

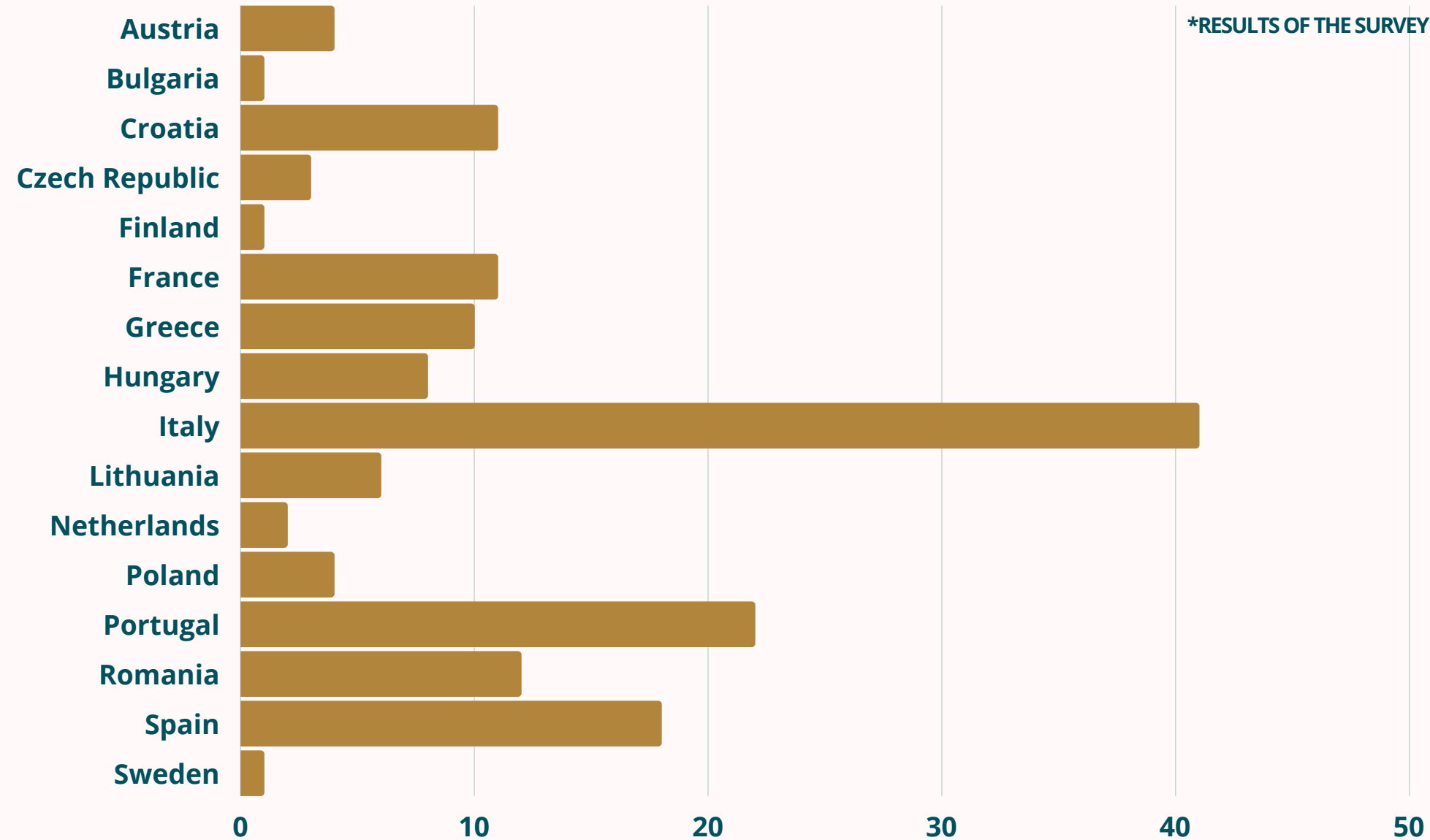
Towards the Pact For Skills for the TCLF Industries

Results of the survey among European TCLF companies,
February - March 2021



Countries

*Total number of replies : 155



Towards the Pact for Skills for the TCLF Industries

*RESULTS OF THE SURVEY AMONG EUROPEAN TCLF COMPANIES, FEBRUARY - MARCH 2021

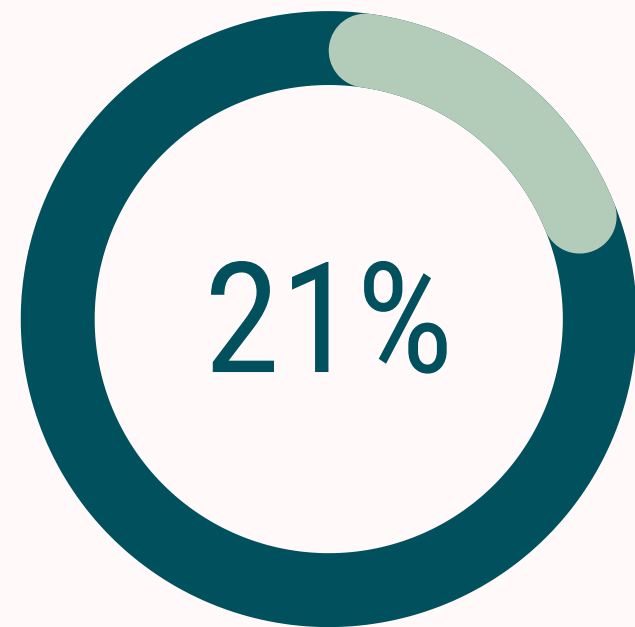
Sectors of the companies

*Total number of replies : 155

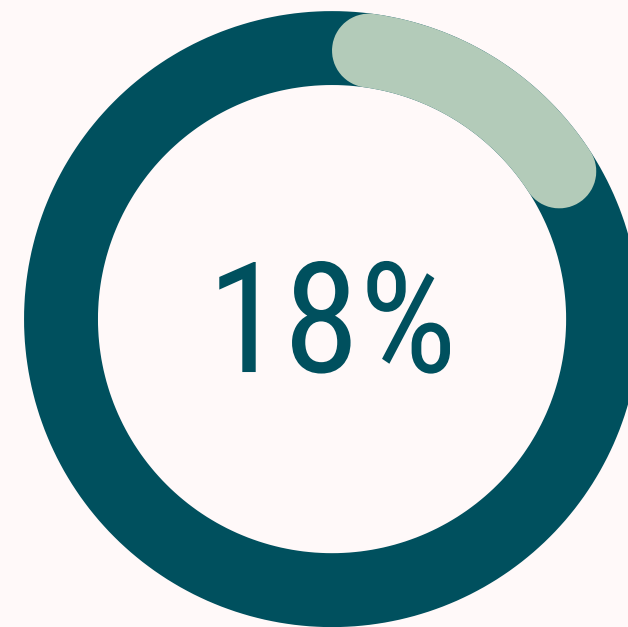
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Textile



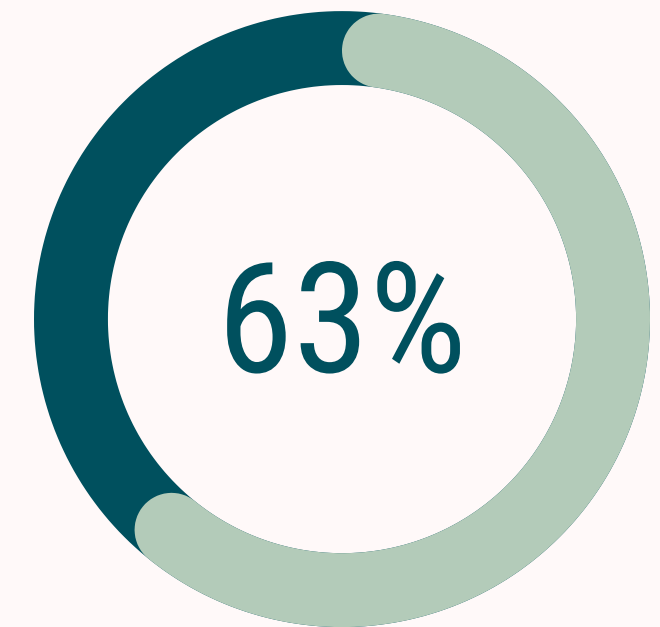
Clothing



Leather



Footwear



Profile of the companies

*Total number of replies : 155

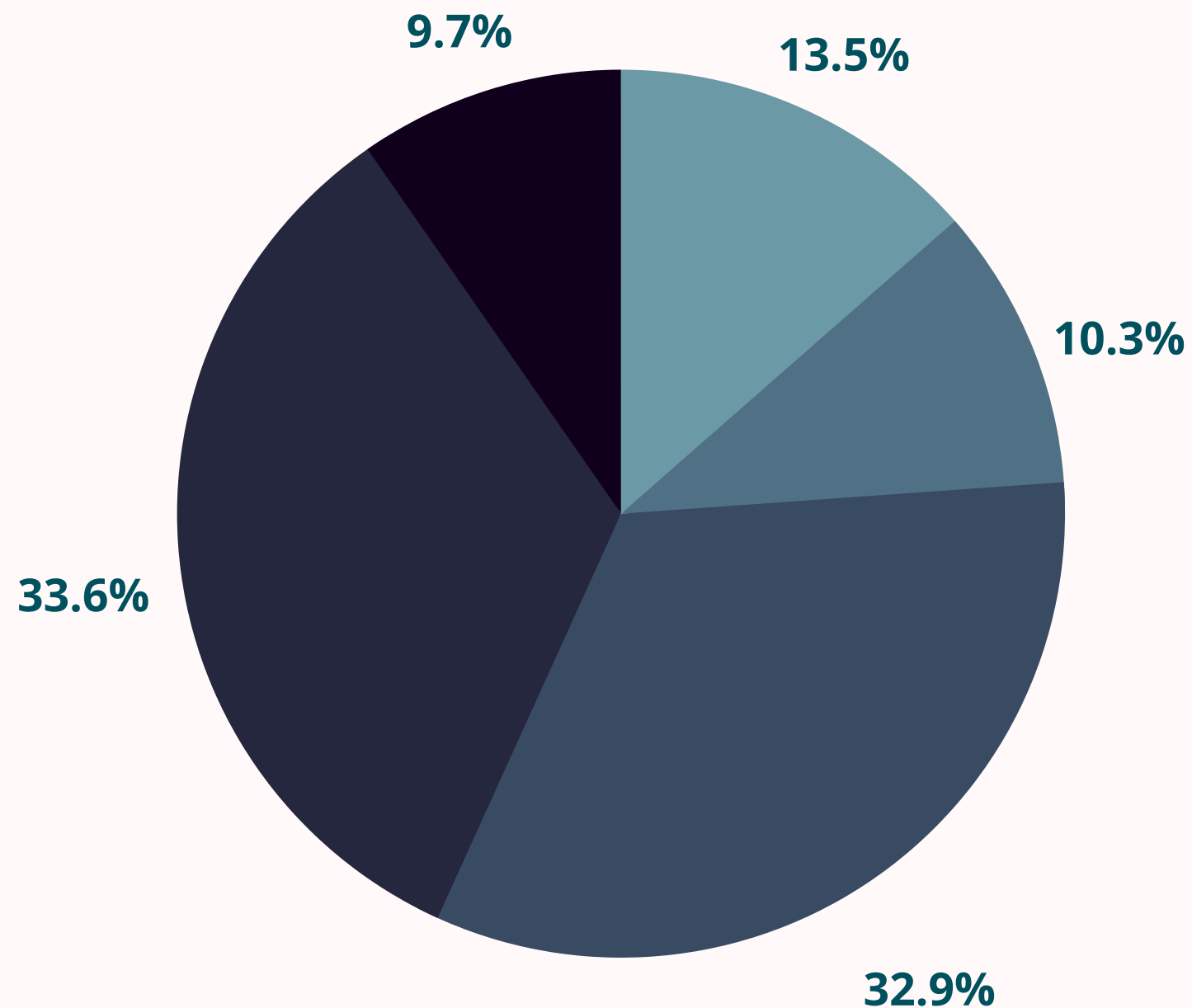
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Size of the companies

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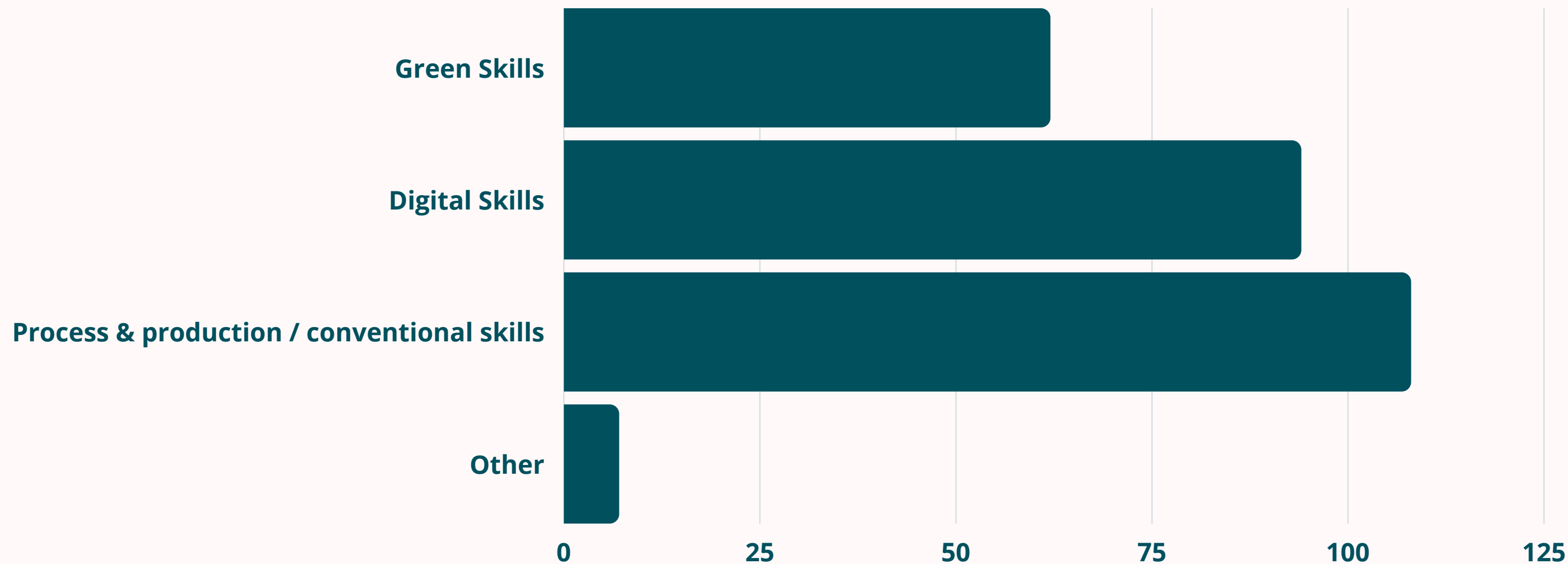
- 1-9 Employees
- 10-19 Employees
- 20-49 Employees
- 50-249 Employees
- +250 Employees

Skills needs of companies' employees

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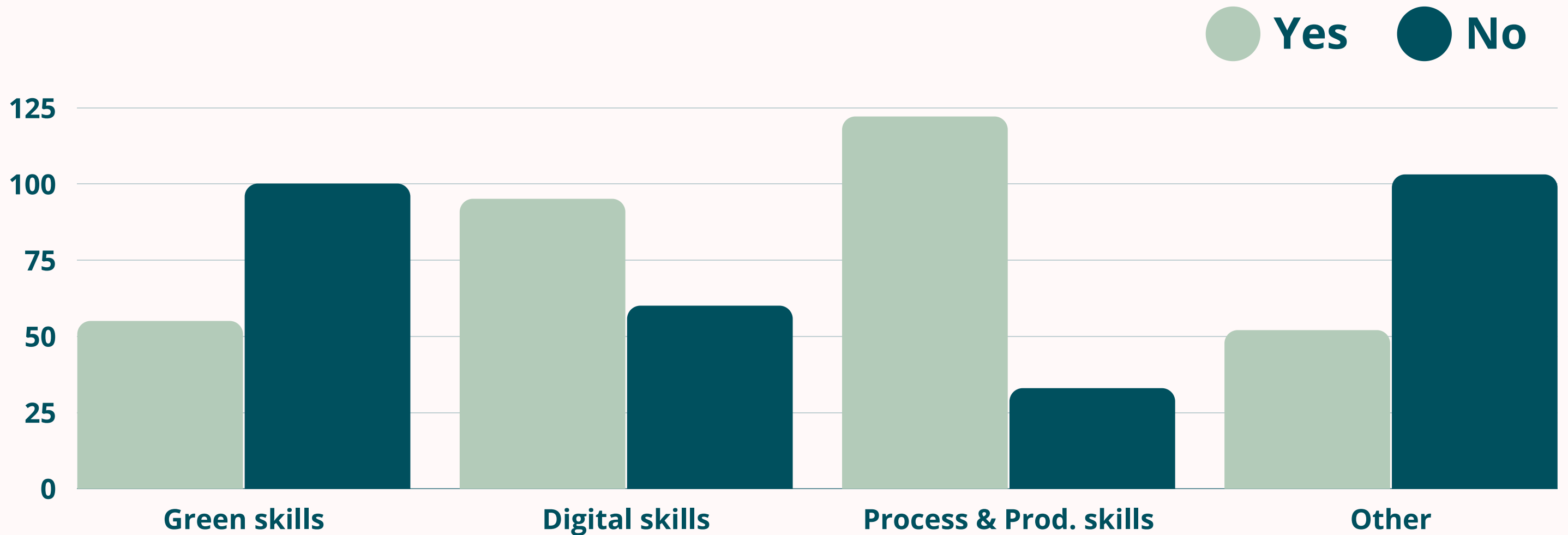


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Area to organise an up/reskill training

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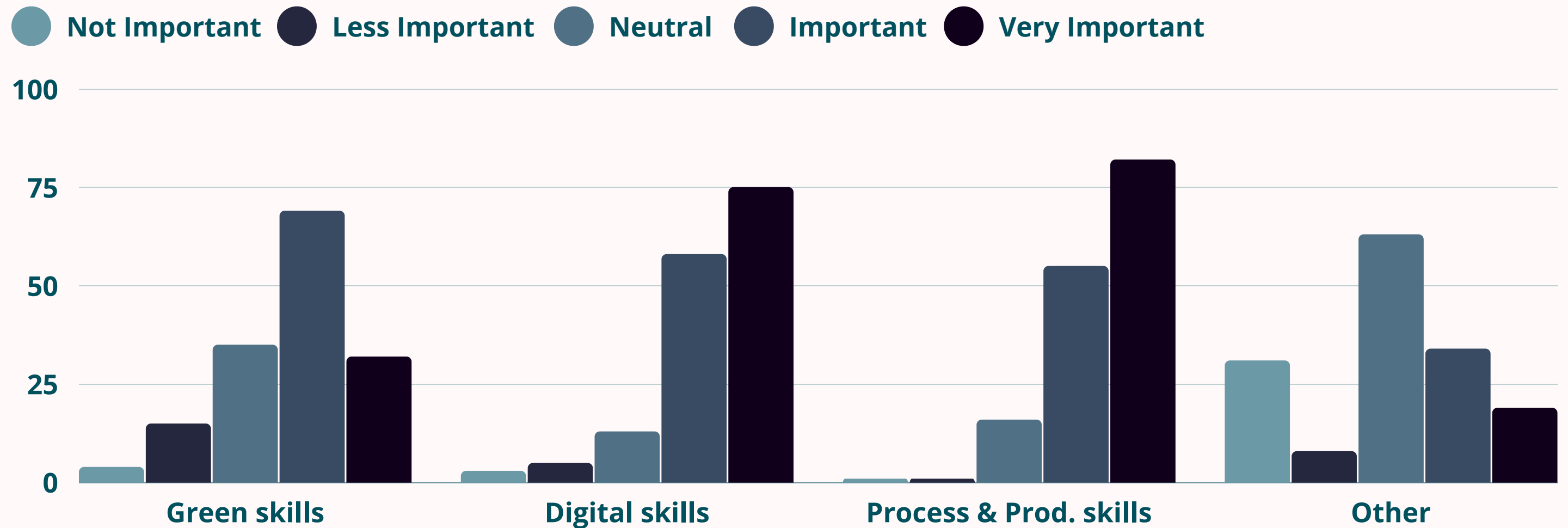


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Expected skills needs in a company in next 5 years

*Total number of replies : 155



Activities organised to promote education and training

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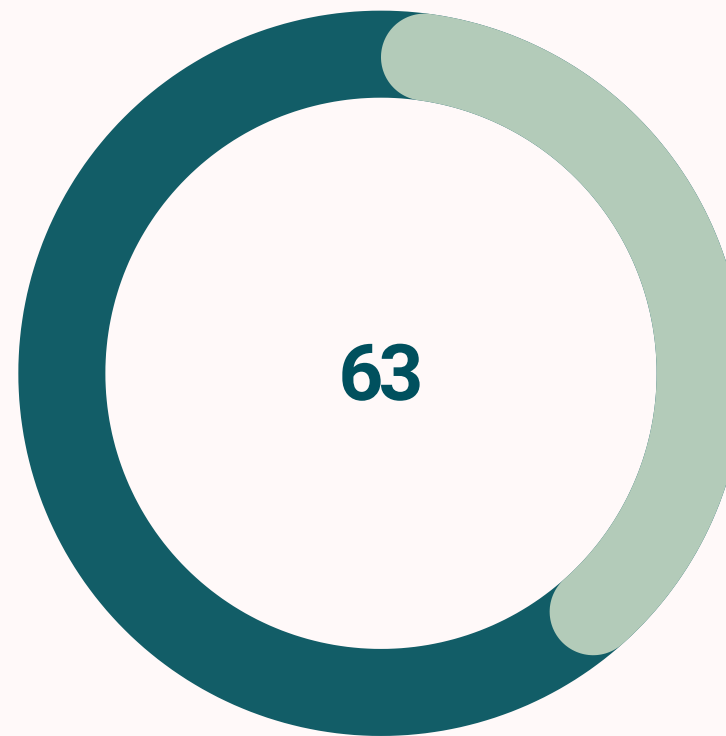
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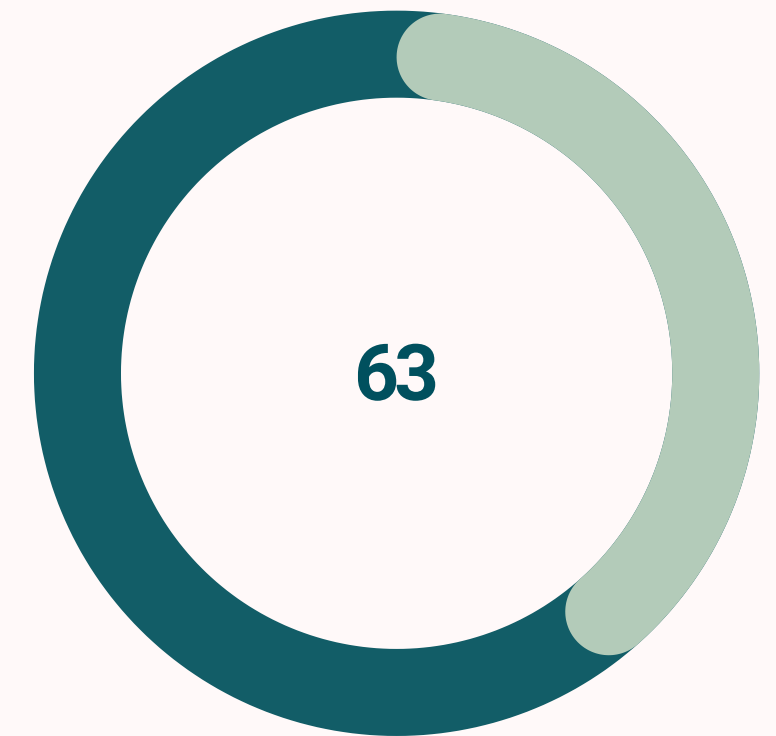
General training for up/reskilling



Apprenticeship scheme



Mentoring plans



Where is the up/reskilling training provided for your company?

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Type of up/reskilling training

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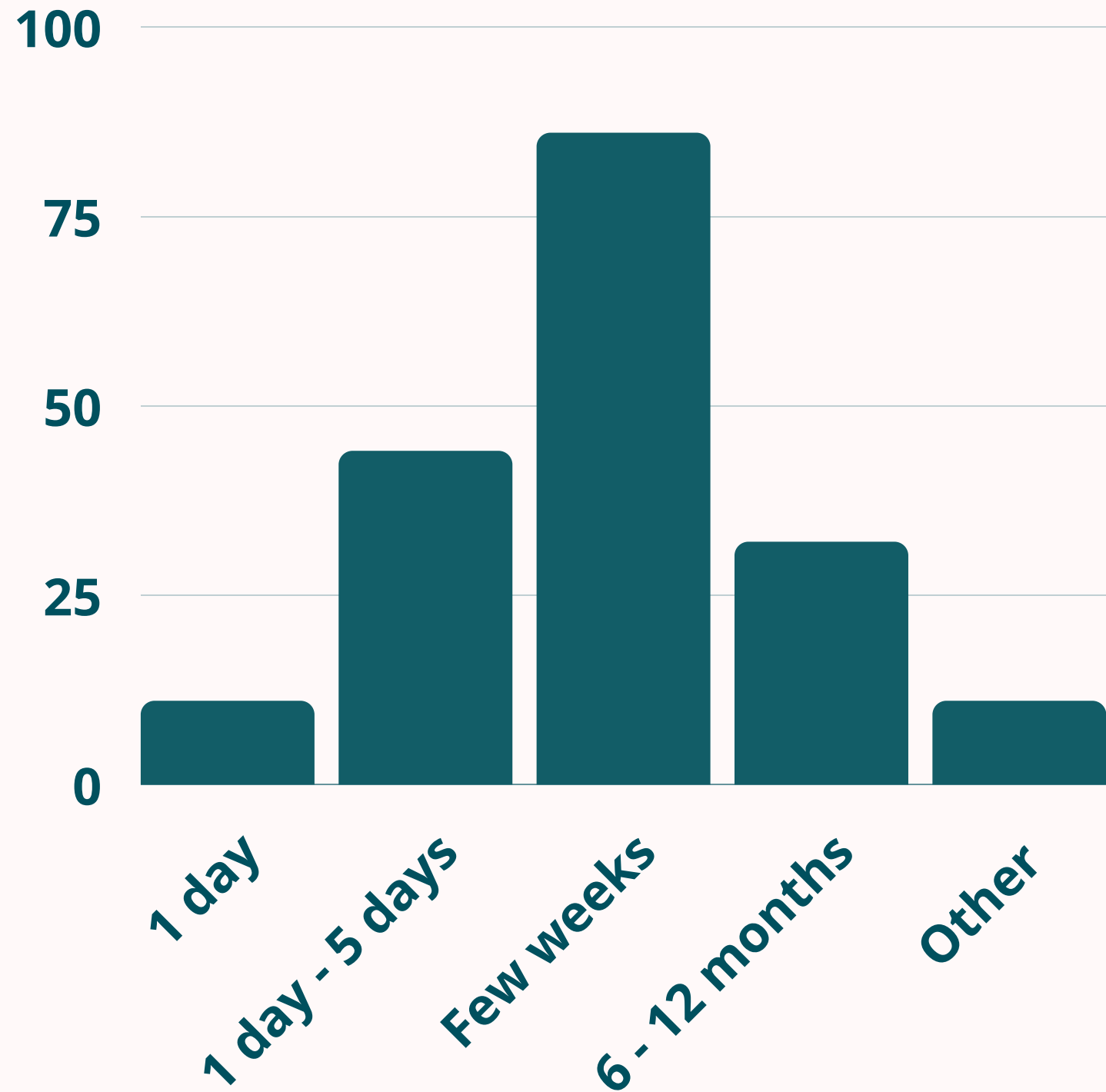
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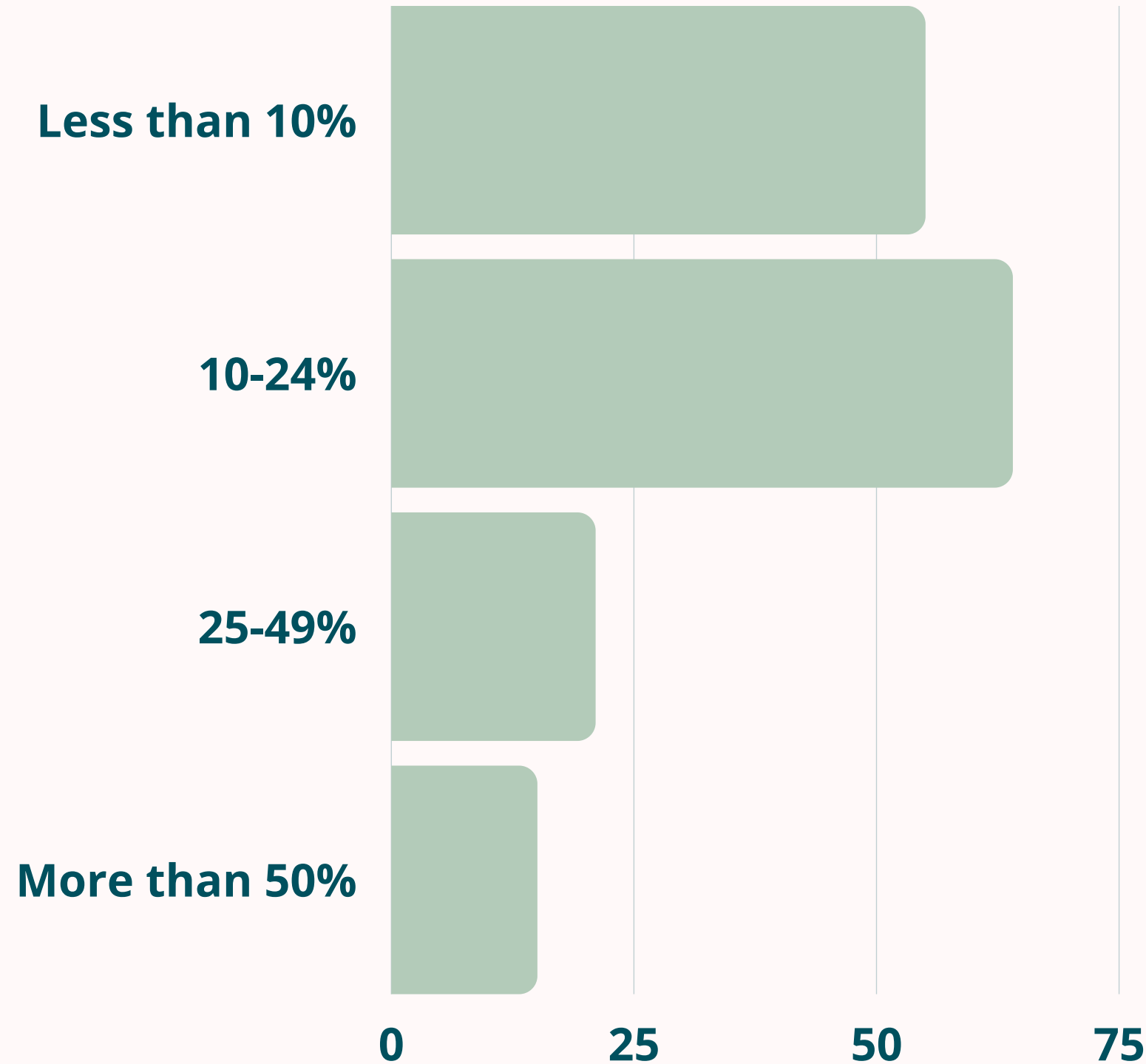


Length of the
training/
apprenticeship/
mentoring
scheme for employees

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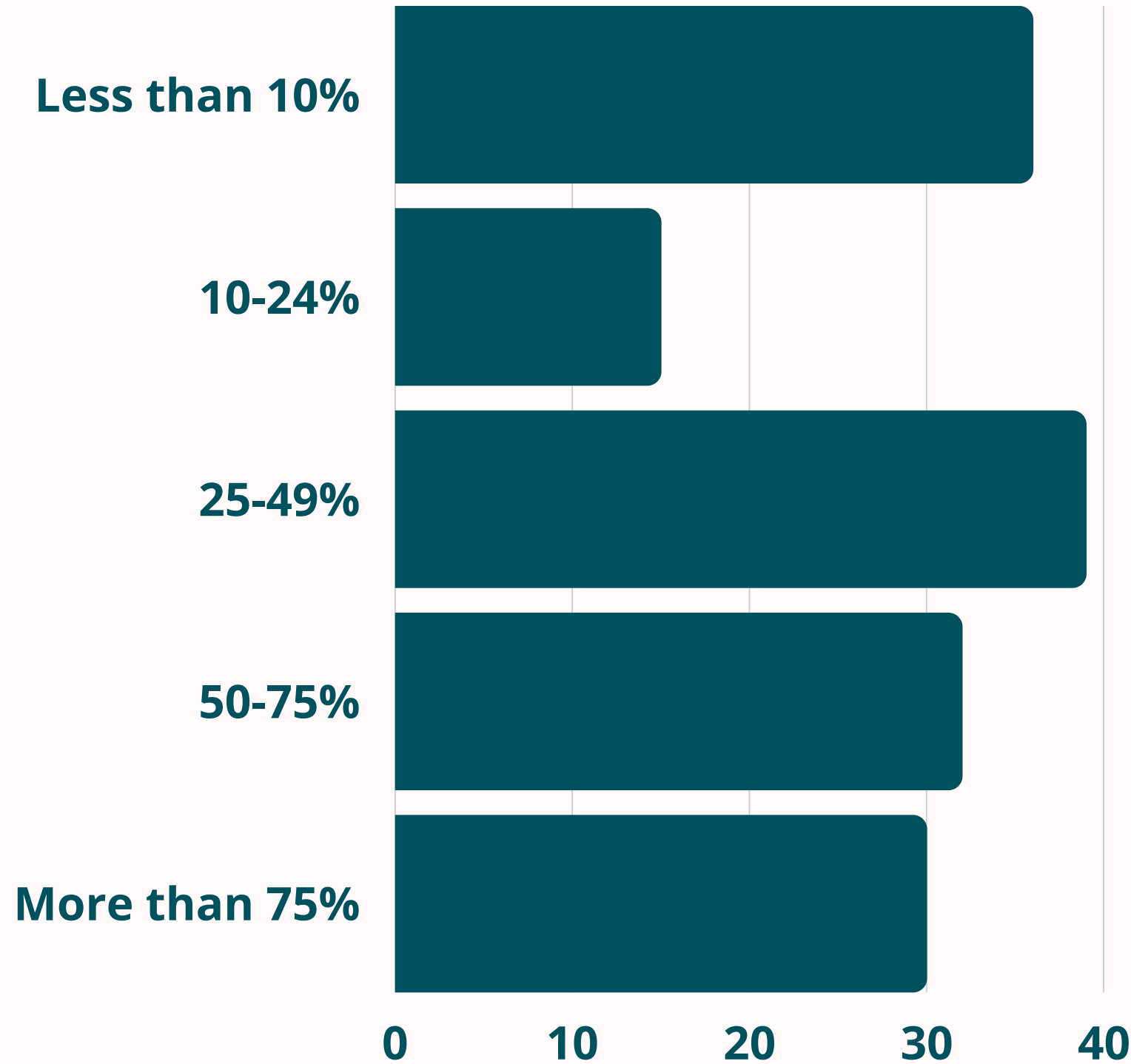


**Percentage
of employees
participating in the
up/reskilling activities
in the company
each year**

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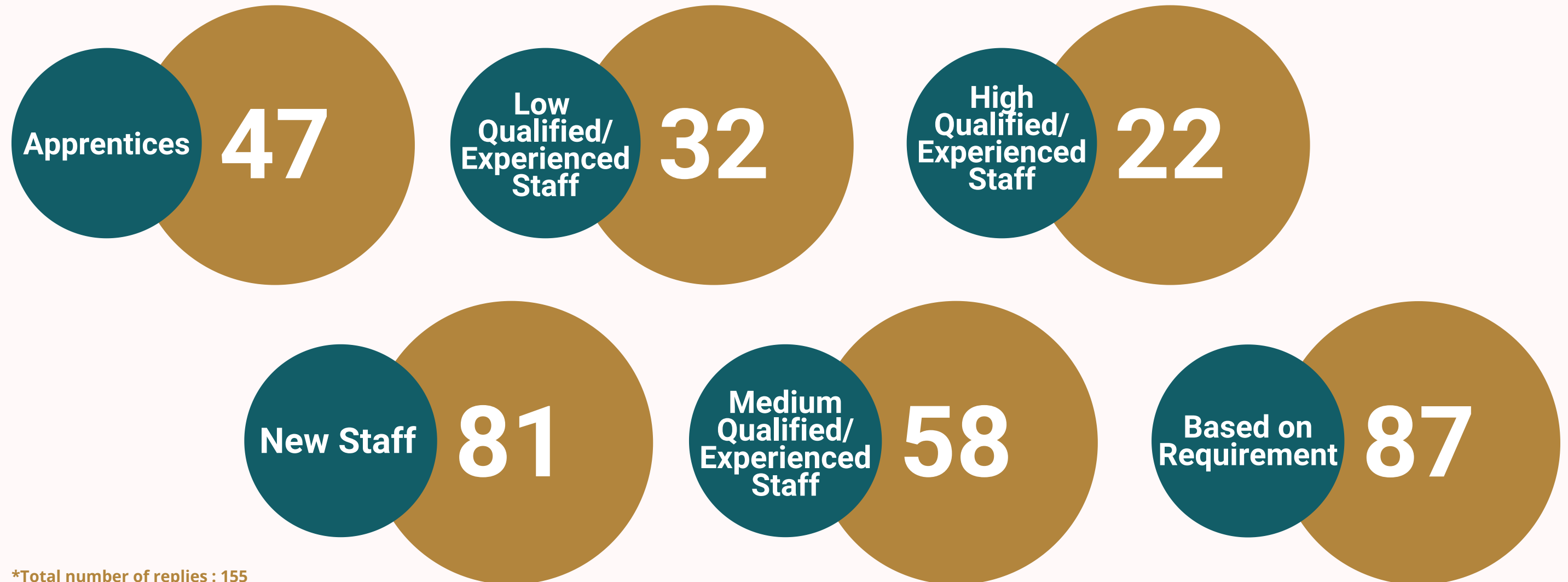
Percentage
of females
participating in
up/reskilling
activities

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To whom the up/reskilling activities are especially dedicated?

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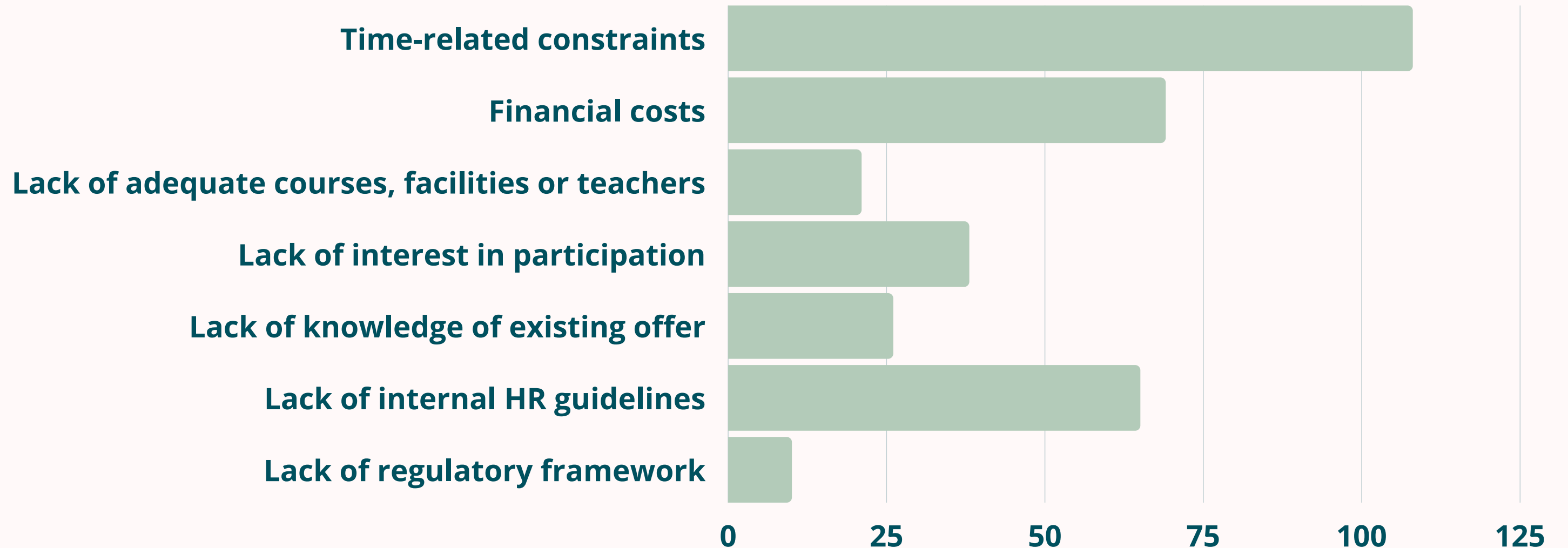
*Total number of replies : 155

Main barriers to organise up/reskilling training in a company

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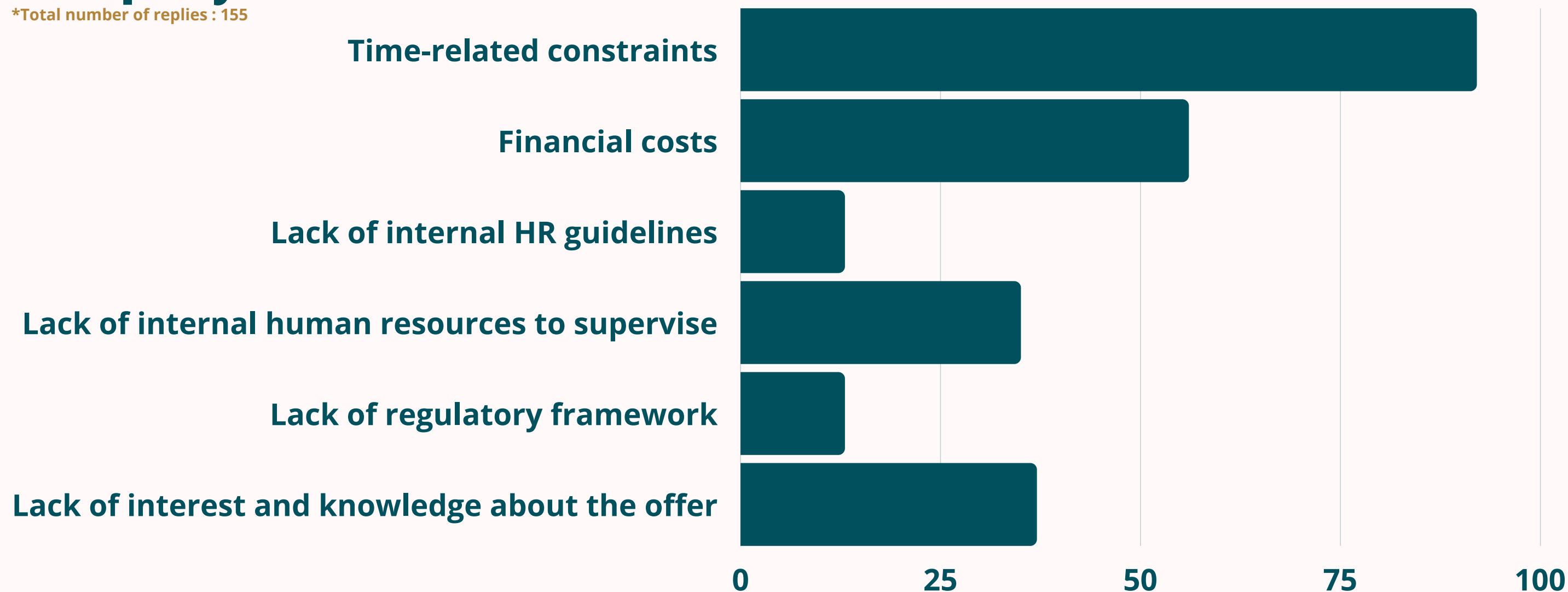


Main barriers to organise apprenticeship in a company

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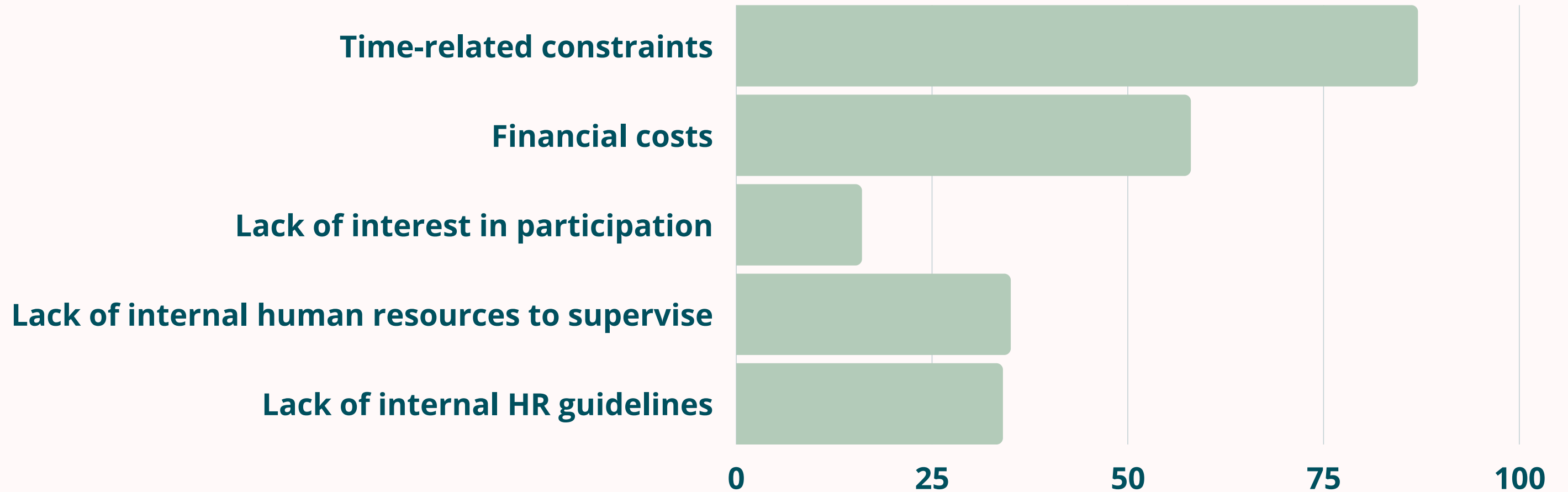


Main barriers to organise mentoring in a company

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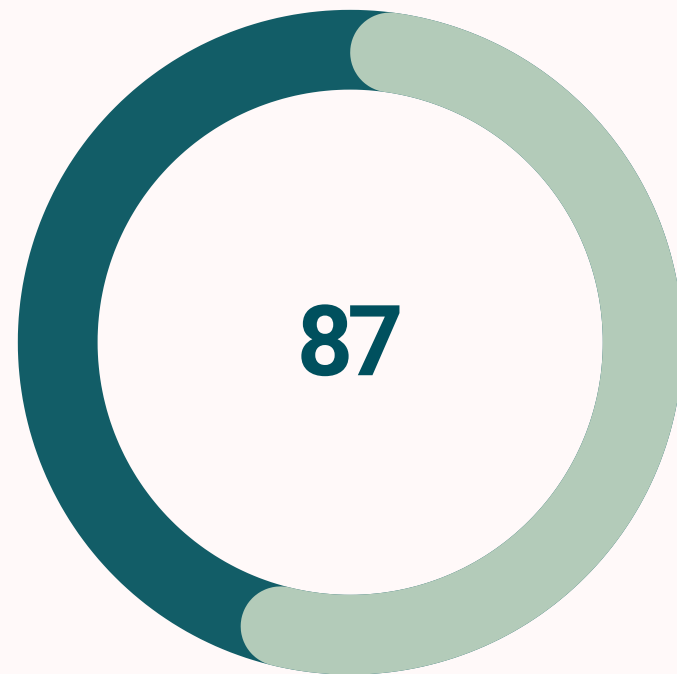
How is the up/reskilling training funded?

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Mix of company with schemes/ external resources



100% funded externally



100% funded by company

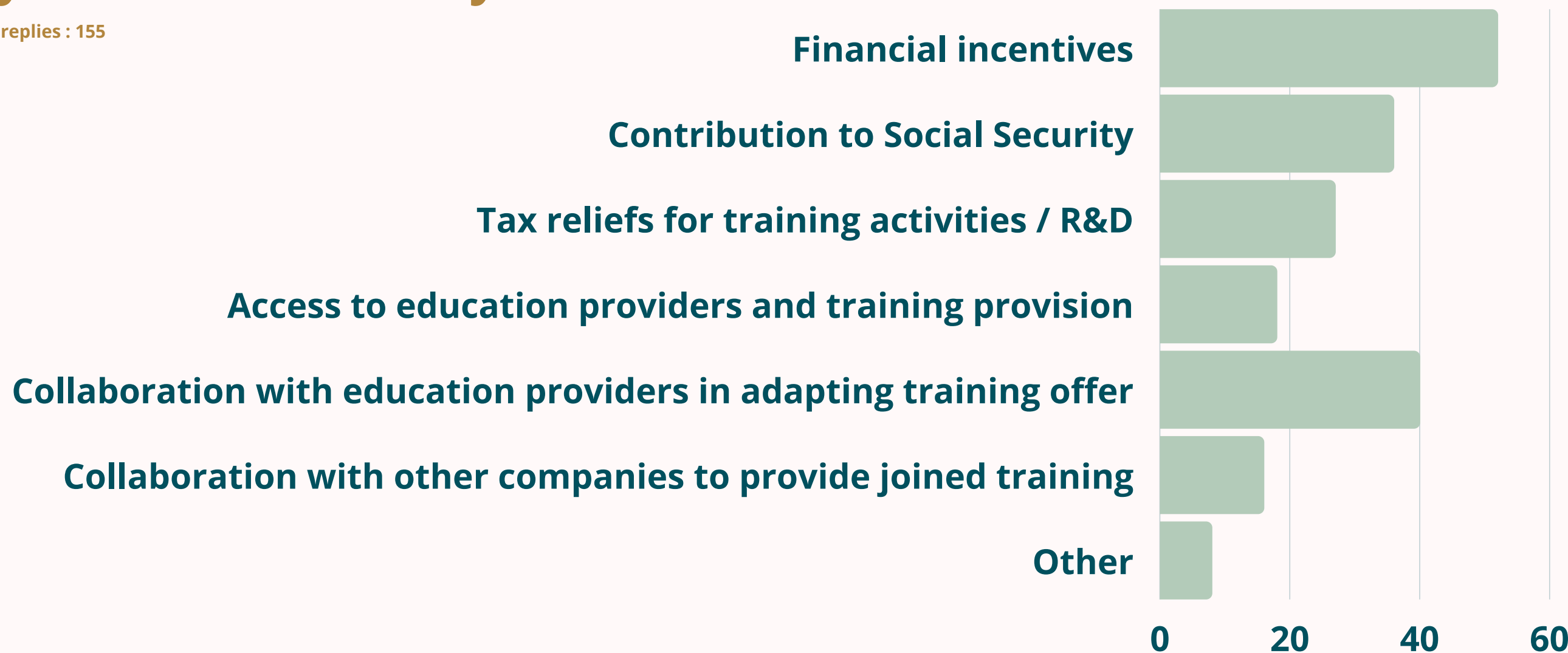


Nature of the support for up/reskilling activities partially or fully funded externally

*Total number of replies : 155

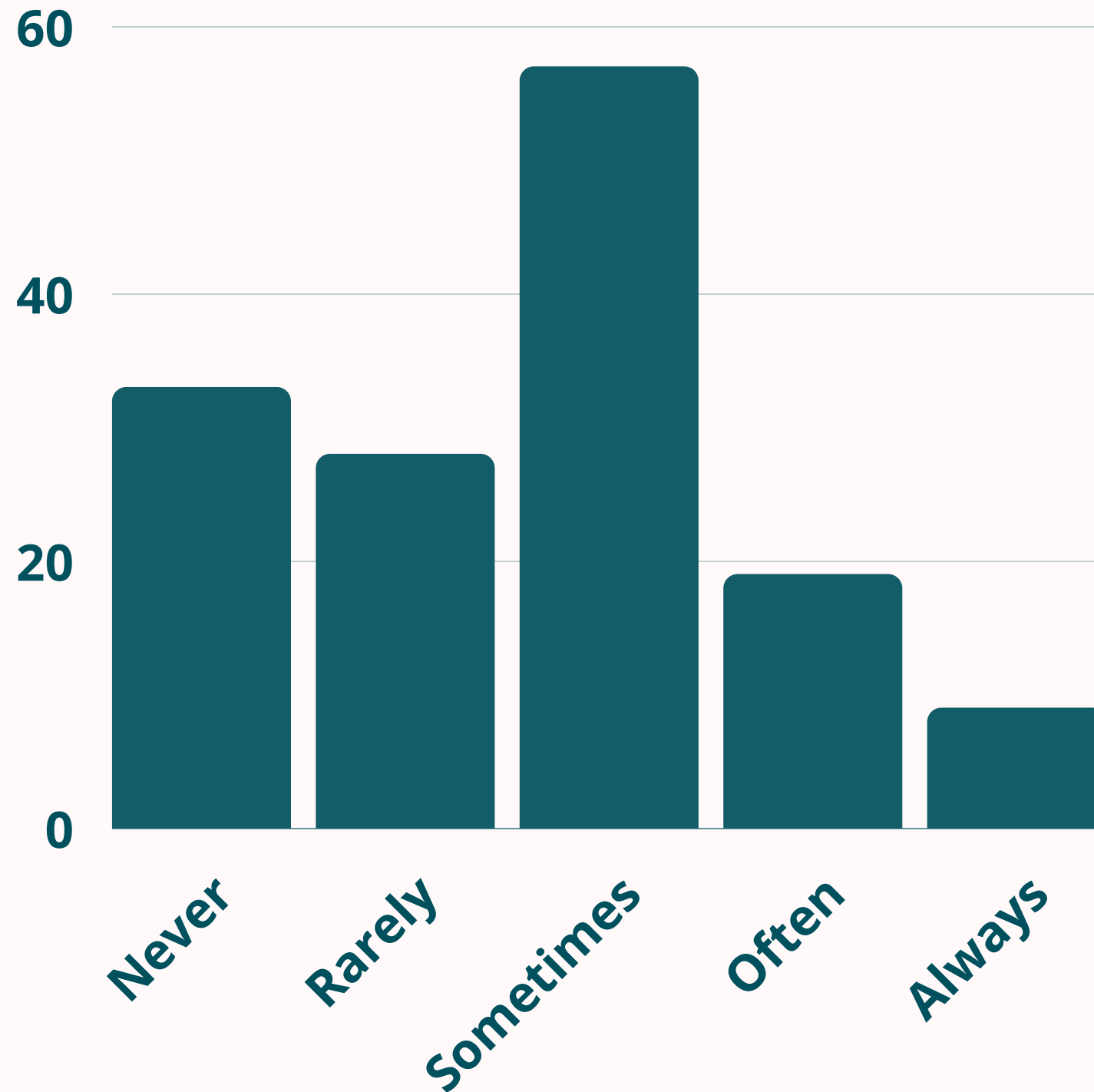
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**Frequency
for a company
to use this support**

*Total number of replies : 155

Reasons for a company to never use external/public funding for the up/reskilling activities

*SELECTED REPLIES

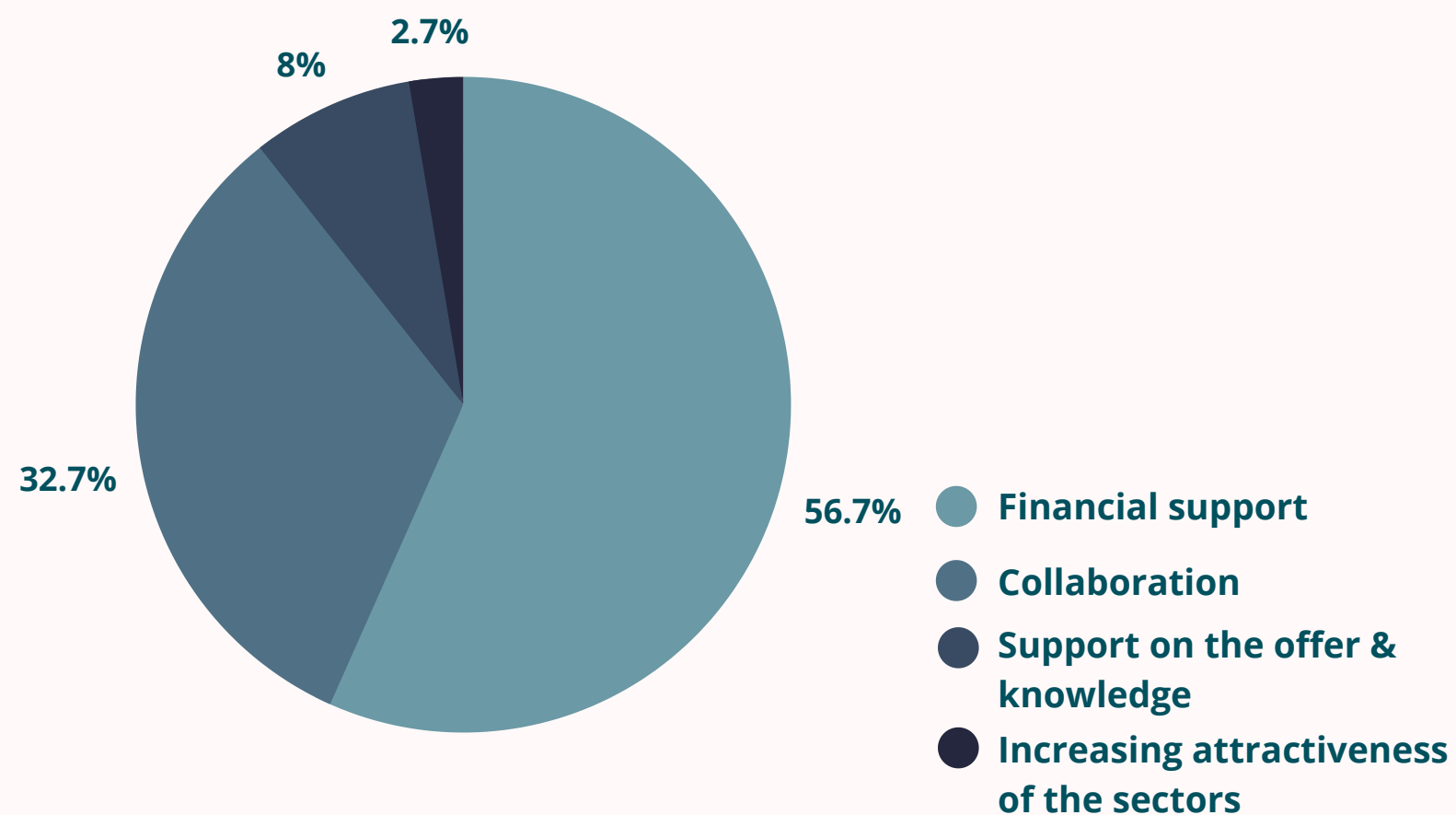
- Lack of knowledge & information about the offer
- Lack of programmes (in general & industry-focused)
- A challenging list of condition & difficulties in implementing (e.g. size of the company)
- Lack of legislative framework or bureaucracy
- No need

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Type of assistance needed by your company, in case of no use of external support

*SELECTED REPLIES



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- Adapt training content to needs, the vast majority of which are professional training and require internal trainers.
- Regulatory framework and collaboration with other companies.
- Financial support would be the most effective mechanism to increase employees' training.
- Specific funding programmes for training.
- 5,000 EUR / year to specialise a person with own resources.
- Funding targeted for the sector & qualified staff for the courses.
- Cover the cost of the people supporting the apprentice.
- Financial, Raising interest among interns for our occupations, Support to rural areas (difficult access for a student).

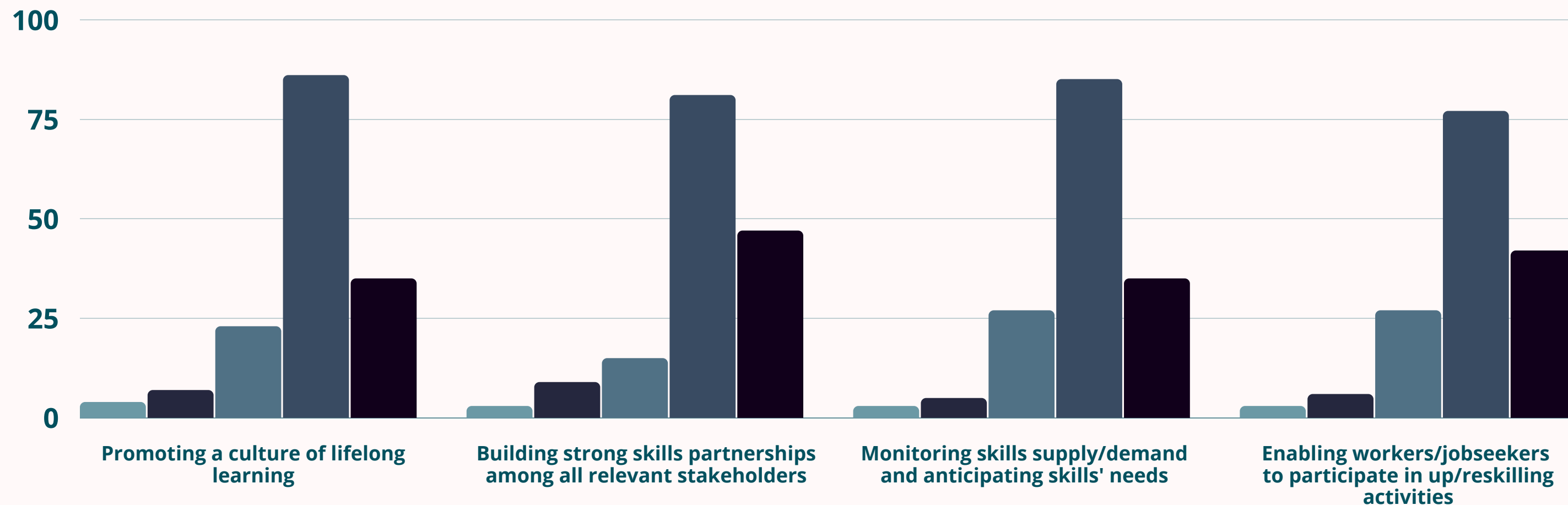
Importance of EC measures for the re/upskilling activities

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● Not Important ● Less Important ● Neutral ● Important ● Very Important



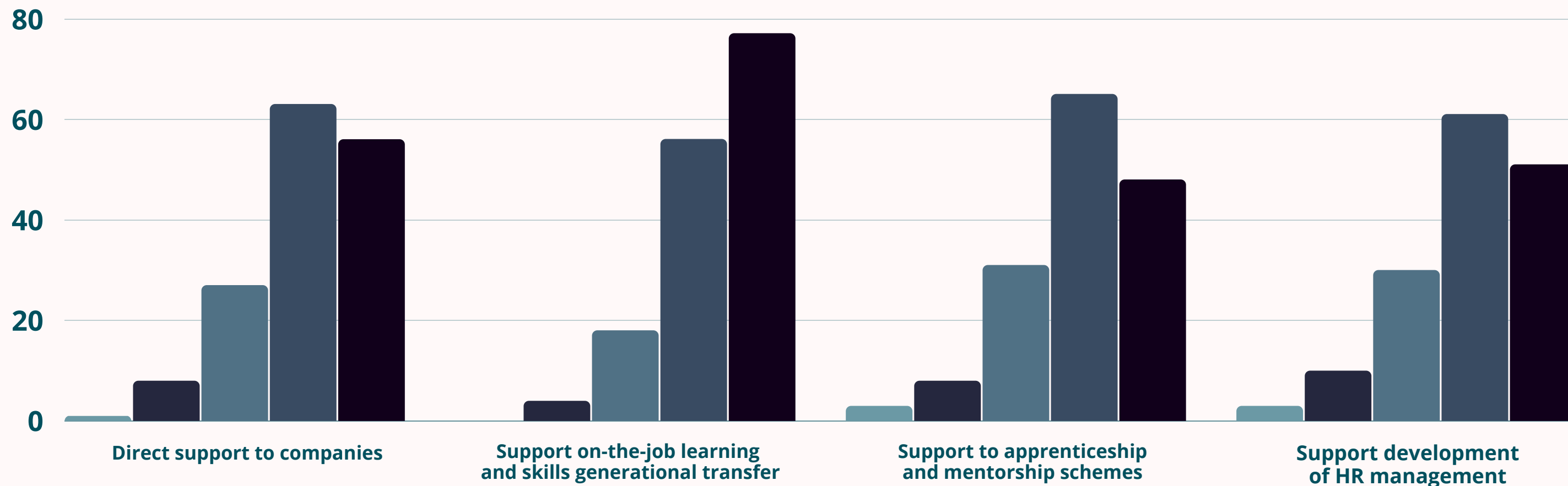
Importance of the following activities for a company

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● Not Important ● Less Important ● Neutral ● Important ● Very Important



Other industry-oriented actions to be included

*SELECTED REPLIES

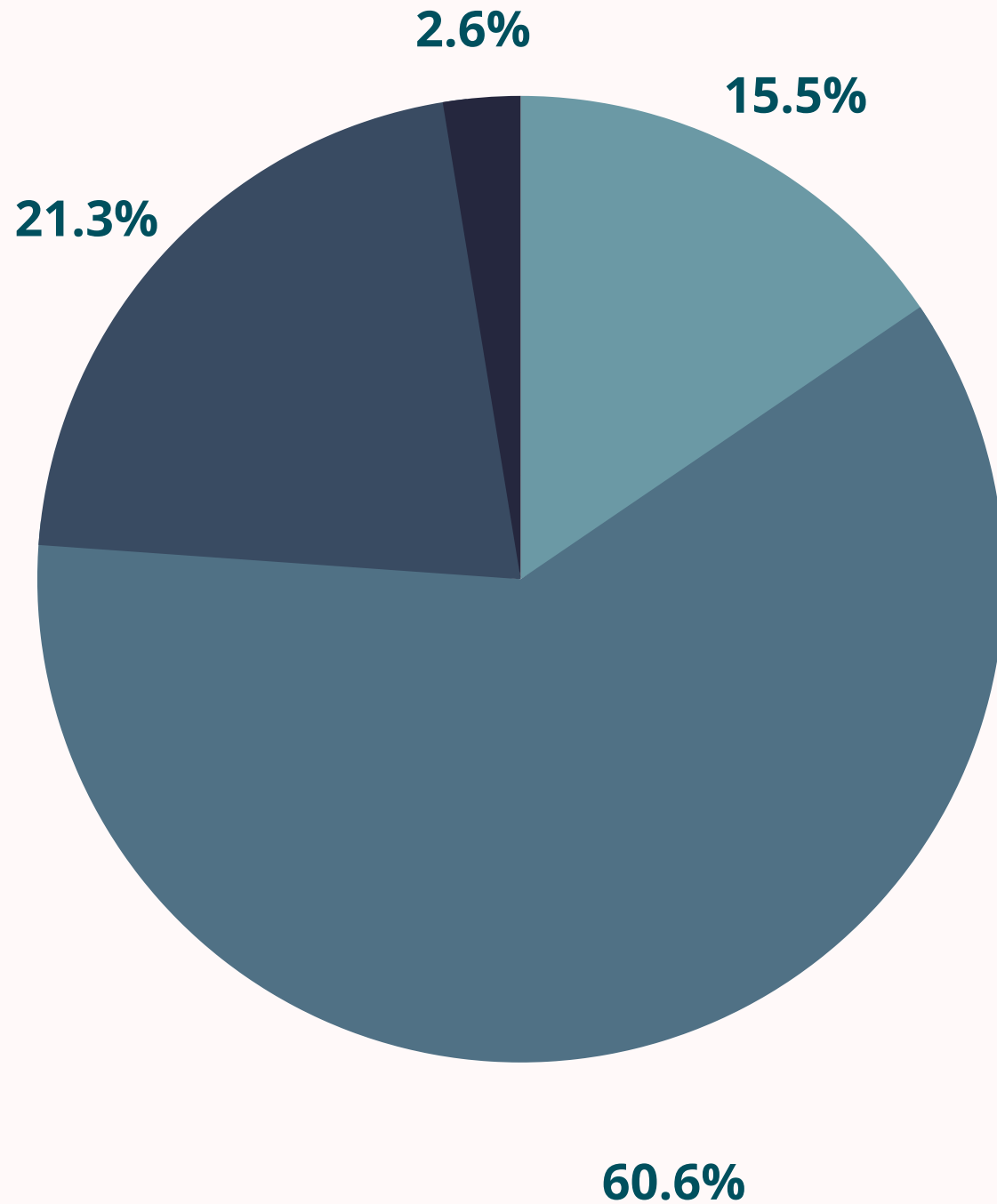
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- Conducting specialist & industry courses to raise qualifications.
- We need a commercial & entrepreneurial network.
- Financial support. We carry training during working hours to improve the engagement of our employees in the training, which means that the actual cost of the training is not only the cost of the training action itself but also that of the productive time that is 'lost'.
- Promotion of occupations that are deficit.
- Support rural areas to help interns move around & find housing. Better contacts between schools and companies to hire apprentices.
- Provide real support to SMEs beyond the official 400 hours of training, because training continues during months, even years afterward.
- Appropriate training centers are required.
- Support in HR management & in re-skilling of workers ('recycling' of work posts).
- Promoting the interest of potential apprentices/trainees/workers to be involved in the TCLF industry.

Interest in joining the Pact for Skills initiative

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- Yes, definitely
- Maybe, depending on the detailed actions
- Unlikely
- Definetly not

CONTACTS

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