagement across universities, companies, adult education centres etc.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Students (primary, secondary and university) and teachers

Steel City Zen: Good practices

Id: DE_03 Transformationsnetzwerke-Bayern

Name of the project / practice in EN:

Bavarian Transformation Networks

Name of the project / practice in local language:

Transformationsnetzwerke Bayern

Web of the project or outputs:

<https://www.transformation.bayern/aktivitaeten/transformationsnetzwerke/>

Country: Germany

Region / City: Bavaria

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Bayern Innovativ GmbH; Forschungsinstitut Betriebliche Bildung (f-bb) and Gesellschaft für Personal- und Organisationsentwicklung mbH (ffw); bayme vbm; IG Metall Bayern

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
26 mil	EUR		☐

Description (max ½ A4 range):

The Transformationsnetzwerke Bayern project comprises a set of regional networks focused on supporting SMEs in Bavaria, particularly in the automotive and automotive supply industry, in navigating large structural changes. These transformations include vehicle electrification, automation, digitization of production, and diversification in supply chains. The project operates under an umbrella (“transform.by”) that coordinates four regional transformation networks: transform_emn (Nürnberg Metropolitan Region), transform.RMF (Mainfranken region), transform.r (Regensburg), and transform.10 (Ingolstadt region)..

Main outputs:

- Establishment of four regional Transformation Networks under the umbrella project transform.by,
- Development of region-specific transformation strategies (“Zielbilder”) for the automotive supply industry,
- Qualification / further training offers tailored to the needs of SMEs in affected regions,
- Networking platforms, tools for self-assessment of transformation maturity,
- Communication & awareness actions: regional conferences, public campaigns, exhibitions.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Innovation / Technology Transfer & Networking

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** DE_04 JOBLINGE**Name of the project / practice in EN:**

JOBLINGE

Name of the project / practice in local language:

JOBLINGE

Web of the project or outputs:<https://www.joblinge.de/ueber-uns/>**Country:** Germany**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

JOBLINGE e.V. as the umbrella organization coordinating local non-profit stock corporations operating in various regions;

Period of the project:

Start:	Finish:	OR	Still ongoing
2008			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
26 mil	EUR		☐

Description (max ½ A4 range):

JOBLINGE is a German non-profit initiative launched in 2008 that helps young people in disadvantaged situations to enter vocational training or work placements. The programme typically lasts up to six months and includes components such as social and job-relevant skills development, vocational orientation (identifying suitable professions), mentoring, and practical experience via partner companies.

OBLINGE is structured around three pillars: Activation (PLAN A), Placement (main JOBLINGE programme), and Support (basecamps). Activation involves outreach (via street, social media) to young people who are disconnected from education or employment. Placement focuses on preparation for apprenticeship or training and securing such positions. The Support component (basecamps) offers assistance during apprenticeship to reduce dropout rates and increase the chances of successful completion.

Main outputs:

- Many thousands of young people activated via the programme (aprox. 17,000),
- High placement rate: ~ 77 % enter apprenticeship or employment after participation,
- Strong retention: ~ 84 % survive the trial/probation period in the apprenticeship / employed role,
- Development of basecamps (support hubs during apprenticeship) which help reduce dropouts and support apprentices throughout their training,
- Evaluation and continuous improvement via studies (e.g. “Young people on standby”, OECD evaluation).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social inclusion for marginalised youth, refugees

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth with migration background or from low-resource / welfare-dependent households

Steel City Zen: Good practices

Id: DE_05 Coach2Change

Name of the project / practice in EN:

Coach2Change – Strengthening Employees for Transformation

Name of the project / practice in local language:

Coach2Change – Beschäftigte für die Transformation stärken

Web of the project or outputs:

<https://www.mags.nrw/coach2change>

Country: Germany

Region / City: North Rhine-Westphalia

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

The Ministry for Economic Affairs, Industry, Climate Protection and Energy of the State of North Rhine-Westphalia (MAGS NRW) as implementing agency; Just Transition Fund (EU funding)

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
22 680	EUR/participant		☐

Description (max ½ A4 range):

Coach2Change is a programme in North Rhine-Westphalia (NRW), Germany, targeted at employees of small and medium-sized enterprises in regions undergoing structural transition (specifically, the Rheinisches Revier and Northern Ruhr). The programme offers individual, workplace-related coaching to help staff adjust to transformation demands — such as more sustainable and climate-friendly operations, digitalization of work flows, changes in job structure, and updated processes.

Through this coaching, participants are enabled to redesign existing work structures, influence behavior and work practices, and contribute to the transformation of their companies. The coaching is delivered in a tailored way to each employee in SMEs, aiming at building capacity for change management and fostering sustainable transformation at the enterprise level. The programme is financed by NRW state funds and the EU Just Transition Fund, with funding for individual coaching cases up to ~ €22,680 per participant to support these transitions.

Main outputs:

- Individual transformation coaching offers made available in the JTF areas in NRW,
- SMEs and their employees supported in adapting workplace practices, processes, and culture for climate-friendly and sustainable change,
- Financial support / grants allowing for significant coaching budgets per participant.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** DE_06 KoBiS-EducationInStructuralChange**Name of the project / practice in EN:**

Competence Centre for Education in Structural Change (KoBiS)

Name of the project / practice in local language:

Kompetenzzentrum Bildung im Strukturwandel

Web of the project or outputs:<https://bildung-lausitz.de/netzwerkbueero-bildung-in-der-lausitz/kompetenzzentrum-bildung-im-strukturwandel/>**Country:** Germany**Region / City:** lignite (brown coal) regions: Lausitz (Brandenburg / Saxony), Mitteldeutsches Revier, Rheinisches Revier**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Federal Ministry of Education and Research (Bundesministerium für Bildung und Forschung, BMBF);
 Three regional network offices (Netzwerkbüros) in the three coal regions (Lausitz — kobra.net,
 Kooperation in Brandenburg gGmbH, Mitteldeutsches Revier — “BiSMit” project, Rheinisches Revier
 — Institut für soziale Arbeit e.V.)

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The initiative “Kompetenzzentrum Bildung im Strukturwandel” (KoBiS) supports the educational dimensions of structural transition in Germany’s major coal (lignite) regions — Lausitz, Mitteldeutsches Revier, and Rheinisches Revier. As coal power phase-out progresses (until 2038), these regions face major change challenges: new industrial needs, demographic shifts, digitalization, declining coal employment, etc. KoBiS operates through three regional network offices (“Netzwerkbüros”), each acting as a regional focal point to collect and analyze data, coordinate stakeholders, strengthen governance of educational strategy, and support vocational/continuing education adaptation to new labor market demands. Key tasks include regional & communal steering of educational actors; building regional educational monitoring systems to track changes; producing regular workshop-reports (“Werkstattberichte”) on topics like career orientation, relevant occupational groups, vocational further training, and cooperation among educational actors. It also aims to increase visibility of education actors, anchor education in decision-making structures, and facilitate learning across regions (transfer of best practices).

Main outputs:

- Publication of multiple Werkstattberichte (Workshop Reports) on key issues: e.g., first report “Strukturwandel und Bildung”, others on educational monitoring, occupational groups, further education, orientation,
- Establishment of regional network offices in each of the three coal regions, enabling coordination of regional educational actors and processes for climate-friendly and sustainable change,
- Development of regional educational monitoring systems (data collection, analysis) to inform strategy in each Revier,
- Stakeholder inclusion: involving municipalities, training providers, employers, social partners in regional strategy development.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Monitoring & evidence-based policy

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: **DE_07** QualificationforWorkingWorld4.0

Name of the project / practice in EN:

Qualification for Working World 4.0: Advising, Supporting, Continuing Education

Name of the project / practice in local language:

Qualifizierung für die Arbeitswelt 4.0: Beraten, Fördern, Weiterbilden

Web of the project or outputs:<https://www.iwa.nrw.de/qualifizierung-fuer-die-arbeitswelt-40-beraten-foerdern-weiterbilden>**Country:** Germany**Region / City:** North Rhine-Westphalia (NRW)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Ministry for Labour, Health and Social Affairs of NRW (MAGS NRW)

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

“Qualification for Working World 4.0” is an initiative by NRW to help the region’s workforce, companies, and vocational/over-company training institutions adapt to the accelerating changes brought by digitalization (Arbeitswelt 4.0). Recognizing that many work processes, job content, required skills, and workflows are shifting, the program aims to ensure that no groups are left behind — whether small businesses without big internal HR/training capabilities, or employees with lower formal qualifications.

Together, the aim is to increase the supply, quality, and relevance of vocational training to meet the needs of digital and automated work, ensure fairness (so that small companies and lower qualified workers also benefit), and foster a resilient workforce able to engage with new digital technologies.

Main outputs:

- Enhanced advisory services for companies and employees regarding digital transformation and upskilling,
- Significant expansion of funding for continuing education through the Bildungsscheck NRW,
- Modernization of training infrastructure: enhancement of over-company training centres and vocational schools’ digital infrastructure,
- Publication of best practice examples, checklists and guides for companies/employees to navigate digital change.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** DE_08 PROFIPlus**Name of the project / practice in EN:**

PROFI Plus – Academic Training for the German Labour Market

Name of the project / practice in local language:

PROFI Plus

Web of the project or outputs:

<https://www.daad.de/de/infos-services-fuer-hochschulen/weiterfuehrende-infos-zu-daad-foerderprogrammen/profi-plus/>

Country: Germany**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

DAAD (German Academic Exchange Service) – funder/coordinator; German universities / universities of applied sciences: e.g. University of Bremen, TH Wildau, Heilbronn University of Applied Sciences

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2028		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

PROFI Plus is an initiative by DAAD aimed at supporting international academics with foreign university degrees in integrating into the German labour market. It provides tailored modules of study, combining German language training, subject-specific academic modules, and workshops to improve professional competences. At sites like Bremen, the programme includes language coaching, career workshops (e.g. job-application, cultural orientation), and module courses from German university degree programmes (Bachelor/Master). In Heilbronn, the programme offers a qualification semester, optional entry into a practice-integrated Master's or direct labour-market entry, and continuing education for those already placed in companies. The target group includes STEM graduates (engineering, computer science, etc.), and participants are typically required to have a foreign degree and some German language skills. The programme aims to bridge qualification gaps, promote recognition of foreign credentials, enhance employability, and strengthen Germany's attractiveness for international skilled professionals..

Main outputs:

- Qualification semesters / modules that lead to university certificates or module credits.,
- Language coaching and workshops in professional / technical / soft skills,
- Advisory / career counseling and networking opportunities with companies,
- Improved integration of international graduates into the German job market in relevant sectors.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Language, cultural and professional adaptation

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): International university graduates with degrees obtained abroad

Steel City Zen: Good practices**Id:** DK_01**Name of the project / practice in EN:**

Jobcenter Aarhus - Intensive Upskilling Program

Name of the project / practice in local language:

Jobcenter Aarhus - Intensive Upskilling Program

Web of the project or outputs:<https://pulse.microsoft.com/da-dk/making-a-difference-da-dk/education-da-dk/fa2-jobcenter-aarhus-microsoft-and-atea-empower-highly-educated-job-seekers-through-intensive-upskilling-program>**Country:** Denmark**Region / City:** Aarhus**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Jobcenter Aarhus (municipal), Microsoft (learning & certification), Atea (IT systems integrator)

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2023		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

„Jobcenter Aarhus, Microsoft, and Atea joined forces in a collaborative project to tackle the shortage of digital competencies in Danish companies. Their goal was to assist highly educated job seekers in Aarhus by improving their IT skills and facilitating employment opportunities. Through Microsoft certifications and a nurturing learning environment, this initiative bridged the skills gap and met the growing demand for IT specialists. Together, they empowered job seekers to excel in the digital job market, fueling Danish growth and welfare.“

Main outputs:

„The challenge Jobcenter Aarhus was facing

Digitalization is ever more important. Yet jobseekers looking to embark on a career in IT find it difficult to understand how they fit in. Jobcenter Aarhus recognized this trend and found the perfect match in the collaboration between Microsoft and Atea with their knowledge within IT to educate and make their candidates more coveted. Atea stepped in to provide their expertise and facilities, and Microsoft technology was chosen for its relevance in the Danish market.

Atea's strategy to solve the challenge

Atea's strategy aimed to empower young or interdisciplinary job seekers by providing opportunities to enhance their IT competencies through Microsoft certifications such as AZ900, PL900, AI900, and SC900. Access to Atea facilities and IT experts facilitated the learning process, while inspirational presentations and guest speakers showcased potential career paths in IT.

Jobcenter Aarhus' results

The program was launched in spring 2022, with 28 participants. Remarkably, 20 individuals successfully passed the exams, and within five months, 24 participants secured employment, including two as Graduates at Atea. Encouraged by this success, a second program commenced in November and concluded in early 2023, with approximately one-third of the 48 participants securing employment by early April.“

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** DK_02**Name of the project / practice in EN:**

MADE FAST

Name of the project / practice in local language:

MADE FAST

Web of the project or outputs:<https://www.made.dk/en/made-fast/agile-workforce/><https://www.made.dk/en/made-fast/>**Country:** Denmark**Region / City:****Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

MADE Danish network partners (industry associations, research institutions, municipalities), technology providers and local firms...

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

MADE FAST (Flexible, Agile, and Sustainable production enabled by Talented employees) is a new industrial lead research, innovation, and education partnership to develop the next generation of Danish advanced manufacturing capabilities.

„The objective of MADE FAST is to deliver solutions to Danish manufacturers which will enable increased flexibility, agility and environmentally sustainable manufacturing operations, supported by talented employees and enabled by digitalization.

MADE FAST will drive competitiveness by enabling Danish manufacturers to produce customer specific products, scale production from small series production to mass customisation, accelerate, support, scale and improve employee training, and develop sustainable manufacturing operations which reduce the environmental footprint of their manufacturing operations.

The MADE FAST research platform lends the fields of materials and education more muscle, creating even better conditions for the Danish manufacturing ecosystem, Denmark’s talented workforce and sustainable manufacturing.“

The MADE FAST research platform lends the fields of materials and education more muscle, creating even better conditions for the Danish manufacturing ecosystem, Denmark’s talented workforce and sustainable manufacturing. MADE FAST (part of the MADE network) **focuses on rapid upskilling events for employees in industry using digital technologies** (e.g., AR/VR training, digital simulations, flexible models of on-the-job training). **The aim is to increase the adaptability of industrial workers to the automation and digitization of production processes, shorten the time it takes to acquire new skills, and improve the connection between companies and training providers.**

Main outputs:

- Pilot upskilling modules using AR/VR and online learning;
- Methodologies for rapid transfer of skills to the workplace;
- Case studies from pilots with measurement of impact on productivity and employability;
- Network of training providers ready for rapid industrial reskilling.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** EST_01**Name of the project / practice in EN:**

Local NEET support & career events

Name of the project / practice in local language:

Local NEET support & career events

Web of the project or outputs:<https://worksup.com/use-ut-career-festival/>**Country:** Estonia**Region / City:** Tartu**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipality, university career services, NGOs, employers...

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

A series of events and workshops (career fairs, mentoring, job clinics) **for young people and the unemployed, focused on practical preparation for the labor market and facilitating the transition to employment.**

Main outputs:

Number of participants, number of internships/jobs arranged, mentoring schemes, documentation, and recommendations for local implementation.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** EST_02**Name of the project / practice in EN:**

Tartu VOCO (Tartu Vocational College) — VET modernisation (ESF projects)

Name of the project / practice in local language:

Tartu VOCO (Tartu Vocational College) — VET modernisation (ESF projects)

Web of the project or outputs:<https://en.voco.ee/development-projects/>**Country:** Estonia**Region / City:** Tartu**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Vocational college, regional employers, ESF managing authorities

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The programs modernize vocational education—updating curricula for technical professions, investing in workshops and practical training, and strengthening cooperation with industry **to improve graduate employability**.

Main outputs:

Updated teaching materials, well-equipped workshops, new practices for cooperation with businesses, statistics on graduates and their employment.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** EST_03**Name of the project / practice in EN:**

Curriculum modernization & industry cooperation (various projects)

Name of the project / practice in local language:

Curriculum modernization & industry cooperation (various projects)

Web of the project or outputs:<https://taltech.ee/en/projects-DCS>**Country:** Estonia**Region / City:** Tallinn**Scope:**

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

TalTech faculties, local and international industry partners, public institutions (partner lists vary depending on the project)

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

TalTech carries out a number of innovative projects aimed at modernizing study programs (especially technical fields), building laboratory capacities, and **connecting students with industry through traineeships and joint R&D activities.**

Main outputs:

New modules and programs, laboratory infrastructure, joint research projects with companies, models of university-industry cooperation, number of participating students and graduate internships (recorded locally for individual projects).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** EST_04**Name of the project / practice in EN:**

Tallinnovation

Name of the project / practice in local language:

Tallinnovation

Web of the project or outputs:<https://www.tehnopol.ee/en/tallinnovation/>**Country:** Estonia**Region / City:** Tallinn**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Tehnopol Science and Business Campus, the City of Tallinn

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
145 ths (2025)	EUR		☐

Description (max ½ A4 range):

2025: The City of Tallinn, together with the Science and Business Park Tehnopol, is once again launching the “Tallinnovation” innovation competition to discover and implement smart city solutions in Tallinn. New this year – you also have the opportunity to receive support for exporting your solution and, if you wish, to test it in Heidelberg, Germany.

Main outputs:

The goal of Tallinnovation competition is:

- to increase the development, implementation, and export of innovative and low-footprint technologies.
- to support cooperation between the City of Tallinn and technology companies by enabling the use of innovative software or hardware products in the City of Tallinn;
- to support the City of Tallinn’s ambition to make the city environment more modern, sustainable and citizen-friendly;
- to support companies’ growth ambitions, product development and entry into foreign markets.
- to support the international competitiveness and export capacity of companies in Tallinn.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Smart-city pilot field

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Employees (working in pilot companies)

Steel City Zen: Good practices**Id:** ESP_01**Name of the project / practice in EN:**

Asturias: Bridging the Gap in the Green Transition

Name of the project / practice in local language:

Asturias: Cerrando la brecha en la transición verde

Web of the project or outputs:

https://www.oecd.org/en/publications/providing-local-actors-with-case-studies-evidence-and-solutions-places_eb108047-en/asturias-bridging-the-gap-in-the-green-transition_846a4407-en.html

Country: Spain**Region / City:** Principality of Asturias (northern Spain)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Regional government of Asturias; local employment services; industry stakeholders; educational / training providers; communities affected by industrial decline (mining, heavy manufacturing)

Period of the project:

Start:	Finish:	OR	Still ongoing
2018	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Asturias is a region with a strong industrial heritage—coal mining, steel, heavy industry—that has undergone significant structural decline; most mines closed by end 2018 under national plans. The “Bridging the Gap in the Green Transition” initiative seeks to navigate this transformation by shifting employment away from high-emission sectors toward greener, more sustainable economic activities. One of the main challenges addressed is the skills mismatch: many workers previously employed in mining or heavy manufacturing lack the training or qualifications needed for the emerging jobs in renewable energy, environmental services, low-carbon manufacturing, etc. The region has been implementing policies to develop training programmes, incentivize green job creation, facilitate re-skilling and up-skilling of affected workers, and engage local stakeholders to ensure that economic diversification benefits local populations. This involves aligning regional and local employment services with industrial policies, integrating vocational training, facilitating transitions for unemployed or underemployed persons, and ensuring new economic activities are viable in formerly industrial areas.

Main outputs:

Shifts in employment share: over the past five years employment in high-emission industries dropped significantly (around 3.4 percentage points), while employment in low-emission (greener) industries increased correspondingly (around 3.9 percentage points) which is above OECD average. Improved readiness of labour force via green skills training; identification of sectors with growing labour demand; policy measures to reduce employment vulnerabilities in post-industrial communities; contributions to regional job creation in cleaner sectors; more resilient regional industrial structure.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: ESP_02****Name of the project / practice in EN:**

Business Projects Generating Employment in Mining Areas (Castilla y León / Palencia)

Name of the project / practice in local language:

Proyectos empresariales generadores de empleo en zonas mineras (Castilla y León / Palencia)

Web of the project or outputs:<https://cadenaser.com/castillayleon/2025/09/04/aprobados-13-millones-para-impulsar-el-emprendimiento-en-las-zonas-de-transicion-justa-de-palencia-radio-palencia>**Country:** Spain**Region / City:** Palencia, Castilla y León region**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Junta de Castilla y León (regional government)

Fundación para el Anclaje Empresarial y la Formación para el Empleo (FAFECYL)

Empresas locales / emprendedores (small local business)

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	xx		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
1.3 mil	EUR		☐

Description (max ½ A4 range):

The project “Business Projects Generating Employment in Mining Areas” in Palencia (Castilla y León) is a regional initiative financed under Spain’s Just Transition Fund. It was launched in mid-2025 as part of the Territorial Just Transition Agreements that seek to mitigate the social and economic impacts of the closure of coal mines and thermal power plants. The area of Palencia has been strongly affected by deindustrialisation and job losses linked to the decarbonisation process, leading to high unemployment, depopulation, and reduced business activity.

The project provides financial resources, personalised support, and training opportunities to stimulate entrepreneurship, strengthen the employability of local residents, and foster new business activities adapted to the green and digital transition. Priority is given to unemployed people, especially those previously employed in the mining sector, as well as women, young people enrolled in the National Youth Guarantee, and older workers over 55 who face the highest risk of long-term unemployment. Beneficiaries can access grants for self-employment and entrepreneurship, business mentoring, workshops on how to start and sustain a company, and vocational training pathways to improve professional qualifications.

The programme also seeks to reinforce the local ecosystem by encouraging collaboration between small and medium enterprises, training providers, and public employment services. By investing in new skills and entrepreneurial activity, the initiative aims to generate stable and quality jobs, diversify the economic structure of the mining areas, and ensure that communities most affected by industrial decline can play an active role in the just transition. In this way, the project contributes not only to short-term job creation but also to the long-term resilience and revitalisation of Palencia’s post-industrial economy.

Main outputs:

Launch of entrepreneurial and training initiatives aimed at generating employment in mining transition zones; Emphasis on employability and qualification improvements for unemployed persons and older workers, women, youth; Strengthening local business capacity and boosting self-employment & entrepreneurial initiatives

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Older workers

Steel City Zen: Good practices**Id: FIN_01****Name of the project / practice in EN:**

Metropolia - Career55+

Name of the project / practice in local language:

Metropolia - Career55+

Web of the project or outputs:<https://www.metropolia.fi/en/rdi/rdi-projects/career55>**Country:** Finland**Region / City:****Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

This collaborative project is carried out by Metropolia University of Applied Sciences (main coordinator), together with Centria University of Applied Sciences and Tampere University of Applied Sciences.

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2028		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Career55+ is a project focused on maintaining and further developing the employability of workers aged 55+. The project creates tools for career management, self-assessment of competencies, upskilling and trans-upskilling planning, and develops materials and training for employers to better support older workers in transitioning to new job roles or adapting within the organization. The project combines digital tools, counseling sessions, and pilot internal programs in selected companies.

“Changes in working life, such as digitalization, the rise of remote work, and new ways of working, require constant adaptation from employees. At the same time, an aging workforce, retirements, skills shortages, and evolving skills need challenge companies. The increasing retirement age makes it essential to invest in career management, especially to ensure that people aged 55 and over can continue working and participating in the labor market.

The project emphasizes career management as a key solution to labor market matching challenges. It helps extend careers, strengthen motivation, and promote well-being across different life situations, while increasing companies’ ability to support the skills development of people aged 55 and over.

The aim is to develop practical solutions that support the skills development and well-being of people aged 55 and over and improve labor market matching in a changing work environment.”

Main outputs:

In this project, career management focuses on supporting the work career and motivation of employees over 55, considering different life situations. The goal of career management is to promote employee well-being and competence in a proactive manner.

The project aims to:

1. **Support the strengthening of skills and well-being among people aged 55 and over** in working life by developing tools for self-assessment and competence development.
2. **Improve labor market matching** by identifying skill gaps and developing solutions in collaboration with employers and regional employment actors.
3. **Create a digital tool for upskilling** to be used by jobseekers, employees, employers, and employment services in planning individualized support.
4. **Develop a career management model and guide** to help employers support the continued careers and effective use of skills among aging workers.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: FIN_02****Name of the project / practice in EN:**

Talent Helsinki Project

Name of the project / practice in local language:

Talent Helsinki - hanke

Web of the project or outputs:<https://www.metropolia.fi/en/rdi/rdi-projects/talent-helsinki>**Country:** Finland**Region / City:** Helsinki**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

The main project partner was [City of Helsinki](#). In addition to Metropolia University of Applied Sciences, Haaga-Helia University of Applied Sciences, Laurea University of Applied Sciences, Helsinki Marketing, Helsinki Business Hub and the Helsinki Region Chamber of Commerce were participating in the project.

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2025		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The objective of the Talent Helsinki project was to attract foreign experts, particularly those working in fields with a shortage of labour, to join Helsinki-based businesses, and to make it easier for those already residing in the metropolitan area and their families to settle and enter the labour market. Additionally, the objective was to reinforce the role of [International House Helsinki](#), founded in 2017, as the centre for the Talent Hub operations and network co-operation in Helsinki and the Helsinki metropolitan area, coordinate the services produced by the operator network for international talents into a unified, customer-oriented whole, develop regional and national coordination of international talent operations, and create a regional monitoring model for assessing the effectiveness of the operations.

The project was divided into three different sections:

- attracting international talents
- supporting the settling in of talents and their families
- supporting the employment of talents

Main outputs:

Helsinki's reputation and attractiveness have increased among international talents and businesses' shortage of talents will have been alleviated. The measures to attract talents will indirectly support the investments of businesses operating in the area and strengthen the image of Helsinki as an attractive place of work, study and residence.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: FIN_03****Name of the project / practice in EN:**

Smart Tampere

Name of the project / practice in local language:

Älykäs Tampere

Web of the project or outputs:<https://www.tampere.fi/en/smart-tampere/what-smart-tampere>**Country:** Finland**Region / City:** Tampere**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Partners: City of Tampere, local companies, research institutions (the platform brings together public and private partners).

Period of the project:

Start:	Finish:	OR	Still ongoing
2017			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

At Tampere, we harness the power of digitalization and automation to provide services that are accessible anytime, anywhere. Data, technology, and artificial intelligence are our tools, and it is important for us to invite citizens to enrich existing data. Our ultimate goal is to serve the residents and businesses even better.

Tampere is a significant hub for ICT and artificial intelligence, attracting skilled professionals from all over the world. What works here often works elsewhere too. We approach things with a global perspective while keeping Tampere at the heart. Our mission is to take the expertise of Tampere's smart city initiatives to the world and also learn from others.

As a city of innovation, we identify new business and scaling opportunities for smart urban solutions. The entire city serves as a testing ground for us to co-create with partners from around the world. Tampere stands among the pioneers in addressing global challenges.

Main outputs:

A smart city program that allows companies to test services and technologies (IoT, data platforms, mobility) in a real urban environment. The aim is to create new business opportunities, support local companies, **and thereby boost employment in high-tech areas.**

Test bed for pilots (IoT platform), specific pilots (mobility, e-health, data services), case studies, new contracts for local companies.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): smart-city pilot/testbed.

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: FIN_04****Name of the project / practice in EN:**

Talent Turku 2023-2024

Name of the project / practice in local language:

Talent Turku 2023-2024

Web of the project or outputs:<https://business turku.fi/en/projects/completed-projects/talent-turku-2023-2024/>**Country:** Finland**Region / City:** Turku**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Turku Science Park Ltd. and the City of Turku.

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2024		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
350 585	EUR		☐

Description (max ½ A4 range):

Talent Turku's aim is to increase the availability and retention of specialised labour through the service packages of attraction, recruitment, relocation and integration. The coordinated Talent Turku project and service model takes as its goal to enable cross-organisationally produced, customer-oriented services for companies and international talents. In accordance with the national Talent Boost programme, Talent Turku works to make sure that the Turku region is an internationally attractive place to work, found a startup, study, do research and invest, and that the region's employers want and are able to recruit international talents. In addition, the expertise of international talents is increasingly in demand to promote the growth, internationalisation and renewal of the region's companies. The Talent Turku project promotes the goals of the national Talent Boost programme.

Main outputs:

programs connecting with companies, internships, workshops, networking, and recruitment

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: FRA_01

Name of the project / practice in EN:

Cities of Employment

Name of the project / practice in local language:

Cités de l'emploi

Web of the project or outputs:

<https://anct.gouv.fr/programmes-dispositifs/politique-de-la-ville/dispositifs/cites-de-l-emploi>

https://anct-site-prod.s3.fr-par.scw.cloud/s3fs-public/2023-05/PUBLICATION%20ANCT_2022_vademecum_Cit%C3%A9s%20de%20l%27emploi.pdf?VersionId=1736359325460913

Country: France

Region / City: Implemented in urban districts across France (84 designated "cités" in various cities, particularly in disadvantaged neighbourhoods)

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Agence Nationale de la Cohésion des Territoires (ANCT)

Ministère du Travail, du Plein emploi et de l'Insertion

Municipalities and intercommunal structures

Local employment services, associations, training providers

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Cités de l’emploi” initiative was launched in 2020 as part of the French urban policy to provide stronger and more coordinated employment services in disadvantaged urban areas. It aims to bring together all relevant stakeholders – municipalities, job centres, associations, training organisations and social partners – in one single local hub. Each “cité” acts as a platform where residents can access job opportunities, training offers, guidance, mentoring and social support, while employers can connect with potential candidates. The approach responds to the challenges of long-term unemployment, low skills and socio-economic exclusion particularly present in post-industrial neighbourhoods. By pooling resources and aligning local and national schemes, the initiative increases efficiency, reduces fragmentation of employment support and makes services more accessible. With 84 designated “cités” across France, the programme has become a key tool in supporting labour market integration and the economic revitalisation of urban territories most affected by deindustrialisation and social difficulties.

Main outputs:

84 “cités” established across urban areas in France.

Integrated employment and training services delivered closer to disadvantaged residents.

Improved cooperation between municipalities, state agencies, associations and training providers.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: FRA_02****Name of the project / practice in EN:**

rev3 – Third Industrial Revolution Region (Hauts-de-France)

Name of the project / practice in local language:

rev3 – Troisième Révolution Industrielle (Hauts-de-France)

Web of the project or outputs:https://just-transition-experts.ec.europa.eu/document/download/75af0173-4966-40bc-90a5-bae04a9cae48_en?filename=case-study-rev3.pdf&utm**Country:** France**Region / City:** Hauts-de-France**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Regional Council of Hauts-de-France; Chamber of Commerce & Industry (CCI) of Hauts-de-France; ADEME (Agency for ecological transition)
Also businesses, academia, clusters, local innovation actors

Period of the project:

Start:	Finish:	OR	Still ongoing
2013	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

rev3 is a regional transformation strategy for Hauts-de-France aiming to reinvent its economy in the wake of industrial decline, particularly in sectors like coal mining, heavy manufacturing and steel, which have historically underpinned the region. The vision is inspired by the concept of the “Third Industrial Revolution” (smart, clean, shared infrastructure), and rev3 seeks to harmonise energy transition, circular economy, innovation, and skills development into a shared roadmap.

Key components include developing distributed renewable energy generation; improving energy efficiency; deploying smart grids; creating energy storage capacity; rethinking mobility of people and goods; and applying circular economy principles in buildings, industry, and waste systems. To deliver on these, rev3 has established mechanisms to support enterprises (especially SMEs) to explore feasibility studies, adapt business models, adopt new technologies, and benefit from financial assistance or innovative financing tools.

A strong part of rev3 is dedicated to **skills and employment transitions**: education and training actors are involved to forecast future professions (“network of future professions”) to anticipate the skills that will be in demand. There is provision for upskilling and reskilling, especially for workers from declining industries, and alignment of vocational training with new industrial projects, e.g. battery factories or renewable energy projects. Shared governance ensures that public authorities, industry, clusters, and research institutions participate in defining priorities.

The ambition is not just to generate new green jobs but to revitalise formerly industrial territories, improve territorial resilience, reduce dependence on older industrial employment, and make Hauts-de-France a leader in energy transition and sustainable industrial growth.

Main outputs:

The initiative has supported around 1,500 projects across the region in areas such as energy transition, circular economy, and smart infrastructure. It has generated new employment opportunities in sectors like smart grids, energy storage, renewable energy, and battery production. Education and training institutions have become more involved in forecasting labour market needs and adapting curricula to align with future skills. The programme has also contributed to diversifying the economy of territories formerly dependent on coal and steel, while regenerating industrial brownfields and sites for new economic uses.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: FRA_03****Name of the project / practice in EN:**

City of Employment – Pau

Name of the project / practice in local language:

Cité de l'emploi de Pau

Web of the project or outputs:<https://pgn-a.fr/fr/acteurs-territoires/experiences/cite-de-l-emploi-de-pau>**Country:** France**Region / City:** Pau (Béarn Pyrénées, Nouvelle-Aquitaine)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Cité de l'emploi de Pau coordination team, France Travail (public employment service), Local associations and social / insertion partners, Local municipal / intercommunal authorities

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The *Cité de l'emploi de Pau* was created in 2022 as part of the national "Cités de l'emploi" initiative, but its implementation is highly local and adapted to the specific needs of Pau and its surrounding priority neighbourhoods (quartiers prioritaires de la politique de la ville – QPV). The project addresses structural unemployment, low skills and social exclusion in a city that has seen the decline of traditional industries and continues to face high poverty and joblessness in certain districts. A dedicated local team – consisting of a coordinator, cohort follow-up officer and job mediators – works directly with residents through outreach activities in neighbourhoods, information sessions and one-to-one coaching. Participants enter into structured cohorts, where they receive personalised support to identify barriers to employment, build confidence and motivation, and map out pathways towards jobs or training. The project mobilises a wide network of local partners: the municipality, France Travail (public employment service), local associations, training organisations and employers. Training opportunities are linked to recognised qualifications, including certifying or qualifying programmes, which enhance employability in sectors relevant for the local economy. The Cité also places strong emphasis on mediation and trust-building in disadvantaged communities, helping people who might not otherwise approach traditional employment services. Between 2022 and 2024, the Pau Cité de l'emploi achieved a positive exit rate of nearly 80% for its cohorts, with participants moving into permanent and fixed-term jobs, self-employment, or qualifying training programmes. This makes it a concrete example of how city-level initiatives can address the challenges of post-industrial territories by combining close social support, tailored training and partnership governance.

Main outputs:

In 2024, out of cohort participants, **38 exited positively** (including fixed-term and permanent contracts, formation qualifiante, etc.) 12 CDD, 7 CDI, 7 CDDI, 3 business creation; 16 participants obtained qualifying/certifying training. Strong engagement of partners and mediation work in priority neighborhoods.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Residents of priority neighborhoods (QPV), socially excluded groups (disabled, low income, etc.)

Steel City Zen: Good practices

Id: FRA_04

Name of the project / practice in EN:

Territories of Industry

Name of the project / practice in local language:

Territoires d'industrie

Web of the project or outputs:

<https://www.entreprises.gouv.fr/priorites-et-actions/proximite-et-territoires/reindustrialiser-nos-territoires/territoires>

https://www.ecologie.gouv.fr/sites/default/files/documents/202505_DP_Territoires%20d%27industrie.pdf

Country: France

Region / City: Multiple industrial territories across France (regional and local implementation)

Scope:

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Agence Nationale de la Cohésion des Territoires (ANCT)

Ministry of Economy / DGE

Regional councils, municipalities, industrial enterprises

Period of the project:

Start:	Finish:	OR	Still ongoing
2018	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Territoires d’industrie” initiative was launched in 2018 to support French industrial regions facing structural transformation. The programme brings together the State, regions, municipalities, and enterprises to co-design projects for reindustrialisation, SME development, skills and training, and attractiveness of territories. It aims to revitalise post-industrial areas, foster the creation of sustainable jobs and strengthen links between education providers and companies. More than 140 territories are covered, each with tailored local projects.

Main outputs:

Over 140 designated industrial territories engaged.

Hundreds of projects co-financed (skills, training, industrial sites redevelopment, support to SMEs).

Closer cooperation between local authorities, training providers and businesses.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: FRA_05****Name of the project / practice in EN:**

Collective Transitions – Reskilling for Employees in At-Risk Occupations

Name of the project / practice in local language:

Transitions collectives (TransCo)

Web of the project or outputs:<https://travail-emploi.gouv.fr/les-transitions-collectives-transco><https://www.constructys.fr/financer-vos-projets-de-formation-entrer-dans-la-construction-transitions-collectives-transco>**Country:** France**Region / City:** Implemented nationwide with regional employer and training partners**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministère du Travail, du Plein emploi et de l'Insertion

Companies, social partners (trade unions, employer organisations)

Training providers accredited for professional reconversion

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Transitions collectives” scheme, launched in 2021, allows employees in jobs considered at risk or in decline to retrain for occupations identified as promising (“métiers porteurs”). Companies, in agreement with social partners, can propose reskilling pathways financed jointly by the State and training funds. Employees keep their work contract and salary while attending training, and training organisations provide certified courses. The programme helps avoid redundancies and supports structural transformation of regional economies.

Main outputs:

Thousands of employees enrolled in retraining for jobs in healthcare, green economy, digital and industrial sectors.

Strengthened cooperation between companies, unions and training providers to manage economic transitions.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: GBR_01****Name of the project / practice in EN:**

Dundee – UKSPF Employment Related Skills Challenge Fund

Name of the project / practice in local language:

Dundee – UKSPF Employment Related Skills Challenge Fund

Web of the project or outputs:

<https://www.dundee.gov.uk/sites/default/files/UKSPF%20Dundee%20Employment%20Related%20Skills%20Guidance.pdf>

Country: UK**Region / City:** Dundee (Scotland)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Dundee City Council (Lead Authority)

Local employers and business support organisations

Colleges and training providers in Dundee

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Dundee Employment Related Skills Challenge Fund is a local initiative delivered under the UK Shared Prosperity Fund and managed by Dundee City Council. The fund is designed to support projects that raise employability, reskill the workforce and tackle economic inactivity in a city that has undergone significant post-industrial change. Dundee, once heavily reliant on manufacturing and traditional industries, now faces challenges of unemployment, low skills and poverty in parts of the city. Through the Challenge Fund, local organisations, colleges and training providers can apply for funding to deliver targeted training programmes, job-readiness activities and employer-led pathways into work. Priority is given to sectors with strong growth potential such as the digital economy, life sciences, health and social care, and the green transition. By aligning training provision with employer demand and by helping residents who face multiple barriers to employment, the Fund contributes to the transformation of the city's labour market and supports inclusive economic growth.

Main outputs:

Support for local training providers and colleges to deliver short, targeted programmes.

Improved employability of unemployed and inactive residents of Dundee.

Strengthened alignment between employer needs and training supply.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: GBR_02

Name of the project / practice in EN:

Equalex Pilot – Modern Work Experience for Schoolchildren

Name of the project / practice in local language:

Equalex Pilot – Modern Work Experience for Schoolchildren

Web of the project or outputs:

<https://www.liverpoolcityregion-ca.gov.uk/news/liverpool-city-region-launches-national-pilot-to-radically-shake-up-work-experience-for-school-children>

<https://www.careersandenterprise.co.uk/modern-work-experience/>

Country: UK

Region / City: Liverpool City Region

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Liverpool City Region Combined Authority

12 schools in the region

Employers (Jaguar Land Rover, Knowledge Quarter Liverpool, NHS England, Atkins, Unilever, small and medium businesses)

Careers Hubs / The Careers & Enterprise Company

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Equalex Pilot in Liverpool City Region was launched in early 2025 as part of a national trial to modernise and expand the concept of work experience for school students. Traditionally, UK pupils had a single two-week placement during their secondary school years, which often provided limited exposure to career options and excluded many disadvantaged young people. The new model introduces ten days of work experience spread across multiple school years (Key Stage 3 and 4), allowing pupils to engage with employers several times and build a clearer understanding of career pathways. The pilot is strongly rooted in the industrial transition of Liverpool City Region, where traditional employment bases in ports and manufacturing are being replaced or complemented by advanced manufacturing, health and life sciences, creative and digital industries. Employers such as Jaguar Land Rover, Unilever, NHS England and innovative SMEs provide placements and activities that reflect these growth sectors. Schools, local authorities, the Combined Authority, and the Careers & Enterprise Company cooperate to integrate the programme into the school curriculum and ensure equal access for students from all backgrounds. By providing early and repeated workplace experiences, the pilot seeks to reduce the risk of young people becoming NEET (not in education, employment or training), to improve social mobility, and to equip the future workforce with relevant skills for the evolving economy of the region.

Main outputs:

Guaranteed 10 days of work experience for participating pupils during secondary education.

Employer engagement across major and SMEs in target sectors.

Greater support for school students from disadvantaged backgrounds: digital inclusion, mentorship, and exposure to local industries.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: GBR_03****Name of the project / practice in EN:**

Northern Ireland Green Skills Action Plan

Name of the project / practice in local language:

Northern Ireland Green Skills Action Plan

Web of the project or outputs:<https://www.economy-ni.gov.uk/publications/green-skills-action-plan>**Country:** UK**Region / City:** Northern Ireland**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Northern Ireland Executive; Department for the Economy; Green Skills Expert Group (representatives of industry, government, education and training providers); local employers and sectoral councils.

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	xx		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Green Skills Action Plan was launched by the Northern Ireland Executive in 2023 as part of the region's commitment to achieving net zero carbon emissions and building a competitive, sustainable economy. Northern Ireland has a strong industrial legacy but faces significant structural change as traditional carbon-intensive sectors decline. The Action Plan sets out a coordinated roadmap to ensure that workers, employers, and training providers are prepared for the demands of the green transition.

The plan identifies priority growth areas such as renewable energy, offshore wind, low-carbon construction, sustainable transport, and environmental management. It highlights the types of technical and transversal skills that will be needed and provides guidance for adapting training curricula in colleges, universities, and vocational centres. A central goal is to align the education and training system more closely with industry demand, ensuring that learners and workers acquire qualifications that directly correspond to emerging jobs.

Special attention is given to workers at risk of redundancy in carbon-intensive sectors, as well as to unemployed and low-qualified groups, so that they can access reskilling pathways. Employers are also engaged as partners, both to shape training provision and to create real opportunities for employment. In parallel, the plan promotes collaboration across government, industry and education to strengthen regional capacity to deliver on climate targets.

Over the next decade, the Green Skills Action Plan aims to contribute to the creation of 50,000–60,000 new jobs in the green economy, reduce skills mismatches, and make Northern Ireland a leading region in the UK for sustainable industrial development. By combining strategy, training and partnership-building, it seeks to turn the challenge of decarbonisation into an opportunity for inclusive economic growth.

Main outputs:

Publication of the Green Skills Action Plan; identification of priority sectors and skills needs; development of curricula in FE colleges and training centres; stronger cooperation between government, industry and education; initial programmes to reskill workers and create pathways into green jobs.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: GBR_04

Name of the project / practice in EN:

Restart Scheme – Intensive Employment Support for Long-term Unemployed

Name of the project / practice in local language:

Restart Scheme – Intensive Employment Support for Long-term Unemployed

Web of the project or outputs:

<https://www.gov.uk/government/statistics/restart-scheme-statistics-to-april-2025>

<https://www.gov.uk/government/publications/restart-provider-guidance/restart-scheme-provider-guidance>

Country: United Kingdom

Region / City: England and Wales (delivered regionally by providers, including industrial areas such as Midlands, North East, North West)

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Department for Work and Pensions (DWP)

Regional contracted providers (Ingeus, Serco, Reed in Partnership, Maximus, etc.)

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Restart Scheme provides up to 12 months of intensive employment support for Universal Credit claimants who have been out of work for 9 months or longer. It is a major national active labour market policy targeting structural unemployment, especially in post-industrial regions of England and Wales. Delivery is contracted to providers who offer tailored advice, job-search assistance, training referrals and employer engagement. The scheme aims to reduce long-term unemployment scarring and improve workforce participation.

Main outputs:

Over 840,000 starts on the programme since 2021.

More than 320,000 participants have moved into work (first earnings recorded, as of June 2025).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: GBR_05****Name of the project / practice in EN:**

Skills Bootcamps – Flexible training for in-demand skills

Name of the project / practice in local language:

Skills Bootcamps – Flexible training for in-demand skills

Web of the project or outputs:<https://skillsforcareers.education.gov.uk/training/skills-bootcamps><https://www.gov.uk/government/publications/esfa-skills-bootcamps>**Country:** United Kingdom**Region / City:** Delivered nationally across England, with regional cohorts (esp. industrial regions in Midlands, North, North East, North West)**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Department for Education (DfE)

Local training providers, FE colleges, employers

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Skills Bootcamps are free, flexible courses of up to 16 weeks, designed in partnership with employers to address specific skill shortages in England. They focus on priority sectors such as digital, advanced manufacturing, engineering, green technologies and logistics. The aim is to help adults gain new, in-demand skills and move into jobs or progress within existing employment. A guaranteed job interview is offered at the end of each course. The programme especially targets industrial and regional skills gaps.

Main outputs:

Tens of thousands of participants enrolled since 2021.

Employer-designed training leading directly to interviews and job placement in shortage sectors.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: GBR_06****Name of the project / practice in EN:**

UK Shared Prosperity Fund – People & Skills (Tees Valley)

Name of the project / practice in local language:

UK Shared Prosperity Fund – People & Skills (Tees Valley)

Web of the project or outputs:

<https://teesvalley-ca.gov.uk/business/business-growth-support/uk-shared-prosperity-fund-ukspf/people-skills/>
<https://teesvalley-ca.gov.uk/business/wp-content/uploads/sites/3/2023/04/UKSPF-PS-FINAL.pdf>

Country: United Kingdom**Region / City:** Tees Valley (North East England)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Tees Valley Combined Authority (Lead Authority)

Local Authorities, training providers, employers

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2025		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
8.6 mil	GBP		☐

Description (max ½ A4 range):

The Tees Valley Combined Authority delivers the People & Skills priority of the UK Shared Prosperity Fund to tackle long-standing labour-market challenges in a heavily industrial region. The programme funds employability support, tailored guidance for inactive adults, up-/re-skilling (including Multiply adult numeracy) and employer-linked training to raise participation and progression. Delivery is local, aligned to the TVCA investment plan for 2022–2025.

Main outputs:

Participants receiving employability support, training and guidance; transitions into employment or further learning.

Local employer engagement and SME workforce development (incl. adult numeracy under Multiply).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** GR_01 ReBrainGreece**Name of the project / practice in EN:**

ReBrain Greece – Attracting High-Skilled Expats Back to Greece

Name of the project / practice in local language:

ReBrain Greece – Επαναπατρισμός Υψηλά Καταρτισμένων Ελλήνων από το Εξωτερικό

Web of the project or outputs:<https://ypergasias.gov.gr/?s=rebrain>**Country:** Greece**Region / City:** nationwide**Scope:**

☒	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Hellenic Ministry of Labour and Social Affairs (ΥΠΕΚΑ); Public Employment Service (DYP)

Period of the project:

Start:	Finish:	OR	Still ongoing
2019			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Launched in 2019, ReBrain Greece is a cross-ministerial initiative intended to reverse Greece's brain drain by reconnecting the country with its diaspora of high-skilled professionals. Organized by the Ministry of Labour and supported by the Public Employment Service, ReBrain hosts international career fairs in diaspora centers such as Amsterdam, London, and New York. These events connect Greek talent with leading Greek employers across finance, tech, energy, and pharmaceuticals. Live events such as the one in London on 29 March 2025 attracted over 1,300 participants, while previous gatherings in Amsterdam drew an audience of 1,100, signaling strong demand for reintegration opportunities.

ReBrain Greece is complemented by digital infrastructure—the ReBrain Greece platform—facilitating job matching, CV submissions, and presenting incentives such as 50% income tax relief for seven years, fast-track professional recognition especially for medical specialties, and relocation support.

With more than 4,000 participants from three countries in recent editions, the effort aligns with broader national efforts to rebuild the labor market with returning expertise and talent.

Main outputs:

- Multiple international repatriation events held in Amsterdam (aprox. 1100 participants), London (1300 part.), and upcoming New York session,
- Active private-sector engagement: Leading firms in tech, energy, banking, pharma participate in direct hiring and discussions,
- Digital platform facilitation: Online hub for job matching, CV uploading, and incentives dissemination,
- Financial incentives: Tax breaks, relocation support, preferential hiring and onboarding for returnees.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Innovation & Talent Retention

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): High-skilled Greek professionals abroad

Steel City Zen: Good practices**Id:** GR_02 ReGenerationAcademy**Name of the project / practice in EN:**

ReGeneration Academy – Digital Skills for Employability

Name of the project / practice in local language:

ReGeneration Academy – Δεξιότητες Digital για Απασχολησιμότητα

Web of the project or outputs:<https://www.regeneration.gr/en/homepage/>**Country:** Greece**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

ReGeneration/Foundation; Piraeus Bank, Microsoft, TITAN Group, INSETE, EY, Sunlight, Papastratos, Viohalco, SEV, and others

Period of the project:

Start:	Finish:	OR	Still ongoing
2018			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

ReGeneration Academy is a national initiative tackling youth unemployment, brain drain, and digital skills gaps by preparing young graduates (up to 29 years old, with 0–3 years experience) for employment. The Academy is part of ReGeneration’s larger ecosystem led by Global Shapers Athens.

Participants undergo a two-stage assessment—game-based and live interviews—followed by extensive training: 50 hours of soft/business skills, 80–250 hours of hard digital training, both delivered via hands-on labs and mentorship by professionals. Program tracks include Digital Marketing, Data Science, AI & ML, Cloud, DevOps, UX/UI, Agile Project Management, FinTech, AgriFood, and others.

Main outputs:

- 70+ academy cycles across key Greek regions and virtual platforms,
- Hundreds of hours of soft and hard skills training across emerging sectors,
- Paid job placements with high retention (6 months minimum, 90+% extensions),
- Strong placement network of 2,000+ hiring companies, from multinationals to SMEs,
- Alliances with global partners: Microsoft, TITAN, EY, etc., powering specialized academies,
- Extensive impact: 520,000 training hours, 2,500+ graduates placed, €16M salaries paid.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** GR_03 VET-DigitalTransformation**Name of the project / practice in EN:**

Digital Transformation in Vocational Education and Training — EOPPEP Modernisation

Name of the project / practice in local language:

Ψηφιακός Μετασχηματισμός στην Επαγγελματική Εκπαίδευση και Κατάρτιση – Εκσυγχρονισμός του ΕΟΠΠΕΠ

Web of the project or outputs:<https://eoppep.gr/index.php/en/>**Country:** Greece**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

EOPPEP – National Organisation for the Certification of Qualifications & Vocational Guidance, implementing body of digital transformation; Ministry of Education and Religious Affairs

Period of the project:

Start:	Finish:	OR	Still ongoing
2022			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
6.9 mil	EUR		☐

Description (max ½ A4 range):

EOPPEP's digital transformation initiative (2022–2025) aims to modernise Greek VET systems through multiple key interventions: (1) Digitisation of EOPPEP's administrative operations — including electronic exam systems, registries, and digital certificate management systems; (2) Development of a user-friendly integrated IT tool; (3) Certification process digitalisation; (4) Creation and validation of occupational profiles; (5) Digital platform for VET (2023–2025) — enabling e-learning, digital content, trainer upskilling, governance mechanisms, and platform maintenance.

These efforts are intended to elevate VET quality, improve governance, boost transparency, and strengthen digital skill readiness across both initial and continuing vocational training.

Main outputs:

- Launch of integrated IT systems for certification, accreditation, registries, and exam management,
- Publication and adoption of 134 certified occupational profiles for VET curricula alignment,
- Digital VET platform supporting e-learning, trainer skill upgrades, and content modernization,
- Enhanced quality assurance and transparency mechanisms built into VET administration.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** GR_04 TUI-FutureShapersGreece**Name of the project / practice in EN:**

TUI FutureShapers Greece – Innovation in Tourism, Food, Culture & Craft

Name of the project / practice in local language:

TUI FutureShapers Greece – Καινοτομία στον Τουρισμό, τη Γαστρονομία, τον Πολιτισμό & την Παραδοσιακή Τέχνη

Web of the project or outputs:<https://eoppep.gr/index.php/en/>**Country:** Greece**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Wise Greece – Lead organizer and implementer of the program; TUI Care Foundation; Greek National Tourism Organisation (GNTO), Athens University of Economics and Business, Harokopio University, and University of Western Macedonia

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

TUI FutureShapers Greece is a social entrepreneurship initiative created by Wise Greece with support from the TUI Care Foundation. Launched in October 2024, the program aims to revitalize key Greek sectors—tourism, gastronomy, arts, culture, and natural cosmetics—by providing practical, innovation-oriented training and support. In its IDEA phase, 1,000 participants nationwide received free online training from market experts, supported by academic partners. The program concluded with a bootcamp in Athens, where the top two ideas won six-month development grants (€6,000 and €3,000 respectively).

In its EMPOWER phase, set to roll out in 2025 across six regions, a team of mentors will deliver hands-on capacity-building to over 60 small producers and artisans, focusing on digital marketing, customer experience, and sustainable product development. Selected SMEs will also feature at “Local Gems” exhibitions to showcase and sell their creations.

Main outputs:

- IDEA Phase: Nationwide online training and learning content (practical, expert-led) for 1,000 aspiring entrepreneurs,
- Bootcamp in Athens: Two-day event selecting two grant winners for further business development,
- EMPOWER Phase: Regionally delivered coaching, digital skill development, and business strategy support for 60+ local SMEs and artisans,
- Local Gems Exhibitions: Showcasing and promoting local entrepreneurship through direct market channels.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Tourism promotion and innovation

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Aspiring and existing entrepreneurs in tourism-related sectors across Greece

Steel City Zen: Good practices

Id: **GR_05** DYPA-DigitalGreenSkills

Name of the project / practice in EN:

Certification in Digital and Green Skills by the Greek Public Employment Service (DYPA)

Name of the project / practice in local language:

Πιστοποίηση σε Ψηφιακές και Πράσινες Δεξιότητες από τη Δημόσια Υπηρεσία Απασχόλησης (ΔΥΠΑ)

Web of the project or outputs:

<https://www.dypa.gov.gr/en/pano-apo-260-khiliades-ellines-ekhoyn-pistopoiithi-se-psifiakes-kai-prasines-deksi-otites-1>

Country: Greece

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

DYPA (Public Employment Service) – implementing agency leading the initiative; Microsoft, Cisco, Amazon, Huawei, Coursera, and Google

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
1 bil	EUR		☐

Description (max ½ A4 range):

The Digital and Green Skills Certification initiative led by DYPA is a nationwide upskilling program aiming to elevate Greece's performance in emerging labour markets. As of early 2024, over 260,000 Greeks have earned certifications in digital and green skills—68% being women, 69% opting for digital tracks, 50% holding secondary education, 42% being tertiary educated, and 58% residing outside major urban centers. Through partnerships with leading global tech giants, this program has already delivered 36,000 certifications via Microsoft, Cisco, Amazon, Huawei, Coursera, and Google platforms. The effort is part of Greece's broader Recovery and Resilience strategy—backed by €1 billion in EU funding—to ensure no one is left behind, including tailored programs for groups such as detainees and individuals in rehabilitation programmes.

Main outputs:

- 260,000 individuals certified in digital and green skills,
- 36,000 certifications completed through collaborations with tech companies,
- Strategic target set: 500,000 certifications by 2025,
- €143 million invested in training infrastructure upgrades and experimental schools,
- New institutions formed: National Skills Council, Digital Skills Gateway, Training Providers Register.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** GR_06 Greece4.0**Name of the project / practice in EN:**

Greece 4.0 – Network of Excellence for the Development, Dissemination, and Application of Digital Transformation Technologies in the Greek Manufacturing Industry

Name of the project / practice in local language:

Greece 4.0 – Δίκτυο Αριστείας για Ανάπτυξη, Διάδοση και Εφαρμογή Τεχνολογιών Ψηφιακού Μετασχηματισμού στη Βιομηχανική Παραγωγή

Web of the project or outputs:<https://greece40.gr/>**Country:** Greece**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

LMS (University of Patras); EKETA/IPTL; INBIS; UOC; Democritus University of Thrace; NTUA; TUC; Hellenic Open University

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Greece 4.0 is designed as a collaborative, research-driven initiative to pilot Industry 4.0 technologies within the country's manufacturing sector. It creates a Network of Excellence where academia and industry co-develop, test, and validate applications such as smart sensors, Industrial IoT platforms, robotics, digital twins, predictive maintenance, and automation. The initiative aims to bridge the gap between research and production, enhancing industrial flexibility, productivity, digital maturity, and competitiveness. Applications highlighted include autonomous robotics for warehouse automation, AI-supported decision-making, additive manufacturing optimization, and digital twins—all propelled by Industry 4.0 tools like Big Data, IoT, AI, CPS, and robotics. Through such interventions, Greece aims to modernize production processes and foster high-value industrial jobs.

Main outputs:

- Establishment of a Network of Excellence with eight top technical and research partners,
- Development and testing of Industry 4.0 technologies: Smart Sensors, IIoT platforms, Digital Twins, Robotics, AI-based systems, and Predictive Maintenance algorithms,
- Technical deliverables such as architecture diagrams, application scenarios, impact assessments, and pilot use cases for automation and digitalization,
- Practitioner-led discussions and knowledge sharing across academia and manufacturing stakeholders.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: GR_07 OASIS-PROMETHEUS

Name of the project / practice in EN:

OASIS – Open Science Technologies Acceleration for a New Generation of Student Entrepreneurship & PROMETHEUS – Digital Transformation and Sustainable Development Entrepreneurship Support

Name of the project / practice in local language:

OASIS – Επιταχυντής Τεχνολογιών Ανοιχτής Επιστήμης για τη Νέα Γενιά Επιχειρηματικότητας
PROMETHEUS – Υποστήριξη Φοιτητικών Επιχειρηματικών Επενδύσεων σε Ψηφιακό Μετασχηματισμό και Βιώσιμη Ανάπτυξη

Web of the project or outputs:

<https://eit-hei.eu/get-inspired/oasis-and-prometheus-empowering-student-innovation-through-joint-technology-transfer-initiatives/>

Country: Greece

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

OASIS: Led by University of Peloponnese; PROMETHEUS: Led by University of the Aegean

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
1.2 mil*	EUR		☐

*project PROMETHEUS, OASIS budget not identified

Description (max ½ A4 range):

OASIS champions open science innovation in education by embedding OS (open science) technologies into student entrepreneurship. It delivers mentoring, practical training, and accelerator models to

prepare early innovators using sustainable solutions, strengthening higher education's role in innovation ecosystems through the EIT knowledge triangle (education, research, business).

PROMETHEUS fosters student-led entrepreneurship in digital transformation and sustainability. The project deploys digital platforms for ideation, collaboration, mentoring, and evaluations; has trained over 2,500 students; supported 100+ startup proposals; and funded 10 early-stage startups.

Jointly, they established a Technology Transfer Office (TTO)—a shared structure combining resources and expertise to enhance commercialization, mentorship, training, startup incubation, workshops, hackathons, and networking. To date, they've trained over 150 students and researchers, incubated 12 start-ups, organized 10 workshops, engaged 300 participants in hackathons, and reached over 700 students across their programs, leading to 15 inter-university collaborative projects.

Main outputs:

- Joint TTO – mentoring, training, and commercialization support,
- Students & researchers trained: 150+, start-ups incubated: 12; workshops and seminars: 10 events with 500+ participants; hackathons & innovation competitions: 300+ participants; Student reach across programs: 700+; Inter-university collaborative projects: 15.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): implementing open science technologies

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Startup founders and early-stage innovators

Steel City Zen: Good practices

Id: HR_01 FreeSchoolMeal

Name of the project / practice in EN:

Free School Meal – Universal Entitlement for Primary School Children

Name of the project / practice in local language:

Besplatan školski obrok – univerzalno pravo za učenike osnovnih škola

Web of the project or outputs:

<https://www.gchumanrights.org/preparedness/free-school-meal-in-croatia-its-importance-as-a-universal-entitlement/>

Country: Croatia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Initiative led by professors from Zagreb University's Faculty of Law; Supported and implemented by the Croatian Government, primarily via amending education legislation and managing funding allocations

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
1.33	EUR per pupil per meal		☐

Description (max ½ A4 range):

Croatia's Free School Meal initiative establishes the universal right to a nutritious midday meal for all primary school pupils. Launched through the advocacy initiative "Every Child's Right to a School Meal" in 2020, the campaign was championed by legal scholars and civil society. After a two-year advocacy process, the Croatian government amended the primary and secondary education law in December 2022, with implementation commencing in January 2023. This universal entitlement replaces the previous patchwork model—where eligibility was based on parental income, local authorities, or social welfare status—that had led to regional disparities and stigmatization. Meals are provided at a standardized cost of approximately €1.33 per pupil. Benefits include improved nutrition, reduced inequality, enhanced concentration, lower school dropout rates, and better educational outcomes across subjects like reading and mathematics.

Main outputs:

- Legal recognition of a universal right to school meals in primary schools,
- Nationwide implementation of free school meals starting January 2023,
- A shift from coverage of only approx. 30% (fully free) plus partial payments (approx. 20%) to full universal access,
- Standardized pricing and funding via the national education budget,
- Anticipated improvements in student health, academic performance, and social equity.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Education support & inclusion

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): All primary school students across Croatia and their parents

Steel City Zen: Good practices

Id: HR_02 BC4ESE-EcoSocialEntrepreneurship

Name of the project / practice in EN:

BC4ESE – Building Capacities for Eco-Social Entrepreneurship Education

Name of the project / practice in local language:

BC4ESE – Building Capacities for Eco-Social Entrepreneurship Education

Web of the project or outputs:

https://ecosocent.eu/hr/#project_results

Country: Croatia

Region / City: nationwide

Scope:

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

CEDRA Split (Croatia) – project coordinator; Diesis Network (Belgium); HUB Nicosia (Cyprus); Young Ambassadors (Serbia); CDP “Globus” (Bosnia & Herzegovina); ADP-Zid (Montenegro); LDA Prozor-Rama (Bosnia & Herzegovina); Centre for Vocational Education (Montenegro)

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2025		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The BC4ESE (Building Capacities for Eco-Social Entrepreneurship Education) project responds to the expressed needs of youth-focused organizations across the Western Balkan region to enhance their capacity for delivering innovative, non-formal learning that fosters eco-social entrepreneurship (ESE). Coordinated by CEDRA Split (Croatia) with partners from six countries, the project integrates game-based learning and role-model education to promote soft, digital, and entrepreneurial skill development among youth, driving behavioral change towards sustainability and inclusive development. Over three years, the project delivers a comprehensive educational framework, cross-border collaboration, and digital youth work that supports senior organizations in implementing high-quality ESE practices in their regions..

Main outputs:

- O1 – E-book: Analysis of eco-social entrepreneurship needs, barriers, and good practices across regions,
- O2 – Educational e-book: Gamified curriculum for eco-entrepreneurship education,
- O3 – Eco-SE-E-lab: Interactive web platform providing gamified modules and tools for youth engagement in ESE,
- O4 – Eco-SE E-training: Online non-formal training delivered to youth workers and practitioners,
- Achievement metrics include participation of 600 individuals across sectors, 250 youth practitioners trained, and 60 youth engaged in pilot testing.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth practitioners and educators

Steel City Zen: Good practices**Id:** HR_03 IMPACTA-Danube**Name of the project / practice in EN:**

IMPACTA – Innovative Mentorship and Policies for Advancing Change and Transformation Agenda for Women Business Actors

Name of the project / practice in local language:

IMPACTA – Innovative Mentorship and Policies for Advancing Change and Transformation Agenda for Women Business Actors

Web of the project or outputs:<https://interreg-danube.eu/projects/impacta>**Country:** Danube Region**Region / City:** nationwide**Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Women/Business/Angels Association (Hungary) — Lead Partner; Partner organizations from Serbia, Moldova, Hungary (research institute), Croatia, Bulgaria, Germany, and Ukraine

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2028		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
1 439 400	EUR		☐

Description (max ½ A4 range):

IMPACTA is a transnational initiative under the Interreg Danube Region Programme that empowers women entrepreneurs through mentoring schemes and improved policy measures. Led by Women/Business/Angels (Hungary) and involving partners from seven countries, the project builds a collaborative network of women-led businesses. Its goal is to enhance the entrepreneurial ecosystem for women by facilitating exchanges, capacity building, and policy dialogues centered on socially innovative sectors. The project embodies the EU's strategic priorities within the Danube Region by emphasizing inclusive growth, gender-responsive policies, and sustainable economic empowerment of vulnerable groups.

Main outputs:

- Establishment of a mentorship-based network for women business actors across seven Danube Region countries,
- Policy recommendations and guidelines aimed at promoting gender equity and transforming entrepreneurial ecosystems,
- Cross-border knowledge exchange and capacity-building activities, including regional workshops and knowledge-sharing events.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Women entrepreneurs and women-led businesses

Steel City Zen: Good practices**Id:** HR_04 UPSHIFT-CivicEducation**Name of the project / practice in EN:**

UPSHIFT – Youth Social Innovation in Civic Education

Name of the project / practice in local language:

UPSHIFT – osnaživanje mladih kroz društvenu inovaciju u građanskom odgoju

Web of the project or outputs:

<https://www.varazdinska-zupanija.hr/vijesti/mladi-mijenjaju-zajednicu-varazdinska-zupanija-i-unicef-kroz-upshift-metodologiju-osnazuju-gradanski-odgoj-u-skolama.html>

Country: Croatia**Region / City:** Varaždin County**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

UNICEF Croatia – provided UPSHIFT methodology, workshops, training, and mentoring support;
 Varaždin County administration – co-implemented by integrating UPSHIFT into civic education, funding schools

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2025		☐

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
67 200	EUR		☐

Description (max ½ A4 range):

In the 2024/2025 school year, Varaždin County became the first region in Croatia to integrate UNICEF's UPSHIFT youth social innovation approach into civic education across 48 schools. UPSHIFT equips young people with skills in entrepreneurship, social innovation, and civic engagement. Partnering with UNICEF Croatia, Varaždin County ensured both financial (€1,400 per school) and mentorship support, training 48 educators as mentors. The program guided students through identifying community challenges, co-creating solutions, and pitching projects that contribute to civic responsibility and local development. Five top projects—ranging from revitalizing parks to addressing youth mental health and intergenerational cohesion—were recognized at a final event, showcasing how schools can act as incubators for social innovation, delivering measurable benefits such as enhanced environmental awareness and community cohesion.

Main outputs:

- 48 schools engaged, each implementing student-led social innovation projects as part of civic education,
- Five award-winning projects identified at end-of-year event, covering themes like tourism mapping, historical heritage, vaping awareness, park renewal, and schoolyard bike parking,
- Brochure published summarizing 48 school-level initiatives using the UPSHIFT methodology,
- Students gained transferable skills—problem-solving, teamwork, leadership—and became active civic actors.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Primary and secondary school students

Steel City Zen: Good practices

Id: HR_05 e-Schools

Name of the project / practice in EN:

e-Schools: Comprehensive Digitalization of School Operations and Teaching Processes for Creating Digitally Mature Schools of the 21st Century

Name of the project / practice in local language:

e-Škole: Cjelovita informatizacija procesa poslovanja škola i nastavnih procesa u svrhu stvaranja digitalno zrelih škola za 21. stoljeće

Web of the project or outputs:

<https://www.e-skole.hr/program-e-skole/>

Country: Croatia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

CARNET (Croatian Academic and Research Network) – lead implementer of the programme; Implementation overseen in coordination with the Ministry of Science and Education

Period of the project:

Start:	Finish:	OR	Still ongoing
2015	2023		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
212 mil	EUR		☐

Description (max ½ A4 range):

Programme is one of the most ambitious digital transformation initiatives in Croatia. It began with a pilot (151 schools) aimed at introducing ICT in teaching and administration, increasing digital maturity by approx. 10% in these schools. Key objectives included strengthening ICT capacity, digital

competency, leadership in schools, streamlining education processes, and preparing students for modern labour markets and lifelong learning. The programme funded over 85,000 laptops, installed infrastructure across 2,400 school locations, delivered 98 digital educational contents, 1,440 teaching scenarios, and 350 interdisciplinary scenarios supported by interactive content. Additionally, it trained nearly 70,000 teachers. e-Škole has become a model for integrated digital education in Europe, earning recognition via RegioStars Awards and EU platforms.

Main outputs:

- Pilot establishment of digital maturity system in schools (2015–2018),
- Full-scale digital transformation of all public schools by 2022/23,
- Infrastructure: network equipment, wireless access across 2,400 locations, and 85 ths laptops,
- Digital content: 98 educational contents, 1,440 subject scenarios, 350 interdisciplinary scenarios with interactive elements,
- Capacity building: aprox. 70,000 educators trained via diverse digital learning formats,
- Creation of the Digital Maturity Framework and its evaluation mechanisms,
- EU-level recognition and awards, incl. RegioStars first prize for Inclusive Growth – Digital Skills

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Primary and secondary schools (teachers, principals etc.)

Steel City Zen: Good practices

Id: HR_06 StrategicInnovationPartnerships

Name of the project / practice in EN:

Strengthening Strategic Partnerships for Innovation in the Industrial Transition – Phase II

Name of the project / practice in local language:

Jačanje strateških partnerstva za inovacije u procesu industrijske tranzicije – faza II

Web of the project or outputs:

<https://intermediaprojekt.hr/2025/08/09/jacanje-strateskih-partnerstva-za-inovacije-u-procesu-industrijske-tranzicije-faza-ii-najava/>

Country: Croatia

Region / City: NUTS-2 regions

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Eligible Applicants: Consortium leaders must be large enterprises or SMEs with headquarters or a branch in one of the three specified regions; SPIN (Strategic Partnership for Innovation) consortiums must include at least three enterprises, two of which must be SMEs; Research and knowledge dissemination organizations (e.g., universities, institutes) may also participate

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
100 mil	EUR		☐

Description (max ½ A4 range):

This initiative—Phase II of the Strategic Innovation Partnerships (SPIN)—is part of Croatia’s ITP under the Smart Specialization Strategy (S3) for industrial transition. It aims to catalyze structural economic reform across Panonian, Northern, and Adriatic regions of Croatia by incentivizing collaborative

innovation in regional value chains. Eligible SPIN consortiums (minimum of three enterprises, two SMEs, with optionally research institutions) can receive grants up to €100 million, covering R&D, feasibility studies, and testing infrastructure. By nurturing public–private innovation collaborations, the project supports advanced product and service development, enhances regional innovation capacity, and promotes sectoral modernization.

Main outputs:

- Establishment of SPIN consortiums in targeted regions,
- Funding of R&D projects, including industrial research, experimental development, feasibility studies, and investment in testing infrastructure,
- Strengthened innovation ecosystems within Croatian value chains in strategic niches,
- Enabled diffusion of innovation across enterprises and regions through targeted financial incentives.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Industrial innovation

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** HU_01 DigitalWorkforceProgram**Name of the project / practice in EN:**

Digital Workforce Program

Name of the project / practice in local language:

Digitális Munkaerő Program

Web of the project or outputs:<https://ivsz.hu/digitalis-munkaero-program/>**Country:** Hungary**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of National Economy – program owner and coordinator; IVSZ – ICT Association of Hungary – key stakeholder, advocate, and member of the Digital Skills Coalition coordinating training and industry input; Various ministries, educational institutions, and employers’ organizations participating through the coalition structure

Period of the project:

Start:	Finish:	OR	Still ongoing
2016			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☒	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Digital Workforce Program is a national, multi-stakeholder initiative designed to tackle Hungary's growing digital skills gap—particularly shortages of IT specialists and digitally literate professionals. Spearheaded by the Ministry of National Economy and backed by the IVSZ and the national Digital Skills Coalition, the program includes short-cycle, alternative IT training, content updates for traditional educational channels, and creation of new training pathways. Its objectives include training 20,000 additional IT professionals within three years, expanding digital competence across all sectors, and embedding lifelong learning frameworks for citizens and employees. The program aligns with Hungary's broader strategy on digital skills and education.

Main outputs:

- Structured short-cycle IT training programs targeting rapid workforce expansion beyond traditional systems,
- Strategic recommendations and program design documents developed through the Digital Skills Coalition chaired by IVSZ,
- National awareness and mobilization across sectors, including collaboration with ministries, education providers, and businesses.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** HU_02 ÚtravalóScholarshipProgram**Name of the project / practice in EN:**

“Útravaló” Scholarship Programme (Road to Opportunities)

Name of the project / practice in local language:

Útravaló Ösztöndíjprogram

Web of the project or outputs:<https://national-policies.eacea.ec.europa.eu/youthwiki/chapters/hungary/44-inclusive-programmes-for-young-people>**Country:** Hungary**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Directorate-General for Creating Social Opportunities, under the Ministry of the Interior, responsible for programme implementation; Delivered through schools and local mentors including child welfare and Roma support networks

Period of the project:

Start:	Finish:	OR	Still ongoing
2005			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
6.2 mil	EUR/year aproximately		☐

Description (max ½ A4 range):

Programme established in 2005, aims to prevent school drop-out, support disadvantaged youth—including many Roma students—in completing education and encourage progression to secondary school, vocational training, or university. The scheme comprises four tailored sub-programmes:

- Road to Secondary School – helping students prepare for entry into upper secondary education
- Road to the Secondary School Leaving Exam – enabling students to complete matriculation
- Road to Profession – supporting vocational training completion
- Road to Degree – assisting disadvantaged students, notably in higher education

Scholars receive monthly stipends, the amounts of which increase with academic performance and are supported by personal mentors who guide their academic and career progress. The programme is instrumental in enhancing educational inclusion and upward social mobility for approximately 10,000 young people each year, delivered via schools and community mentoring systems.

Main outputs:

- Annual participation of 9,000–10,000 disadvantaged youth,
- For 2024/2025: ≈9,172 participants — incl. ~5,204 elementary-level students, 2,207 secondary, 1,442 vocational, and 319 higher education students,
- Increased stipend amounts and expanded budget—~HUF 3 billion for 2025/2026 — raising financial support by 10–15%,
- Mentoring support provided by educators and community mentors supporting study success

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social inclusion & equity-focused interventions

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Disadvantaged students (including Roma youth) from elementary to tertiary levels

Steel City Zen: Good practices**Id:** HU_03 Stipendium-Hungaricum**Name of the project / practice in EN:**

Stipendium Hungaricum Scholarship Programme

Name of the project / practice in local language:

Stipendium Hungaricum ösztöndíjprogram

Web of the project or outputs:<https://stipendiumhungaricum.hu/about/>**Country:** Hungary**Region / City:** nationwide**Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Hungarian Government, through the Ministry of Foreign Affairs and Trade (overseeing supervision); **Tempus Public Foundation**, responsible for programme management and implementation; **Sending Partner Authorities** in participating countries (e.g., relevant ministries or designated agencies), as established by bilateral agreements

Period of the project:

Start:	Finish:	OR	Still ongoing
2013			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Stipendium Hungaricum Scholarship Programme, established in 2013, is Hungary's flagship international scholarship initiative aimed at promoting the globalisation of its higher education. Coordinated by the Ministry of Foreign Affairs and Trade and administered by the Tempus Public Foundation, the programme offers fully funded study opportunities—including tuition waivers, monthly stipends, accommodation support, and medical insurance—for talented international students admitted through bilateral agreements from over 90 countries. With nearly 800 study options in all fields and degree levels, it attracts thousands of applicants and offers historically high satisfaction (over 93% of participants would choose Hungary again).

Main outputs:

- Full tuition coverage and generous living grants (HUF 43,700/month for BA/MA; HUF 140,000–180,000/month for PhD scholars),
- Accommodation via free dormitory placement or HUF 40,000/month support for rental expenses,
- Health coverage including statutory medical care and supplementary insurance worth up to HUF 65,000 annually,
- Academic outcomes: each year, thousands of awarded scholarships across all study levels; for example, ~4,500 awarded from 66,000+ applications in 2024.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Internationalisation of higher education

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: ITA_01

Name of the project / practice in EN:

Employability Guarantee & National Plan for New Skills

Name of the project / practice in local language:

Garanzia di Occupabilità & Piano Nazionale Nuove Competenze

Web of the project or outputs:

<https://www.cedefop.europa.eu/en/news/italy-vet-access-widens-through-gol-reform>

<https://akgitalia.it/en/about-us/garanzia-occupabilita-dei-lavoratori/>

Country: Italy

Region / City: Nation-wide (focus on regions with structural unemployment, in particular former industrial / less developed areas)

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

National government agencies; Regional public employment services; Training bodies / institutions; EU through Recovery & Resilience Facility (RRF) funding; possibly social and territorial cohesion authorities

Period of the project:

Start:	Finish:	OR	Still ongoing
2021-2022	xx		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Employability Guarantee & National Plan for New Skills” is part of Italy’s active labour market policy reforms embedded in its Recovery & Resilience Plan under the EU NextGenerationEU framework. The initiative seeks to address persistent structural challenges in the Italian labour market by improving employability through skills development, upskilling, reskilling and better coordination of public employment services. Regions with high levels of structural unemployment, including some formerly industrial areas, are targeted to reduce disparities. Beneficiaries include unemployed people, those receiving unemployment insurance or social support, people with low qualifications, older workers, women, and others facing labour market disadvantages. The programme strengthens regional and national systems for training delivery, certification of new skills, and aligning training supply with labour market demand. It aims to enhance the capacity of public employment services, improve counselling, job-search assistance, and facilitate transitions to stable employment. The measures are supplemented by investments in digital systems for employment services and efforts to reduce regional heterogeneity in access and quality of services.

Main outputs:

Improved access to structured training and re-skilling opportunities; certifications of skills; greater employability of disadvantaged groups; enhanced performance of public employment services; reduced unemployment / underemployment in targeted regions; better matching between job demand and workforce skills; stronger regional labour market cohesion.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: ITA_02

Name of the project / practice in EN:

GOL – Guaranteed Employability of Workers

Name of the project / practice in local language:

GOL – Garanzia di Occupabilità dei Lavoratori

Web of the project or outputs:

<https://italy.apave.com/en/Our-upcoming-courses/Guaranteed-Employability-of-Workers>

Country: Italy

Region / City: Lombardy region

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Lombardy Regional Government

Public employment services and job centres

Local vocational training institutions

National Recovery and Resilience Plan framework

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	xx		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The GOL programme “Guaranteed Employability of Workers” in Lombardy is part of Italy’s National Recovery and Resilience Plan and represents a large-scale active labour market policy. It aims to

improve employability and labour market reintegration of unemployed and vulnerable groups by providing personalised pathways of support, training, and job placement. The programme targets unemployed people aged 30–65, recipients of unemployment or social support schemes, women, older workers over 55, and individuals with low qualifications or other disadvantages. Beneficiaries undergo an initial assessment that determines the type of support offered, ranging from orientation and job-search assistance to upskilling and re-training in specific sectors. Training modules include technical courses in areas such as construction, fibre optics, maintenance of historical buildings and other professions aligned with regional labour market demand. All training is certified by the Lombardy Region. By combining active labour market policies with skills provision, the programme contributes to reducing long-term unemployment, enhancing employability, and supporting a more resilient and inclusive regional labour market.

Main outputs:

Improved access to training and re-skilling opportunities for unemployed and vulnerable people; certified qualifications recognised by the region; strengthened employability of participants; increased chances of reintegration into stable employment; reduced unemployment rates in target groups; stronger alignment of training supply with labour market needs.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: ITA_03****Name of the project / practice in EN:**

JTF Sulcis Iglesiente – Upskilling & Reskilling Pathways for At-Risk Workers (Open Call)

Name of the project / practice in local language:

JTF Sulcis Iglesiente – Percorsi di up-skilling e re-skilling per lavoratori a rischio (Avviso a sportello)

Web of the project or outputs:<https://www.jtf.gov.it/2025/06/13/2251/>https://pact-for-skills.ec.europa.eu/stakeholders-and-business/funding-opportunities/just-transition-fund-jtf-italy-sud-sardegna-south-sardinia_en?prefLang=el**Country:** Italy**Region / City:** Sulcis Iglesiente (South Sardinia / Sud Sardegna)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Regional Government of Sardinia (Labour & Training Department); Regional employment services; Accredited training and VET providers; Social partners and local stakeholders engaged under the JTF Territorial Plan.

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	x		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
30 000	EUR		☐

Description (max ½ A4 range):

The Sulcis Iglesiente area in South Sardinia is one of Italy's most affected post-industrial territories, historically reliant on coal mining and energy-intensive industries. Under Italy's National JTF Programme, the Region of Sardinia launched an open call to create and deliver structured **upskilling and reskilling pathways** for workers at risk due to the green transition. The measure builds a regional training catalogue aligned with local labour-market demand, strengthening continuing education, short modular courses, and more in-depth retraining, with recognised certifications where applicable. Delivery is ensured by accredited VET providers in coordination with regional employment services and social partners. The initiative targets rapid re-employment and smoother sectoral transitions by combining guidance, tailored training, and job-matching, while helping firms in the area access suitably skilled labour as production models decarbonise. The action sits within the Sulcis Territorial Plan and complements other JTF measures (SME diversification, environmental rehabilitation and clean energy), focusing specifically on **human capital** so that workers from carbon-intensive activities can transition into quality jobs in growing sectors.

Main outputs:

Creation of a regional catalogue of up-/re-skilling courses tied to Sulcis labour-market needs; increased participation of at-risk workers in certified training; improved employability and job transitions into greener and more resilient activities; strengthened capacity of regional employment and training systems to respond quickly to industrial change.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Regional training catalogue for just transition

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: LAT_01

Name of the project / practice in EN:

ESTABLISHMENT OF AN INNOVATION CENTRE IN DAUGAVPILS

Name of the project / practice in local language:

ESTABLISHMENT OF AN INNOVATION CENTRE IN DAUGAVPILS

Web of the project or outputs:<https://du.lv/en/project/establishment-of-an-innovation-centre-in-daugavpils/><https://eeagrants.lv/>**Country:** Latvia**Region / City:** DAUGAVPILS**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Project applicant: Daugavpils City Council

Project partners: Trondheim Science Centre (Norway), Daugavpils University (Latvia)

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	2024		☐

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
2 011 605	EUR		☐

Description (max ½ A4 range):

The goal of the project: To promote the development of knowledge and career choices among students in STEM (science, technology, engineering and mathematics) and entrepreneurship by developing and implementing educational programmes, interactive lessons on different topics, co-working spaces and other interactive events for teachers and students at the Daugavpils Innovation Centre. The Daugavpils Innovation Centre will focus on the area of entrepreneurship and career development in STEM subjects.

Main project activities: Educational activities, partnership activities, creation of thematic exhibitions and purchase of equipment, interactive thematic and off-site activities. Within the framework of the project, the project partners will develop and implement educational programmes for students and teachers, organise exchange visits and seminars. The Innovation Centre will offer pupils and students interactive activities in the field of STEM and entrepreneurship development, organise workshops, co-working spaces, public and off-site events that promote science, curiosity and creativity.

Main outputs:

Results of the project: It is planned that at least 230 pupils and 57 teachers will be directly involved in the educational programmes and workshops organised by the Daugavpils Innovation Centre. The development of regional knowledge in the field of STEM will be promoted.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: LAT_02****Name of the project / practice in EN:**

Joining forces for increased youth employability in Liepaja

Name of the project / practice in local language:

Joining forces for increased youth employability in Liepaja

Web of the project or outputs:<https://socialinnovationplus.eu/project/joining-forces-for-increased-youth-employability-in-liepaja/>**Country:** Latvia**Region / City:** Liepaja**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipality, NGOs, local schools

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2025		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
387 906	EUR		☒

Description (max ½ A4 range):

The Latvian government has a target to reduce the NEET rate among 15-24-year-olds from 8.6% to 6% by 2027. Despite this fast-approaching deadline, systematic cross-sectoral collaboration to improve youth employability remains a rarity in Latvia. For example, a new wave of emerging social entrepreneurs (SEs) regularly struggles to access long-term partnerships with the public sector, leading to key societal actors all too often working in silos, duplicating efforts and limiting innovation.

This project overall aims to replicate an approach to facilitating sustainable cross-sectoral collaboration, particularly in the context of supporting youth employability. By supporting the joining of forces at the local level, this project aims to bring together complementary expertise and capacities, overall scaling up the ability of actors to reach disadvantaged youth with a meaningful, well-designed intervention that addresses their needs. Through a co-creation approach, RfC will guide a Latvian municipality and Latvian SE towards the design and implementation of a 12-month joint initiative, leveraging their respective strengths and expertise in relation to outreach among disadvantaged youth and quality learning models. Social innovation is therefore represented both in the collective co-creation process, as well as in the improved services provided to the target group.

This project aims for two long-term outcomes, firstly it should provide an innovative pathway towards reduced unemployment rates among disadvantaged youth, secondly it should inspire an increased number of sustainable partnerships between the public sector and SEs, both in Latvia and beyond. To achieve these impact goals, the project will have a particular emphasis on M&E, participant feedback, internal/external learning and sustainability planning. As regards the latter, one partner (LCMCA) has already identified themselves as a potential co-funder of the joint initiative beyond the grant period.

Main outputs:

Expected results:

- Improved understanding, alignment on goals, and optimism for ongoing collaboration among project partners, with a 100% target for partner satisfaction.
- Active participation of at least 30 youth in the co-creation and implementation of the project, ensuring their perspectives are considered.
- Increased local labor market-relevant skills and knowledge among participating disadvantaged youth.
- 70% of key stakeholders (local, national, and EU levels) report a greater understanding of cross-sector collaboration benefits for youth skills development.
- Project outcomes contribute to reduced youth unemployment and foster sustainable partnerships between public and social enterprise sectors, with potential for broader regional impact.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification): Young people

Steel City Zen: Good practices**Id: LIT_01****Name of the project / practice in EN:**

Intechcentras — Industry Competence Centre

Name of the project / practice in local language:

Intechcentras

Web of the project or outputs:<https://intechcentras.lt/projektai-2/?lang=en><https://intechcentras.lt/services/?lang=en>**Country:** Lithuania**Region / City:** Vilnius**Scope:**

☒	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:List here: <https://intechcentras.lt/?lang=en>**Period of the project:**

Start:	Finish:	OR	Still ongoing
2008			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☒	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Competence center focused on industrial digitization, employee training, prototyping and cooperation with industry, support for innovation and industrial skills.

Our mission

To produce and provide services which would increase the value added and work efficiency by engineering industry companies.

Establisher

Lithuanian engineering industries association LINPRA

Our activities

- Public establishment „InTechCentras“ – it is a SMART Manufacturing competence center, which operates with such activities:
- Technological-engineering trainings and its' projects preparation and management
- Provision of engineering and management consultations
- EU funding projects networking
- Solutions for production efficiency and productivity increase application
- Organizing activities regarding the 4th Industrial Revolution „Industry 4.0“

Main outputs:

<https://intechcentras.lt/projektai-2/?lang=en>

<https://intechcentras.lt/services/?lang=en>

Professional training, prototypes, research and pilot projects.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Id: LIT_02

Name of the project / practice in EN:

Tech-Park Kaunas

Name of the project / practice in local language:

Tech-Park Kaunas

Web of the project or outputs:

<https://techpark.lt/who-we-are>

Country: Lithuania

Region / City: Kaunas

Scope:

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

List of partners here: <https://techpark.lt/partnerhip>

Period of the project:

Start:	Finish:	OR	Still ongoing
1998			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Tech-Park Kaunas is a science and technology park that creates the best experience for startups. We help startups and already growing tech companies to increase transnational competitiveness, consult companies on business development issues, provide innovation support services, develop an innovation community, and foster an innovation culture **in the Kaunas region**.

Main outputs:

List of national projects under Tech-Park: <https://techpark.lt/national>

List of international projects under Tech-Park: <https://techpark.lt/international>

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: LIT_03****Name of the project / practice in EN:**

Green You – Enhancing youth employability during the green transition

Name of the project / practice in local language:

Green You – Enhancing youth employability during the green transition

Web of the project or outputs:<https://www.kvk.lt/en/project/green-you-enhancing-youth-employability-during-the-green-transition-2/>**Country:** Lithuania**Region / City:** Klaipeda**Scope:**

☒	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

- I And F Education and Development Limited Centre for Advancement Of Reserch and Development in Educational Technology (Ireland)
- LTD-Cardet (Cyprus)
- Infinitivity Design Labs (France)
- Creative Thinking Development (Greece)
- Innovade (Cyprus)
- Akademia Humanistyczno- Ekonomiczna w Lodzi (Poland)

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2025		☐

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
250 ths	EUR		☐

Description (max ½ A4 range):

The general objectives of the project are:

- Build the capacity of youth workers to use Mobile Augmented Reality to teach young people on how to address climate change and youth unemployment
- Develop innovative quality resources for youth workers to promote green skills
- Increase awareness about the significance of climate change to young people
- Develop green and digital skills of the youth in the labour market
- Build the competencies of youth workers and eventually young people to be digitally competent in the new green era.

Main outputs:

- MOOC Climate Change – An open online learning course (MOOC) that will operate on a “one-stop shop” principle and provide direct access to all gamified learning resources.
- GreenYOU Augmented Reality-based Green Training Program – Green training programs designed to ensure that individuals and/or organizations working with young people have the necessary knowledge about green and digital transformation.
- GreenYOU Digital Escape Rooms – Creation of innovative, high-quality resources for youth workers to empower and improve young people’s green skills and raise their awareness of the importance of climate change, youth unemployment, and the ecological transition.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Young people / workers

Steel City Zen: Good practices**Id: LIT_04****Name of the project / practice in EN:**

TRANSFORM

Name of the project / practice in local language:

TRANSFORM

Web of the project or outputs:<https://studyonline.lt/en/10059-2/><https://transform.lpf.lt/><https://transform.lpf.lt/sample-page/outcomes/>**Country:** Lithuania**Region / City:****Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:List here: <https://transform.lpf.lt/sample-page/partnership/>

GROWTH COOP S.COOP. AND., Spain

MT: Motivation Technologies, Latvia

ALLI: Athens Lifelong Learning Institute, Greece

VMU: Vytautas Magnus University, Lithuania

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2024		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

COVID-19 crisis showed the need for digital transformation to high-quality inclusive online training in Europe. OECD analyses declare that the COVID-19 crisis has resulted in a significant increase in online learning by adults, however, adult educators across Europe were plunged into the situation to pursue the training that had started as classroom-based to online, with non or very little professional training for this digital transformation. The lessons learnt from the COVID-19 situation showed that adult education organisations, especially in the local and rural areas, were not prepared to integrate the digital technology into delivered to their learners' training, especially with the possibility to use the blended learning approach based on the digital technology.

The project partnership concentrates on meeting the increased needs, emphasized in the EU Digital Education Action Plan (2021-2027):

- to support adult education organisations and their staff to make use of digital technologies for inclusive, high quality online training to satisfy learner's expectations for digital education;
- to develop adult educators' digital competences on the base of European Framework for the Digital Competence of Educators;
- to support an engagement of adult learners, especially with fewer opportunities, in their path to digital education.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: LIT_05

Name of the project / practice in EN:

Digital Inclusion for All Learners (Erasmus+)

Name of the project / practice in local language:

Digital Inclusion for All Learners (Erasmus+)

Web of the project or outputs:

<https://di4all.eu/>

<https://erasmus-plus.ec.europa.eu/projects/search/details/2021-2-SE01-KA210-SCH-000050728>

Country: Lithuania / Sweden

Region / City:

Scope:

☒	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Lithuanian College of Democracy

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2014		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
60 ths	EUR		☐

Description (max ½ A4 range):

Goals: The project aims to improve the learning performance of young students by promoting quality improvements and innovative excellence in schools. It also aims to ensure digital inclusiveness in education to provide equal opportunities for all students. Lastly, the project intends to train teachers and educators to promote digital inclusion and tackle disinformation, creating a holistic learning experience for students.

Target: The target groups of the project include students, school staff, schools, other educational providers, public bodies, and national agencies.

Vision: This program will be based on the best practices and analyzed results from teachers and trainers in the field, with a guide that includes materials from the project's intellectual outputs. An online contest for schools to showcase their best practices in digital inclusion will be held, and the results will be presented and discussed at a final seminar.

Main outputs:

Complete list here: <https://di4all.eu/about-2/>

Training of trainers for implementing digital inclusion, developed from analyzed results and best practices from teachers and trainers in the field of digital inclusion.

Study of best practices and case studies.

Online contest for schools to present their best practices in digital inclusion of all learners.

Guide for educators including materials from Intellectual outputs of the project.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): (vulnerable learners)

Steel City Zen: Good practices**Id: LUX_01****Name of the project / practice in EN:**

FutureSkills (Luxembourg National Skills Strategy)

Name of the project / practice in local language:

Skillsdësch

Web of the project or outputs:<https://adem.public.lu/en/employeurs/futureskills.html?>**Country:** Luxembourg**Region / City:****Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Luxembourg Government ministries (Ministry of Labour; Ministry of Education)

ADEM (Public Employment Agency)

Social partners and businesses (stakeholders)

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2023		☒

The National Skills Strategy was published in February 2023**Source of funding:**

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Skillsdësch is a governmental collaborative mechanism set up in Luxembourg in July 2020 to monitor and anticipate skills needs in the labour market. It brings together ministries, the Public Employment Agency (ADEM), social partners (employers, trade unions), education/training providers and businesses. Under Skillsdësch, FutureSkills is a programme focusing on upskilling and reskilling, particularly for job seekers and workers, with attention to emerging/vulnerable professions in the context of digitalisation, green transition, regulatory and technological change. It involves sectoral studies about which occupations are growing/declining, identifying skills gaps, designing training courses, and matching demand and supply of skills. The aim is to improve employability, reduce skills mismatch, support transitions and ensure the workforce remains adaptive.

Main outputs:

National Skills Strategy (published Feb 2023)

Sectoral studies (trade, industry, etc.) to identify emerging occupations, skills demanded in job offers, etc.

Training / FutureSkills measures to help job seekers and workers to acquire needed digital / cross-disciplinary / emerging skills.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: LUX_02****Name of the project / practice in EN:**

Skills Plan (or Skills-Plang) – Strategic Workforce and Skills Planning Program

Name of the project / practice in local language:

xx

Web of the project or outputs:<https://digitalskills.lu/article/preparing-the-skills-of-tomorrow-to-face-ai-transformations/>**Country:** Luxembourg**Region / City:****Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Government / Ministry of Labour, ADEM (Public Employment Agency)

Businesses / companies eligible

Consultants authorised by state for skills / workforce planning analyses

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Skills-Plang is a recent Luxembourg law (June 2025) designed to require proactive workforce and skills planning for companies whose business is or will be affected by structural changes (technological, environmental, regulatory). The law seeks to enable affected employees to stay employed via upskilling or reskilling, increase employability, and help businesses build resilience. Eligible companies (active for ≥ 3 years, etc.) must carry out a forward-looking skills/employment analysis, define affected employee groups, and develop training plans. The state (through the Employment Fund) co-finances parts of training, consultant analysis, salary costs and so on, with rates depending on company size. The implementation period per case is up to 24 months. It's a strategy / preventive approach rather than purely reactive.

Main outputs:

Training plans for affected companies / employees (reskilling/upskilling)

Forward-looking analysis reports identifying affected roles / skills gaps in companies

Financial support via the Employment Fund for training, consultant fees, salary costs etc.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): legal / regulatory instrument (law)

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: LUX_03****Name of the project / practice in EN:**

FutureSkills (Luxembourg National Skills Strategy)

Name of the project / practice in local language:

Skillsdësch

Web of the project or outputs:<https://adem.public.lu/en/employeurs/futureskills.html?>**Country:** Luxembourg**Region / City:****Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Luxembourg Government ministries (Ministry of Labour; Ministry of Education)

ADEM (Public Employment Agency)

Social partners and businesses (stakeholders)

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2023		☒

The National Skills Strategy was published in February 2023**Source of funding:**

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Skillsdësch is a governmental collaborative mechanism set up in Luxembourg in July 2020 to monitor and anticipate skills needs in the labour market. It brings together ministries, the Public Employment Agency (ADEM), social partners (employers, trade unions), education/training providers and businesses. Under Skillsdësch, FutureSkills is a programme focusing on upskilling and reskilling, particularly for job seekers and workers, with attention to emerging/vulnerable professions in the context of digitalisation, green transition, regulatory and technological change. It involves sectoral studies about which occupations are growing/declining, identifying skills gaps, designing training courses, and matching demand and supply of skills. The aim is to improve employability, reduce skills mismatch, support transitions and ensure the workforce remains adaptive.

Main outputs:

National Skills Strategy (published Feb 2023)

Sectoral studies (trade, industry, etc.) to identify emerging occupations, skills demanded in job offers, etc.

Training / FutureSkills measures to help job seekers and workers to acquire needed digital / cross-disciplinary / emerging skills.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: MAL_01****Name of the project / practice in EN:**

Developing a Skills Strategy for Malta and its Maritime Sector

Name of the project / practice in local language:

Developing a Skills Strategy for Malta and its Maritime Sector

Web of the project or outputs:

https://reform-support.ec.europa.eu/what-we-do/skills-education-and-training/developing-skills-strategy-malta-and-its-maritime-sector_en?

Country: Malta**Region / City:****Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

OECD

European Commission

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☐

Similar types of projects about to be carried into 2020's**Source of funding:**

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
Approx. 200-600 ths	EUR		☒

Description (max ½ A4 range):

This TSI technical assistance project supports Malta in designing and implementing a **national skills strategy** and action plan — using the maritime sector as a pilot to test sector-specific measures. Malta faces a combination of green/digital transition pressures and demographic challenges that create persistent sectoral skills gaps (maritime is strategically important to Malta). The project provides independent assessment of Malta's skills system, conducts stakeholder consultations, produces a national skills strategy with concrete policy recommendations, carries out a skills gap analysis and needs assessment for the maritime sector, and drafts two actionable plans: one for implementing the national strategy and one targeted at reforming maritime skills provision. The package is explicitly designed to result in implementable measures that should increase worker participation in training, align curricula/training offers to industry needs, and reduce vacancy-to-jobseeker mismatches — a direct reskilling/upskilling lever for an industrial region (Grand Harbour / maritime cluster). Outputs are intended to help public bodies, education providers and employers coordinate on training, micro-credentials, work-based learning and governance structures for skills. The project runs 2024–2026 and is a policy/design intervention (not a grant scheme) intended to shape long-run training and reskilling investment.

Main outputs:

National Skills Strategy report with policy recommendations.

Skills gap analysis and needs assessment report for the maritime sector.

Two action plans: (a) implementation of national skills strategy, (b) reform of maritime skills provision + related communication actions.

Stakeholder consultations and capacity-building to enable implementation.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Id: MAL_02

Name of the project / practice in EN:

Investing in Skills (IIS) — Jobsplus (Malta)

Name of the project / practice in local language:

Investing in Skills (IIS) — Jobsplus (Malta)

Web of the project or outputs:

<https://jobsplus.gov.mt/funding-employer/investing-in-skills?>

Country: Malta

Region / City:

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Jobsplus

EU

Period of the project:

Start:	Finish:	OR	Still ongoing
2017	2020		☐

Similar types of project carried into 2020's

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
6.4 mil	EUR		☐

Description (max ½ A4 range):

Investing in Skills (IIS) is a Jobsplus-managed subsidy scheme that helps employers and employees access formal and non-formal training to upskill or reskill the workforce. The scheme subsidises training costs and (in certain calls) wage/travel costs while workers attend training; it supports accredited (MQF/EQF) and non-accredited industry-recognised courses (covering EQF levels commonly up to 5/6 depending on the instrument) and is demand-driven — employers apply when a specific training need exists. IIS aims to increase productivity, reduce skills mismatches and make Malta's workforce more adaptable during structural shifts (including green and digital transitions). Over the 2016–2023 period Jobsplus training instruments (IIS, Training-Pays, Work Exposure, Pre-Employment etc.) provided tens of thousands of training places; the scheme was implemented under Malta's ESF Operational Programmes and national funding channels. Key strengths are its employer-led demand focus and the combination of training subsidies with wage support, making it attractive for businesses facing change.

Main outputs:

Subsidised training places (accredited and non-accredited).

Certificates/MQF/EQF qualifications for successful completers.

On-the-job/work placement schemes (Work Exposure) tied to training.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** MDA_01 TekwillInEverySchool**Name of the project / practice in EN:**

Tekwill in Every School

Name of the project / practice in local language:

Tekwill în Fiecare Școală

Web of the project or outputs:<https://tekwill.online/despre/><https://eu4moldova.eu/en/tekwill-in-every-school-with-the-eu-support/>**Country:** Moldova**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Education and Research; Tekwill initiative / ATIC (National Association of ICT Companies);
Development partners: USAID, Sweden, EU4Moldova, UNDP Moldova

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Tekwill in Every School is an ambitious national program transforming secondary education in Moldova by integrating future-oriented digital electives into school curricula. In its first year, the program reached 20,000 students and 590 teachers across 234 schools subscribing to optional courses in Graphic Design, Web Design & Development, C/C++ Algorithm Programming, Artificial Intelligence, and Mobile Applications.

Operating via the tekwill.online e-learning platform, resources in Romanian and Russian are accessible to schools nationwide, delivering interactive lessons in AI, programming, creative industries, and entrepreneurial leadership. Teachers receive year-long training and mentoring to deliver these courses effectively. The initiative emphasizes equitable access to technology, real-world digital skills, creativity, and community-focused innovation. In 2023, TiES was recognized as a **WISE Awards finalist for its exceptional innovation** and scalability potential.

Main outputs:

- 20,000 students and 590 teachers engaged in first year across 234 schools,
- Expansion to 333 schools, 1,000+ teachers, and 50,000+ student beneficiaries,
- Launch of 34 Digital Labs in schools,
- Development of 2,000+ student tech projects,
- Recognition as a WISE Awards finalist (2023).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Schools, students and teachers

Id: MDA_02 StartupCityCahul

Name of the project / practice in EN:

EU4Moldova: Startup City Cahul

Name of the project / practice in local language:

Startup City Cahul

Web of the project or outputs:

<https://ict.md/projects/startup-city-cahul/>

<https://eufordigital.eu/discover-eu/eu4moldova-start-up-city-cahul/>

Country: Moldova

Region / City: Cahul region

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

National Association of ICT Companies (ATIC); EU4Moldova; Sweden

Period of the project:

Start:	Finish:	OR	Still ongoing
2020	2024		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
6.8 mil	EUR		☐

Description (max ½ A4 range):

“Startup City Cahul” is a flagship initiative under the EU4Moldova program aimed at transforming the southern region’s digital and innovation landscape. The project established a state-of-the-art IT Excellence Centre of at least 1,500 m² offering four services and delivering 137 programs and activities.

Remarkably, 55% of project beneficiaries were women, highlighting a focus on inclusion. The endeavor serves as a model of sustainable regional innovation, bridging sectors for long-term economic progress. The culmination of this effort—the Inotek EU Innovation Centre Cahul—opened in 2025, offering modern labs, education, support for entrepreneurs, and skills programming for thousands over the coming years..

Main outputs:

- IT Excellence Centre (≥1,500 m²), delivering 137 programs and four core services,
- STEM Education Integration: 200 schools, 50,000+ beneficiaries, 500 teachers trained, 6 curricula updated, 1,000 opportunities generated,
- Startup & Entrepreneur Support: 20 startups, 15 non-IT initiatives, 2,600 people educated, 24+ events hosted,
- Regional Impact: Over 34,000 people benefited; 15 digital labs created; 1,235 teachers trained; 36 startups accelerated; €400k in grants disbursed,
- Inotek Centre Launch (2025): A cutting-edge innovation hub benefiting 4,000+ students and 1,000+ adults annually, with majority female participation.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Students, Startups, SMEs, NGOs, public organizations

Steel City Zen: Good practices**Id:** MDA_03 ANOFM-DigitalVouchers**Name of the project / practice in EN:**

ANOFM Digital Vouchers for Vocational Training (Republic of Moldova)

Name of the project / practice in local language:

ANOFM – Cupoane Digitale pentru Formare Profesională

Web of the project or outputs:<https://voucher.anofm.md/><https://old.gov.md/en/content/unemployed-people-moldova-receiver-vouchers-professional-training>**Country:** Moldova**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

National Employment Agency of Moldova (ANOFM)

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

ANOFM's Digital Vouchers for Vocational Training initiative is a government-backed digital platform launched in April 2025 to support the professional development of unemployed individuals. Users can apply through the online "Voucher for Professional Training" portal, selecting from provisional or accredited training providers. As of June 2025, approximately 240 vouchers have been issued, with over 50 already validated. During the previous period using paper vouchers, around 700 unemployed people completed vocational training, with more than 80% securing employment following the courses. The initiative is expected to expand inclusivity and reduce unemployment by facilitating broader access to skills development.

Main outputs:

- Launch of the digital voucher platform for professional training,
- 240 vouchers issued, 50+ validated within first months,
- Historical results (paper vouchers): 700 trained, 80% employed post-training.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** MDA_04 Skills for an Environmentally Sustainable Transition**Name of the project / practice in EN:**

Skills for an Environmentally Sustainable Transition in Moldova

Name of the project / practice in local language:

Competențe pentru o tranziție durabilă din punct de vedere ecologic în Moldova

Web of the project or outputs:<https://www.ilo.org/projects-and-partnerships/projects/skills-environmentally-sustainable-transition-moldova>**Country:** Moldova**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

International Labour Organization (ILO) – lead implementer; Liechtenstein Development Service (LED) – co-funder and strategic supporter; AED (Public Association for Development of Education)

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*International funding provided by LED (Liechtenstein) and ILO's internal funding streams

Budget:

Amount	Currency	OR	Not identified
1 681 194	EUR		☐

Description (max ½ A4 range):

This ILO-led initiative, titled “Skills for an Environmentally Sustainable Transition in Moldova,” aims to support Moldova’s green economic transition by addressing technical skills shortages in the renewable energy sector. It develops three key occupational profiles—construction electrician, solar photovoltaic system technician, and heat pump system installer—then translates these into updated qualifications and curricula. AED leads curriculum design, teacher training, and piloting across TVET providers.

It also promotes gender equality by encouraging young women to enter non-traditional green occupations and raising awareness through stakeholder campaigns. A Coordination Committee ensures governance, while a gender-sensitive market analysis informs inclusion strategies. The initiative contributes to systemic change by embedding sustainability and environmental awareness into vocational education for lifelong learning.

Main outputs:

- Development of occupational standards and curricula in three renewable energy fields,
- Capacity building for TVET institutions: 30 staff trained, 26 teachers trained, piloting across four providers,
- Training of at least 125 learners, including focused outreach to youth—especially women and girls,
- Establishment of a Coordination Committee on Green Skills, and a gender-sensitive Market System Analysis,
- Awareness-raising campaigns engaging 500+ women and girls, and broader stakeholders.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** MDA_05 ModelSchoolsTransformativeEducation**Name of the project / practice in EN:**

Transforming Education in Moldova through Model Schools

Name of the project / practice in local language:

Transformarea educației în Moldova prin Școli Model

Web of the project or outputs:https://www.undp.org/sites/g/files/zskgke326/files/2024-10/model-schools_project-document-norad-final_signed.pdf**Country:** Moldova**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Education and Research; UNDP Moldova; Norwegian Agency for Development Cooperation (NORAD) – principal funder with multi-year contributions; World Bank, UNICEF, and other EU and private sector partners

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2028		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Fully funded by NORAD, with other UN and donor agencies providing complementary support

Budget:

Amount	Currency	OR	Not identified
18.92 mil	USD		☐

Description (max ½ A4 range):

The Model Schools Project tackles systemic challenges in Moldova's education by transforming 35 district-level schools—one per district—into modern, accessible centers of excellence. In partnership with the Ministry of Education and Research, UNDP leads capital renovations and programmatic upgrades of five schools, incorporating energy-efficient infrastructure, STEAM labs, accessible facilities, digital tools, safe learning environments, and student transportation services. The initiative also supports sweeping educational reforms through curriculum modernization emphasizing interdisciplinarity, inclusion, and lifelong learning; enriched learning resources; and the redesign of initial and continuous teacher training, emphasizing STEEAM, active learning, and mentorship approaches. Furthermore, school leaders benefit from capacity-building in strategic planning, data literacy, and autonomous governance, supported by mentorship networks and local policy capacity for quality assurance. The project's evidence-based management includes annual program board reviews and stakeholder dialogues to ensure responsiveness and transparency.

Main outputs:

- Five Model Schools completely renovated with modern infrastructure, equipment, and inclusive facilities,
- Curriculum reform and content developed to support the new national education standards,
- Teacher development: strengthened initial and continuous training programs emphasizing STEEAM and active pedagogies,
- Enhanced school management: Training for school leaders and mentorship networks established,
- Local governance capacity: strengthened territorial educational structures and monitoring systems,

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Students, teachers, schools

Steel City Zen: Good practices

Id: MK_01 YouthEmpower

Name of the project / practice in EN:

Youth Empower: Building Skills, Creating Futures

Name of the project / practice in local language:

Задружување на млади – Градење вештини, создавање иднина

Web of the project or outputs:

<https://youthempower.mk/about-the-project/>

Country: North Macedonia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Chamber of Craft Skopje; AMPERSAND and ASME

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
287 988	EUR		☐

Description (max ½ A4 range):

Youth Empower: Building Skills, Creating Futures addresses the persistent mismatch between academic education and labor market requirements in North Macedonia. Aimed at vocational students, unemployed youth, and CSOs, the initiative offers hands-on training, mentorship, and entrepreneurship support—particularly in skills such as social enterprise, craftsmanship, and innovation.

Core activities span research and analysis on skills gaps, tailored training modules, mentorship, a national skills competition, and establishment of a pilot incubator (“VET Youth Success Hub”) hosted by the Chamber of Craft Skopje. The incubator, launched on 14 March 2025, began with an interactive workshop on the Business Model Canvas aimed at supporting youth entrepreneurs

Main outputs:

- Launch of a pilot incubator for VET students, youth entrepreneurship, and social innovation,
- Involvement of 200 VET students from diverse vocational fields, including hairdressing, electromechanics, business, chemical technology, and special needs education (up to 20% inclusion),
- Participation of 100 unemployed young people from diverse social and ethnic backgrounds,
- Engagement of minimum five CSOs supporting VET students through capacity building and financial/mentoring support,
- Core outputs include research reports on vocational skills gaps and documented training methodologies.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: MK_02 YACO

Name of the project / practice in EN:

Youth Actively Create Opportunities (YACO)

Name of the project / practice in local language:

Младите активно создаваат можности

Web of the project or outputs:

<https://iesc.org/program/youth-actively-create-opportunities-north-macedonia/>

Country: North Macedonia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

USAID; Improving Economies for Stronger Communities (IESC); Center for Entrepreneurship and Executive Development (CEED) Hub Skopje and Youth Educational Forum (YEF)

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2028		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by USAID

Budget:

Amount	Currency	OR	Not identified
10 mil	USD		☐

Description (max ½ A4 range):

Youth Actively Create Opportunities (YACO) responds to the latest socio-economic changes in North Macedonia by equipping youth with skills and platforms to play active roles in the country's growth. Structured under a youth-centred local systems approach, the initiative operates through three components: (1) Partnerships for Economic Opportunity – Encourages collaboration between local authorities, private sector actors, and institutions to create appealing employment avenues for youth and boost youth entrepreneurship; (2) Strengthening Youth Competencies – Offers skill-building, mentorship, and career guidance, enabling youth to access job markets, build progressive careers, and engage civically; (3) Promoting Self-Reliance and Civic Values – Supports youth-led groups through grants and leadership opportunities, and advances research, community leadership, and participation in policy reform.

Main outputs:

- Establishment of 10 youth engagement clubs, mobilizing 200+ youth in civic and environmental activities,
- A job fair and job-matching platform by Brainster connecting 200+ students with 50+ employers, delivering 60+ job/internship placements.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth (students and unemployed individuals) aged 15–30

Steel City Zen: Good practices**Id:** MK_03 E4E@mk**Name of the project / practice in EN:**

E4E@mk – Education for Employment

Name of the project / practice in local language:

E4E@MK – Образование за Вработување

Web of the project or outputs:

<https://www.helvetas.org/en/eastern-europe/north-macedonia/what-we-do/how-we-work/our-projects/Europe/Macedonia/macedonia-market-oriented-education>

Country: North Macedonia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Swiss Agency for Development and Cooperation (SDC) – project funder; Helvetas North Macedonia – implementing organization; Macedonian Civic Education Center (MCEC) and Economic Chamber of Macedonia (ECM); SVEB (Swiss Federation for Adult Learning)

Period of the project:

Start:	Finish:	OR	Still ongoing
2018	2026		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by Swiss Agency for Development and Cooperation (SDC)

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

E4E@mk – Education for Employment seeks to transform North Macedonia’s secondary vocational education system by bridging the disconnect between theoretical training and labor market needs. The project facilitates public–private cooperation—introducing dual education, internships, and updating VET curricula in partnership with employers. It promotes non-formal and work-based learning, with attention to inclusive access for vulnerable groups like Roma, persons with disabilities, and young mothers.

Systemic change is a core principle—advocating for improved policies, legislation, and capacity building, setting the stage for a sustainable, market-responsive VET framework in North Macedonia.

Main outputs:

- Improved collaboration and coordination between VET schools and private sector employers,
- Expansion of dual VET models, internships, and practical learning opportunities,
- Inclusivity measures integrated into VET, focusing on youth, women, Roma, and other marginalized populations,
- Phase 2 targets: support for 3,700 youth in gaining employment, with strong equity metrics (75% youth, 50% women, 10% marginalized groups);
- Institutional learning exchanges via Swiss study visits to strengthen VET systems.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Transforming VET system

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** MNE_01 ActiveEmployment**Name of the project / practice in EN:**

Active Employment Policy Programmes

Name of the project / practice in local language:

Programi aktivne politike zapošljavanja

Web of the project or outputs:<https://www.zzzcg.me/me/p-45/programi-aktivne-politike-zaposljavanja>**Country:** Montenegro**Region / City:** Municipality of Nikšić**Scope:**

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Employment Agency of Montenegro; Municipality of Nikšić

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Comprehensive programme supporting labour market activation through training, employment incentives, self-employment grants, and public works.

Main outputs:

- Multiple public calls; vocational training; job creation; self-employment support.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** MNE_02 YouthGuaranteeProgramme**Name of the project / practice in EN:**

Youth Guarantee Programme – TAKE THE CHANCE

Name of the project / practice in local language:

Garancija za mlade – Zgrabi Šansu

Web of the project or outputs:<https://www.gov.me/ms/garancija-za-mlade-zzzgrabi-sansu>**Country:** Montenegro**Region / City:** Municipality of Nikšić**Scope:**

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Government of Montenegro (ministries of Labour, Education, Sports, Youth); Employment Agency of Montenegro; Municipality of Nikšić

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The “Youth Guarantee” is a programme aimed at providing young people aged 15 to 29 with a quality opportunity for employment, continued education, or training within four months of becoming unemployed or leaving formal education.

Effective implementation of the “Youth Guarantee” requires strong institutional-level partnerships, particularly among sectors responsible for labour, employment, education, sports, and youth, as well as collaboration with the business sector and non-governmental organizations.

These partnerships play a key role in carrying out activities aimed at reaching young people, empowering them, and raising their awareness of the support available to them.

The implementation plan of the “Youth Guarantee” for the period 2024–2026 has been established based on the results of mapping young people who are not employed, not in education, or not in training (NEET population), an analysis of existing policies, and a conducted consultative process.

Given the complexity of the planned reforms and the efforts required to improve institutional frameworks, the “Youth Guarantee” is being gradually introduced and enhanced in Montenegro through pilot programmes in three municipalities: Bijelo Polje, Nikšić, and Ulcinj.

The experiences and results of implementation will serve as a basis for further expansion and improvement of the programme.

Main outputs:

- Mapping of NEETs; pilot implementation of guarantee;
- Smoother transition of young people into the labour market and promotes their employment,
- Intersectoral partnerships.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth

Steel City Zen: Good practices**Id:** MNE_03 GeneratingRealOpportunities**Name of the project / practice in EN:**

Generating Real Opportunities through Work, Talent, and Dedication

Name of the project / practice in local language:

Stvaranje realnih prilika kroz rad, talenat i posvećenost

Web of the project or outputs:<https://www.vijesti.me/vijesti/drustvo/757673/opstina-niksic-ce-osnaziti-60-nezaposlenih-kroz-obuke-i-mentorstvo-u-oblasti-kreativnih-industrija>**Country:** Montenegro**Region / City:** Municipality of Nikšić**Scope:**

☒	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipality of Nikšić; Municipality of Knjaževac; Development Agency Trebinje; Center for Sustainable Community Development Debar (North Macedonia); Western Balkans Fund (donor)

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2025		☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding*
☐	Not identified

*Funded by Western Balkans Fund

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Municipality of Nikšić is set to launch the project “Generating Real Opportunities through Work, Talent, and Dedication,” which has been approved for funding by the Western Balkans Fund.

The main activity of the project is the empowerment of a total of 60 unemployed individuals through training and mentorship in the field of creative industries, with the aim of developing business ideas and successfully placing them on the market.

Project partners include the Municipality of Knjaževac, the Development Agency of Trebinje, and the Center for Sustainable Community Development in Debar (North Macedonia).

Among 416 submitted applications, the project submitted by the Municipality of Nikšić was selected as one of the 30 top projects to receive financial support.

Main outputs:

- Selection as top 30 WBF projects,
- Training and mentorship for 60 unemployed,
- Creative industry business development.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** MNE_04 ReLOaD2**Name of the project / practice in EN:**

Regional Programme on Local Democracy in the Western Balkans 2 (ReLOaD2)

Name of the project / practice in local language:

Regionalni program lokalne demokratije na Zapadnom Balkanu 2

Web of the project or outputs:<https://www.undp.org/montenegro/projects/reload2-1>**Country:** Montenegro**Region / City:** Municipality of Nikšić**Scope:**

☒	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

EU; UNDP; Municipality of Nikšić; Municipality of Plužine

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	2024		☐

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
204 000	EUR		☐

Description (max ½ A4 range):

ReLOaD2 is a continuation of a regional project effort funded by the European Union and implemented by the United Nations Development Programme in six following Western Balkans countries and territories: Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, and Serbia.

Civil society organisations in Western Balkans act as an important component in the context of local governance, due to their contribution towards inclusion, participation in public affairs, and reducing disparities within public service delivery. However, there is insufficient cooperation between local governments and civil society organisations and low capacities of NGOs. Civil society organisations remain largely dependent on financing by foreign donors, which is due to a combination of factors including limitations in public funding and lack of transparent mechanisms for funds disbursement.

ReLOaD2 works across the region to enable better collaboration of local governments and civil society organizations, establish concrete partnerships and improve service delivery, all in line with local priorities and development strategies. It emphasizes local needs and helps local governments adopt a more project-based approach. ReLOaD2 also focuses on encouraging the participation of young people and supports the implementation of youth initiatives and strives to improve the economic prospects in their respective communities.

Main outputs:

- Selection and funding of NGO projects: e.g. 85 NGO-led projects supported across 14 municipalities in Montenegro in two public calls,
- Capacity building: LGs and CSOs trained in transparent, gender-sensitive grant schemes,
- Enhanced youth engagement: youth initiatives, internships, etc., in participating municipalities,
- Increased civic participation, better citizen feedback and inclusion in local governance.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth, NGOs

Steel City Zen: Good practices**Id:** MNE_05 UrbanCultureConnectingYouth**Name of the project / practice in EN:**

ReLOaD Regional Cooperation Programme – Urban Culture Connecting Youth in the Western Balkans

Name of the project / practice in local language:

Regionalni program saradnje – Urbana kultura povezuje mlade na Zapadnom Balkanu

Web of the project or outputs:<https://aldnk.me/urbana-kultura-povezuje-mlade-u-regionu-zapadnog-balkana/>**Country:** Montenegro**Region / City:** Municipality of Nikšić**Scope:**

☒	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Local Democracy Centre Subotica (lead); Local Democracy Agency Nikšić; Association AktivUm Kumanovo; Municipality of Nikšić; Municipality of Kumanovo; City of Subotica

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2024		☐

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
35 000	EUR		☐

Description (max ½ A4 range):

“Urban Culture Connects Youth in the Western Balkans” is a regional youth empowerment & culture-based project linking young people across multiple cities in the Western Balkans. It uses urban culture as a tool to engage youth in social dialogue, entrepreneurship, and local democratic participation. Activities include regional panels (e.g. on youth employment), workshops/capacity building for young entrepreneurs and IT novices, production of local guides/e-brochures for young entrepreneurs, networking among local governments and NGOs, and creative/cultural exchange. The project seeks to strengthen youth skills, raise awareness among local authorities of youth employment challenges, support early entrepreneurial ventures, especially in cultural and creative sectors, and improve youth integration across the region through cultural collaboration.

Main outputs:

- Regional panel: “Youth Employment is on the Agenda – Challenges & Perspectives for Local Governments” held in Subotica,
- 2-day capacity building programme for young entrepreneurs and IT beginners (Subotica, 18-19 April 2024) involving youth from various partner cities,
- E-brochure / Local Guide for Future Young Entrepreneurs of Nikšić – published as part of the project,
- Promotional / documentary video capturing project activities and youth voices in several locations.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Youth

Id: **MNE_06** EmploymentExcellenceProgramme

Name of the project / practice in EN:

Employment Excellence Programme

Name of the project / practice in local language:

Program izvrsnosti zapošljavanja

Web of the project or outputs:

<https://onogost.me/biznis/zajedno-od-znanja-do-posla-36-niksicana-dobilo-posao-na-period-od-pola-godine-d-o-godinu/>

Country: Montenegro

Region / City: Municipality of Nikšić

Scope:

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

EU (donor); Municipality of Nikšić (lead); RTV Nikšić; Public Institution Day Centre; NGO Business Centre

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2024		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
67 859	EUR		☐

Description (max ½ A4 range):

Programme addressing unemployment via local employment partnerships, strategy development, motivational workshops, licensed trainings for 30 participants, and job placement.

Main outputs:

- Local Employment Partnership established,
- Local Employment Strategy 2024–2028,
- 34 participants in workshops; 30 trained in certified courses,
- 7 employed,
- Equipment procured for Day Centre and partners,
- Job search event with 11 employers & 21 unemployed.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: NL_01****Name of the project / practice in EN:**

Basisbaan Groningen

Name of the project / practice in local language:

Basisbaan Groningen

Web of the project or outputs:

<https://european-social-fund-plus.ec.europa.eu/en/social-innovation-match/case-study/basisbaan-groningen-european-social-fund-plus.ec.europa.eu>

Country: Netherlands**Region / City:** Groningen**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipality of Groningen (socialinnovationplus.eu), likely ESF (European Social Fund) and other public resources (socialinnovationplus.eu), local social services and organisations providing support to people excluded from the labour market, including coaches and social workers (socialinnovationplus.eu).

Period of the project:

Start:	Finish:	OR	Still ongoing
2020			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Basisbaan Groningen is a job guarantee-type scheme initiated by the Municipality of Groningen in response to persistent long-term unemployment. Launched in 2020, the scheme is targeted especially at individuals who have been out of work for extended periods of time, in some cases more than three years, often with low qualifications or otherwise disadvantaged in the labour market. The municipality ensures that these individuals are offered publicly funded jobs, typically in municipal or community services, at the level of the statutory minimum wage, with wage costs subsidised by the city. The jobs include maintenance of public spaces, care for community facilities, light services for the neighbourhood such as cleaning, upkeep, basic administrative support, and assistance in elderly care. The programme is designed not only to provide participants with a source of income, but also to create structure, a regular routine, renewed self-confidence, and opportunities to build contacts with potential future employers within the community.

The project puts a strong emphasis on inclusion, engaging people who have been out of the labour market for a long time, often older individuals, those with low levels of education, sometimes with a migration background or health-related challenges. Support is provided not only through employment itself, but also through coaching, counselling, motivation, and flexible working arrangements, enabling participants to gradually adapt to working life again.

Main outputs:

The outcomes include the employment of participants who were previously long-term unemployed, the performance of socially useful work in the city that improves local infrastructure and services, a reduction in long-term unemployment in the municipality, and strengthened social inclusion through active participation in the labour market. The scheme also helps participants gain work experience and competences, which may allow them to move on from Basisbaan positions into regular employment or other types of jobs.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: NL_02****Name of the project / practice in EN:**

Chemport Europe – Changing the Nature of Chemistry

Name of the project / practice in local language:

Chemport Europe – Changing the Nature of Chemistry

Web of the project or outputs:<https://www.chemport.eu>**Country:** Netherlands**Region / City:** Northern Netherlands (Provinces of Groningen, Friesland, Drenthe)**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Regional governments (Provinces of Groningen, Friesland, Drenthe) Universities and applied science institutes (University of Groningen, NHL Stenden University of Applied Sciences) Companies in the chemical industry cluster (e.g. Avantium, BioBTX, Photanol) Regional Development Agency (NOM) Local innovation and research centres

Period of the project:

Start:	Finish:	OR	Still ongoing
2017			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Chemport Europe is a regional development initiative in the Northern Netherlands (Groningen, Friesland, Drenthe) that supports the transition from a historically fossil fuel-based chemical industry towards a biobased and circular economy. The region, once heavily dependent on natural gas and traditional chemical production, is now positioning itself as a frontrunner in sustainable chemistry in Europe.

The initiative brings together companies, universities, knowledge institutions, regional governments, and development agencies to create a strong innovation ecosystem. Activities focus on developing new processes using renewable feedstocks such as biomass, captured CO₂, and green hydrogen, as well as scaling up innovative recycling methods and building infrastructure for circular production chains.

In parallel, Chemport Europe invests in education and training, working with universities and applied science institutes to equip the regional workforce with skills required for the green economy. Pilot plants, demonstration facilities, and collaborative projects lower the risks of innovation for businesses and accelerate the market uptake of sustainable technologies.

By fostering collaboration, attracting investment, and creating new employment opportunities, Chemport Europe strengthens regional competitiveness and supports the reindustrialisation of the Northern Netherlands on a sustainable basis.

Main outputs:

Establishment of a regional chemical cluster focused on circular and biobased chemistry

Launch of new pilot and demonstration plants (e.g. Avantium bioplastics facility)

Strengthened collaboration between companies, knowledge institutions, and public authorities

Contribution to regional reindustrialisation and job creation in high-value sustainable industries

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: NL_03****Name of the project / practice in EN:**

Werkspoorkwartier: Creative Circular Manufacturing

Name of the project / practice in local language:

Werkspoorkwartier: Creatieve Circulaire Productie

Web of the project or outputs:<https://efro-wsk.nl/en/the-project/>**Country:** Netherlands**Region / City:** Utrecht**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Utrecht Sustainability Institute; Municipality of Utrecht; local creative and circular entrepreneurs; real estate developers and owners of industrial heritage buildings (e.g. Erfgoed Werkspoor Utrecht, DePlaatsmaker); EU funding via ERDF / West Netherlands Operational Programme

Period of the project:

Start:	Finish:	OR	Still ongoing
2016	2021		☐

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
4 mil	EUR		☐

Description (max ½ A4 range):

Werkspoorkwartier was once a major industrial area in Utrecht, with large factories and railway workshops that fell into decline. The “Creative Circular Manufacturing” project was launched to regenerate this post-industrial district by giving a new purpose to abandoned industrial halls and docks. Instead of demolishing buildings, they were renovated according to circular economy principles, with an emphasis on energy efficiency, material reuse and sustainable design. The renovated spaces became home to creative entrepreneurs, small circular manufacturers, artists and start-ups. In addition to providing affordable workspace, the project created a hub for experimenting with circular practices, such as reuse of construction materials and collaborative demonstration projects. A strong focus was placed on stimulating local employment and supporting entrepreneurship in sectors linked to the green and creative economy. By combining municipal support, EU structural funds and the commitment of private owners and entrepreneurs, Werkspoorkwartier has been transformed from a declining industrial area into a lively district that attracts talent, investment and visitors. The initiative demonstrates how industrial heritage can be repurposed for sustainable economic development and how urban regeneration can directly contribute to labour market opportunities in a post-industrial region.

Main outputs:

The project resulted in the circular renovation of more than 10,000 m² of industrial space, which was successfully transformed into workshops, studios and business premises. Over 200 new jobs were created, especially for creative professionals, entrepreneurs and workers engaged in construction and renovation activities. Key industrial buildings, such as the Lasloods factory, were preserved and adapted for new uses, while the harbour areas were also revitalised. The area has since developed into a circular hub with public creative spaces, a platform for reuse of building materials and a strong concentration of sustainable businesses. These outcomes have significantly increased the attractiveness of Werkspoorkwartier and helped to set an example for similar regeneration efforts in other European post-industrial regions.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** PL_01 YouthActivation**Name of the project / practice in EN:**

Youth Labour Activation (18–29) – Support for Developing Entrepreneurship

Name of the project / practice in local language:

Aktywizacja zawodowa osób młodych bezrobotnych w wieku 18–29 lat, wsparcie rozwoju przedsiębiorczości

Web of the project or outputs:<https://www.funduszeuropejskie.gov.pl/nabory/aktywizacja-zawodowa-os%C3%B3b-m%C5%82odych-bezrobotnych-w-wieku-18-29-lat-wsparcie-rozwoju-przedsi%C4%99biorczo%C5%9Bci/>**Country:** Poland**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Voivodeship Labour Office in Rzeszów (regional implementer); County Labour Offices (Powiatowy Urząd Pracy) in targeted areas, such as Leżajsk, Rzeszów, Tarnobrzeg; Funded by the European Social Fund Plus via the FERS national programme (FERS – European Funds for Social Development 2021–27)

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

This initiative aims to activate unemployed youth (aged 18–29) in Podkarpackie region by promoting entrepreneurial activity and self-employment. Targeted individuals are registered job seekers at County Labour Offices residing in strategically disadvantaged areas—including Bieszczady, Roztocze, the "Czwórmieście" area, and medium-sized towns experiencing socio-economic decline (e.g. Przemyśl, Sanok, Jasło, Jarosław, Mielec, Krosno, Dębica, Nisko, Stalowa Wola, Tarnobrzeg, Przeworsk).

Participants receive tailored services, including a needs assessment, preparation of an individual action plan based on their competencies and career preferences, evaluation of digital skills and targeted upskilling, and comprehensive training on launching and operating a business—leading to the actual registered establishment of self-employment ventures.

Main outputs:

- Creation of Individual Action Plans (IAPs) tailored to each participant, incorporating their skills and entrepreneurial interest,
- Digital competencies assessment, followed by training to enhance readiness for entrepreneurship,
- Delivery of focused entrepreneurial training covering business start-up and operations, aimed at enabling business registration,
- Activation of unemployed young people into entrepreneurship in disadvantaged regional areas.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Entrepreneurship support / Self-employment facilitation

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** PL_02 DoctoralSchools**Name of the project / practice in EN:**

Doctoral Schools & Implementation PhD Program

Name of the project / practice in local language:

Szkoły doktorskie i program „Doktorat wdrożeniowy”

Web of the project or outputs:<https://www.gov.pl/web/nauka/projekt-doktorat-wdrozeniowy>**Country:** Poland**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Education and Science (previously Ministry of Science and Higher Education) as the funding and coordinating body; Eligible implementing entities include: Academic universities, Institutes of the Polish Academy of Sciences, Accredited research institutes, International research institutes established by specific law, Center for Postgraduate Medical Education (CMKP); Doctoral Schools themselves operating across universities and scientific institutes

Period of the project:

Start:	Finish:	OR	Still ongoing
2017			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

In Poland, doctoral education has been modernized via two major frameworks:

1. Doctoral Schools – Under the 2018 Higher Education reform, these full-time, tuition-free schools provide structured doctoral education based on curricula and Individual Research Plans, supported by regular evaluations and stipends .
2. Implementation PhD (“Doktorat wdrożeniowy”) – Established by the Ministry of Education and Science, this program fosters collaboration between academia and socio-economic partners. Doctoral candidates conduct research addressing practical challenges within their employing organizations, aiming to produce solutions that benefit these entities. The structure involves supervision by university mentors and a designated institutional supervisor. This model enables candidates to continue working while earning a PhD and innovating directly within professional environments

Main outputs:

- An expanded network of Doctoral Schools offering structured, high-quality doctoral training and stipends,
- Annual Implementation PhD calls enabling university-affiliated researchers to undertake practical, enterprise-driven doctoral work,
- Tangible innovations resulting from PhD research implemented in collaborating institutions or enterprises,
- Financial support mechanisms, including enhanced stipends, research infrastructure access, and administrative funding.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Innovation & Knowledge Transfer

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Early-career researchers

Steel City Zen: Good practices

Id: **PL_03** Zwolnieni-z-Teorii

Name of the project / practice in EN:

Exempt From Theory – Practical Social Projects Olympiad

Name of the project / practice in local language:

Zwolnieni z Teorii

Web of the project or outputs:

<https://zwolnienizteorii.pl/>

Country: Poland

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Run by the Zwolnieni z Teorii Foundation, a Warsaw-based non-profit organization, Collaboration with Project Management Institute (PMI) for certification content

Period of the project:

Start:	Finish:	OR	Still ongoing
2013			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☒	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Zwolnieni z Teorii (Exempt From Theory) is Poland's largest educational initiative blending practical learning and social impact for high school students. Created by the Zwolnieni z Teorii Foundation, the program addresses the challenge of young people entering the job market without practical competencies. Through the online platform, students form teams, identify a social issue, and carry out real-world projects with structured guidance and project management resources drawn from PMI standards. Completing a project earns participants an internationally recognized certificate in project management. The competition culminates in a Grand Finale, where the best projects are celebrated and awarded—so-called "Golden Wolves", presented by figures from government and business. As of 2025, more than 34,000 finalists have participated, with a cumulative reach of 10 million Poles via implemented social projects.

Main outputs:

- Engaged over 34,000 finalists by 2025, with social impact reaching approx. 10 million people,
- Recognition via international PMI certificates for participants,
- Prestigious Grand Finale event, awarding Golden Wolves by business and government leaders,
- Multiple esteemed accolades for the foundation including listings in Forbes 30 Under 30 Europe (2016) and Poland (2018), plus being named MIT Technology Review's Social Innovator of the Year (2016).

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social innovation / Youth-led social impact

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): High school students across Poland

Id: PL_04 GenBoost

Name of the project / practice in EN:

GenBoost – Intergenerational Engagement and Education

Name of the project / practice in local language:

GenBoost – projekt międzypokoleniowy

Web of the project or outputs:

<https://www.genboost.pl/>

Country: Poland

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

OFF School Foundation – initiator and implementer of the project; Collaboration with Master Management & Hays Poland – providing analytical tools and reports such as the “GenBoost: Young People in the Labour Market” report developed jointly

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

GenBoost is a unique social innovation project introduced by the OFF School Foundation, designed to foster meaningful intergenerational dialogue and collaboration within organizations. Young individuals from Generations Z and Alpha (ages 17–25) serve as educators to managerial and specialist staff in large companies. They run dedicated sessions, form youth advisory councils, and act as catalysts for organizational change—dispelling stereotypes, improving internal and external communication, and fostering Gen Z–friendly workplace cultures. The initiative is enriched by data analytics—via partnerships such as with Master Management and Hays Poland—especially in exploring workforce dynamics. The 2024 GenBoost report, informed by employer and youth surveys, offers evidence-based insights for building intergenerational teamwork and DE&I strategies.

Main outputs:

- Intergenerational education sessions and youth advisory councils embedded in client organizations,
- GenBoost Index – a proprietary psychometric tool developed with Master Management to assess Gen Z characteristics; categorizes individuals as Enthusiast, Analyst, Supporter, or Implementer—supporting development at individual, team, and organizational levels,
- “GenBoost: Young People in the Labour Market” report (Oct 2024), co-created with Hays Poland—an evidence-based study capturing work preferences, communication styles, and collaboration dynamics across generations.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social Innovation (intergenerational inclusion)

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Gen Z and Alpha individuals (17–25 yrs) acting as educators

Id: PL_05 GreenEvo

Name of the project / practice in EN:

GreenEvo – Green Technology Accelerator

Name of the project / practice in local language:

GreenEvo – Akcelerator Zielonych Technologii

Web of the project or outputs:

<https://greenevo.gov.pl/en/about-program/>

Country: Poland

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Climate and Environment (formerly Ministry of Environment) – program lead; National Fund for Environmental Protection and Water Management – financier; Additional collaborators include Ministry of Economy; Ministry of Foreign Affairs; Ministry of Science and Higher Education; Polish Agency for Enterprise Development; Polish Confederation of Private Employers "Lewiatan"; Faculty of Management, University of Warsaw

Period of the project:

Start:	Finish:	OR	Still ongoing
2009			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

GreenEvo is an innovative, government-run accelerator of green technologies, administered by Poland's Ministry of Climate and Environment and financed through the National Fund for Environmental Protection and Water Management. Established in 2009, the program runs annual competitions to select outstanding Polish environmental technology solutions in areas such as waste and wastewater treatment, renewable energy, energy efficiency, air quality, and biodiversity conservation. Selected winners receive comprehensive support including training in international technology transfer, presentation skills, legal and commercial frameworks, as well as exposure through trade missions and global promotional events. The program fosters peer collaboration among laureates, raises visibility for Polish green innovation, and serves as a trusted "Made in Poland" quality brand abroad. GreenEvo exemplifies effective government–business collaboration in advancing sustainable economic development through innovation and internationalization of green technologies.

Main outputs:

- Over 74 selected technologies (winners) from editions held between 2009 and 2015,
- Extensive international outreach: winners participate in economic missions across ~40 countries; program has facilitated market entry and partnerships,
- Program handbook in English published for replication and knowledge sharing.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Government–business cooperation

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: POR_01****Name of the project / practice in EN:**

Médio Tejo Just Transition & Upskilling/Reskilling Initiatives

Name of the project / practice in local language:

Iniciativas de Transição Justa e Formação de Médio Tejo

Web of the project or outputs:https://centro2030.pt/wp-content/uploads/sites/10/2024/01/Final_JTP_MedioTejoRegionalAssetMap_ENG.pdfhttps://ec.europa.eu/regional_policy/whats-new/newsroom/10-02-2023-jtp-groundwork-event-in-medio-tejo-portugal-explores-economic-diversification-and-investment-opportunities_en**Country:** Portugal**Region / City:** Médio Tejo**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Comunidade Intermunicipal do Médio Tejo; Comissão de Coordenação e Desenvolvimento Regional do Centro; regional employment and training services; SMEs and local businesses in agrifood, renewable energy, circular economy and forestry sectors

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Médio Tejo is a Portuguese region with a long industrial and energy tradition, particularly centred on the Pego coal-fired power plant in Abrantes, which was one of the country's largest and most important energy facilities until its closure in 2021. The shutdown of the plant, together with the gradual decline of other traditional industries, created significant economic and social challenges for the region, including rising unemployment, loss of skilled jobs, and reduced local economic activity. Communities that had long depended on fossil-based energy production were suddenly faced with the need to reorient their workforce and industrial base.

To respond to these challenges, the region launched a Territorial Just Transition Plan, co-financed by the EU Just Transition Fund, designed to support workers, companies and municipalities in the transition to a greener and more diversified economy. The plan combines active labour market measures with targeted investment in innovation and training. One of its central pillars is the provision of upskilling and reskilling opportunities for workers directly or indirectly affected by the closure of the Pego plant and related industries. Training pathways have been developed in sectors such as renewable energy, hydrogen technologies, agrifood, forestry, and the circular economy. These are areas identified as having high growth potential and the ability to absorb workers from fossil-intensive sectors.

At the same time, the plan invests in supporting local small and medium-sized enterprises, encouraging them to innovate, modernise and adapt to sustainable production models. This involves both technical assistance and financial incentives to help companies adopt new technologies and business practices. Municipal and regional authorities, training providers, and local businesses work together to map out skills needs, adapt curricula and create training catalogues that are directly linked to emerging job opportunities. This ensures that workers are not only trained, but also connected to real employment possibilities in the regional economy.

Beyond individual training and business support, the plan plays a strategic role in stabilising the region. By fostering investment, encouraging new business activity, and helping workers re-enter the labour market with updated skills, it seeks to counteract the economic decline associated with the end of coal-based energy production. The initiative thus contributes not only to immediate re-employment, but also to building a resilient and sustainable economic base for Médio Tejo in the long term.

Main outputs:

The project has developed a catalogue of diversification opportunities for the regional economy, delivered new training and reskilling opportunities for workers, and strengthened local SMEs by supporting innovation and sustainability. It has also reinforced the regional employment and training system, aligning it more closely with the demands of the green and digital transition, while supporting the employability and social inclusion of affected workers.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: POR_02****Name of the project / practice in EN:**

Portugal: Green Skills & Jobs Programme

Name of the project / practice in local language:

Programa Competências e Empregos Verdes

Web of the project or outputs:<https://www.cedefop.europa.eu/en/news/portugal-green-skills-jobs-programme>**Country:** Portugal**Region / City:** Nation wide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Portuguese Government – Ministry of Labour, Solidarity and Social Security; Instituto do Emprego e Formação Profissional (IEFP, Public Employment and Training Institute); regional training centres; employers in energy, industry and services sectors; EU institutions (support under Recovery and Resilience Facility / ESF+)

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
20 mil	EUR		☐

Description (max ½ A4 range):

The Green Skills & Jobs Programme is a nationwide initiative created by the Portuguese government to address the employment and training challenges brought by the green transition. Following the closure of coal-fired power plants such as Sines and Pego, and in line with the National Energy and Climate Plan 2030, the programme was launched in 2021 to prevent long-term unemployment and prepare the workforce for the new green economy. It combines active labour market policies with industrial and climate goals, ensuring that the transition away from fossil fuels does not leave workers and regions behind.

The programme offers a wide range of short and medium-term training courses in areas such as renewable energy production, energy efficiency, sustainable construction, waste and water management, and circular economy practices. It also promotes reskilling and upskilling opportunities in digitalisation linked to green industries. Training is provided by the national employment and training institute (IEFP) and accredited regional training centres, often in cooperation with employers and sectoral associations. A key feature is the validation of prior experience and informal learning, allowing low-qualified adults to obtain formal certifications and improve their career prospects.

Beneficiaries include unemployed people, particularly those with low qualifications or from regions affected by industrial decline, and employees of companies directly or indirectly impacted by the energy transition. The programme helps firms retain and adapt their workforce by offering customised training solutions, while also creating pathways for unemployed persons to enter expanding green sectors. By linking training provision directly to labour market demand, it contributes to economic diversification, industrial competitiveness, and social inclusion.

Overall, the Green Skills & Jobs Programme not only addresses the immediate employment impacts of decarbonisation but also supports long-term reindustrialisation in Portugal by equipping its workforce with the competencies needed for a low-carbon, innovative and sustainable economy.

Main outputs:

Delivery of short- and medium-term training courses in green skills; thousands of participants enrolled, with special emphasis on unemployed and low-qualified individuals; provision of recognised qualifications and skill validation; enhanced employability in renewable energy, efficiency and circular economy sectors; strengthened capacity of companies to adapt to green transition; contribution to long-term reindustrialisation and sustainable growth.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: POR_03****Name of the project / practice in EN:**

Setúbal Peninsula Industrial Transition and Skills Redeployment

Name of the project / practice in local language:

Setúbal Peninsula Industrial Transition and Skills Redeployment

Web of the project or outputs:<https://www.mdpi.com/2413-8851/9/5/167>**Country:** Portugal**Region / City:** Setúbal Peninsula**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipalities of Setúbal Peninsula; Portuguese government (Ministry of Economy and Employment); Volkswagen AutoEuropa Palmela; local training centres; SMEs integrated into new supply chains

Period of the project:

Start:	Finish:	OR	Still ongoing
1990s			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Setúbal Peninsula is one of Portugal's most emblematic post-industrial regions, heavily affected by the decline of shipyards, steelworks and chemical industries in Barreiro, Seixal and Almada during the 1980s and 1990s. Thousands of jobs were lost, leaving behind degraded industrial areas and a workforce at risk of long-term unemployment. In response, regional and national authorities, together with private companies, launched a series of initiatives to reindustrialise and redeploy skills. A key element was the partnership with Volkswagen AutoEuropa in Palmela, which became a new industrial anchor for the region. Training centres were established to reskill workers in technical and mechanical trades, logistics, and industrial maintenance, ensuring their absorption into the automotive sector and related supply chains.

At the same time, former heavy industry sites were regenerated into business and innovation parks, hosting SMEs and start-ups in diversified sectors. Local authorities worked with public employment services and universities to align curricula with the needs of new industries. The project aimed not only to provide immediate employment alternatives for displaced workers but also to lay the foundation for a more diversified and sustainable regional economy. Today, the Setúbal Peninsula has repositioned itself as a hub for automotive, logistics and increasingly green industries, while its industrial heritage is being repurposed for new economic activities.

Main outputs:

Redeployment of thousands of industrial workers into automotive and logistics; creation of training and requalification centres; regeneration of former industrial brownfields into business parks; increased integration of SMEs into new industrial supply chains; diversification of the regional economy beyond heavy industries.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_01 Strategal_WeFunctiontoSupportYou**Name of the project / practice in EN:**

STRATEGAL – We Function to Support You

Name of the project / practice in local language:

STRATEGAL – Funcționăm pentru a vă sprijini

Web of the project or outputs:<https://galstragal.ro/><https://www.fonduri-ue.ro/pocu/>**Country:** Romania**Region / City:** Galați**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Asociația Grupul de Acțiune Locală STRATEGAL; Municipality of Galați

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2029		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The project's general objective is to ensure the effective functioning of the Local Action Group as a management body for the Local Development Strategy, by funding and overseeing integrated interventions in marginalized urban areas of Galați. These interventions are designed to:

- Reduce poverty and social exclusion by 2029.
- Increase access to quality education, healthcare, and social services for vulnerable groups.
- Support access to employment and entrepreneurship opportunities, particularly for Roma communities and young people at risk.
- Improve housing, infrastructure, and urban mobility in disadvantaged neighborhoods.
- Strengthen community spirit, mutual understanding, and anti-discrimination practices.

Through these measures, STRATEGAL contributes directly to the National Strategy on Social Inclusion and Poverty Reduction 2022–2027, aligning local priorities with Romania's national policy framework.

Main outputs:

- Implementation of the Local Development Strategy 2023–2029,
- Transparent project selection procedures and calls for proposals,
- Improved education, healthcare, housing and employment access,
- Strengthened community cohesion and anti-discrimination practices.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Roma communities; vulnerable groups

Steel City Zen: Good practices

Id: RO_02 ENTREPUBL

Name of the project / practice in EN:

ENTREPUBL – Entrepreneurial Skills in the Public Sector

Name of the project / practice in local language:

ENTREPUBL – Competențe antreprenoriale în sectorul public

Web of the project or outputs:

<https://www.iceponline.com/entrepubl-2/>

Country: Romania + other European countries

Region / City: Galați

Scope:

☒	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Municipality of Galați; European countries

Period of the project:

Start:	Finish:	OR	Still ongoing
2022	2025		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The ENTREPUBL project strengthens the entrepreneurial competences of civil servants through a digital learning approach. By cultivating innovation, adaptability, and entrepreneurial thinking among public employees, the project indirectly contributes to a labor market more responsive to citizens' needs. The initiative enhances public sector efficiency, supporting job creation ecosystems and citizen-centered services.

Main outputs:

- Digital training modules for civil servants,
- Enhanced innovation and adaptability in local administration,
- Improved citizen-centred services.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Civil servants

Steel City Zen: Good practices**Id:** RO_03 SmartSpo**Name of the project / practice in EN:**

SMART SPO – Modern, accessible and future-ready Public Employment Services

Name of the project / practice in local language:

SMART SPO – Servicii Publice de Ocupare moderne, accesibile și pregătite pentru viitor

Web of the project or outputs:<https://oportunitati-ue.gov.ro/en/smart-spo-investitie-de-183-milioane-de-euro-pentru-servicii-moderne-si-accessibile-de-ocupare/>**Country:** Romania**Region / City:** nationwide, incl. Galați**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

ANOFM – National Agency for Employment; County Agencies (AJOFM Galați and others); ESF+ Managing Authority

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2027		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
183 mil	EUR		☐

Description (max ½ A4 range):

A national ANOFM project financed on a results-based model to modernize SPO through digitalisation and personalised services (e-services, automation, analytics, and 42 career support centres; staff training; process redesign). As a subordinate county agency within ANOFM's network, AJOFM Galați participates locally in implementation and service rollout.

Main outputs:

- 42 new career support centres,
- Digital platforms and automation for employment services,
- Training of employment staff,
- Personalised services for jobseekers and employers.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Vulnerable groups incl. NEETs

Steel City Zen: Good practices**Id:** RO_04 YOUTHLINK_Youth_Participation**Name of the project / practice in EN:**

YOUTHLINK – Youth Participation in the Education System Processes across the Romania–Moldova Border

Name of the project / practice in local language:

YOUTHLINK – Participarea tinerilor în procesele sistemului educațional de-a lungul graniței România–Moldova

Web of the project or outputs:<https://ro-md.net/en/programme-2021-2027>**Country:** Romania**Region / City:** Iași area and Moldova**Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Asociația Alternative Sociale; Centrul Județean de Resurse și Asistență Educatională Iași; Agenția Națională pentru Dezvoltarea Programelor și Activității de Tineret; Asociația Obștească Asociația pentru Educație și Dezvoltare AVINT

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
480 362	EUR		☐

Description (max ½ A4 range):

The YOUTHLINK project addresses barriers to youth participation in education systems across border regions of Romania (Iași area) and the Republic of Moldova. "YOUTHLINK" project significantly supports educational authorities by providing expertise, strategic development assistance, and policy recommendations while highlighting the indispensable role of cross-border cooperation. By fostering shared learning and joint action, the project enhances the capacity of both Romania and Moldova to create more inclusive, participatory educational systems that empower vulnerable youth for active civic engagement.

Main outputs:

- 16 experts involved in collaborative cross-border actions: research, curriculum development, and model creation for youth participation,
- 204 stakeholders (teachers, youth, youth workers, decision-makers) enhanced through training and events,
- Development of a joint cross-border strategy and action plan for youth engagement in schools.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Cross-border cooperation & Youth empowerment

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Vulnerable youth in Romania–Moldova border schools

Steel City Zen: Good practices**Id:** RO_05 RenewAcad**Name of the project / practice in EN:**

RenewAcad – Academy of Counselling and Vocational Training for Renewable Energy Sources

Name of the project / practice in local language:

RenewAcad – Academia de Consiliere și Formare Vocatională pentru Surse Regenerabile de Energie

Web of the project or outputs:<https://renewacad.eu/en/renewacad/>**Country:** Romania**Region / City:** Jiu Valley and Constanța**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

RWEA – Romanian Wind Energy Association; RESS – Renewable Energy School of Skills (part of Monsson group; largest RES training centre in Southeastern Europe); RPIA – Romanian Photovoltaic Industry Association; PATRES – Public Administration Training and Coaching on RES; University of Petroșani (Jiu Valley)

Period of the project:

Start:	Finish:	OR	Still ongoing
2021			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
34 mil	EUR		☐

Description (max ½ A4 range):

RenewAcad is a vocational training initiative tailored for Romania's energy transition—particularly in coal-intensive regions such as Jiu Valley. Hosted at RESS (Monsson's Renewable Energy School of Skills) and operated in partnership with industry associations and academic entities, it provides free training in solar, wind, and electricity distribution. The project retrains coal miners and low-qualified workers, equipping them with relevant skills in renewable energy industries. Its aims include fostering a socially just energy transition, ensuring sustainable livelihoods, and steering economic transformation in affected regions. Fields covered include working at heights and operator/installer/mechanic roles for RES systems.

Main outputs:

- Launch of the Public Demo Centre of RenewAcad in Jiu Valley, established in late 2021,
- Free vocational training—modules such as working at heights and RES operator/installer/mechanic—delivered to coal sector workers and others in the region,
- Training centre (RESS Constanța) becoming a leading regional hub delivering trainings to over 3,000 professionals annually,
- Project supported by EU (via ESF), responding to regional workforce needs and engaging around 700 participants from disadvantaged or low-qualified groups.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Regional development in energy and vocational sectors

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_06 RESinvest**Name of the project / practice in EN:**

RESinvest – Localization of the Renewable Energy Production Chain in Romania

Name of the project / practice in local language:

RESinvest – Program dedicat dezvoltării lanțului de producție în sectorul energiei regenerabile în România

Web of the project or outputs:<https://rwea.ro/en/the-romanian-association-for-wind-energy-launches-the-resinvest-program-dedicated-to-the-development-of-the-production-chain-in-the-renewable-energy-sector-in-romania/>**Country:** Romania**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Romanian Wind Energy Association (RWEA) – initiator and coordinator of RESinvest; Engaged stakeholders include national authorities, industry players, RPIA, WindEurope, SolarPower Europe, and energy equipment manufacturers and service providers, as evidenced through the 2022 RESinvest Conference

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	2022		☐

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The RESinvest program, launched by RWEA in April 2021, aims to localize the renewable energy industry value chain in Romania. The initiative targets domestic production of essential technologies, workforce training, and integration across components such as storage, hydrogen, digital systems, and energy transport. It delivers recommendations on best practices, education curricula updates, and job protection measures. The program debuted with high-level stakeholder events in 2021, followed by the influential 2022 RESinvest Conference in Bucharest—gathering over 400 energy sector leaders to strategize on creating a self-sustaining, domestic supply ecosystem for renewables in SE Europe.

Main outputs:

- Launch of the RESinvest program, with strategic direction and public visibility in 2021,
- Convening of the 2022 RESinvest Conference in Bucharest, attracting over 400 executives from wind and solar sectors to advocate for localization of supply chains,
- Advocacy for domestic manufacturing and training infrastructure, laying the groundwork for Romania to become a renewable energy know-how hub.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Localization of renewable energy supply chains

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_07 E2-Center**Name of the project / practice in EN:**Energy Exploration Center (E² Center) – Small Modular Reactor Training Facility**Name of the project / practice in local language:**Energy Exploration Center (E² Center) – Centrul de Explorare Energetică (SMR)**Web of the project or outputs:**

<https://nuclearelectrica.ro/snn/en/2023/05/12/the-official-launch-of-the-nuscale-power-energy-exploration-center-e2-center-at-the-university-politehnica-of-bucharest-a-european-premiere/>

Country: Romania**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

NuScale Power Corporation – developer of SMR technology and E² Center lead; S.N. Nuclearelectrica S.A. – Romania's state nuclear company; University Politehnica of Bucharest

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The E² Center at the University Politehnica of Bucharest is the first Energy Exploration Center launched outside the United States. It was inaugurated in May 2023 through a partnership among NuScale Power, S.N. Nuclearelectrica, and Romanian and U.S. governments, under the FIRST programme. The Center features an advanced simulator replicating the control room of a NuScale VOYGR small modular reactor (SMR), enabling hands-on training for students and professionals in SMR operations. It is a strategic workforce development tool aimed at preparing Romania—and potentially wider Europe—for leadership in SMR deployment, advancing clean energy transitions, enhancing nuclear workforce skills, and strengthening energy security. Notable attendees included the Romanian Prime Minister, Energy Minister, and the U.S. Ambassador.

Main outputs:

- Opening of the first international NuScale E² Center in Europe (2023),
- Fully operational SMR control room simulator, offering immersive training for nuclear professionals,
- Reinforced Romanian capacity in advanced nuclear technology, positioning it as a regional hub in SMR education and deployment.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_08 DigitalInnovationZone**Name of the project / practice in EN:**

Digital Innovation Zone – European Digital Innovation Hub for Manufacturing & Smart Health

Name of the project / practice in local language:

Digital Innovation Zone EDIH – Zonă de Inovare Digitală Europeana pentru Producție și Sănătate Inteligentă

Web of the project or outputs:<https://digital-innovation.zone/en/home-english/>**Country:** Romania**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Consortium of 9 partners including academia, regional agencies, digital innovation actors, and private tech firms

Period of the project:

Start:	Finish:	OR	Still ongoing
2019	2028		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Digital Innovation Zone (eDIH-DIZ) is the first European Digital Innovation Hub established in Romania's North-East region. Launched in 2019, it serves as a one-stop-shop, supporting digitization and green innovation across sectors—manufacturing, healthcare, and public administration. Operated by a multi-partner consortium (including the Technical University of Iași, digital agencies, the regional development agency, and tech firms), DIZ provides: "test before invest" services, access to finance, advanced digital skills training, and ecosystem-building through networking and innovation communities. Key achievements include +200 clients served (SMEs, hospitals, public institutions), training over 500 individuals, facilitating €15 million in client funding, organizing specialized conferences, and developing a Health Innovation Zone for pre-validating healthtech startups.

DIZ integrates advanced technologies—AI, IoT, digital twins, cloud computing, simulation, robotics, VR, high-performance computing—and channels collaboration through ecosystems like EIT Health, EIT Manufacturing, Enterprise Europe Network, and European-level DIH platforms.

Main outputs:

- Supported 200+ clients (SMEs, public institutions, hospitals),
- Trained 500+ professionals in digital skills,
- Secured €15 million in funding for client projects,
- Hosted 3 editions of DIZ conferences, and 3 Health Innovation Zone pre-validation programs for healthcare startups,
- Aggregated 100+ technology providers in a Supplier Catalog.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_09 GorjVocationalTraining**Name of the project / practice in EN:**

AJOFM Gorj Professional Training Courses for the Unemployed

Name of the project / practice in local language:

Cursuri de formare profesională organizate de AJOFM Gorj

Web of the project or outputs:<https://digital-innovation.zone/en/home-english/>**Country:** Romania**Region / City:** Gorj County, Târgu Jiu**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

AJOFM Gorj (County Agency for Workforce Occupation) – organizer of free training programs; Gorj County Youth Foundation

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

AJO FM Gorj conducts recurring free vocational training programs for unemployed individuals and job seekers in Gorj County throughout the year. The courses, organized in collaboration with the Gorj County Youth Foundation, include qualifications and requalification in response to labor market demands. For example, in summer 2025, the agency offered training in 12 in-demand professions such as baker, cook, hotel administrator, accountant, welder, solar installer, and receptionist. These programs are designed to support those with low incomes or from rural areas who are registered with the agency, enhancing their employability and responding to regional workforce needs.

Main outputs:

- Multiple free qualification and requalification courses delivered throughout 2024–2025,
- Training offered across 12+ professions, including both technical and service-oriented roles aligned with local market needs,
- Collaborative delivery with Gorj County Youth Foundation to promote participation and support recruitment,
- Accessible enrollment process for registered unemployed individuals, including those from disadvantaged groups.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_10 RestructuringDecarbonisationPlan**Name of the project / practice in EN:**

Restructuring and Decarbonisation Plan of Complexul Energetic Oltenia

Name of the project / practice in local language:

Plan de Restructurare și Decarbonare al Complexului Energetic Oltenia

Web of the project or outputs:<https://www.ceoltenia.ro/documente/Transparenta/Plan%20restructurare%20CEO.pdf>**Country:** Romania**Region / City:** Gorj County, Dolj County**Scope:**

☐	International
☒	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Complexul Energetic Oltenia S.A. – beneficiary and implementer; Romanian Government (Ministry of Energy); European Commission; Private investors and financial institutions

Period of the project:

Start:	Finish:	OR	Still ongoing
2021	2026		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
3.9 billion	EUR		☐

Description (max ½ A4 range):

The Restructuring and Decarbonisation Plan of Complexul Energetic Oltenia (CEO) is one of Romania's flagship initiatives for a just energy transition. CEO, historically the country's largest lignite producer and coal-based electricity generator, has faced structural financial and environmental challenges. The plan, approved by the European Commission in 2022, supports CEO's transformation into a diversified energy company aligned with EU decarbonisation goals.

The restructuring involves four key pillars: (1) financial stabilization through state aid and debt restructuring; (2) modernization of operations and closure of inefficient lignite units; (3) massive investments in renewables, including over 1.3 GW of solar parks and several natural gas-fired plants; (4) workforce transition, retraining and supporting thousands of employees affected by coal phase-out.

By 2026, CEO aims to reduce its CO₂ emissions by more than 40%, replace a large share of lignite capacity with renewable and gas-based capacity, and ensure long-term sustainability and competitiveness within Romania's energy mix.

Main outputs:

- Closure of several lignite-based units and mines in Gorj and Dolj counties,
- Commissioning of 1,300+ MW solar power capacity across former mining sites,
- Development of gas-fired high-efficiency cogeneration plants (approx. 1,300 MW),
- Reduction of CO₂ emissions by more than 40% by 2026,
- Stabilization of financial performance through restructuring and state aid,
- Employment measures, incl. retraining, social protection, and redeployment programs for thousands of workers.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Industrial restructuring

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Romanian energy sector stakeholders

Steel City Zen: Good practices**Id:** RO_11 InformalSchoolofIT**Name of the project / practice in EN:**

The Informal School of IT

Name of the project / practice in local language:

Școala informală de IT

Web of the project or outputs:<https://digital-skills-jobs.europa.eu/en/inspiration/good-practices/informal-school-it-romania>**Country:** Romania**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Privately organized by Educație Informală SA, operating as an association-based platform that brings in industry professionals as mentors

Period of the project:

Start:	Finish:	OR	Still ongoing
2013			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Informal School of IT is Romania's pioneering non-formal digital skills education platform, established in Cluj-Napoca in 2013 and since expanded to seven additional IT hubs—including Bucharest, Iași, Timișoara, Brașov, Craiova, Sibiu—and even into the Republic of Moldova. The initiative's hallmark is its inclusive ethos: it admits learners regardless of age, gender, educational background, or professional experience, as long as they speak Romanian. The school offers flexible evening and weekend sessions, hands-on learning, mentorship by industry professionals, and up-to-date curricula designed for real employability. During the pandemic, the program transitioned entirely online, increasing accessibility and reach.

Main outputs:

- Expanded to 7 major Romanian cities plus Moldova, creating a truly national footprint,
- Delivered inclusive, flexible, practical IT training (basic to advanced levels—web, mobile, software) to learners from diverse fields (HORECA, arts, theology, sociology, etc.),
- Implemented online delivery during COVID-19 to maintain engagement and widen access.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** RO_12 DualEducationSystem**Name of the project / practice in EN:**

Dual Education System

Name of the project / practice in local language:

Învățământ Profesional-Dual (at VET level) and Dual Higher Education (Dual învățământ superior)

Web of the project or outputs:<https://investromania.gov.ro/web/why-invest/education-skills/>**Country:** Romania**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Education and Research; Educational Institutions; Employers / Economic Operators; Regional Consortia

Period of the project:

Start:	Finish:	OR	Still ongoing
2023			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Romania's Dual Education System blends theoretical learning with practical, employer-led work experience. Originally implemented at vocational (VET) level, reforms in 2023 extended this model into higher education—including Bachelor (EQF 6), Master (EQF 7), and Doctorate (EQF 8) programs.

The system depends on regional dual learning consortia composed of schools, universities, employers, and local decision-makers. Starting with PNRR grants, ten integrated vocational campuses and consortia were piloted across regions through 2025.

Dual education fosters stronger school–employer linkages, workforce readiness, and smoother labor market transitions. Employers actively participate through in-kind contributions (e.g. equipment, mentor time), financial support (e.g. scholarships), and involvement in training evaluation.

The model has demonstrated growing traction: for example, dual VET enrollment in programs like CNC machinist, car mechanic, and seller-merchant rose significantly between 2017/18 and 2019/20.

Main outputs:

- Legal expansion of dual pathways to include upper secondary and all levels of higher education (Short-cycle, Bachelor, Master, Doctorate),
- Establishment of 10 regional consortia and vocational campuses through PNRR funding by end of 2025,
- Rapid increase in dual VET enrollment (e.g., car mechanic from 127 to 662 learners),
- Pilot dual higher education programs at leading universities with 18 bachelor tracks in 2024/25 and expansion planned for 2025/26.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: RO_13 Repatriot

Name of the project / practice in EN:

Repatriot – Grant Support and Strategic Reintegration of High-Tech Expatriates

Name of the project / practice in local language:

Repatriot – Programul de Granturi și Strategii de Reintegrare pentru Expatriați în Domeniul High-Tech

Web of the project or outputs:

https://diasporaforddevelopment.eu/wp-content/uploads/2023/11/Peer-Profile_Romania-v.5.pdf

<https://www.gov.ro/en/news/government-supports-romanians-working-abroad-to-come-back-home>

Country: Romania

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Foreign Affairs / Department for Romanians Abroad; Ministry of Research, Innovation and Digitalisation; Repatriot programme; High-tech firms and startup ecosystem

Period of the project:

Start:	Finish:	OR	Still ongoing
2022			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
100 000	EUR/business idea		☐

Description (max ½ A4 range):

Romania has witnessed a notable reversal in brain drain since 2022, with a surge of highly educated individuals in high-tech and energy sectors returning home—by 2023, returnees exceeded emigrants by 82,000. The government has launched the Repatriot program—offering substantial grants (up to €100,000) to diaspora members with viable business ideas to reinvest in high-tech sectors.

This effort is embedded within the broader National Strategy for Romanians Abroad 2023–2026, emphasizing repatriation facilitation, integration into national programs, and diaspora engagement. Accompanying government announcements further represent this as a coordinated effort to create welcoming conditions for returnees. The initiative aligns with Romania’s accelerating growth in sectors such as energy, defense, and digitalization—bolstered by foreign investment and expanding startup ecosystems as platforms for returnee reintegration.

Main outputs:

- Over 82,000 net returnees in 2023, many in high-tech and energy sectors,
- Launch and implementation of the **Repatriot** grant scheme (up to €100,000 per project),
- Reintegration of expert diaspora into strategic roles (e.g., ministerial, SMR leadership).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social return of talent & brain gain

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification): Diaspora professionals in high-tech, energy, research, and digital fields

Steel City Zen: Good practices**Id:** SK_01 DiTEdu**Name of the project / practice in EN:**

Digital Transformation of Education and Schools (DiTEdu)

Name of the project / practice in local language:

Digitálna transformácia vzdelávania a školy (DiTEdu)

Web of the project or outputs:<https://nivam.sk/np-ditedu/><https://www.minedu.sk/36870-sk/narodny-projekt-digitalna-transformacia-vzdelavania-a-skoly-sa-naplno-rozbieha/>**Country:** Slovakia**Region / City:** nationwide; Košice, Bratislava**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

NIVaM (National Institute for Education & Youth) – project lead; Pavol Jozef Šafárik University (UPJŠ) in Košice; Comenius University (UK) in Bratislava; MŠVVaŠ SR (Ministry of Education, Science, Research and Sport of the Slovak Republic)

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2028		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

DiTEdu aims to create a sustainable, long-term support system for digital transformation in Slovak schools, based on evidence (research conducted directly in schools) and data. The project includes establishing a National Center for Digital Transformation of Education (NCDTV) hosted by UPJŠ in Košice and CU in Bratislava, with participation of other universities, NIVaM, the Ministry, and practitioners. Key activities include development of methodological materials; training for school digital coordinators, teachers, and school principals; creating digital educational content; networking of schools; quality certification for digital schools; and popularization of best practices. There is also a plan for at least one hackathon for secondary school students, online and face-to-face support, and continuous professional development. The project is designed to align with Slovakia's "Programme for Informatization of Education until 2030" and other strategic documents such as the National Digital Skills Strategy.

Main outputs:

- Establishment of National Center for Digital Transformation of Education (NCDTV) with campuses in Bratislava and Košice,
- Development of support structures for schools: methodological materials, training programmes for digital coordinators, principals, teachers; networking and certification of digital schools,
- Support available to every school that applies; implementation according to research and data collected in schools,
- Increased capacity for digital teaching, including digital literacy and citizenship of students, and preparedness of future teachers in universities.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Digital transformation of education

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Students, teachers, schools

Steel City Zen: Good practices

Id: SK_02 DualEducationNationalProject

Name of the project / practice in EN:

National Project: Dual Education and Increasing the Attractiveness and Quality of Vocational Education and Training (VET)

Name of the project / practice in local language:

Národný projekt: Duálne vzdelávanie a zvýšenie atraktivity a kvality odborného vzdelávania a prípravy (OVP)

Web of the project or outputs:

<https://siov.sk/en/projekty/zrealizovane-projekty/narodny-projekt-dualne-vzdelavanie/>

Country: Slovakia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

ŠIOV (State Institute of Vocational Education); Ministry of Education, Science, Research and Sport of the Slovak Republic (MŠVVaŠ SR)

Period of the project:

Start:	Finish:	OR	Still ongoing
2016			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
31 711 257	EUR		☐

Description (max ½ A4 range):

The dual education system is unique in that it creates a partnership relationship between employer and student, which is defined in the form of an apprenticeship contract that regulates the rights and obligations of the parties in relation to the student's practical training. Another important aspect of the dual education system is the relationship between the employer and the school, concluded on a contractual basis in the form of a dual education contract, which regulates in particular the scope, conditions and coordination of the pupil's vocational training with the apprenticeship contract, i.e. the coordination of the pupil's theoretical and practical training. The employer is responsible for the entire practical training and bears all the costs associated with its implementation. The main objective of the national project was the widespread implementation of the dual education system in all appropriate teaching and study fields, deepening the link between employer - secondary school - student within the dual education system, creating a unified information environment for the dual education system and the computerization of implementation processes, increasing the attractiveness and quality of VET and preparing instructors, masters and teachers to perform the above tasks. The primary criterion for the selection of secondary vocational schools is the selection of schools entering the dual education system. The selection of newly created or upgraded apprenticeship courses is subject to the involvement of the course or apprenticeship in the dual education system.

Main outputs:

- Implementation of dual education in all suitable fields across many regions of Slovakia,
- Updated state curricula & sample vocational/trade programmes in accordance with employer requirements,
- Training and preparation of instructors, teachers, and masters for dual education roles,
- Unified information environment and some electronic tools for managing dual education,
- Financial contributions to employers per student involved in dual education, with different rates depending on employer size.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Students in secondary vocational/trade schools

Steel City Zen: Good practices

Id: SK_03 EDIH-CASSOVIUM

Name of the project / practice in EN:

EDIH Cassovium – Regional Digital Innovation Hub for Eastern Slovakia

Name of the project / practice in local language:

EDIH CASSOVIUM – Regionálny Európsky Digitálny Inovačný Hub pre Východné Slovensko

Web of the project or outputs:

<https://edihcassovium.sk/o-nas/>

Country: Slovakia

Region / City: Eastern Slovakia (Košice)

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Technical University of Košice (TUKE); Pavol Jozef Šafárik University in Košice (UPJŠ); Košice IT Valley – regional ICT cluster partner

Period of the project:

Start:	Finish:	OR	Still ongoing
2024			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
31 711 257	EUR		☐

Description (max ½ A4 range):

EDIH Cassovium is a regional European Digital Innovation Hub situated in Eastern Slovakia (Košice & Prešov regions). Its mission is to reinforce the adoption of critical digital technologies and promote green-digital transformation in both industrial and public sector ecosystems. The hub offers a one-stop-shop of services: consulting, training, access to innovation / R&D capacities, prototyping, robotics, IoT, cybersecurity, AI/ML, automation and energy efficiency solutions. The hub serves SMEs (which form over 95% of companies in the region) and public sector organisations, and aims to make advanced technologies accessible in “less developed region” context. Free services for SMEs and public organizations are part of its offer. It also includes offices for service management (e.g. at UPJŠ), tools for matching organizations with appropriate services, monitoring digital maturity, and helping organizations access funding and deploy digital transformation solutions.

Main outputs:

- Built out a catalogue of 200+ services available to SMEs and public organizations in Eastern Slovakia,
- Support provided to 100+ companies (at least “helped over a hundred companies”) to start their digital transformation journey,
- Establishment of an office and local contact point at UPJŠ in Košice for service coordination,
- Diverse technological domains: AI/ML, robotics, cybersecurity, automation, IoT, energy-saving solutions, smart processes, etc,
- Emphasis on making services free for SMEs & public institutions and ensuring flexibility / tailoring to organisational needs.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Digital and technological hub

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Organizations seeking access to innovation / robotics / AI / cybersecurity etc.

Steel City Zen: Good practices**Id:** SK_04 DualAcademy**Name of the project / practice in EN:**

Dual Academy (Vocational & Lifelong Education Institution)

Name of the project / practice in local language:

Duálna Akadémia

Web of the project or outputs:<https://dualnaakademia.sk/>**Country:** Slovakia**Region / City:** Bratislava Region**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Employers in the automotive and electrical sector: e.g. Volkswagen Slovakia, Forvia-Faurecia, Škoda Auto Slovakia, Slovnaft, ZSE, Daikin; Bratislava Self-Governing Region; Duálna akadémia z.z.p.o.

Period of the project:

Start:	Finish:	OR	Still ongoing
2016			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Dual Academy is a private-vocational educational institution in Bratislava, Slovakia, which integrates secondary vocational dual education (students split time between school and on-the-job training with employer partners) with professional continuing education for adults. Founded in 2016, the institution prepares students especially for industrial careers in automotive, robotics, automation, electrical engineering, with strong emphasis on modern technologies, digitalization, and adapting to labour-market trends. It operates an Industry Training Center certified for practical training, maintains modern equipped workshops/labs, and collaborates closely with employers like Volkswagen, Forvia, Škoda, Slovnaft, ZSE, Daikin for hands-on training and potential employment after graduation. The dual system is approximately 70% practice / 30% theory for students. Courses for adults include robotics, automation, etc. The school participates in Erasmus+ youth exchanges, KA1 mobilities, small scale partnerships, and provides benefits (scholarships/stipends) in higher years. It also aims to break gender stereotypes (increasing participation of girls) in technical fields.

Main outputs:

- Graduates prepared with dual-education model, with strong practical skills in automotive & industry sectors,
- Adult professional courses in emerging technical fields: automation, robotics, digitalization,
- Modern labs and workshops for practical hands-on learning,
- Partnerships with major employers for student internships/practice and potential job placement,
- Erasmus+ exchange programs and professional development opportunities for students and staff.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Dual / Work-based Education

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Secondary school students pursuing technical / industrial vocations

Steel City Zen: Good practices**Id:** SK_05 AjTyvIT**Name of the project / practice in EN:**

Aj Ty v IT ("You Too in IT")

Name of the project / practice in local language:

Aj Ty v IT

Web of the project or outputs:<https://ajtyvit.sk/o-nas/>**Country:** Slovakia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Accenture; AT&T, EU (ESF); eset; Eurowag, Faculty of Informatics and Information Technologies STU in Bratislava; Lenovo, Ministry of education, research, development and youth, Orange, Sygic, T-Mobile, UniCredit Bank, Zurich Foundation, etc.

Period of the project:

Start:	Finish:	OR	Still ongoing
2012			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Aj Ty v IT is a Slovak nonprofit organisation, established in 2012, whose mission is to motivate and support girls and women to enter and thrive in the IT sector. Its motto “Technology has no gender” reflects its goal to remove barriers and challenge stereotypes that limit women’s participation in tech. The organisation operates at several levels: (1) **Education & Skills Development**: running workshops, academies, and courses for girls in primary and secondary schools, adult women, and teachers; (2) **Motivation & Awareness**: sharing role models, stories, conferences (e.g. Women in Tech), recognizing and awarding achievements of women in tech; (3) **Community Building**: creating supportive networks for women interested in IT, engaging volunteers, building alliances with industry partners, schools, and universities.

To date, the organisation has reached over 55,300 girls, women, and teachers across Slovakia via workshops, academies, and courses. It has helped increase female participation in IT studies.

Main outputs:

- Large number of participants reached: over 55,300 girls, women, and teachers,
- Regular workshops and academies (for different age groups) to build digital skills and awareness,
- Community recognition and awards for impact in gender equality and inclusion in IT (SDG Awards, etc.),
- Increase in female representation in IT fields (studies show rise from around 7-8 % to aprox. 13 % for women in IT studies).

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☒	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☒	Others (short specification): Gender equality and digital skills for women

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Girls and women who seek fo digital and IT skilil improvement

Steel City Zen: Good practices

Id: **SK_06** ChipsLaboratories

Name of the project / practice in EN:

Slovak Laboratories for Chips (SK Chips)

Name of the project / practice in local language:

Slovenské laboratóriá pre čipy (SK Chips)

Web of the project or outputs:https://eurofondy.gov.sk/wp-content/uploads/2025/08/BOD-3_Zamer-NP_SK-Chips_final.pdf**Country:** Slovakia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Education, Research, Development and Youth of the Slovak Republic (MŠVVaŠ SR); Slovak Chips Centre ("SK Chips") – non-profit established by state, university, academy, industry; Slovak University of Technology in Bratislava; Slovak Academy of Sciences; Association of Electrotechnical Industry of Slovakia; Ministry of Economy SR

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2030		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
22 499 960	EUR		☐

Description (max ½ A4 range):

The SK Chips project aims to build a high-performance, shared infrastructure for semiconductor research and innovation in Slovakia. It will establish "laboratories for chips" accessible to universities, research institutes, and private companies (especially SMEs) for activities from pilot production,

material testing (substrates such as ceramic, organic, glass), packaging technologies, chiplet modules, etc. The project includes educational components: doctoral programs, technology transfer, IP management, incentives for data sharing, collaboration between academia and industry, and transparent rules for infrastructure access consistent with state aid regulation. Through such efforts, Slovakia seeks to strengthen its semiconductor ecosystem, increase participation in EU semiconductor initiatives, support industrial competitiveness (especially in automotive, electromobility, power electronics) and retain talent and skills in the domestic R&D sector.

Main outputs:

- A system for sharing research infrastructure between research institutions and industry with transparent, non-discriminatory access,
- Pilot-scale R&D lines for advanced materials, packaging, chiplet modules etc,
- Strengthened human capital via doctoral study programs, training in IP, commercialization, technology transfer,
- Governance framework ensuring compliance with State Aid rules and alignment with national and EU semiconductor policies,
- Increased integration of Slovak entities in European semiconductor consortia, and improved competitiveness of local SMEs in chip-back-end and power semiconductor value chains.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☒	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: SLO_01 P2StartupIncentive

Name of the project / practice in EN:

P2 Startup Incentive – Grant for Innovative Start-ups

Name of the project / practice in local language:

Spodbude P2 Slovenskega podjetniškega sklada za zagon inovativnih podjetij

Web of the project or outputs:

<https://www.podjetniskisklad.si/na-voljo-spodbuda-p2-slovenskega-podjetniskega-sklada-za-zagon-mladih-inovativnih-podjetij/>

Country: Slovenia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Slovene Enterprise Fund (SEF) – implementing body providing financing and support; Ministry of Economy, Tourism and Sport – funding authority in 2025 call; Start:up Slovenia – ecosystem partner providing pre-selection, mentoring, bootcamps, and promotion

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2027		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
72 000	EUR per enterprise		☐

Description (max ½ A4 range):

P2 Startup Incentive is a government-supported startup grant by the Slovene Enterprise Fund aimed at fostering the launch of highly innovative, market-oriented enterprises. Tailored for young micro or small companies (registered between January 2024 and February 2025), the program supports development of MVPs and market entry strategies. Grant funding (up to EUR 72,000) is provided in three performance-based tranches over two to three years. The program emphasizes alignment with sustainable innovation—such as circular economy and climate-neutral technologies—linked to

Slovenia's smart specialization strategy (S5). Complementing financial support, P2 participants are offered start-up trainings, mentoring, and ecosystem networking through Start:up Slovenia, enhancing both business skills and visibility.

Main outputs:

- Funding for up to 30 innovative startups in 2025, selected across East and West regions of Slovenia.,
- Milestone-based support: three tranches conditional on achieving development targets such as MVP, commercialization steps, and team operations,
- Start-up training programs (e.g., Business Model Canvas, pitch techniques) delivered across multiple Slovenian cities to prepare applicants. Participation adds points in evaluation,
- Mentorship requirement: post-contract mentoring contract must be signed by July 31, 2025, enabling tailored business support.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Innovation / Technology commercialization support

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: **SLO_02** Competent-Slovenia-2025-Slovenia

Name of the project / practice in EN:

Competent Slovenia – Improving Access to Adult Education

Name of the project / practice in local language:

Competent Slovenia

Web of the project or outputs:

<https://www.gov.si/en/news/2025-07-02-eu-funding-for-the-competent-slovenia-project-to-improve-access-to-adult-education/>

Country: Slovenia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia – implementing body; Ministry of Cohesion and Regional Development – approving EU funding partner

Period of the project:

Start:	Finish:	OR	Still ongoing
2025			☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
10 mil	EUR		☐

Description (max ½ A4 range):

Competent Slovenia is a national initiative launched by the Ministry of Cohesion and Regional Development and implemented by the Public Scholarship, Development, Disability and Maintenance Fund. With ESF+ support of approximately €7 million (total EU funding up to €10 million), the project delivers free non-formal education and training to adult learners across Slovenia. Its objective is to strengthen knowledge, skills, and competences that align with the rapid evolution of the labor market—especially supporting the digital and green transition. By targeting various adult demographics—including the employed, self-employed, unemployed, job seekers, and especially vulnerable groups (such as individuals over 45, the less educated, and migrants)—the project aims to increase lifelong learning participation, reduce skill mismatches, and improve active integration into society and the workforce.

Main outputs:

- Provision of free education and training opportunities for adults,
- Inclusive access to lifelong learning, particularly for vulnerable populations,
- Support for digital and green skill development across Slovenia.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Social innovation & inclusion

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** SLO_03 NefiksYouthCompetencePortal**Name of the project / practice in EN:**

Nefiks – System for Recognition and Recording of Non-Formal Competences

Name of the project / practice in local language:

Nefiks – sistem za beleženje in priznavanje neformalno pridobljenega znanja

Web of the project or outputs:<https://nefiks.si/article?path=/aboutnefiks>**Country:** Slovenia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Originally conceived by Youth Guild Association (Društvo Mladinski Ceh) in collaboration with the Office of the Republic of Slovenia for Youth (youth ministry body); Now implemented under the Nefiks Institute; Recognized and endorsed by the University of Ljubljana, and influential abroad (the Flemish Oskar system based partly on Nefiks)

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☐	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☒	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Nefiks is Slovenia's leading system for recording and validating non-formal learning and competences among young people. Born in the late 1990s as a physical portfolio (booklet) modeled on Finland's recreational logbook, it was transitioned into the digital e-Nefiks platform in 2008, offering a free, accessible way for youth to collect verified experiences such as volunteering, non-formal education, overseas experiences, employer recommendations, and more, all mapped against EU frameworks like Europass and Youthpass . Through structured entries including activity description, duration, competence categorization, mentor confirmation, and self-assessment, Nefiks supports self-awareness, career planning, and recognition of non-formal competences for employability and social inclusion. Today it is managed by the Nefiks Institute (Zavod Nefiks), which also provides youth job-seekers' workshops, operates the Career Youth Center Vič, and manages the youth career network KROJ – promoting career development, NGO support, and youth empowerment in Slovenia.

Main outputs:

- Fully operational digital competence portfolio (e-Nefiks), alongside traditional booklet format,
- Structured system aligned with **EU competence frameworks**, allowing for Europass CV export and recognized validation of youth competences,
- Enhanced **employability for youth**, especially those "left behind," through competence visibility and career support,
- Associated youth empowerment projects including "Colleagues" for young women, Career Youth Center Vič, KROJ network, and volunteer workshops

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☒	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: SLO_04 YouthandEntrepreneurship

Name of the project / practice in EN:

Youth and Entrepreneurship Programme

Name of the project / practice in local language:

Mladi in podjetništvo

Web of the project or outputs:

<https://www.podjetniski-portal.si/mladi-in-podjetnistvo>

Country: Slovenia

Region / City: nationwide

Scope:

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

SPIRIT Slovenia, Public Agency – main implementer of the Youth and Entrepreneurship programme; Ministry of Economy, Tourism and Sport, co-funder of activities; Supporting institutions at national, regional, and local levels — providing mentorship and additional resources

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Youth and Entrepreneurship programme by SPIRIT Slovenia aims to instil creativity, innovativeness, and entrepreneurial mindsets in primary and secondary school learners. It operates through multimodal interventions: training for educators, financial incentives for schools to conduct entrepreneurial activities, mentorship and support for student-led business ideas, and collaboration with regional entrepreneurial support entities. Schools are invited to apply for annual public calls (e.g., JP MLADI 2025/2026), which fund activities engaging at least 5,000 young people in developing core competencies — such as creativity, initiative, responsibility, and risk-taking — while fostering connections with the business world and raising entrepreneurial awareness across society.

Main outputs:

- Educator training in entrepreneurship education and related competencies,
- Financial incentives for schools to conduct creative and entrepreneurial activities with youth,
- Mentorship and institutional backing for business idea development in schools,
- Co-organization of the POPRI competition for youth entrepreneurship ideas,
- Practical activities such as creative two-hour challenges for students to develop innovation skills.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Elementary and secondary school students and their teachers

Steel City Zen: Good practices**Id:** SLO_05 GreenPortfolio**Name of the project / practice in EN:**

Green Portfolio – Hands-On Bilingual Sustainability Education for Kindergartens

Name of the project / practice in local language:

Green Portfolio – Dvojezično praktično izobraževanje o trajnosti v vrtcih

Web of the project or outputs:<https://www.step-institute.org/green-portfolio-hands-on-bilingual-sustainability-education-for-kindergartens/>**Country:** Slovenia**Region / City:** nationwide with partner countries**Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

STEP Institute – lead implementer and coordinator for Erasmus+ Incubator participation and international dissemination; Partner organizations in Spain and Germany – co-creating and piloting bilingual sustainability workshops; Erasmus+ Incubator in Slovenia – hosting capacity-building support for project partners

Period of the project:

Start:	Finish:	OR	Still ongoing
2025	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Green Portfolio project, spanning from January 2025 to June 2026, offers a bilingual, hands-on approach to sustainability education for preschoolers. Initiated by the STEP Institute under Erasmus+ funding, the project centers on co-creating ten bilingual sustainability workshops involving crafts, nature, and interactive activities. These workshops are piloted with approximately 75 children in two countries. Children engage internationally via video calls, comparing environmental themes and societal contexts. STEP Institute leads international dissemination and participates in an Erasmus+ Incubator course to build capacity. The project aims to foster green skills in both educators and children, producing multilingual learning materials (in German, Spanish, Catalan, and English) and portfolios of children's learning outcomes.

Main outputs:

- Ten bilingual (German-Spanish-Catalan, plus English version) sustainability workshop modules,
- Children's portfolios documenting their participation and international video-call learning,
- Enhanced green skills education among approximately 75 children and 400 kindergarten educators across pilot countries,
- Strengthened international competence for implementing organizations via Erasmus+ Incubator engagement.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): Preschool children aged aprox. 4–6

Steel City Zen: Good practices**Id:** SLO_06 PrincipalsGrowthNetwork**Name of the project / practice in EN:**

Principals' Growth Network (PGN): Fostering Leadership for Growth Mindsets

Name of the project / practice in local language:

Principals' Growth Network (PGN): Fostering Leadership for Growth Mindsets

Web of the project or outputs:<https://www.step-institute.org/principals-growth-network-pgn-fostering-leadership-for-growth-mindsets/>**Country:** Slovenia**Region / City:** nationwide with partner countries**Scope:**

☒	International
☐	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

STEP Institute – lead implementer and organizer of online peer learning workshops; School principals and educational leaders from multiple European countries (invited to participate in network and events); Collaborations expected via Erasmus+, eTwinning, and informal exchanges as part of network activities

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

The Principals' Growth Network (PGN) is an Erasmus+-funded initiative (October 2024–March 2026), led by the STEP Institute, aimed at elevating school leadership across Europe by cultivating growth-mindset-oriented leadership practices. The project empowers educational leaders through strategic collaboration, peer learning, and capacity-building events. Core objectives include strengthening leadership capacities to instill growth mindset cultures in schools and fostering European-level professional exchange among principals. The project features a structured principals' network, online peer learning workshops, and an in-person leadership event in Spain. Outputs include a network platform for ongoing communication and collaboration, learning materials, case studies, and enhanced leadership competencies across participating schools.

Main outputs:

- A structured European network of school leaders with a platform for ongoing communication, resource sharing, and collaboration,
- Three professional development events: one onsite in Spain and two delivered online,
- PGN event outputs including learning materials, resources, and case studies,
- Project targets include engaging 100 principals, initiating 10+ collaborative efforts (e.g., Erasmus+, eTwinning, informal exchanges), involving 60 principals from over 10 countries in online workshops, and hosting 10 principals in the onsite event in Spain.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Network creation / Community of practice

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): School principals and educational leaders across Europe

Steel City Zen: Good practices

Id: SRB_01 GIZ-GreenSkills

Name of the project / practice in EN:

Teaching Skills for Green Transformation

Name of the project / practice in local language:

Veštine za Zelenu Transformaciju

Web of the project or outputs:<https://nemackasaradnja.rs/projects/vestine-za-zelenu-transformaciju/><https://www.giz.de/en/projects/vocational-education>**Country:** Serbia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

German Federal Ministry for Economic Cooperation and Development (Germany, BMZ) – commissioning agency; Ministry of Education, Science and Technological Development (Serbia, MoESTD)

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2026		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
24.8 mil	EUR		☐

Description (max ½ A4 range):

This GIZ initiative (Germany) empowers Serbia's vocational education and training (VET) system to align with the country's green and digital transformation needs. Coordinated with key national bodies

and the Serbian Chamber of Commerce, it raises stakeholder awareness, builds institutional and teacher capacity, and enriches curricula with green skills—such as environmentally responsible welding techniques. This five-pronged approach (awareness campaigns, capacity development, curriculum reform, development of new green programs, and integration with the German-Serbian Sustainable Growth and Employment initiative) ensures young people gain practical green competencies while supporting Serbia’s economy to transition sustainably and competitively.

Main outputs:

- 1 Awareness-raising campaigns targeting MoESTD, dual education offices, schools, and companies,
- Institutional and HR capacity building for green-aligned vocational education,
- Updated VET curricula with added green-skill components (e.g., eco-friendly welding),
- Development of brand-new green training programs,
- Coordination under the German-Serbian Initiative for Sustainable Growth and Employment.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Sustainable & Inclusive Economic Development

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** **SRB_02** E2E-EducationtoEmployment**Name of the project / practice in EN:**E²E – From Education to Employment**Name of the project / practice in local language:**

Znanjem do posla

Web of the project or outputs:<https://znanjemdoposla.rs/en/mission-and-vision/>**Country:** Serbia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Swiss Agency for Development and Cooperation (SDC) – funder; Government of Serbia; NIRAS-IP Consult

Period of the project:

Start:	Finish:	OR	Still ongoing
2015	2028		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
14.3 mil	EUR		☐

Description (max ½ A4 range):

E²E (Education to Employment) is Serbia's flagship youth employment programme—a long-term partnership between the Swiss and Serbian governments. Launched in 2015, it spans three phases with the latest running through 2028. Managed by NIRAS-IP Consult and SIPRU, the initiative unites public agencies, civil society, and private employers to build JOB INFO Centres across Serbian municipalities. It offers targeted career guidance, on-the-job training, and inclusive support for diverse groups—including NEETs, rural youth, Roma, persons with disabilities, and those with institutional backgrounds. Phase III focuses on scaling services like work-based learning, expanding employment support, strengthening training advisories, and embedding policy reforms. Early outcomes are strong: over 1,000 trained, ~60% employment rates post-training, and rising uptake of career guidance services.

Main outputs:

- 1,060+ youth completed on-the-job training; 350+ hard-to-place youth supported; over 60% employed afterward (Phase I),
- 19 innovative employability models piloted, engaging approx. 400 youth,
- JOB INFO Centres established in multiple cities, scaling career guidance and placement services,
- Phase III aims to reach 35,000 youth with career guidance, assist at least 30 companies, and integrate services into broader employment policy frameworks,
- Regional cooperation agreements (e.g., Kraljevo) finance local implementation and doubled employer participation.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☒	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** **SRB_03** CDT-DigitalTransformation**Name of the project / practice in EN:**

Center for Digital Transformation (CDT)

Name of the project / practice in local language:

Centar za digitalnu transformaciju (CDT)

Web of the project or outputs:<https://cdt.org.rs/en>**Country:** Serbia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Chamber of Commerce and Industry of Serbia – CDT operates as its subsidiary; Ministry of Economy; Austrian Standards – authorized CDT as a certification center (ISO/IEC 17024 for AI competencies)

Period of the project:

Start:	Finish:	OR	Still ongoing
2019			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
14.3 mil	EUR		☐

Description (max ½ A4 range):

The Center for Digital Transformation (CDT), established in 2019 under the auspices of the Chamber of Commerce and Industry of Serbia, is the national hub for promoting business digitization. With 68 certified digital transformation consultants and 5 AI specialists, CDT has supported over 4,500 companies through more than 800 digital transformation projects and 30 AI implementations, spanning 23 industries across 92 cities. Revenue generated by participating businesses totals approximately €272 million, supporting more than 3,600 jobs. Beyond support services, CDT operates a Training Center offering certification-aligned programs in AI, data protection, sustainability, circular economy, and compliance—with ISO/IEC 17024—certified credentials conferred in partnership with Austrian Standards. Supported by policies of the Ministry of Economy, CDT plays a strategic role in aligning Serbian industry with the demands of the Fourth Industrial Revolution.

Main outputs:

- 4,500+ companies supported in digital transformation,
- 800+ technology implementations and 30 AI projects completed,
- Certified Training Center, delivering internationally accredited programs (AI Manager, Compliance, Sustainability, etc.),
- ISO/IEC 17024 certification authority via cooperation with Austrian Standard.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** **SRB_04** YouthGuaranteeSerbia**Name of the project / practice in EN:**

Youth Guarantee Implementation Plan 2023–2026

Name of the project / practice in local language:

Garancija za mlade – Plan implementacije 2023–2026

Web of the project or outputs:

<https://nsz.gov.rs/filemanager/Files/Dokumenta/Garancija%20za%20mlade/Youth%20GuaraGuar%20Implementacion%20Plan%202023-2026.pdf>

Country: Serbia**Region / City:** Niš, Kruševac, Sremska Mitrovica (pilot phase), nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Labour, Employment, Veteran and Social Affairs (MoLEVSA); National Employment Service (NES) – Main implementing partner providing services and monitoring; Ministry of Education

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2026		☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

Serbia's Youth Guarantee Implementation Plan 2023–2026 commits to ensuring all young people under 30 receive a quality job, education, or training offer within four months of unemployment or education completion. The plan, embedded in Serbia's Economic and Employment Strategy, is aligned with EU policy and implemented through four phases—mapping, outreach, preparation, and offers—with cross-cutting enablers like career guidance and reforms. Piloting begins in 2024 in three NES branches, leveraging institutional coordination (MoLEVSA, NES, Ministry of Education), outreach via youth offices and CSOs, and ALMP infrastructure. The plan integrates internal capacity-building, legal reforms, and monitoring to progressively scale and nationalize the Youth Guarantee post-2026.

Main outputs:

- Official Implementation Plan (2023–2026) adopted and published,
- Established Coordination Body and Expert Group, with clear institutional mandates,
- Launch of piloting in 2024 with outreach and services in 3 NES branches (Niš, Kruševac, Sremska Mitrovica),
- Career Guidance Counseling (CGC) system development and outreach models via CSOs and youth offices.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☒	Others (short specification): NEET youth up to age 30

Steel City Zen: Good practices**Id:** **SRB_05** SupportLifelongLearning**Name of the project / practice in EN:**

Increased Offer and Diversification of Accredited Trainings in the Field of Non-formal Education and Providers of Adult Education Trainings

Name of the project / practice in local language:

Povećana ponuda i diverzifikacija akreditovanih obuka u oblasti neformalnog obrazovanja i pružaoa obrazovanja za odrasle

Web of the project or outputs:<https://noks.dualnok.gov.rs/en/article/113/eu-support-for-lifelong-learning-in-serbia>**Country:** Serbia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

Ministry of Education

Period of the project:

Start:	Finish:	OR	Still ongoing
2023	2026		☒

Source of funding:

☒	EU co-funding
☐	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

This EU-funded initiative (2023–2026) supports Serbia’s education reform by expanding and diversifying accredited non-formal training offers. The project seeks to close the gap between workforce demand and education supply by strengthening quality assurance frameworks, enabling providers to meet standards, and building institutional and human capacities. It promotes social partnerships, visibility of lifelong learning pathways, pilot programs for adult education and recognition of prior learning, and delivers policy recommendations for system improvement. The project aligns with Serbia’s Education Strategy 2030, which places lifelong learning at its core, promoting a learning culture across all levels of education, enabling recognition of informal learning, and improving access and flexibility.

Main outputs:

- Enhanced national quality assurance in non-formal adult education,
- Support for providers to deliver education aligned with quality standards,
- Capacity-building for institutions and personnel engaged in adult education,
- Strengthened social partnerships and visibility of learning pathways,
- Pilots: adult education programs, recognition of prior learning initiatives, and evidence-informed recommendations for system optimization

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): Inclusion through lifelong learning

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☐	Companies
☒	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id:** **SRB_06** EmployerDemandedTraining**Name of the project / practice in EN:**

Employer-Demanded Training

Name of the project / practice in local language:

Obuke na zahtev poslodavca

Web of the project or outputs:https://www.nsz.gov.rs/live/trazite-posao/edukacija/obuke_na_zahtev_poslodavca.cid43275**Country:** Serbia**Region / City:** nationwide**Scope:**

☐	International
☒	Nation wide
☐	Regional / local only
☐	Unclear

Partners of the project:

National Employment Service (NSZ)

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☐	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
220 000	RSD/trainee		☐

Description (max ½ A4 range):

The NSZ's Employer-Demanded Training initiative enables employers to request customized training for unemployed individuals when NSZ has no candidates with the required skills. Training can last up to 960 hours, per legislative or regulatory standards, including special accommodations for persons with disabilities. NSZ provides partial financing to employers (up to 220,000 RSD per trainee), disbursed in installments contingent on training progress and employment outcomes. Trainees receive stipends (e.g., 16,000 RSD/month), transport allowances, and social insurance contributions; persons with disabilities receive higher support aligned with legal standards. Employers must be fully private (or state-majority among rehabilitation entities), meet technical, spatial, staffing criteria, and ensure trainers with at least 12 months relevant experience. The initiative aims to bridge skills gaps in the labour market by aligning employer needs with state-funded training support.

Main outputs:

- Custom trainings up to 960 hours per trainee, depending on job complexity,
- NSZ funding support per trainee (up to 220,000 RSD; specific calls may limit to 120,000 RSD),
- Trainee benefits: monthly stipend, transport coverage, and social protection contributions; enhanced support for persons with disabilities,
- Employment retention obligation: minimum 50% of trained individuals must be employed for at least six months.

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☒	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☒	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices

Id: SWE_01

Name of the project / practice in EN:

Malmö Cleantech City

Name of the project / practice in local language:

Malmö Cleantech City

Web of the project or outputs:

<https://winway.se/partners/malmo-cleantech-city/>

Country: Sweden

Region / City: Malmö

Scope:

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

City of Malmö, energy partners (E.ON, VA SYD), research partners, local firms...

Period of the project:

Start:	Finish:	OR	Still ongoing
			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

„The project consists of two subprojects that provide companies with marketing assistance, a physical meeting place with a cleantech exhibition and many new business opportunities: the network meetings and the testbed. We arrange social, educational and match-making (business to business) events with a cleantech focus and co-ordinate the agencies within the municipality organization which are more technological oriented to provide testbed for innovative cleantech to help the companies continue developing their products. Malmö Cleantech City works as an arena for cleantech entrepreneurs and a link between the trade and industry, the municipality and the academia.“

Hyllie and the Cleantech City initiative serve as test beds for energy solutions (ectogrid, renewable sources), smart infrastructure, and sustainable development, **with the aim of attracting companies, creating green jobs, and transforming local industry to a low-carbon model.**

Main outputs:

Implementation of integrated energy solutions (ectogrid), pilot projects in the areas of mobility and infrastructure, **new projects and contracts for local companies, increased employment in cleantech**

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☒	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☐	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: SWE_02****Name of the project / practice in EN:**

Kista Science City

Name of the project / practice in local language:

Kista Science City

Web of the project or outputs:<https://kista.com/>**Country:** Sweden**Region / City:** Stockholm**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

Companies (telecom, ICT), KTH, Stockholm city actors, incubators/accelerators...

Period of the project:

Start:	Finish:	OR	Still ongoing
1990			☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☒	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
			☒

Description (max ½ A4 range):

„Welcome to Europe’s leading tech hub. Kista Science City offers opportunities for unique collaborations between business, the public sector, and academia. We’re a community, meeting place, and testbed for new ideas and products, working together for the next generation of purposeful tech and business.“

Kista Science City AB is a subsidiary to the Electrum foundation. Through community activities, programs and projects we work to strengthen the tech community, support business and attract talents to the area, and the Stockholm region.

Kista functions as a "science city" – a cluster of technology companies and research institutions. It provides a test bed, incubation, and connections between companies, universities, and customer pilots; the goal **is to maintain and create technical jobs and attract investment**.

Main outputs:

creation and support of technology companies, matchmaking events, infrastructure and testing projects, **key ICT jobs in the region**

Main characteristic (multiple choice):

☒	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☒	Others (short specification): innovation district/testbed

Target groups: (multiple choice):

☐	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☒	Graduates
☒	Companies
☐	Training / Education providers
☒	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):

Steel City Zen: Good practices**Id: SWE_03****Name of the project / practice in EN:**

Digital competence development, City of Stockholm

Name of the project / practice in local language:

Digital competence development, City of Stockholm

Web of the project or outputs:<https://www.ai.se/en/project/digital-competence-development-city-stockholm><https://kohesio.eu/en/projects/Q7362277>**Country:** Sweden**Region / City:** Stockholm**Scope:**

☐	International
☐	Nation wide
☒	Regional / local only
☐	Unclear

Partners of the project:

The City of Stockholm, Sigtuna municipality and AI Sweden...

Period of the project:

Start:	Finish:	OR	Still ongoing
2024	2027		☒

Source of funding:

☒	EU co-funding
☒	National / Regional public co-funding
☐	Private funding
☐	Not identified

Budget:

Amount	Currency	OR	Not identified
3 665 722	EUR		☐

Description (max ½ A4 range):

Digital development is accelerating and becoming more and more difficult to predict. The transformative power of digitalisation is transformative and affects all areas, sectors and activities of society. The labour market and the business sector are changing as existing skills requirements and roles change and new roles emerge. Continuous skills development for professionals is thus a necessity in order to be attractive on the labour market in an increasingly digitalised society and a prerequisite for driving business development using digital technologies. At the same time, citizens' demands and expectations for the digital services and the services that the public sector delivers are increasing - this also means increased demands on businesses and employees to be able to meet citizens in a good way. Through this project, the City of Stockholm together with the Municipality of Sigtuna will offer the following actions to meet the challenge described above: - **Basic level skills development to raise the lowest level and reduce the gap between people with low and high digital skills** - **Strengthen leadership by offering leadership training in digital transformation** - **AI skills development for managers and key people** - **Develop effective and efficient services using AI.** Employees are the most important component of an organization's digital transformation, which is why it is important to strengthen and develop employees' digital maturity in step with their organizational development. This is partly to fulfil the welfare mission and partly to be an attractive employer.

Main outputs:

The project aims to offer basic training to enhance digital skills and reduce the competence gap. It will also strengthen leadership through education in digital transformation and provide AI training for managers and key personnel.

By developing effective services with AI, employees' digital maturity is strengthened. This is crucial to meeting citizens' increasing demands and being an attractive employer.

Main characteristic (multiple choice):

☐	Capacity / Partnership building
☐	Strategy development
☐	Financial scheme
☐	Consultancy / Advisory / Assistance provision to target groups
☒	Training / Education / New skills provision to target groups
☐	Education curricula amendments or New training materials
☐	Online platform
☐	Others (short specification):

Target groups: (multiple choice):

☒	Employees (facing redundancy, need for new skill, etc.)
☐	Unemployed
☐	Graduates
☒	Companies
☐	Training / Education providers
☐	Public sector (responsible for strategy development, education etc.)
☐	Others (short specification):