

International Conference
« Strengthening Social Dialogue in the TCLSector for a more competitive Europe »
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**Looking for the right skills
for today and tomorrow :**

The EU Textile Clothing Leather & Footwear Skills Council



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- **Evolution** of the supply, employment and skills needs including foresight and forecast
- Training as a strategic tool
- Competencies for production functions are central
- Business strategies prevail
- Basic competencies in the spotlight
- Innovation and sustainability pull on
- Sectors seeking new place in the economy

Training Issues in the TCL Industry:

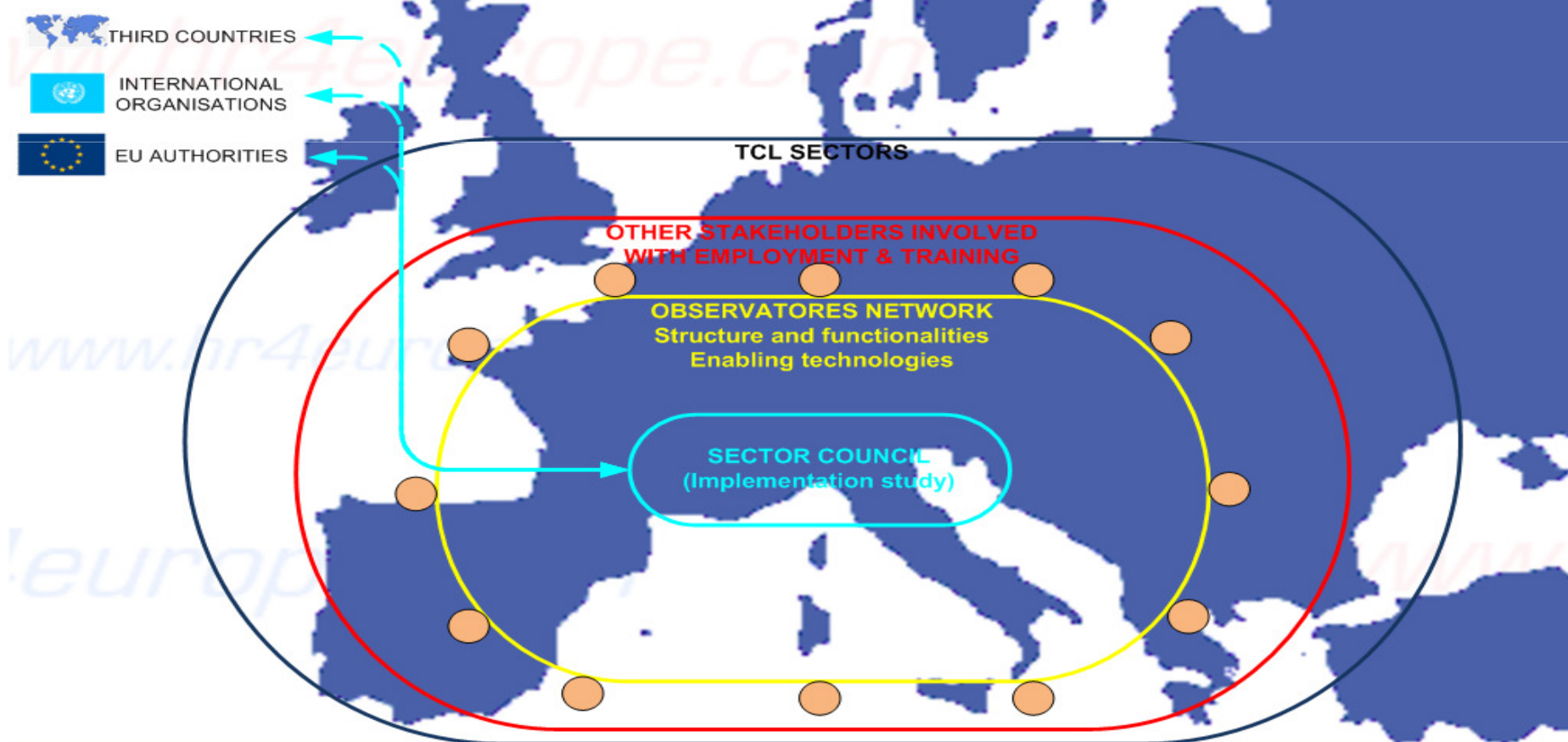
- The Aging Work Force and its Consequences
- The Problem of Attractiveness and Recruiting Difficulties
- The Increasing Rarity of Ongoing and Initial Training
- The Need for Better Qualifications
- A Changing Training Model

Main challenges of the TCL Industry

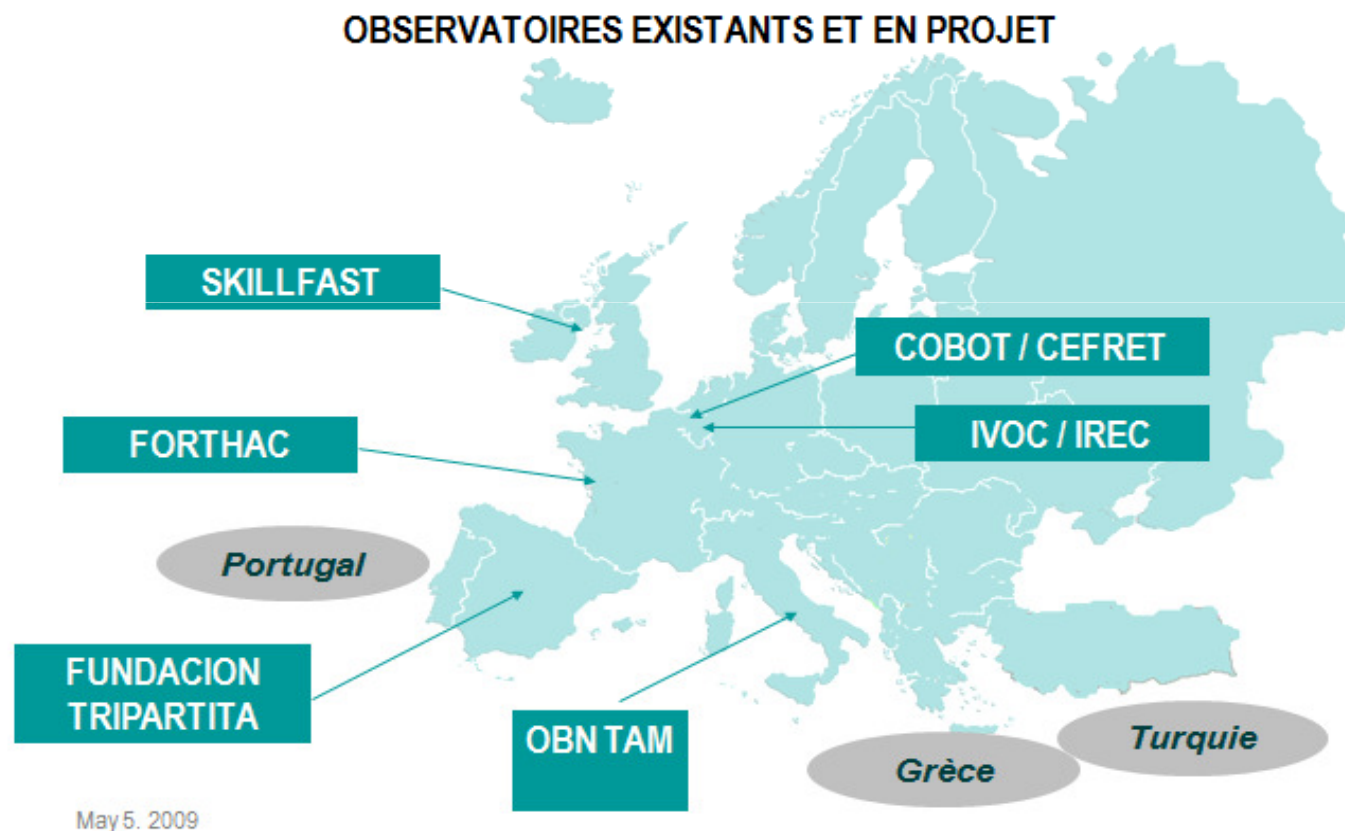
- Match Needs to Training Systems
- Offer opportunities to employees in the sector
- Create and maintain jobs

Expected Results

PROJECT MAIN RESULTS



Update of the existing observatories



May 5. 2009

NETWORK OBJECTIVES

- Networking among stakeholders;
- Identification and monitoring of training needs;
- Communication of the training needs towards schools, universities, centers;
- Promotion of matching activities between identified training needs and market offer;
- Accreditation of training bodies;
- Qualification of personnel;
- Fund raising;
- Elaboration of specific projects and initiatives at EU and national level.

After 2 years of activities of the EU TCLF Skills Council:



- **Extension of the Skills Council to the Footwear Industry**
- **Bilateral cooperation and exchanges of best practices**
- **Drafting of 3 reports on:**
 - **Evolution** of the supply, employment and skills needs including foresight and forecast
 - **Good practices** bringing the worlds of education and work closer and reducing skills mismatches
 - **Innovative tools**, national/regional/local strategies & initiatives, including peer learning
- **Preparation of the 4th report: recommendations**
- **Discussion on possible consortium/projects under ERASMUS+** _ _ _ _ .

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Recommendations from the EU TCL SSC

- Sharing best practices and communication tools (joint initiatives)
- Develop a cooperation framework with TCL industries, for “talent scouting” and for the development of proper business-oriented professional training
- Develop the courses and training paths towards an international approach
- Increase and promote education and training at all levels, but especially for those jobs which will be more required in the future (high specialization production workers, research and development, fashion and style, marketing managers)
- Favour the process of making long experienced and high specialization workers tutors and trainers of new incoming workforce
- Favour projects and initiatives aiming at increase the attractiveness of the sector towards people of all ages
- Favour information and competence transfer in the generational turnover that is taking place
- Promote and strengthen lifelong learning/apprenticeship

Proposal for project for the 3rd year of activities of the EU TCLF SSC:

Prerequisites:

- At least 10 national observatories/key interlocutors in the EU-27 (France, UK, Belgium, Spain, Italy + Portugal, Czech Republic, Romania, Lithuania, Slovenia, Germany?)
- Each national interlocutor : as a “co-partner” in the project (no more an external expert)

Start in June 2015 lasting 18 months:

- Two TCL Skills Council meetings in 2015 (September & April).
- One General event for the associated members and the national observatories, so that the associated members are also closely involved in the activities
- 5 to 10 bi-lateral or tri-lateral activities between the national observatories, based on their needs and ideas
- Broadening of the EU TCL SSC with new national observatories.
- Broadening of the network of associated members
- Updating the 3 reports with national data and info (when available)
- Implementation of the Business plan to make the EU TCL SSC self-supporting



Thank you!

The European Apparel and Textile
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