



# Northern Skills

## *Interreg NPA Annual Event*

*Skellefteå, 8 November 2023*

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**Interreg**



Co-funded by  
the European Union



## Main objectives

- **Promoting investment in training and upskilling**, enabling people to stay in their jobs and find new ones.
  - **Ensuring skills match the needs of employers**, by cooperating with social partners and companies, especially SMEs.
  - **Matching people's aspirations and skill sets with opportunities** in the job market, especially for the **green and digital** transition and economic recovery.
  - **Attracting people from outside the EU with the needed skills.**
- **Making upskilling and reskilling the norm in Europe.**

"Skills for a quality job made by Interreg", 2023, Interact

## Interreg 2014-2020

**1,120  
Skills-related  
projects**



**1,459  
million euros**

**Report**

Cultural heritage  
& arts

SMEs &  
entrepreneurship

Labour market &  
employment

Health &  
social services

Education &  
training, etc.



## Interreg contribution to skills 2014-2020



### Large number of projects carried out from different perspectives

#### Achievements

- Large number of projects
- Thematic variety
- Broad target audience
- Broad view of the skills concept

#### Strengths

- Wide territorial coverage
- Projects close to the needs of the territory



### The concept of reskilling will be crucial to keep the workforce employable

#### Weaknesses

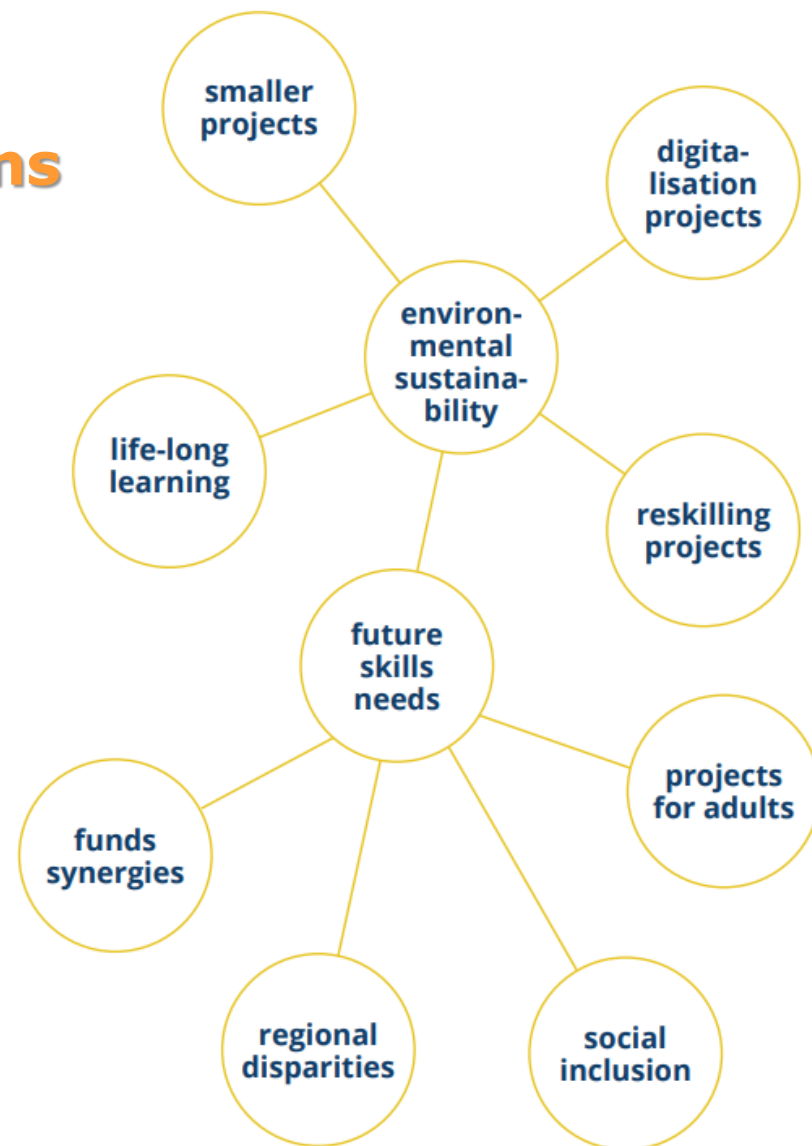
- Low presence of digitalisation skills projects
- Few life-long learning projects
- Imbalance between economic actors and social actors

#### Challenges

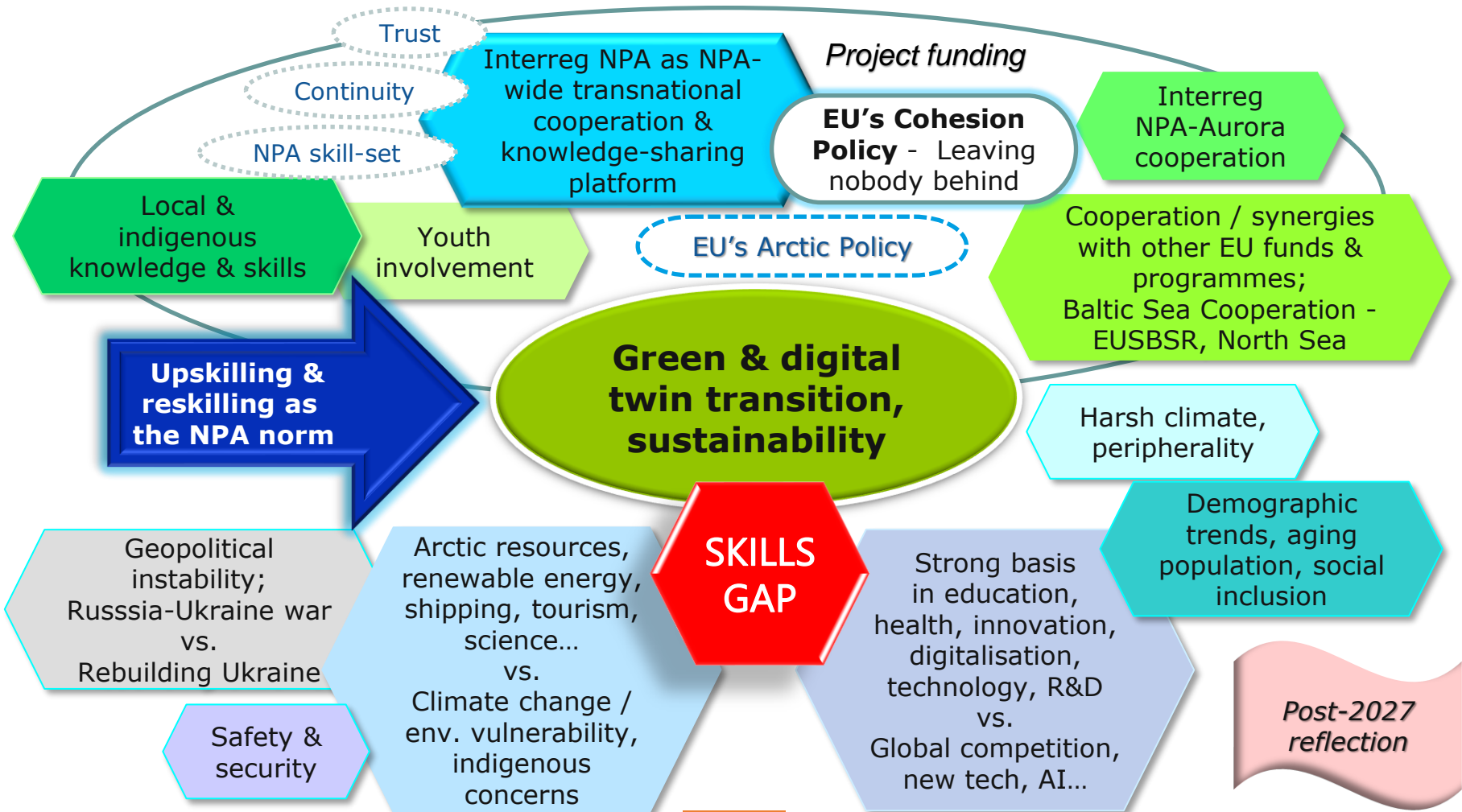
- Enhancing projects focused on reskilling

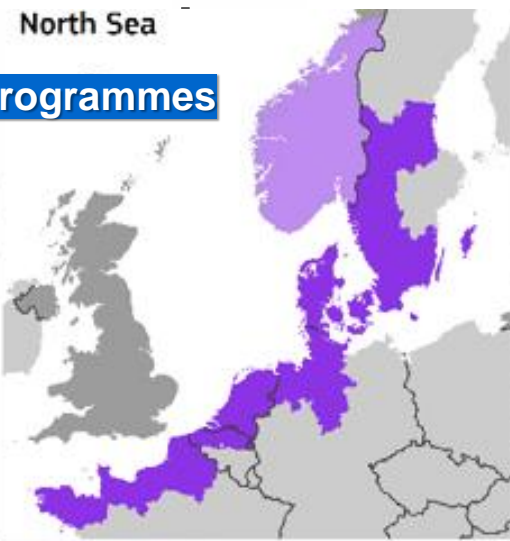
## Some of the recommendations

- **Smaller projects.** The development of smaller projects can be a good measure that allows a quicker reaction to unforeseen situations, and it also facilitates the participation of actors with less structure.
- **More digitalisation projects.** Emphasize the development of digital skills, including coding, data analysis, cybersecurity, and digital marketing. Support initiatives that promote digital inclusion and bridge the digital divide, particularly in disadvantaged regions.
- **Projects aimed at environmental sustainability.** Issues such as circular economy, energy efficiency, reduction of fossil fuels, water quality of rivers and oceans, etc. are factors that should be present in all projects either directly or implicitly.
- **Boosting reskilling-oriented projects.** In the coming years it will be necessary to put more emphasis on reskilling in order to adapt to the new working environment (new jobs and the disappearance of others, new technologies, etc.).
- **Anticipate future skills needs.** Identify emerging trends and technologies that will shape the labour market and anticipate the skills required to meet those needs.
- **Address regional disparities.** Focus on reducing regional inequalities by targeting areas with high unemployment rates or limited access to quality jobs.
- **Support social inclusion and diversity.** Ensure that skills development initiatives are inclusive and accessible to all individuals, regardless of their background, gender, age, or socioeconomic status.

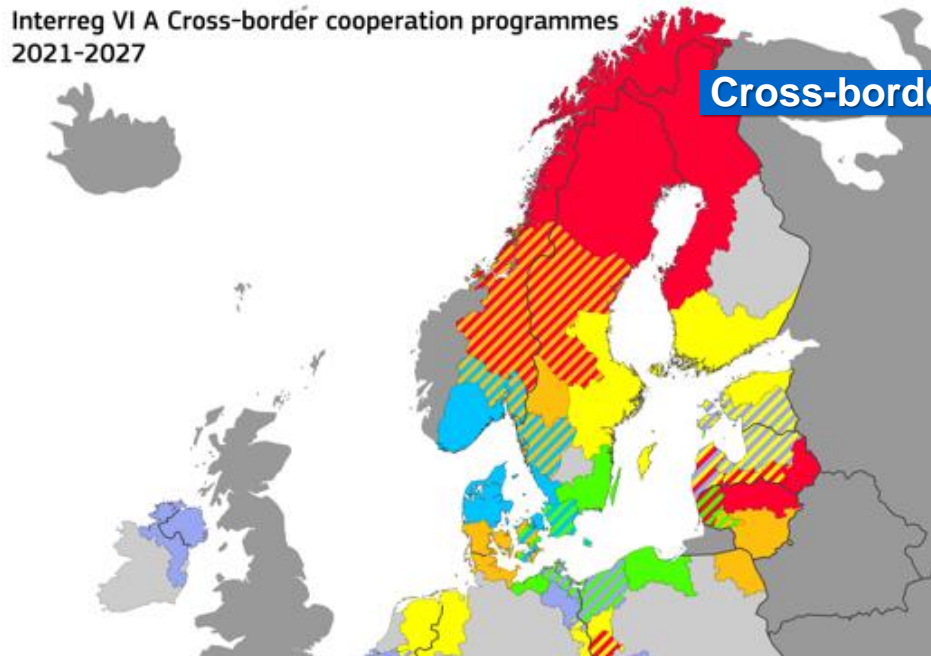


# Northern Skills: Some pieces of the puzzle





**Transnational programmes**



**Cross-border programmes**

