



Under the High Patronage of His Majesty the King of the Belgians



With the high level support of:
Martin Schulz, President of the European Parliament
Donald Tusk, President of the European Council
Jean-Claude Juncker, President of the European Commission

Chairs



Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility and



Viscount Etienne Davignon, Minister of State and President of CSR Europe

They will co-chair a Leaders Group that will provide strategic direction and steer the Pact towards its objectives. They will be supported by a Group of Sherpas from European Commission, business, education and youth.

Co-Initiators

Business Leaders

Franco Annunziato (**Bridgestone Europe**)

Jean Bernou (**Mc Cain Continental Europe**)

Diana Bracco (**Bracco Group and President of Sodalitas**)

Luis Cantarell (**Nestlé**)

Jean-Pierre Clamadiou (**Solvay**)

Jean-Philippe Courtois (**Microsoft International**)

Etienne Davignon (**CSR Europe**)

Eriklis Drougkas (**Alpha Bank Albania**)

Paul Dujardin (**BOZAR**)

Adamantios Frantzis (**Antea Cement**)

Thierry Geerts (**Google Belgium**)

Mark Hutchinson (**GE Europe**)

Carolina Jeux (**Telefónica Educación Digital**)

Sangwoo Kim (**Samsung**)

Gérard Mestrallet (**Engie and French Ambassador on Apprenticeships**)

Janneke Niessen (**Improve Digital**)

Vincent Pang (**Huawei**)

Dimitri Papalexopoulos (**Titan Cement**)

Irena Pichola (**Deloitte Polska**)

Klaus Dieter Rennert (**EMEA-CIS Hitachi**)

Etleva Sakajeva (**Tirana Business Park**)

Francesco Starace (**Enel**)

Grigoris Stergioulis (**Hellenic Petroleum**)

Margret Suckale (**BASF**)

Marco Tronchetti Provera (**Pirelli**)

Alberto Vacchi (**I.M.A. Industria Macchine Automatiche S.p.A.**)

Jacques van den Broek (**Randstad**)

Harry van Dorenmalen (**IBM**)

Dion Weissler (**HP Inc**)

Members of European Parliament

Jean Arthuis (Coordinator for the European Framework for Mobility of Apprentices) (**ALDE**)

Richard Howitt (**S&D**)

Eva Paunova (**EPP**)

Maria Joao Rodrigues (**S&D**)

Rainer Wieland (**EPP**)

Supporting organisations

The Academy of Business in Society (ABIS)

Alliance for YOUth

British Chamber of Commerce in Belgium

Comité Européen de Coordination (CEC)

CSR Europe & National Partners (The European Business Network for Corporate Social Responsibility)

DIGITALEUROPE

European Association of Regional and Local Authorities for Lifelong Learning (EARLALL)

The European Civil Society Platform on Lifelong Learning (EUCIS-LLL)

European Round Table of Industrialists (ERT)

The Association of European Chambers of Commerce and Industry (EUROCHAMBRES)

European Schoolnet (EUN)

Global Apprenticeships Network (GAN)

Global Citizen

Kronenberg Foundation

Jacques Delors Institute

JA Europe

Teach for All

UNITEE (New European Business Confederation)

VET4EU2



printed on sustainable paper

The European Pact for Youth

Boosting Business-Education Partnerships for Youth Employability and Inclusion

For a Pro-Youth and Pro-Innovation Sustainable Europe

For a Pro-Youth and Pro-Innovation Sustainable Europe



Our vision

In order to be competitive in the global market, companies in Europe more than ever need young people with the right skills. At the same time, Europe has a significant untapped human capital potential. To achieve higher sustainable growth and more innovation, and take full advantage of the skills and talent available in Europe, business and the education sector need to open up to the world and to each other. Business as usual is not an option!

Young people today have job opportunities that simply did not exist a decade ago. The pace of technology advancement and globalisation is relentless, and only likely to increase. Phenomena like the 'internet of things', demographic change and the circular economy require students and businesses to prepare for new and modern types of jobs many of which are still unknown today.

Meanwhile, more than 7 million 15-24 year olds in Europe are neither in employment, education or training (NEETs). There are still more than 4.4 million early leavers from education and training. They are missing out on the opportunity to learn and acquire skills, knowledge and competencies that they could use throughout their lives in order to participate fully in the development of a prosperous and inclusive society. Furthermore, large numbers of young refugees and migrants with diverse levels and types of skills and qualifications are arriving in Europe, and could represent a valuable asset for the European economy. To compete in the global economy, Europe and its businesses need a highly skilled workforce capable of quickly adapting to new challenges. Therefore, business in collaboration with education must take an active role in tackling this challenge.

To make the transition from education to employment or from unemployment into work, and to ensure that young graduates are equipped with the relevant set of skills that can help increase both their employability and companies' competitiveness, we the initiators and supporters of this Pact for Youth share a common vision: to create a fair and equitable culture of partnership between business, education and youth in Europe, to prepare young people for quality jobs and responsible citizenship. A culture in which each partner can better understand, anticipate and support the development of basic, job-specific, transversal and high-end skills - including digital, entrepreneurial, green and soft skills -, necessary to succeed in today's job market; a culture in which each partner can become, and trust the others to be, co-designers of



youth education and workforce development; a culture able to fertilise a pro-youth, pro-innovation sustainable Europe.

Through constructive and continuous collaboration, educators, learners and employers will embrace their respective and shared responsibilities to offer all young people the opportunity to develop the skills and abilities for their professional and social future.

Our call for action and commitments

The Pact for Youth is a mutual engagement of business and the European Union leaders. Initiated by CSR Europe¹, it brings together representatives for business, education and youth, and the European institutions. We call on all businesses, social partners, education and training providers, youth organisations, public and private employment services, teachers, trainers, learners and parents as well as other key actors, to develop or consolidate partnerships in support of youth employability and inclusion.

We commit to pursuing the following objectives and actions:

1. To boost the number and quality of business-education partnerships for youth employability and inclusion, we will:

- Establish and consolidate a strong action plan for business-education partnerships in all EU Member States supporting the cooperation and partnerships between small and medium-sized enterprises (SMEs), schools and intermediaries;
- Promote the wealth of good practice on business-education partnerships to inspire others;
- Measure, benchmark and report on how such partnerships benefit young people by improving their education and employment outcomes, while also benefiting companies by providing them with the opportunities to increase their innovation potential and competitiveness;
- Increase the active participation and engagement of companies in EU programmes and initiatives;

2. To reduce the skills gaps, we will:

- Offer more high quality traineeships, apprenticeships, entry level jobs and youth learner mobility opportunities, through partnerships with educational and training providers, as well as Youth Guarantee providers;

- Anticipate and communicate more clearly on basic, job-specific, transversal and high-end skills needs, including digital, entrepreneurial, green and soft skills;
- Strive to recognise and validate prior learning, including non-formal and informal learning; and also skills and qualifications acquired outside the EU, in particular for refugees and migrants;
- Develop actions for inclusiveness in business and education, with particular attention to diversity and citizenship and our common values of freedom, tolerance and non-discrimination, valuing the untapped skills potential of the large numbers of refugees and migrants currently entering Europe;

3. To contribute to the EU and national policies on skills for competitiveness and employability, we commit, as business leaders, to work with education and training providers, public and private employment services, social partners, and other organisations and networks supporting the Pact for Youth to elaborate joint action proposals at all levels – European, national, regional and local – which will lead to more significant and long standing impact for the benefit of young people and companies.

Our target and timeline

In line with these objectives and proposed actions, business will engage with the European Commissioner for Employment, Social Affairs, Skills and Labour Mobility and all supportive organisations, to support the creation of 10,000 quality business-education partnerships, with the shared target to establish together at least 100,000 new good quality apprenticeships, traineeships or entry-level jobs.



For a Pro-Youth and Pro-Innovation Sustainable Europe

To join the the European Pact for Youth and for more information Please consult the Pact Explanatory Note and visit www.csreurope.org/pactforyouth

Or contact:
Stefan Crets, Executive Director, CSR Europe
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This will be achieved through 28 action plans established in the Member States, initiated and facilitated by CSR Europe. Candidate countries and EFTA countries are invited to join this initiative. To reach these targets, we will build on the resources and capacities available through existing campaigns and alliance initiatives on skills for jobs and apprenticeships.

The Pact will also make best use of relevant EU meetings and activities in 2016 and 2017 to mobilise stakeholders and to report on progress. The results and joint proposals for future policies on youth employability, transitions from education to employment, better skills matching and enhanced business competitiveness, that will stem from this Pact, will be presented at the 1st European Enterprise-Education Summit in late 2017.

Join the Pact!

We call on all businesses, social partners, education and training providers, youth organisations, public and private employment services, teachers, trainers, learners and parents as well as other key actors, to join us in the Pact for Youth to strengthen its ambitions and results.

In participating, you will build upon the wealth of resources and capacities available through existing EU programmes, business campaigns and alliances, while engaging at the national, regional and sectoral levels. We will also cross-fertilise our efforts with the initiatives and research being developed by the European social partners and their respective members in this area.

So, let's work together towards a pro-youth and pro-innovation sustainable Europe!



¹ The European Business Network for Corporate Social Responsibility: 60 corporate members & 45 national partner organisations reaching out to more than 10,000 companies in Europe (www.csreurope.org)

