



# An in-depth overview of the **EU cohesion funds'** **investments in skills** in the context of the European Year of Skills

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# List of abbreviations

CSO	Civil Society Organisations
CoVEs	Centres of Vocational Excellence
EQF	European Qualifications Framework
ERDF	European Regional Development Fund
ESF+	European Social Fund Plus
ILA	Individual Learning Account
ISCED	International Standard Classification of Education
JTF	Just Transition Fund
NEET	Not in education, employment, or training
NGO	Non-governmental organisation
PES	Public Employment Service
STEM	Science, Technology, Engineering and Mathematics
TSI	Technical Support Instrument
VET	Vocational Education and Training

AT	Austria
BE	Belgium
BG	Bulgaria
CY	Cyprus
CZ	Czechia
DE	Germany
DK	Denmark
EE	Estonia
EL	Greece
ES	Spain
FI	Finland
FR	France
HR	Croatia
HU	Hungary
IE	Ireland
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
MT	Malta
NL	Netherlands
PL	Poland
PT	Portugal
RO	Romania
SE	Sweden
SI	Slovenia
SK	Slovakia

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# Executive summary

This in-depth overview of European Union (EU) cohesion funds' investment in skills aims to better understand the proportion of planned investments by the European Social Fund Plus (ESF+), European Regional Development Fund (ERDF), and Just Transition Fund (JTF) dedicated to labour-market focused education, training and skills. Other EU funds that support skills exist as well, such as the Recovery and Resilience Fund (RRF), Erasmus+, Technical Support Instrument (TSI) and Horizon Europe. However, they are not covered in this report.

Through a combination of quantitative and qualitative research, the report presents the overview of the volume and share of planned financing targeted at education, training and skills, including the types of activities and target groups associated with these investments, across relevant investment priorities, programmes and Member States. Member States<sup>1</sup> actively contributed to this report by reviewing the initial data assembled by a team of researchers at the ESF+ Support Centre. Types of activities are grouped by interventions that are directly related to (formal and non-formal) education and training at various levels, as well as those related to the context of training activities (promotion, guidance, curriculum review, etc.). Target groups are presented by age, as well as additional socio-economic factors, such as employment status, and specific types of vulnerabilities.

This analysis allows to compile the overall financial estimates of EU cohesion funds allocated to skills and the estimated expected range of participants in skills-related measures.

## Key takeaways



### € 44.2 billion EU investment allocated to support to skills

Across the Member States, most investments in skills are part of ESF+ (EUR 40.4 billion, 91.5% of the total estimated EU investment in skills)<sup>2</sup>. The JTF applies less funds to skills (EUR 2.3 billion, 5.2%) followed by ERDF (EUR 1.5 billion, 3.3%). In combination with national co-financing across all Member States, the total investment in skills under EU cohesion funds is estimated at EUR 67.7 billion.



### 14.6% out of all investments in ESF+ / JTF / ERDF are dedicated to skills

Overall, the largest shares of EU investment to skills related activities are in ESF+ (45.7% of total ESF+ investments), followed by JTF (12.2% of all JTF investments) and a small share of ERDF investments (0.7%).



### Varied use of EU funds on skills across Member States

The largest shares of funds invested were found in Luxembourg (35.1%), Sweden (34.1%), the Netherlands (32.6%), Austria (31.0%), Denmark (30.7%) and Belgium (30.5%). Other areas of relative high levels of ESF+ support are in Ireland (29.2%), Portugal (23.5%) and Germany (17.7%). The lowest shares of investments in skills-related activities were observed in Czechia (6.6%), Cyprus (9.2%), Croatia (8.6%), Lithuania (9.5%), Latvia (8.7%), and Romania (8.8%).

1 With the exception of Italy and Portugal.

2 Current programming period.



### **As many as 38 million people participating in skills activities**

The programmes with the largest budgets also have the largest participation figures: Italy anticipates participation of between 4.5 and 9.7 million, Spain between 4.8 and 8.2 million, and Poland between 2.0 and 4.4 million people.



### **Core services are skills counselling and training for individuals**

Skills counselling and training for individuals are evident in at least one priority across all Member States. Most Member States include similar levels of attention for each of the main types of activities. There are some outliers, such as Greece, which focuses on promotion of education and training, and Lithuania and Latvia, which support capacity-building of (non-teaching) staff in public sector organisations, PES and NGOs.



### **The working-age population is the largest target group**

Generally, these activities are targeted towards the working age population, but also young NEETs (aged over 15 years old)<sup>3</sup> are regularly targeted. Skills investments most often focus on persons in employment, and to a lesser extent on unemployed. Persons that are not active on the labour market are least often targeted by skills measures. More specific groups are encountered across all Member States, with skills measures often reaching young workers, young NEETs, as well as vulnerable groups, such as migrants, persons from marginalised groups and persons with disabilities.

<sup>3</sup> This report does not include initial education, but does include vocational education and training (VET) and young NEETs, which can include youngsters of 15 years and older.



# 1 Introduction

This report provides a comprehensive overview of investments in education, training and skills planned across the European Social Fund Plus (ESF+)<sup>4</sup>, European Regional Development Fund (ERDF) and Just Transition Fund (JTF) in the 2021-2027 programming period. The analysis was undertaken by the ESF+ Support Centre Team during the European Year of Skills<sup>5</sup>. It involved reviewing the approved programmes of these funds, which detail the investment strategy, specific financial allocations to priorities, targets, and descriptions of measures and target groups.

The review aimed to:

- Quantify the volume and share of investments planned for education, training and skills by country, and aggregate these figures at EU level;
- Identify, where possible, the types of activities and target groups associated with the planned investments in skills across relevant priorities, programmes and Member States.

The types of investments to be included in the analysis were defined by their relevance to the European Year of Skills framework<sup>6</sup>. The framework focuses on addressing skills gaps and aiding the reskilling of individuals, with a particular emphasis on digital and green technology skills, targeting the working-age adult population (for reskilling and upskilling) but also labour market-focused education, training and skills more broadly. Thus, any measures that seemed to contribute to the objectives of the European Year of Skills were included in the analysis.

The following section details how findings were gathered, followed by an EU summary of those findings. The report also includes country factsheets that provide an overview of the findings on planned investments in skills and numbers of participants for each Member State.

<sup>4</sup> This report exclusively covers the shared management strand of the ESF+.

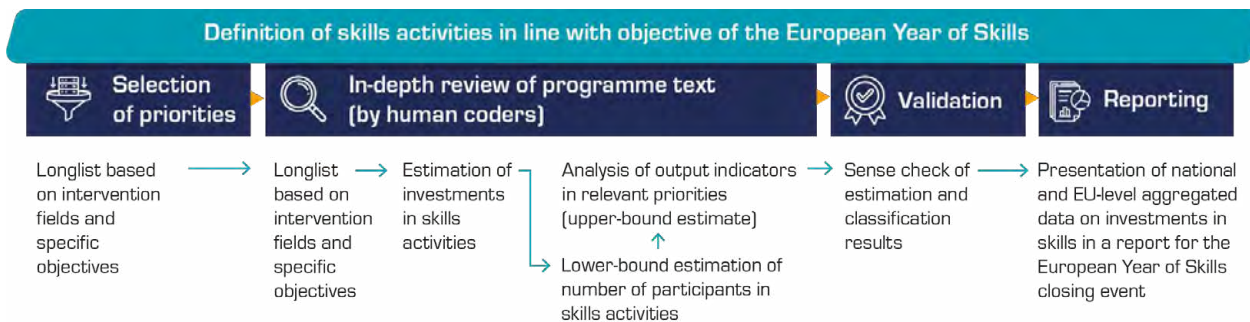
<sup>5</sup> The European Year of Skills aims to address skills gaps in the European Union and boost the EU skills strategy, which will help reskill people with the focus on digital and green technology skills. The Year has started on 9 May 2023 and run for 12 months, with many actions and initiatives to be launched and promoted. After: [https://year-of-skills.europa.eu/index\\_en](https://year-of-skills.europa.eu/index_en) [accessed on 11/04/2024].

<sup>6</sup> Decision (EU) 2023/936 of the European Parliament and of the Council of 10 May 2023 on a European Year of Skills (Text with EEA relevance). Available at: <http://data.europa.eu/eli/dec/2023/936/oj> [accessed on 11/04/2024].

## Analytical approach

The quantified estimate of planned skills investments across the ESF+, ERDF and JTF had several steps (see Figure 1).

**Figure 1. Methodology of analysis**



### Step 1. Selection of priorities

The initial step involved compiling a ‘long-list’ of all relevant priorities that could potentially be related to skills<sup>7</sup> (see Annex 1 for full list of selected intervention fields). Additionally, all measures allocated to the specific objectives of ‘Adaptation of workers and enterprises to change’ (SO(d)) and ‘Lifelong learning and career transition’ (SO(g)) were selected for the longlist, irrespective of their intervention fields. This ensured that investments in these specific objectives were not overlooked, even if they are programmed in out-of-scope intervention fields.

The analysis covered all relevant programmes adopted by the European Commission up to the beginning of January 2024. This longlist included a total package of priorities in all 27 Member States, 224 programmes (103 programmes with ERDF investments, 155 programmes with ESF+ investments, 33 programmes with JTF investments<sup>8</sup>), equating to a total value of EUR 81.95 billion of investments across ESF+, ERDF and JTF (including EUR 68.3 billion in ESF+) selected for the in-depth review.

### Step 2. In-depth review of programme texts by human coders

A detailed qualitative review of the selected priorities was carried out by human coders, using a coding scheme piloted and agreed with the European Commission. The scheme included definitions, classifications, and guidance for coders (see Annex 3).

Based on the qualitative descriptions of activities, coders were tasked with estimating the share of activities/projects in each description that included a skills component. Where skills measures were identified, coders classified the type of measure and the foreseen target group(s).

Estimating the share of activities/projects was an approximate measurement, as the descriptions of the activities do not indicate the size of budgets allocated to the types of activities. As a result, a certain margin of uncertainty in the results presented in this report cannot be avoided. Annex 2 presents in detail the approach and its limitations, within the context of how information on the content of programmes is stored and can be retrieved.

This review also provided an estimate of the number of participants foreseen to be targeted by skills-related measures. The report includes two estimates on the number of participants:

- **Upper-bound estimate:** it assumes that all individuals included in the target will be reached by skills measures, regardless of the share of the total estimated budget. It was derived by summing all targets of indicators measuring individuals in priorities where skills measures were identified. Targets for indicators beyond the scope of this analysis (e.g. (pre-) primary schoolchildren) were excluded.

<sup>7</sup> Priority axes are the highest level of hierarchy in programmes. Within priority axes, programmes identify specific objectives, according to fixed categories specified by the ESF+ Regulation. Within this level, separate financial allocations can be made to different intervention fields. This report refers to ‘priorities’ in the context of programmes, meaning the lowest hierarchical level, i.e. intervention fields within specific objectives within priority axes.

<sup>8</sup> Multi-fund programmes are common, thus the total number of programmes per fund is higher than the total number of programmes reviewed.

- Lower-bound estimate: it assumes that not all participants targeted by interventions in priorities with skills activities are necessarily targeted by interventions focusing on skills. Accordingly, the estimated share of the budget addressing skills was used as a lower-bound estimate and applied to the estimated upper-bound estimate (i.e. the aggregated output target for individuals at the level of individual priorities). This provides a more conservative estimate taking into account the focus on skills within the budget of each priority.

Annex 2 gives further details on the methodology used for estimating the financial share and participants' share related to skills.

### Step 3. Validation of estimates by managing authorities

The estimates produced by the previous steps were validated with managing authorities across the Member States. Brief summary factsheets were drawn up, with a detailed explanation of the methodological approach, and shared with Member States<sup>9</sup>. Their feedback was integrated and estimates adjusted accordingly.

While our approach offers insights in the broad range of investments in ESF+, ERDF and JTF programmes in the field of skills, the following limitations need to be taken into account when reading the findings.

#### Limitations of the approach



The overall financial estimates provided in this review need to be treated with caution. In most Member States, there is no concrete figure of the share of investments in skills. This study provides estimates based on the interpretation of the qualitative descriptions of the investments by the research team. The validation exercise that involved managing authorities served to ensure the validity of these estimates, but these still remain an approximation.

This review took a two-step approach, as all programmes and priorities could not be covered. While the methodology was designed to ensure that its 'long-list' includes the most relevant priorities, we cannot guarantee that no skills investments take place outside the covered intervention fields. In ERDF for instance, we select only one intervention field relevant for investments in skills. Consequently, there might be cases where relevant investments were not included, for example, where infrastructural investments have a skills component that is not designed as such by a programme.

The text descriptions provided by Member States in their programmes vary substantially in the level of detail that is provided on individual interventions. This means that certain breakdowns that could be desirable from a European policy perspective cannot be done, such as for instance a distinction between support for initial and continuing VET, or a more precise definition of the types of adult education that are supported.

The tracking methodology, as explained in more detail in Annex 2, by the ESF+ regulation does not allow the level of granularity expected from this exercise even when looking at the intervention field level.

<sup>9</sup> As of 18 March 2024, all Member States had provided their feedback, with total estimates adjusted accordingly to the feedback received. The exception was Italy and Portugal, whose estimates should therefore be read with caution.

## 2 European overview of cohesion funds' investments in skills

This chapter presents an overview of the investments in skills at EU level. The results of the mapping are presented for all investment funds reviewed (ESF+, JTF, ERDF), as well as by individual fund.

### 2.1 Overview of European investment in skills through cohesion policy funding

An estimated EUR 44.2 billion of EU contributions to cohesion funds' investments are supporting skills in the 2021-2027 programming period for all 27 Member States. Most of these investments are found in ESF+ (EUR 40.4 billion, 91.5% of the total estimated EU investment in skills), with remaining investments allocated to the JTF (EUR 2.3 billion, 5.2%) and ERDF (EUR 1.5 billion, 3.3%). Taking into account national co-financing across all Member States, the total investment in skills is estimated at EUR 67.7 billion.

Overall, 14.6% of all cohesion funds' investments in ESF+/JTF/ERDF is dedicated to skills-related activities, with the largest shares in ESF+ (45.7% of total ESF+ investments), followed by the JTF (12.2% of JTF investments) and a small share of ERDF investments (0.7%).

The largest shares of cohesion funds invested in skills-related activities are in Luxembourg (35.1%), Sweden (34.1%), the Netherlands (32.6%), Austria (31.0%), Denmark (30.7%) and Belgium (30.5%).

The lowest shares of investments in skills-related activities are in Czechia (6.6%), Cyprus (9.2%), Croatia (8.6%), Lithuania (9.5%), Latvia (8.7%) and Romania (8.8%). Investments in skills in these Member States typically cover skills counselling, with working-age adults the main target group (with the exception of Latvia, which also focuses on entities).

A review of the targets defined for indicators measuring participation in the interventions programmed in skills suggests an expected 21.3 and 38.7 million participants in skills-related measures between 2021 and 2027. Almost all of these are foreseen in ESF+ programmes, as the participation targets for ERDF/JTF account for less than 2% of the total target<sup>10</sup>. The largest participation figures are in the programmes with the largest financial envelopes, notably in Italy (anticipated participation between 4.5 and 9.7 million), Spain (between 4.8 and 8.2 million) and Poland (between 2.0 and 4.4 million).

<sup>10</sup> An important caveat is that JTF/ERDF programmes tend to use different types of indicators for target-setting compared to ESF+, counting the number of companies, or the number of networks supported. This does not necessarily mean that these funds do not reach individuals as end-beneficiaries, but, rather, that the indicators do not necessarily capture them.

**Table 1. Overview of estimated investment in skills**

Member State	EU funds for skills (EUR million)	Total funds (EU + Member State) for skills (EUR million)	% of all investments	Lower-bound participation target	Upper-bound participation target
AT	353.7	842.8	31.0%	78 824	88 296
BE	750.8	1 688.6	30.5%	657 170	934 400
BG	1 122.0	1 362.7	12.4%	472 669	923 586
CY	66.7	111.0	9.2%	7 249	10 810
CZ	921.5	1 197.2	6.6%	173 372	399 625
DE	3 171.4	6 869.5	17.7%	1 161 869	1 766 648
DK	133.8	292.8	30.7%	43 609	59 000
EE	381.3	547.3	13.5%	116 123	135 729
EL	2 003.3	2 530.5	11.8%	628 583	977 791
ES	5 338.2	8 104.4	16.0%	4 804 655	8 223 497
FI	230.2	385.8	12.6%	47 894	128 164
FR	2 519.3	4 200.8	15.0%	1 544 393	4 326 973
HR	624.5	734.4	8.6%	102 515	265 438
HU	1 963.5	2 362.1	10.6%	1 072 711	1 191 882
IE	260.0	587.5	29.2%	212 311	342 833
IT*	7 162.9	13 671.2	19.4%	4 543 166	9 745 621
LT	454.2	582.1	9.5%	166 189	522 411
LU	12.8	29.9	35.1%	12 073	13 603
LV	289.9	341.0	8.7%	86 407	112 950
MT	77.3	128.9	13.5%	92 300	106 662
NL	477.6	1 097.0	32.6%	245 988	366 211
PL	6 019.9	7 307.1	9.6%	2 086 910	4 390 881
PT*	5 187.4	6 240.1	23.5%	1 339 865	1 446 593
RO	2 667.8	3 286.8	8.8%	890 524	1 186 630
SE	550.2	1 324.7	34.1%	154 525	195 282
SI	308.4	451.8	12.8%	177 604	238 544
SK	1 131.9	1 406.4	11.0%	365 181	601 440
EU-all funds	44 180.5	67 684.7	14.6%	21 284 676	38 701 500
EU-ESF+	40 429.2	62 227.6	45.7%	20 948 079	38 031 991
EU-JTF	2 291.8	3 202.9	12.2%	192 425	456 938
EU-ERDF	1 459.4	2 254.1	0.7%	144 172	212 571

Notes: \*Not validated by the Member State.

Source: Coding based on programme text and Cohesion Open Data Platform<sup>11</sup>.

Cohesion funds' investments in skills usually focuses on counselling and training activities. This type of investment is found in at least one priority for every Member State. Support for training of private sector employees and support for training of individuals are also frequently mentioned; where programmes do not refer to employee training, training of individuals tends to be included, and vice versa<sup>12</sup>. Member States allocating the largest portions of their funds to skills-related activities offer examples of such investments:

- Skills counselling: Austria offers coaching and accompanying counselling to orient individuals in their professional journeys. Services also include vocational assistance, advising on labour market entry, supporting vocational training, and aiding career development. The focus is on providing accessible, high-quality advice on general and vocational education, as well as on employment for adults. In Belgium, counselling services assist job seekers, especially those facing social disadvantages or barriers to employment. They include an initial individual assessment interview to identify needs and define the type of support required, based on the individual's personal and

<sup>11</sup> Cohesion Open Data Platform. Available at: [https://cohesiondata.ec.europa.eu/cohesion\\_overview/21-27](https://cohesiondata.ec.europa.eu/cohesion_overview/21-27) [Accessed on 17/04/2024].

<sup>12</sup> Note that the training of individuals may also cover employees; the distinguishing factor is that the type of training is open to all, as opposed to training offered by employers (private sector) or the public sector. See Annex 3 for a more detailed discussion of the differentiation between the different types of activities.

professional situation. There are also projects allowing pupils and students coming near the end of their studies to discover the professional opportunities open to them.

- Training of individuals: Denmark provides citizens with opportunities to acquire education and enhance their skills, including courses in entrepreneurship. Luxembourg provides vocational training for job seekers in IT and digital tools; projects tailored to women returning to the workforce and young people entering the labour market; specific actions assisting refugees and those with migrant backgrounds in addressing their linguistic needs; and training for acquiring new skills relevant to the green transition, including renewable energy, energy efficiency, and decarbonisation.
- Training of workers in the private sector: activities in the Netherlands stimulate the learning culture of the workforce and companies leading to the competences needed for innovation at all levels. Further training is provided to all existing employees and in particular industries (steel). Sweden develops skills for smart specialisation, industrial transformation, entrepreneurship, and business adaptability. It aims to increase knowledge to better implement and use digitisation, automation and artificial intelligence (AI).

Most Member States show comparable levels of attention to each of the main types of activities, but there are some differences:

- Greece focuses on promotion of education and training for unemployed people, particularly for long-term unemployed people, women, Roma, and third-country nationals. Support includes accessibility initiatives for students with disabilities, promotion of the social economy, and social entrepreneurship initiatives.
- The training of (non-teaching) staff in public sector organisations, public employment services (PES), non-governmental organisations (NGOs), in the form of capacity-building is frequently mentioned in Latvia and Lithuania. Latvia uses training to build capacity among various actors such as European Employment Services (EURES) advisors, social partners and civil society organisations (CSOs) to strengthen their role in legislative process and collective bargaining. To ensure that Latvian regions move towards a climate-neutral economy, support is planned to increase the skills and knowledge of local professionals from municipalities and regions. Lithuania supports health professionals and trade unions to increase the competences of occupational risk assessment and occupational risk supervision.

Support for formal education is less common than for non-formal education and training<sup>13</sup>. Cohesion funds' investments in formal VET are foreseen by 26 Member States, while 24 Member States invest in formal higher education. By contrast, non-formal training for individuals and workers is foreseen across all Member States. Notably, Estonia and Germany frequently reference VET activities in their programmes:

- Estonia aims to increase the provision of continuing, vocational and higher education. This includes reforming the vocational qualification system to offer more versatile choices. The aim is to better align vocational and higher education with labour market needs. It is also working towards integrating digital competencies into higher and vocational education curricula.
- Germany is enhancing its VET through innovative projects and digitalisation efforts with a focus on sustainability, part-time training models, and inter-company apprenticeships to boost quality and attractiveness. It supports continuing education, expanding training structures, and encouraging company involvement in VET and internships. Efforts to ease school-to-training transitions for students are complemented by targeted support for prisoners and unemployed individuals, including those with refugee and migrant backgrounds.

Some national-level investments are inspired by EU-level initiatives:

- Piloting individual learning accounts (ILAs)<sup>14</sup> is mentioned in programmes of Cyprus, Germany, Estonia, Croatia, Greece, Italy, Hungary, Portugal, Romania and Slovenia. The continuing education courses financed in Germany, and the resulting certificates, can be understood as 'micro-credentials'. In Hungary, ILAs are developed and implemented based on the results of the Technical Support Instrument (TSI)<sup>15</sup> project. The ESF+ programme intends to support the introduction of ILAs with more than EUR 5 million, depending on the outcome of the TSI project.
- Interventions in the micro-credentials<sup>16</sup> system, with a view to innovation in education and training systems are planned in Member States such as Spain, Italy, Germany and Portugal:
  - Training of Galician (Spain) employees will follow a micro-credentials approach that allows selective and flexible acquisition of skills and competencies to satisfy the new and emerging needs of companies;

<sup>13</sup> Support for general (formal) education is outside the scope of this review.

<sup>14</sup> Council Recommendation of 16 June 2022 on individual learning accounts (2022/C 243/03). Available at: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32022H0627\(03\)](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32022H0627(03)) [Accessed on 16/04/2024].

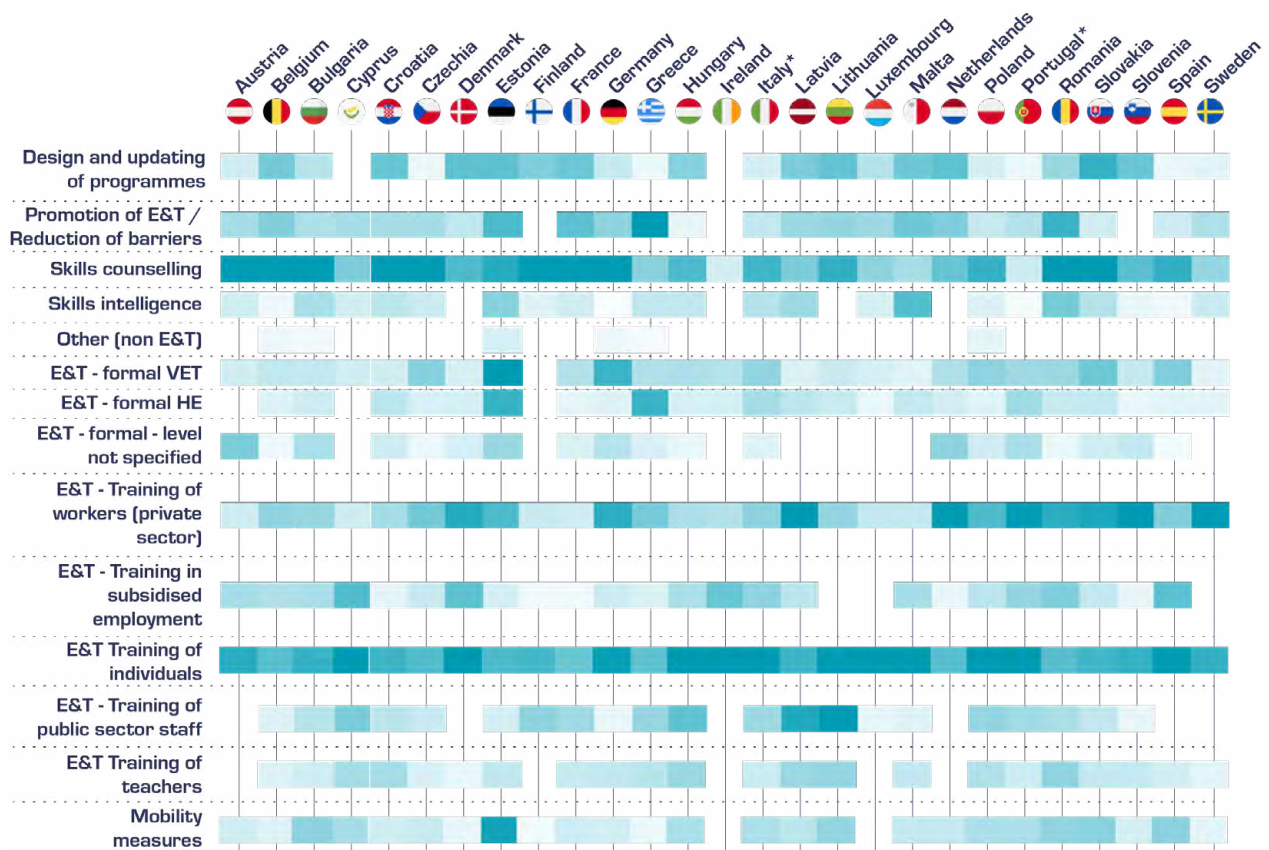
<sup>15</sup> Technical Support Instrument (TSI). Available at: [https://commission.europa.eu/funding-tenders/fnd-funding/eu-funding-programmes/technical-support-instrument/technical-support-instrument-tsi\\_en](https://commission.europa.eu/funding-tenders/fnd-funding/eu-funding-programmes/technical-support-instrument/technical-support-instrument-tsi_en) [Accessed on 17/04/2024].

<sup>16</sup> Council Recommendation of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (2022/C 243/02). Available at: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32022H0627\(02\)](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32022H0627(02)) [Accessed on 16/04/2024].



- Four Italian regions (Sardegna, Veneto, Calabria, Basilicata) will test a micro-credentials system (in line with the Council Recommendation) for short training courses to bridge the gap between formal education and the needs of a society and evolving labour market. There are plans to develop a network of services to enhance learning in formal, non-formal and informal contexts, the certification of skills, and the attestation of all learning, including through micro-credentials and digital badges;
- Short-term higher education courses in Portugal will be carried out by higher education institutions in collaboration with regional, public and private employers, to deepen the system of micro-credentials.
- In addition to the support offered by Erasmus+, Croatia and Greece utilise the ERDF and Bulgaria uses ESF+ to back their Centres of Vocational Excellence (CoVEs)<sup>17</sup>.
- 25 Member States invest in mobility measures, primarily under ESF+. This includes the Aim, Learn, Master, Achieve (ALMA)<sup>18</sup> initiative and support for international labour mobility through the EURES Network<sup>19</sup>. Under the JTF and ERDF, only five Member States foresee mobility measures – these include investments in smart and sustainable local mobility (JTF), and cross-regional and international mobility of scientists and doctoral students or workers (ERDF).
- In line with the European Skills Agenda<sup>20</sup>, Slovakia's investments in skills support measures for developing VET align with the needs of Regional Research and Innovation Strategies for Smart Specialisation (RIS3) domains. This includes creating and innovating study and teaching programmes, introducing new educational methods, providing infrastructure and equipment for practical teaching, engaging experts from relevant industries, promoting practical education, and fostering cooperation with companies.

**Table 2. Relative frequency of different types of activities**



Legend: A darker shade of teal indicates that a particular action type is mentioned more frequently in that Member State compared to other action types.

Notes: (-) Activity is not explicitly mentioned in that Member State; \*Not validated by the Member State.

Source: Coding based on the programme text.

17 Centres of Vocational Excellence. Available at: <https://ec.europa.eu/social/main.jsp?catId=1501> [Accessed on 17/04/2024].

18 ALMA. Available at: <https://ec.europa.eu/social/main.jsp?catId=1549&langId=en> [Accessed on 17/04/2024].

19 EURES Targeted Mobility Scheme. Available at: [https://eures.europa.eu/eures-services/eures-targeted-mobility-scheme\\_en](https://eures.europa.eu/eures-services/eures-targeted-mobility-scheme_en) [Accessed on 10/05/2024].

20 European Skills Agenda. Available at: <https://ec.europa.eu/social/main.jsp?catId=1223&langId=en> [Accessed on 16/04/2024].

A similar comparison was made for the target groups of the cohesion funds' investments in skills. Table 3 shows target groups mentioned in programmes' priorities with skills-related activities.

The working-age population is mentioned as the target group of skill-related interventions by every Member State and in most specific objectives. Except Cyprus, all Member States mention working-age population as the target group of specific objectives on lifelong learning and career transitions. Italy targets these interventions at the working-age population regardless of their work placement, including citizens of other Member States and third-country nationals legally present in Italy, those over the age of 16, in a state of inactivity, unemployment and employment (both dependent and self-employed). Most Member States (except Sweden and Slovenia) mention working-age adults as the target group of activities in specific objectives on active inclusion and employability. In Spain, the skills interventions in this specific objective target a variety of working-age adults in vulnerable situations. These include people at risk of social exclusion, individuals with disabilities, migrants and ethnic minorities, and young people.

Children under the age of 15 are less frequently mentioned in skills-related activities. Germany is among the 21 Member States to identify children as a target group, particularly within the specific objective focusing on quality and inclusive education and training systems. The focus is on supporting their transition through the education system, ensuring that those with migrant background can overcome language barriers and providing additional support for those with disabilities or from disadvantaged backgrounds (e.g. facing homelessness, or with caring responsibilities) to retain them in the education system and prepare them for vocational training or further education. Bulgaria includes a focus on children younger than 15 in the specific objective on integration of marginalised communities, such as Roma. Greece focuses on children younger than 15 in the specific objectives on active inclusion and employability, and improving education and training systems.

Twenty-three Member States target young people in NEET situations. Poland targets young people most frequently in its specific objectives, including supporting young NEETs under the ALMA initiative<sup>21</sup>. In total, 15 Member States mention the ALMA initiative in their programmes (AT, BE, BG, CY, CZ, EL, ES, HR, IT, LU, MT, PL, PT, SI, SK), thereby focusing on young NEETs. Young workers are mentioned as the target group of skills interventions in the programmes of all Member States except Denmark.

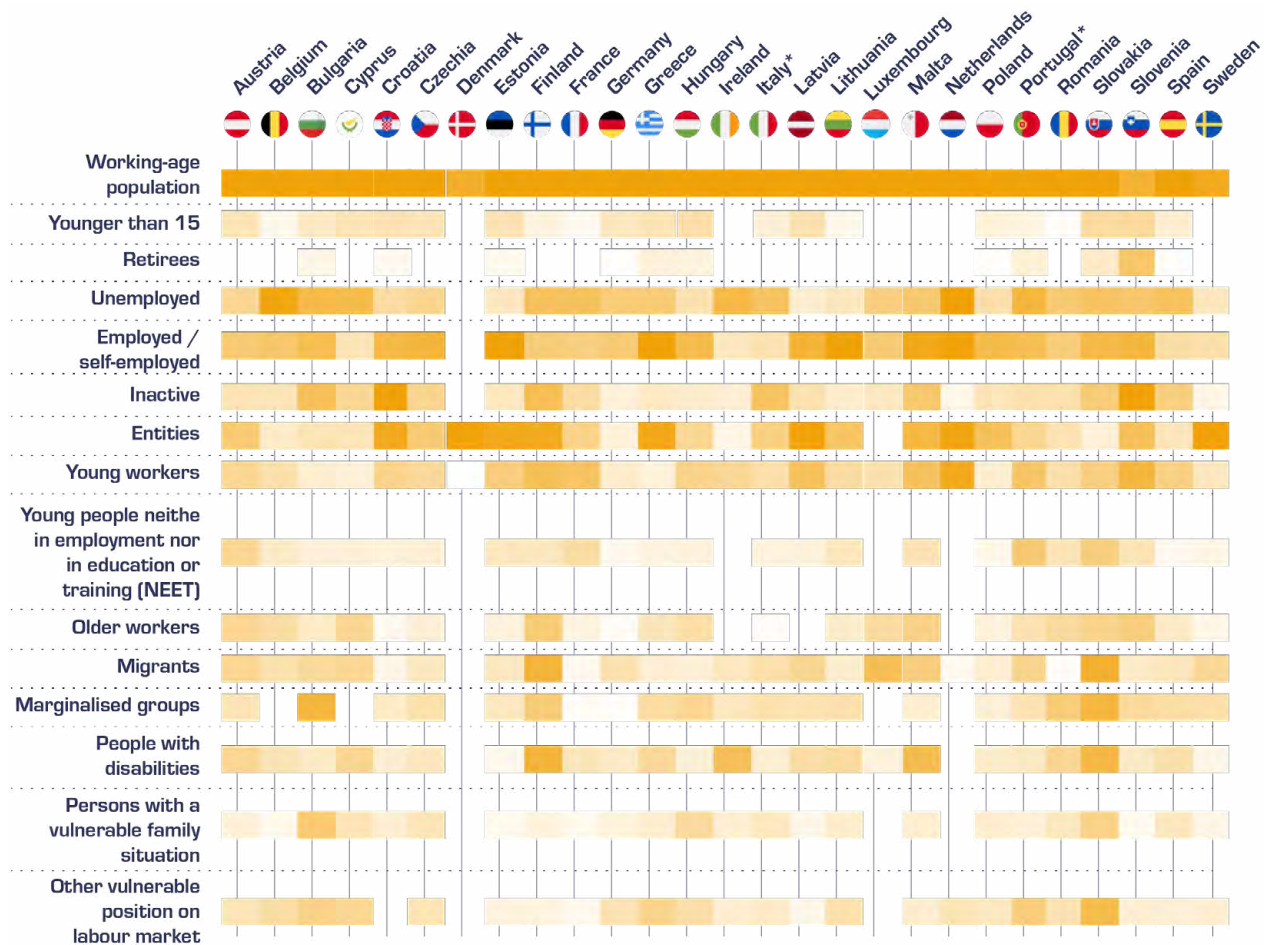
Retirees are mentioned only incidentally by 11 Member States (BG, DE, EE, EL, ES, HR, HU, PL, PT, SI, SK), particularly in specific objectives on active inclusion and employability, access to employment and activation measures, adaptation of workers and enterprises to change. In 23 Member States, interventions are aimed at older workers of pre-retirement age.

In all Member States except Luxembourg, skills measures also target entities, which may encompass (government) institutions, education and training providers, and enterprises in the private sector. In Finland, these include labour market partners, CSOs, municipalities, educational organisations, social and other companies, providers of art, welfare, social, health and rehabilitation, as well as education and counselling services, actors of the child welfare cooperation network, research, development and innovation institutions and universities. Entities are primarily targeted under the JTF (20 Member States), ERDF (19 Member States) and specific objective on active inclusion and employability (18 Member States). Denmark largely targets entities under lifelong learning and career transitions, focusing on local educational institutions and taking a systematic and coordinated approach to upskilling and educational institutions in order to promote occupational and sectoral mobility. Poland includes entities as a target group in the specific objectives on quality and inclusive education and training systems and adaptation of workers and enterprises to change. An example is labour market institutions, for example those involved in qualifications and competences and the EURES services. Germany mainly targets entities under the specific objective on improving education and training systems, for example vocational schools.

21 ALMA. Available at: <https://ec.europa.eu/social/main.jsp?catId=1549&langId=en> [Accessed on 16/04/2024].



**Table 3. Relative frequency of different target groups**



Legend: In each Member State, a darker shade of orange indicates that a particular target group type is mentioned more frequently compared to others. Notes: (-) signifies that target group is not explicitly mentioned in that Member State; \*Not validated by the Member State. Source: Coding based on the programme text.

## 2.2 Estimated investment in skills – ESF+

An estimated EUR 40.4 billion of EU contributions to ESF+ investments support skills in the 2021-2027 programming period for all 27 Member States. Together with national co-financing across all EU Member States, this means a total cohesion funds investment in skills of EUR 62.2 billion, or approximately 45.7% of the entire ESF+.

The largest ESF+ programmes enable the largest absolute cohesion funds' investments in skills, with some relevant variation between Member States in the overall share of ESF+ investments dedicated to skills. The largest shares of funds invested in skills-related activities are in Denmark (88.7%), Austria (80.1%), Sweden (76.3%), the Netherlands (70.5%) and Portugal (68.2%). Comparatively, Croatia (30.1%), Greece (32.2%) and Cyprus (32.6%) allocate the lowest shares of their ESF+ budgets to the area of skills.

**Table 4. Overview of estimated ESF+ investment in skills**

Member State	EU funds for skills (EUR million)	Total funds (EU + Member State) for skills (EUR million)	% of all investments	Lower-bound participation target	Upper-bound participation target
AT	296.3	727.9	80.1%	65 824	75 296
BE	717.6	1 607.4	57.8%	656 957	932 699
BG	968.4	1 175.0	39.0%	468 628	905 827
CY	66.2	110.3	32.6%	7 241	9 380
CZ	811.9	1 057.9	35.1%	172 877	392 539
DE	2 999.1	6 513.6	50.6%	1 149 042	1 742 066
DK	100.1	223.5	88.7%	39 529	46 400
EE	366.3	523.9	71.8%	103 276	112 029
EL	1 709.6	2 178.8	32.2%	592 612	926 123
ES	5 123.7	7 799.7	49.1%	4 801 217	8 207 477
FI	197.9	339.0	34.8%	47 812	126 954
FR	2 262.5	3 815.3	36.1%	1 449 937	4 208 903
HR	558.0	656.1	30.1%	87 184	238 350
HU	1 890.5	2 269.5	37.3%	1 066 711	1 179 882
IE	260.0	587.5	57.6%	212 311	342 833
IT*	6 445.9	12 610.0	45.9%	4 521 435	9 714 006
LT	404.3	508.5	37.8%	116 906	461 400
LU	9.1	22.5	66.2%	8 368	9 898
LV	253.8	298.6	36.8%	85 112	107 461
MT	71.2	118.7	61.7%	92 300	106 662
NL	268.0	670.0	70.5%	230 000	317 000
PL	5 526.8	6 705.9	44.8%	2 072 994	4 273 503
PT*	5 130.2	6 153.6	68.2%	1 339 808	1 445 869
RO	2 388.8	2 955.9	34.4%	877 330	1 140 868
SE	493.5	1 192.8	76.3%	152 644	191 881
SI	286.9	421.9	44.9%	175 632	233 018
SK	822.5	983.8	36.1%	354 391	583 667
<b>EU</b>	<b>40 429.2</b>	<b>62 227.6</b>	<b>45.7%</b>	<b>20 948 079</b>	<b>38 031 991</b>

Notes: \*Not validated by the Member State.

Source: Coding based on programme text and Cohesion Open Data Platform.

The focus on skills varies substantially across programmed cohesion funds' investments for different specific objectives. Investments to support lifelong learning and career transition (SO(g) – 85.4%) comprise the highest share of funds dedicated to skills, followed by investments supporting access to employment (SO(a) – 60.7%), and adaptation to change (SO(d) – 61.2%), which underlines the importance of education and training to support labour market objectives. The relatively low share of investments in improving education and training systems (SO(e) – 56.3%) reflects that this review only covers investments in VET (and excludes investments in general education streams, which make up a considerable proportion of the remaining investment).

Member States plan specific measures tailored to their needs and economic contexts to enhance VET opportunities. These include:

- Adapting VET to the needs and expectations of young people and the labour market (BE, CY, EE, LU, PL, SK, SI).
- Reforms or further improvement of the vocational qualification system (EE, FR, SE).
- Support for social and relational inclusion of students with additional needs, i.e. students with disabilities, migrant or ethnic backgrounds, or from disadvantaged areas (BE, DE, EL, ES, HU, IT, LT, LV, PL). Hungary plans to develop the quality of Roma vocational college services. Several Member States offer scholarships or social and financial incentives to pupils of VET institutions (EL, ES, LT, PL). In two cases, digital solutions will be applied to promote the quality and accessibility of vocational education (LV, EL).

- Provision of apprenticeships or internships (AT, CZ, DK, EL, FR, IT, MT, NL, PL, PT, RO, SK), including in rare/dying out (FR, PL) and green (FR) professions. Several Member States integrate digital tools and science, technology, engineering, art and mathematics (STEAM) skills in apprenticeships (BE, CZ, PL).
- Prevention of early school/apprenticeship drop-out measures (DK, EL, ES, FR, HU).
- Improving students' language (native and foreign) skills (EE, EL, ES, IT, HU, PL) and key social competences related to the green or digital transition (DE, PL).
- Investments in school equipment for vocational education and professional equipment (FR) and digital transformation of VET (BG, PL), e.g. to offer distance vocational training (ES).
- Piloting education programmes and innovative initial vocational education and training projects (DE, HU, PL).
- Strengthening the link between schools and businesses (ES, FR, IT). Italy and France involve companies in developing training courses and internships, particularly in strategic sectors: agro-processing, tourism, health, resources (biodiversity, waste, renewable energies), digital and in the blue and green economy sectors.
- Professional training for adults, including jobseekers (DE, ES, FR, NL, PL, RO, SI). Poland provides vocational training to help people with (chronic or rare) illnesses, disabilities or mental health disorders to return to work. Germany offers low-threshold vocational preparation for young adults who are not yet ready for training.
- Workplace and dual learning (BE, DE, EL, ES, FR, HR, IE, IT). A range of vocational training courses are delivered through the Further Education and Training system in Ireland. Courses cover skills related to computer applications and software development, financial services, caring, driving, machine operation, electronics and retail. Croatia supports the capacities of economic entities to implement work-based learning in three-year vocational education programmes aimed at enabling the acquisition of practical skills necessary for work.
- Development of accredited examination centres (HU) and CoVEs (BG).

**Table 5. Overview of estimated ESF+ investment in skills, by specific objective**

<b>Specific objective</b>	<b>EU funds for skills (EUR million)</b>	<b>Total funds (EU + Member State) for skills (EUR million)</b>	<b>% of all investments</b>	<b>Lower-bound participation target</b>	<b>Upper-bound participation target</b>
SO(a) Access to employment and activation measures	11 674.8	17 706.8	60.7%	5 592 477	9 109 003
SO(b) Modernising labour market institutions	402.0	686.9	39.8%	13 666	28 024
SO(c) Gender-balanced labour market participation	406.2	711.9	19.8%	601 598	1 295 732
SO(d) Adaptation of workers and enterprises to change	3 491.9	5 444.7	61.2%	2 036 689	3 066 48
SO(e) Improving education and training systems	3 791.8	5 259.5	56.3%	1 627 369	2 060 268
SO(f) Quality and inclusive education and training systems	7 646.1	11 459.2	54.2%	3 637 090	9 269 170
SO(g) Lifelong learning and career transition	6 629.8	10 384.1	85.4%	5 083 596	5 613 724
SO(h) Active inclusion and employability	5 149.3	8 677.3	42.4%	1 938 872	5 010 041
SO(i) Integration of third-country nationals	315.8	577.3	50.1%	159 750	402 648
SO(j) Integration of marginalised communities, such as Roma	277.8	360.6	38.3%	36 797	127 373
SO(k) Equal access to quality social and healthcare services	206.8	259.0	1.6%	100 295	566 073
SO(l) Social integration of people at risk	437.0	700.4	12.4%	119 880	1 483 451
SO(m) Addressing material deprivation	-	-	0.0%	-	-
<b>ESF+ – all specific objectives</b>	<b>40 429.2</b>	<b>62 227.6</b>	<b>45.7%</b>	<b>20 948 079</b>	<b>38 031 991</b>

Source: Coding based on programme text and Cohesion Open Data Platform.

## 2.3 Estimated investments in skills – JTF

An estimated EUR 2.3 billion of EU contributions to JTF investments support skills in the 2021-2027 programming period for all 27 Member States. Together with national co-financing across all EU Member States, this gives a total investment in skills of EUR 3.2 billion, or 12.2% of the entire budget available for JTF.

The review of JTF investments underlines the different approaches across Member States. For example, Malta and Ireland do not use the JTF to invest in skills, while the share of JTF investments dedicated to skills is relatively small in Cyprus (0.5%), Lithuania (2.1%), Estonia (2.6%), Slovenia (3.2%), Latvia (4.6%) and Croatia (5.6%). By contrast, Austria (42.0%), Luxembourg (41.0%), Denmark (30.0%), and the Netherlands (31.8%) have reserved substantial shares of the JTF programme for skills.

JTF-funded interventions include:

- Training of workers (21 Member States: AT, BE, BG, CY, CZ, DE, DK, EL, ES, FR, HU, IT, LT, LV, NL, PL, PT, RO, SE, SI, SK). Spain prepares integrated action plans tailored to workers from companies affected by ecological transition or digitalisation processes. Upskilling, reskilling, continuous training and capacity-building is provided to help people in key sectors for economic diversification.
- Training of individuals (18 Member States: AT, BG, CY, DE, EL, ES, FI, FR, HR, IT, LU, NL, PL, PT, RO, SE, SI, SK). The Netherlands fosters a culture of continuous learning and development across the potential working population. Supports enhance the digital skills of employed individuals and jobseekers, responding proactively to the evolving requirements of the climate transition. This commitment is exemplified by measures dedicated to training young people in technology.
- Skills counselling (15 Member States: AT, BG, CZ, DE, DK, EE, EL, FR, HR, IT, NL, PL, PT, RO, SI). The Netherlands provides guidance for those who lost their jobs in the steel industry or who would like to find employment in green chemistry. Financed actions that contribute to sustainable and inclusive employability include job carving, job coaching, and life coaching. Austria supports measures to address the impact of decarbonising the economy, aiming to enhance workforce skills and create new job opportunities. These measures include career guidance and counselling for employees in transitioning industries, preparing job seekers for re-entry into the workforce, and offering training and upskilling programmes aligned with emerging sectors.
- Formal VET (10 Member States: CZ, DE, EE, EL, ES, IT, NL, PL, RO, SK). Poland supports the development of key competences for a diversified economy, including internships for vocational school students. General and higher vocational education is developed and adapted to the needs of the labour market. Supports cover investment in infrastructure in science, STEM, vocational and technical and higher vocational education.
- Design and updating programmes (seven Member States: HR, IT, LU, NL, PL, SI, SK). Luxembourg uses the JTF to support actions for VET to meet the demands of renewable energy, energy efficiency, and decarbonisation goals. It emphasises upgrading and diversifying vocational training for businesses to align with the transition to green technologies. Actions include retraining the workforce in fossil fuel-based technologies, acquiring new skills for the green transition, and developing training content in sustainable construction, smart building, and electromobility. These measures aim to address the social, economic, and environmental challenges of achieving the EU's climate targets.
- Training in subsidised employment (seven Member States: AT, BG, DE, EL, PL, PT, RO). Romania grants subsidies to employers who employ, for an indefinite period, unemployed people over 45 years of age, unemployed sole breadwinners, and long-term unemployed or NEET young people. Poland has business start-up grants for new enterprises.
- Promotion of education and training/reduction of barriers (six Member States: AT, DE, EL, ES, NL, RO). Member States plan to increase awareness of industrial transition and renewal (AT, ES), bolster environmental consciousness (EL), and promote technology as an employer (NL). To mitigate barriers, Romania offers training premiums designed to cover costs associated with training, such as transport and meals.
- Formal higher education (six Member States: DK, EE, IT, NL, RO, SK). For example, Romania will support partnerships between universities/associations of renewable energy producers/companies.
- Other types of activities present in five or less Member States include: skills intelligence (five Member States: AT, DE, EL, LV, RO), mobility measures (five Member States: EE, NL, PL, PT, SK), training of teachers (four Member States: DE, EL, HR, PL), capacity building non-teaching staff (of public authorities, PES, NGOs) (three Member States: LV, PL, PT).

**Table 6. Overview of estimated JTF investment in skills, by Member State**

Member State	EU funds for skills (EUR million)	Total funds (EU + Member State) for skills (EUR million)	% of all investments	Lower-bound participation target	Upper-bound participation target
AT	57.4	114.9	42.0%	13 000	13 000
BE	23.6	59.1	13.5%	-	-
BG	136.6	167.1	11.9%	1 848	15 567
CY	0.5	0.7	0.5%	7	1 430
CZ	68.2	80.2	4.3%	495	7 086
DE	130.1	238.3	6.1%	12 827	24 582
DK	25.6	51.2	30.0%	3 060	10 200
EE	9.0	14.8	2.6%	-	-
EL	238.2	282.0	18.0%	24 659	29 044
ES	141.0	196.1	16.2%	2 404	14 170
FI	30.1	43.0	6.7%	81	1 210
FR	237.7	354.2	17.4%	94 456	118 070
HR	10.0	11.7	5.6%	7	120
HU	48.0	56.5	19.2%	-	-
IE	-	-	0.0%	-	-
IT*	233.0	274.1	23.6%	2 181	9 225
LT	5.5	6.4	2.1%	-	-
LU	3.7	7.4	41.0%	3 705	3 705
LV	8.5	10.0	4.6%	182	3 950
MT	-	-	0.0%	-	-
NL	190.8	381.6	31.8%	15 942	49 119
PL	378.9	459.7	10.0%	13 103	114 512
PT*	17.5	22.8	7.7%	57	724
RO	243.3	286.2	11.8%	3 569	29 925
SE	15.1	30.2	10.1%	225	1 400
SI	8.0	9.4	3.2%	76	2 376
SK	31.7	45.2	7.2%	540	7 523
<b>EU</b>	<b>2 291.8</b>	<b>3 202.9</b>	<b>12.2%</b>	<b>192 425</b>	<b>456 938</b>

Notes: \*Not validated by the Member State.

Source: Coding based on programme text and Cohesion Open Data Platform.

## 2.4 Estimated investments in skills – ERDF

An estimated EUR 1.5 billion of EU contributions to ERDF investments support skills in the 2021-2027 programming period for all 27 Member States. Together with national co-financing across all EU Member States, this gives a total investment in skills of EUR 2.3 billion, or 0.7% of the entire budget available for the ERDF in that timeframe.

Direct investments in skills-related activities take up a small share of the ERDF, which tends to focus on other types of investment, such as innovation, infrastructure, and specific themes such as energy-efficiency. More than half of the ERDF investments in skills are in Italy (EUR 787.1 million, 1.9% of its total ERDF budget) and Slovakia (EUR 377.4 million, 4.0% of its total ERDF budget).

**Table 7. Overview of estimated ERDF investment in skills, by Member State**

Member State	EU funds for skills (EUR million)	Total funds (EU + Member State) for skills (EUR million)	% of all investments	Lower-bound participation target	Upper-bound participation target
AT	-	-	0.0%	-	-
BE	9.5	22.1	1.0%	213	1 701
BG	17.0	20.6	0.3%	2 192	2 192
CY	-	-	0.0%	-	-
CZ	41.3	59.1	0.4%	-	-
DE	42.2	117.6	0.5%	-	-
DK	8.1	18.0	3.4%	1 019	2 400
EE	6.0	8.5	0.3%	12 847	23 700
EL	55.5	69.8	0.5%	11 312	22 624
ES	73.5	108.7	0.3%	1 033	1 850
FI	2.2	3.8	0.3%	-	-
FR	19.1	31.3	0.2%	-	-
HR	56.5	66.5	1.1%	15 325	26 968
HU	25.0	36.1	0.2%	6 000	12 000
IE	-	-	0.0%	-	-
IT*	484.0	787.1	1.9%	19 550	22 390
LT	44.4	67.2	1.5%	49 283	61 011
LU	-	-	0.0%	-	-
LV	27.6	32.5	1.1%	1 113	1 539
MT	6.1	10.2	1.4%	-	-
NL	18.8	45.4	3.7%	46	92
PL	114.3	141.5	0.3%	813	2 866
PT*	39.7	63.7	0.4%	-	-
RO	35.6	44.7	0.2%	9 625	15 837
SE	41.7	101.7	5.0%	1 656	2 001
SI	13.4	20.5	0.9%	1 896	3 150
SK	277.8	377.4	4.0%	10 250	10 250
<b>EU</b>	<b>1 459.4</b>	<b>2 254.1</b>	<b>0.7%</b>	<b>144 172</b>	<b>212 571</b>

Notes: \*Not validated by the Member State.

Source: Coding based on programme text and Cohesion Open Data Platform.

ERDF investments in skills are almost entirely in the area of skills for smart specialisation (SO(a.iv) – EUR 1.7 billion, 74% of skills investments in ERDF), with some attention to skills in research and innovation capacities (SO(a.i) – EUR 201.6 million) and competitiveness of small and medium-sized enterprises (SMEs) (SO(a.iii) – EUR 198.0 million). The values in other specific objectives are typically individual activities with a minor skills component (see Annex 4 for estimated ERDF investments in skills, by specific objective and Member State).

In Hungary, the ERDF is used to boost the alignment of skills with smart specialisation strategies and to fulfil labour market requirements, supporting the development of institutional, corporate, and individual skills to meet the challenges of industrial transformation and the transition to a green, climate-neutral economy.

- Training of workers (23 Member States: BE, BG, CZ, DE, EE, EL, ES, FI, FR, HR, HU, IT, LT, LV, NL, PL, PT, RO, SE, SI, SK). Poland supports the upskilling of SME workers in the area of smart specialisation to stimulate enterprise activity and development. This involves financing projects to upskill employees through training, courses, and studies, particularly in smart specialisation, industrial transformation, and entrepreneurship. These initiatives address regional labour market needs, enrich staff qualifications, and alleviate the shortage of skilled workers.
- Training of individuals (15 Member States: DK, EE, FR, HU, IT, LV, MT, NL, PL, PT, SE, SI, SK). Malta provides mentoring and training for the development of entrepreneurial skills, as well as skills related to the industrial transition.
- Design and updating of programmes (11 Member States: BE, DE, EE, ES, HU, IT, PT, RO, SE, SI, SK). Spain focuses on identifying and designing digital training programmes for companies. This includes training workshops and



integrating new digital profiles into the workforce. Italy creates new university and postgraduate courses, as well as industrial doctoral programmes and doctorates in emerging technological sectors.

- Formal higher education (10 Member States: DE, FR, HR, IT, LV, NL, PT, RO, SE, SK). Investments include development of research infrastructures (FR) and bolstering the capacity of higher education institutions (RO, PT), strengthening students' and PhD researchers' competencies in line with smart specialisation (HR, IT, NL, LV), support for application-oriented research activities at universities and research institutes (DE, SE, SK) and provision of short-term higher education courses (PT).
- Skills counselling (10 Member States: DE, EE, ES, FR, HR, IT, MT, NL, RO, SK). These activities include advice, consultation and counselling as part of a support system to develop advanced and digital skills. Diagnostic services are offered, with individualised consulting to tailor support to specific needs.
- Other types of activities present in eight Member States or fewer include: promotion of education and training/reduction of barriers (eight Member States: CZ, DE, EE, FR, NL, PL, PT, SE), formal VET (seven Member States: DE, FR, HR, IT, NL, PT, SK), skills intelligence (six Member States: CZ, HR, IT, PL, RO, SE), training in subsidised employment (five Member States: FR, HR, IT, NL, SK), mobility measures (five Member States: CZ, LT, LV, NL, PT), training of teachers (two Member States: RO, SK), capacity-building of non-teaching staff (public authorities, PES, NGOs) (two Member States: PL, SK).

Croatia and Greece use the ERDF to create CoVEs to promote skills for innovation and foster entrepreneurial culture at all levels of education through methods such as student cooperatives. These investments are in line with the European Skills Agenda, which also encourages the establishment of CoVEs to develop local 'skills ecosystems' to provide high quality vocational skills to young people and adults.

**Table 8. Overview of estimated ERDF investment in skills, by specific objective**

Specific objective	EU funds for skills (EUR million)	Total funds (EU + Member State) for skills (EUR million)	% of all investments	Lower-bound participation target	Upper-bound participation target
SO(a.i) Research and innovation capacities	143.8	201.6	0.4%	88	4 578
SO(a.ii) Digitisation	6.6	10.5	0.1%	-	-
SO(a.iii) Competitiveness of SMEs	112.4	198.0	0.5%	-	-
SO(a.iv) Skills for smart specialisation, transition and entrepreneurship	1 085.2	1 666.3	69.5%	143 065	205 593
SO(a.v) Enhancing digital connectivity	-	-	0.0%	-	-
SO(d.i) Access to quality employment	13.1	18.3	11.1%	-	-
SO(d.ii) Equal access to inclusive and quality services	22.7	37.9	0.5%	-	-
SO(d.iii) Socioeconomic inclusion of disadvantaged	52.3	66.5	1.7%	-	-
SO(d.iv) Socioeconomic integration of third-country nationals	-	-	0.0%	-	-
SO(d.v) Equal access to health care	-	-	0.0%	-	-
SO(d.vi) Enhancing the role of culture	0.5	0.6	0.0%	-	-
SO(e.i) Integrated development in urban areas	22.8	54.4	0.3%	1 019	2 400
SO(e.ii) Integrated development outside urban areas	-	-	0.0%	-	-
<b>ERDF – all specific objectives</b>	<b>1 459.4</b>	<b>2 254.1</b>	<b>0.7%</b>	<b>144 172</b>	<b>212 571</b>

Source: Coding based on programme text and Cohesion Open Data Platform.

## 2.5 Conclusions

The in-depth analysis of the programmes for ESF+, ERDF and JTF conducted in preparation of this report shows how an estimated EUR 44.2 billion of EU contributions are earmarked for supporting skills in the 2021-2027 programming period for all 27 Member States. This underlines the relative importance of attention to skills in the programming phase of cohesion policy investment instruments.

As expected, attention to skills differs by the type of fund and Member States, in line with their overarching objectives. Overall, 14.6% of all cohesion funds' investments in ESF+/JTF/ERDF is dedicated to skills-related activities, with the largest shares in ESF+ (45.7% of total ESF+ investments), followed by the JTF (12.2% of JTF investments) and a small share of ERDF investments (0.7%). In the following years of implementation it will be relevant to monitor the extent to which these earmarked funds to the field of skills will also be used for this purpose.

The most common activities foreseen for support by cohesion funds' investments in skills usually focus on counselling and training activities. This type of investment is found in at least one priority for every Member State. Noteworthy is also how support for formal education is less common than for education and training outside the domain of formal qualifications. Such activities tend to be tailored to the working-age population, with specific attention to persons with specific vulnerabilities in line with the overarching programme objectives.



# 3 Country factsheets



## 3.1 Austria

### Total estimated cohesion funds investment in skills:



**EUR 842.8 million**



An estimated EUR 353.7 million of EU investments in Austria are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 296.2 million, 84% of the total estimated EU investment in skills), with the remaining investments allocated through the JTF (EUR 57.4 million, 16%). The ERDF does not include any funding for skills. Together with mandatory national co-financing, the total investments available in Austria specifically for skills under the ESF+/JTF programmes are estimated at EUR 842.8 million.

As a proportion of the total budgets in each fund, about 80% of the ESF+ is dedicated to skills and 42% of the JTF goes to skills-related activities. The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transition (98%) and quality and inclusive education and training systems (92%). The latter represents the most substantial investment in skills in absolute terms, amounting to EUR 294.7 million.

**Table 9. Overview of estimated investment in skills in Austria**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	-	-	-
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	14 146 765	35 183 911	50%
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	118 150 217	294 777 063	92%
ESF+ SO(g) Lifelong learning and career transition	78 042 641	192 339 305	98%
ESF+ SO(h) Active inclusion and employability	85 926 577	205 611 603	72%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>296 266 200</b>	<b>727 911 883</b>	<b>80%</b>
<b>JTF</b>	<b>57 440 845</b>	<b>114 881 690</b>	<b>42%</b>
<b>ERDF – all specific objectives</b>	<b>-</b>	<b>-</b>	<b>-</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate figures.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**78 000 – 88 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 78 824 to 88 296 individuals over the course of the programming period. The most-used activities are training for individuals and skills counselling. Most activities target the adult working population, employed/self-employed people, and entities, followed by people with disabilities.

## 3.2 Belgium

### Total estimated cohesion funds investment in skills:



**EUR 1 688.6 million**



An estimated EUR 750.8 million of EU investments in Belgium are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 717.6 million, 96% of the total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 23.6 million, 3%) and ERDF (EUR 9.5 million, 1%). Together with mandatory national co-financing, the total investments available in Belgium specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 1 688.6 million.

As a proportion of the total budgets in each fund, the estimated investment in skills is highest in ESF+ (58%), followed by the JTF (13%) and ERDF (1%). The largest estimated share of investment in skills, and highest EU and national amount in absolute terms, is in lifelong learning and career transition, at an estimated EUR 855.9 million, or 100% of funding in this specific objective.

**Table 10. Overview of estimated investment in skills in Belgium**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	67 881 100	159 886 263	32%
ESF+ SO(b) Modernising labour market institutions	0	0	0%
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	8 620 534	20 626 224	21%
ESF+ SOI Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	53 294 793	119 481 564	45%
ESF+ SO(g) Lifelong learning and career transition	384 453 084	855 940 243	100%
ESF+ SO(h) Active inclusion and employability	203 376 813	451 455 999	51%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	0	0	0%
ESF+ SO(l) Social integration of people at risk	0	0	0%
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>717 626 324</b>	<b>1 607 390 293</b>	<b>58%</b>
<b>JTF</b>	<b>23 643 149</b>	<b>59 107 873</b>	<b>13%</b>
<b>ERDF – all specific objectives</b>	<b>9 531 574</b>	<b>22 129 620</b>	<b>1%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**657 000 – 934 000**

Based on an analysis of the programme targets, these investments in skills could benefit an estimated 657 170 to 934 400 individuals over the course of the programming period. The activities are predominantly skills counselling, training for individuals, design and update of programmes. They target working-age population, unemployed and employed/self-employed people, including young and older workers, followed by other vulnerable positions on the labour market.

### 3.3 Bulgaria

#### Total estimated cohesion funds investment in skills:



**EUR 1 362.7 million**



An estimated EUR 1 122.0 million of EU investments in Bulgaria are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 968.4 million, 86% of the total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 136.5 million, 12%) and ERDF (EUR 17.0 million, 2%). Together with mandatory national co-financing, the total investments available in Bulgaria specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 1 362.7 million.

The estimated share of investments focusing on skills is highest in the ESF+ (39%), followed by the JTF (12%). The ERDF includes marginal funding for skills (0.3%). The largest estimated share of investment in skills, and highest EU and national amount in absolute terms, is in improving education and training systems, at an estimated EUR 359.4 million, or 100% of funding in this specific objective.

**Table 11. Overview of estimated investment in skills in Bulgaria**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	291 328 448	347 339 380	44%
ESF+ SO(b) Modernising labour market institutions	17 466 191	20 839 592	27%
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	10 857 442	12 954 436	13%
ESF+ SO(e) Improving education and training systems	290 347 800	359 428 219	100%
ESF+ SO(f) Quality and inclusive education and training systems	174 608 625	212 758 409	48%
ESF+ SO(g) Lifelong learning and career transition	132 580 995	160 350 683	60%
ESF+ SO(h) Active inclusion and employability	28 610 032	34 135 743	25%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	22 647 396	27 223 464	19%
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
ESF+ – all specific objectives	968 446 929	1 175 029 925	39%
JTF	136 552 358	167 057 481	12%
ERDF – all specific objectives	17 000 000	20 647 253	0.3%

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

#### Number of participants:



**472 000 – 923 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 472 669 to 923 586 individuals over the course of the programming period. The most-targeted activities are training for individuals and skills counselling, followed by mobility measures. Most activities target the adult working population, marginalised groups, unemployed, employed/self-employed people, and inactive people.

## 3.4 Croatia

### Total estimated cohesion funds investment in skills:



**EUR 734.4 million**



An estimated EUR 624.5 million of EU investments in Croatia are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 557.9 million, 89% of the total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 56.5 million, 9%) and JTF (EUR 9.9 million, 2%). Together with mandatory national co-financing, the total investments available in Croatia specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 734.4 million.

The estimated share of investments focusing on skills is highest in the ESF+ (30%), followed by the JTF (6%). The ERDF includes 1% funding for skills. The largest estimated shares of investment in skills are in specific objectives focusing on improving education and training systems, and on lifelong learning and career transition (each 100%). In absolute terms, the most substantial investments in skills are estimated for quality and inclusive education and training systems (EUR 236.2 million), representing an estimated 43% of the total investments in this specific objective.

**Table 12. Overview of estimated investment in skills in Croatia**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	137 437 500	161 691 177	25%
ESF+ SO(b) Modernising labour market institutions	13 068 750	15 375 000	25%
ESF+ SOI Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+I(e) Improving education and training systems	96 900 000	114 000 000	100%
ESF+ SO(f) Quality and inclusive education and training systems	200 770 000	236 200 001	43%
ESF+ SO(g) Lifelong learning and career transition	28 900 000	34 000 000	100%
ESF+ SO(h) Active inclusion and employability	35 487 500	41 750 000	25%
ESF+ SO(i) Integration of third-country nationals	1 912 500	2 250 000	25%
ESF+ SO(j) Integration of marginalised communities, such as Roma	4 287 500	4 750 000	25%
ESF+ SO(k) Equal access to quality social and healthcare services	39 206 250	46 125 000	9%
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>557 970 000</b>	<b>656 141 178</b>	<b>30%</b>
<b>JTF</b>	<b>9 987 065</b>	<b>11 749 488</b>	<b>6%</b>
<b>ERDF – all specific objectives</b>	<b>56 548 428</b>	<b>66 527 562</b>	<b>1%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**102 000 – 265 000**

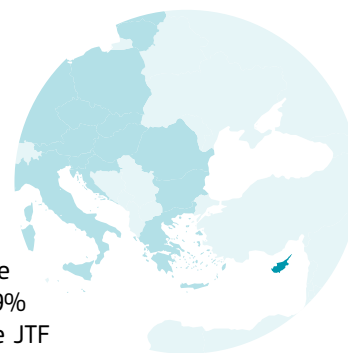
Based on an analysis of programme targets, these investments in skills could benefit an estimated 102 515 to 265 438 individuals over the course of the programming period. The most-used activities are skills counselling and training for individuals, followed by design and updating of programmes. The majority of skills investments target the adult working population, entities, and employed/self-employed people.

## 3.5 Cyprus

### Total estimated cohesion funds investment in skills:



**EUR 111 million**



An estimated EUR 66.7 million of EU investments in Cyprus are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 66.2 million, 99% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 0.5 million, 1%). The ERDF does not include any funding for skills. Together with mandatory national co-financing, the total investments available in Cyprus specifically for skills under the ESF+/JTF programmes are estimated at EUR 111 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (33%). The ERDF includes marginal funding for skills (0.5%). The largest estimated share of investment in skills is in the specific objective focusing on active inclusion and employability (100%). In absolute terms, the most substantial estimated investments in skills are access to employment and activation measures (EUR 49.1 million, 81% of total investments in this specific objective) and improving education and training systems (EUR 37.8 million, 50% of total investments in the specific objective).

**Table 13. Overview of estimated investment in skills in Cyprus**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	29 500 000	49 166 667	81%
ESF+SO (b) Modernising labour market institutions	5 000 000	8 333 333	25%
ESF+ SOI Gender-balanced labour market participation	2 225 000	3 708 333	36%
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+I(e) Improving education and training systems	22 700 000	37 833 334	50%
ESF+ SO(f) Quality and inclusive education and training systems	-	-	-
ESF+ SO(g) Lifelong learning and career transition	-	-	-
ESF+ SO(h) Active inclusion and employability	6 750 000	11 250 000	100%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	0	0	0%
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>66 175 000</b>	<b>110 291 667</b>	<b>33%</b>
<b>JTF</b>	<b>500 000</b>	<b>714 286</b>	<b>1%</b>
<b>ERDF – all specific objectives</b>	<b>0</b>	<b>0</b>	<b>0%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants: 7 000 – 10 000**



Based on an analysis of programme targets, these investments in skills could benefit an estimated 7 249 to 10 810 individuals over the course of the programming period. The activities particularly focus on training individuals and provision of training in subsidised employment. The activities target the adult working population, unemployed people, older workers, migrants, and people with disabilities.

## 3.6 Czechia

### Total estimated cohesion funds investment in skills:



**EUR 1 197.2 million**



An estimated EUR 921.5 million of EU investments in Czechia are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 811.9 million, 88% of the total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 68.2 million, 7%) and ERDF (EUR 41.3 million, 4%). Together with mandatory national co-financing, the total investments available in Czechia specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 1 197.2 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (35%), followed by the JTF (4%) and ERDF (0.4%).

The largest estimated share of investment in skills is in the specific objective on adaptation of workers and enterprises to change (77%). In absolute terms, the most substantial estimated investments in skills are for quality and inclusive education and training systems (EUR 279.7 million, representing an estimated 50% of total investments in this specific objective).

**Table 14. Overview of estimated investment in skills in Czechia**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	183 484 680	239 114 720	50%
ESF+ SO(b) Modernising labour market institutions	0	0	0%
ESF+ SO(c) Gender-balanced labour market participation	14 390 955	18 754 096	10%
ESF+ SO(d) Adaptation of workers and enterprises to change	138 512 944	180 508 171	77%
ESF+ SO(e) Improving education and training systems	174 744 930	227 721 617	48%
ESF+ SO(f) Quality and inclusive education and training systems	214 697 297	279 786 175	50%
ESF+ SO(g) Lifelong learning and career transition	5 600 799	7 298 770	20%
ESF+ SO(h) Active inclusion and employability	23 379 301	30 239 182	6%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	57 121 950	74 439 395	45%
ESF+ SO(k) Equal access to quality social and healthcare services	0	0	0%
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	0	0	0%
ESF+ – all specific objectives	811 932 859	1 057 862 125	35%
JTF	68 211 162	80 248 426	4%
ERDF – all specific objectives	41 341 051	59 093 408	0.4%

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**173 000 – 399 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 173 372 to 399 625 individuals over the course of the programming period. The interventions focus on skills counselling for training individuals, followed by training for workers, and target the adult working population, employed/self-employed people, and entities.

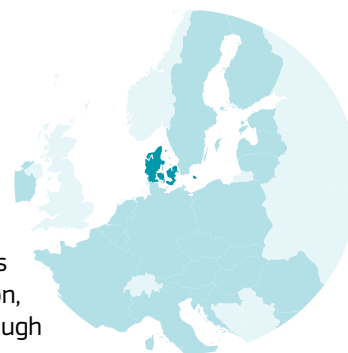


## 3.7 Denmark

### Total estimated cohesion funds investment in skills:



**EUR 292.8 million**



An estimated EUR 133.8 million of EU investments in Denmark are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 100.1 million, 75% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 25.6 million, 25%) and ERDF (8.1 million, 6%). Together with mandatory national co-financing, the total investments available in Denmark specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 292.8 million.

The estimated share of investments focusing on skills is highest in the ESF+ (89%), followed by the JTF (30%). The ERDF includes marginal funding for skills (3%). The specific objectives that allocate the largest part of their investments to skills are those focusing on improving education and training systems (100%) and lifelong learning and career transition (100%).

The largest estimated shares of investment in skills are in specific objectives focusing on improving education and training systems, and on quality and inclusive education and training systems (100% each). In absolute terms, the most substantial investments in skills are estimated for lifelong learning and career transition (EUR 81.1 million), representing an estimated 81% of the total investments in this specific objective.

**Table 15. Overview of estimated investment in skills in Denmark**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	-	-	-
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	27 654 127	61 794 859	100%
ESF+ SO(f) Quality and inclusive education and training systems	10 122 214	22 647 815	100%
ESF+ SO(g) Lifelong learning and career transition	36 354 471	81 145 986	81%
ESF+ SO(h) Active inclusion and employability	25 959 194	57 942 925	91%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
ESF+ – all specific objectives	100 090 006	223 531 585	89%
JTF	25 623 061	51 246 122	30%
ERDF – all specific objectives	8 053 691	18 019 625	3%

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants: 43 000 – 59 000**



Based on an analysis of programme targets, these investments in skills could benefit an estimated 43 609 to 59 000 individuals over the course of the programming period. The most-used activity is training individuals and workers. Other frequently used activities are the promotion of skills counselling and training provided in subsidised employment. All funding in skills is channelled to support two target groups: entities and the adult working population.

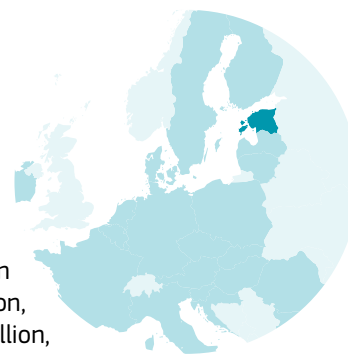


## 3.8 Estonia

### Total estimated cohesion funds investment in skills:



**EUR 547.3 million**



An estimated EUR 381.3 million of EU investments in Estonia are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 366.3 million, 96% of the total estimated EU investment in skills), followed by the JTF (EUR 9.0 million, 2%) and ERDF (EUR 6.0 million, 2%). Together with mandatory national co-financing, the total investments available in Estonia specifically for skills under ESF+/JTF/ERDF programmes are estimated at EUR 547.3 million.

About 72% of the ESF+ is dedicated to skills, while 3% of the JTF goes to skills-related activities. The ERDF includes marginal funding for skills, at 0.3%.

The largest estimated share of investment in skills is in specific objectives focusing on lifelong learning and career transition (99%). In absolute terms, the most substantial investments in skills are aimed at improving education and training systems (EUR 175.1 million), representing an estimated 93% of the total investments in this specific objective.

**Table 16. Overview of estimated investment in skills in Estonia**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member States) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	41 197 703	58 921 150	75%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	19 025 000	27 209 646	50%
ESF+ SO(e) Improving education and training systems	122 452 451	175 132 079	93%
ESF+ SO(f) Quality and inclusive education and training systems	-	-	-
ESF+ SO(g) Lifelong learning and career transition	81 245 860	116 198 216	99%
ESF+ SO(h) Active inclusion and employability	102 420 256	146 481 938	91%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>366 341 270</b>	<b>523 943 029</b>	<b>72%</b>
<b>JTF</b>	<b>9 000 000</b>	<b>14 847 619</b>	<b>3%</b>
<b>ERDF – all specific objectives</b>	<b>5 953 475</b>	<b>8 504 964</b>	<b>0.3%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**116 000 – 135 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 116 123 to 135 729 individuals over the course of the programming period. The most-used activities are education in training in formal VET, mobility measures, and skills counselling. The groups most frequently targeted by skills activities include the adult working population, entities, employed/self-employed people, and young workers.

## 3.9 Finland

### Total estimated cohesion funds investment in skills:



**EUR 385.8 million**



An estimated EUR 230.2 million of EU investments in Finland are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 197.9 million, 86% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 30.1 million, 13%) and ERDF (EUR 2.2 million, 1%). Together with mandatory national co-financing, the total investments available in Finland specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 385.8 million.

About 35% of the ESF+ is dedicated to skills, while 7% of the JTF goes to skills-related activities. The ERDF includes marginal funding for skills, at 0.3%.

The largest estimated share of investment in skills, and the highest EU and national amount in absolute terms, is in lifelong learning and career transition, at an estimated EUR 213.1 million, or 67% of funding in this specific objective.

**Table 17. Overview of estimated investment in skills in Finland**

Specific objective	EU funds for skills (EUR)	Total funds (EU+ Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+SO(a) Access to employment and activation measures	37 151 538	64 797 728	20%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	-	-	-
ESF+ SO(g) Lifelong learning and career transition	122 390 704	213 126 714	67%
ESF+ SO(h) Active inclusion and employability	38 392 780	61 056 451	20%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>197 935 022</b>	<b>338 980 893</b>	<b>35%</b>
<b>JTF</b>	<b>30 079 762</b>	<b>42 971 088</b>	<b>7%</b>
<b>ERDF – all specific objectives</b>	<b>2 208 321</b>	<b>3 803 575</b>	<b>0.3%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants:**  **48 000 – 128 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 47 894 to 128 164 individuals over the course of the programming period. The most-used activities are skills counselling and training for individuals, closely followed by designing and updating programmes. The majority of the target groups are covered by some level of skills funding, except retirees. The majority of the interventions target the adult working population and entities. Migrants and people with disabilities are also frequent target groups.

## 3.10 France

### Total estimated cohesion funds investment in skills:



**EUR 4 200.8 million**



An estimated EUR 2 519.3 million of EU investments in France are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 2 262.5 million, 90% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 237.7 million, 9%) and ERDF (EUR 19.1million, 1%). Together with mandatory national co-financing, the total investments available in France specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 4 200.8 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (36%), followed by the JTF (17%). The ERDF includes marginal funding for skills (0.2%).

The largest estimated share of investment in skills is in specific objectives focusing on improving education and training systems (73%). The most substantial investments in skills are in lifelong learning and career transition (EUR 1 765 million), representing an estimated 65% of the total investments in this specific objective.

**Table 18. Overview of estimated investment in skills in France**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	562 480 695	952 057 650	40%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	4 042 316	6 463 248	15%
ESF+ SO(d) Adaptation of workers and enterprises to change	1 980 373	3 025 141	10%
ESF+ SO(e) Improving education and training systems	134 040 169	199 220 327	73%
ESF+ SO(f) Quality and inclusive education and training systems	245 737 431	398 746 028	54%
ESF+ SO(g) Lifelong learning and career transition	1 028 062 030	1 765 591 161	65%
ESF+ SO(h) Active inclusion and employability	286 122 027	490 181 202	16%
ESF+ SO(i) Integration of third- country nationals	-	-	-
ESF+SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>2 262 465 040</b>	<b>3 815 284 756</b>	<b>36%</b>
<b>JTF</b>	<b>237 681 371</b>	<b>354 213 151</b>	<b>17%</b>
<b>ERDF – all specific objectives</b>	<b>19 145 000</b>	<b>31 302 810</b>	<b>0.2%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a *breakdown of ERDF specific objectives*.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**1.5 million – 4.3 million**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 1 544 393 to 4 326 973 individuals over the course of the programming period. The most-used activities are skills counselling and training for individuals, closely followed by designing and updating programmes. Almost all target groups are covered by some level of skills funding, except retirees. Skills funding is most likely to reach the adult working population, unemployed people and young workers, followed by young NEETs, migrants, and people with disabilities.

## 3.11 Germany

### Total estimated cohesion funds investment in skills:



**EUR 6 869.5 million**



An estimated EUR 3 171.4 million of EU investments in Germany are supporting skills in the 2021-2027 programming period. Most are in ESF+ (EUR 2 999.1 million, 95% of total estimated EU investment in skills), with the remainder allocated to the JTF (EUR 130.1 million, 4%) and ERDF (EUR 42.2 million, 1%). Together with mandatory national co-financing, the total investments available in Germany specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 6 869.5 million.

As a proportion of the total budgets in each fund, the estimated investment in skills is highest in the ESF+ (51%), followed by the JTF (6%) and ERDF (1%).

The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transition (77%) and improving education and training systems (67%). In absolute terms, the most substantial investments in skills are estimated for active inclusion and employability (EUR 1 757 million), representing an estimated 52% of the total investments in this specific objective.

**Table 19. Overview of estimated investment in skills in Germany**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	145 607 413	321 634 333	50%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+SO (c) Gender-balanced labour market participation	100 291 752	232 552 022	57%
ESF+SO(d) Adaptation of workers and enterprises to change	577 586 305	1 310 536 037	44%
ESF+ SO(e) Improving education and training systems	164 387 913	319 866 824	67%
ESF+ SO(f) Quality and inclusive education and training systems	645 353 276	1 373 514 958	54%
ESF+ SO(g) Lifelong learning and career transition	472 617 279	979 782 620	77%
ESF+ SO(h) Active inclusion and employability	796 016 617	1 757 641 942	52%
ESF+ SO(i) Integration of third country nationals	23 767 231	52 318 861	23%
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	0	0	0%
ESF+ SO(l) Social integration of people at risk	73 448 084	165 775 123	18%
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>2 999 075 873</b>	<b>6 513 622 721</b>	<b>51%</b>
<b>JTF</b>	<b>130 090 024</b>	<b>238 317 686</b>	<b>6%</b>
<b>ERDF – all specific objectives</b>	<b>42 188 306</b>	<b>117 574 777</b>	<b>1%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a *breakdown of ERDF specific objectives*.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants: 1.1 million – 1.8 million

Based on an analysis of the targets set in the priorities, these investments in skills could reach an estimated 1 161 869 to 1 766 648 individuals over the course of the programming period. The interventions mainly provide skills counselling, training for individuals and workers, and education and training in formal VET. Skills investment is most likely to reach the adult working population, unemployed people, employed/self-employed people, followed by entities, migrants, and other people in vulnerable positions on the labour market.

## 3.12 Greece

### Total estimated cohesion funds investment in skills:

 **EUR 2 530.5 million**



An estimated EUR 2 003.3 million of EU investments in Greece are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 1 709.6 million, 85% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 238.2 million, 12%) and ERDF (EUR 55.5 million, 3%). Together with mandatory national co-financing, the total investments available in Greece specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 2 530.5 million.

As a proportion of the total budgets in each fund, the estimated investment in skills is highest in the ESF+ (32%), followed by the JTF (18%) and ERDF (1%).

The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transition (96%), adaptation of workers and enterprises to change (74%), and integration of marginalised communities, such as Roma (65%). In absolute terms, the most substantial investment in skills is estimated for access to employment and activation measures (EUR 801.5 million, 37% of investments in this specific objective) to reduce barriers to education and training, targeting the unemployed working age population.

**Table 20. Overview of estimated investment in skills in Greece**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+SO(a) Access to employment and activation measures	638 471 967	801 557 530	37%
ESF+ SO(b) Modernising labour market institutions	9 786 319	12 502 774	22%
ESF+ SO(c) Gender-balanced labour market participation	4 783 343	5 936 286	4%
ESF+ SO(d) Adaptation of workers and enterprises to change	226 309 054	291 387 167	74%
ESF+ SO(e) Improving education and training systems	292 928 257	374 238 340	57%
ESF+ SO(f) Quality and inclusive education and training systems	122 098 155	158 478 983	23%
ESF+ SO(g) Lifelong learning and career transition	210 130 853	266 362 197	96%
ESF+ SO(h) Active inclusion and employability	75 616 542	96 686 487	33%
ESF+ SO(i) Integration of third-country nationals	48 160 280	68 069 838	53%
ESF+ SO(j) Integration of marginalised communities, such as Roma	24 787 483	32 671 203	65%
ESF+ SO(k) Equal access to quality social and healthcare services	95 000	190 000	0%
ESF+ SO (l) Social integration of people at risk	56 466 852	70 684 541	38%
ESF+SO(m) Addressing material deprivation	0	0	0%
ESF+ – all specific objectives	1 709 634 109	2 178 765 347	32%
JTF	238 196 600	281 969 317	18%
ERDF – all specific objectives	55 493 668	69 811 055	1%

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a *breakdown of ERDF specific objectives*.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants:**  **628 000 – 977 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 628 583 to 977 791 individuals over the course of the programming period. The interventions focus mainly on promotion of education and training to reduce employment barriers, targeting (predominantly long-term) unemployed people, entities, and people with disabilities.

## 3.13 Hungary

### Total estimated cohesion funds investment in skills:



**EUR 2 362.1 million**



An estimated EUR 1 963.5 million of EU investments in Hungary are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 1 890.5 million, 96%), with the remainder allocated through the JTF (EUR 48.0 million, 2%) and ERDF (EUR 25.0 million, 2%). Together with mandatory national co-financing, the total investments available in Hungary specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 2 362.1 million.

About 37% of the ESF+ is dedicated to skills, while 19% of the JTF goes to skills-related activities. The ERDF includes marginal funding for skills, at 0.2%.

The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transition (100%) and quality and inclusive education and training systems (94%). In absolute terms, the most substantial investments in skills are estimated for access to employment and activation measures (EUR 796.6 million), representing an estimated 86% of the total investments in this specific objective.

**Table 21. Overview of estimated investment in skills in Hungary**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	677 175 572	796 677 144	86%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	194 892 857	229 285 715	75%
ESF+ SO(e) Improving education and training systems	319 947 793	386 572 583	16%
ESF+ SO(f) Quality and inclusive education and training systems	261 057 524	313 302 372	94%
ESF+ SO(g) Lifelong learning and career transition	236 558 050	307 070 537	100%
ESF+ SO(h) Active inclusion and employability	195 786 473	230 337 027	29%
ESF+ SO(i) Integration of third- country nationals	-	-	-
ESF+SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	5 101 548	6 302 385	2%
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>1 890 519 817</b>	<b>2 269 547 763</b>	<b>37%</b>
<b>JTF</b>	<b>48 008 155</b>	<b>56 480 183</b>	<b>19%</b>
<b>ERDF – all specific objectives</b>	<b>24 965 336</b>	<b>36 113 586</b>	<b>0.2%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a *breakdown of ERDF specific objectives*.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**1.0 million – 1.2 million**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 1 072 711 to 1 191 882 individuals over the course of the programming period. The most targeted activities are training for individuals, skills counselling, and capacity-building for non-teaching staff (public authorities, public employment services (PES), non-governmental organisations (NGOs)). All target groups are covered by some level of skills funding, but the majority of the programmes target the adult working population, particularly marginalised groups and people in vulnerable family situations, such as children and young adults under the age of 24, including Roma, and women caring for relatives.

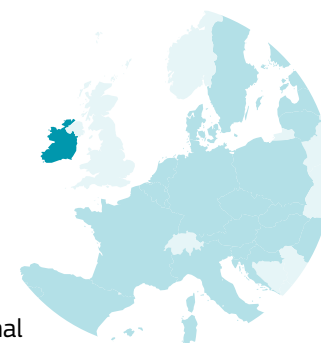


## 3.14 Ireland

### Total estimated cohesion funds investment in skills:



**EUR 587.5 million**



An estimated EUR 260 million of EU investments in Ireland are supporting skills in the 2021-2027 programming period. These investments are all under the ESF+, as the JTF and ERDF do not include any funding for skills. Together with mandatory national co-financing, the total investments available in Ireland specifically for skills under the ESF+ programme are estimated at EUR 587.5 million.

About 58% of the ESF+ is dedicated to skills.

The largest estimated shares of investments in skills are in specific objectives focusing on lifelong learning and career transition and on the quality and inclusive education and training systems (100% each). In absolute terms, the most substantial investments in skills are estimated for social integration of people at risk (EUR 196.0 million), representing an estimated 60% of the total investments in this specific objective.

**Table 22. Overview of estimated investment in skills in Ireland**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	50 249 178	109 750 204	61%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	52 864 002	116 000 004	100%
ESF+ SO(g) Lifelong learning and career transition	71 551 962	165 426 653	100%
ESF+ SO (h) Active inclusion and employability	108 000	270 000	0%
ESF+SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	85 224 829	196 063 621	60%
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>259 997 972</b>	<b>587 510 481</b>	<b>58%</b>
JTF	-	-	-
ERDF – all specific objectives	-	-	-

Note: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**212 000 – 342 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 212 311 to 342 833 individuals over the course of the programming period. The most-targeted activities are training for individuals and training provided in subsidised employment. The majority of the interventions target the adult working population, unemployed people, and people with disabilities.

## 3.15 Italy<sup>22</sup>

### Total estimated cohesion funds investment in skills:



**EUR 13 671.2 million**



An estimated EUR 7 162.9 million of EU investments in Italy are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 6 445.9 million, 90% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 233.0 million, 3%) and ERDF (EUR 484.0 million, 7%). Together with mandatory national co-financing, the total investments available in Italy specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 13 671.2 million.

About 46% of the ESF+ and 24% of the JTF is dedicated to skills. The ERDF includes 2% funding for skills.

The largest estimated share of investment in skills is in specific objectives focusing on lifelong learning and career transition (94%). In absolute terms, the most substantial investments in skills are estimated for access to employment and activation measures (EUR 5 187 million), representing an estimated 75% of the total investments in this area.

**Table 23. Overview of estimated investment in skills in Italy**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	2 655 912 053	5 187 037 366	75%
ESF+ SO(b) Modernising labour market institutions	215 954 672	425 511 963	59%
ESF+ SO(c) Gender-balanced labour market participation	99 736 816	198 340 067	16%
ESF+ SO(d) Adaptation of workers and enterprises to change	587 251 356	1 142 946 975	74%
ESF+ SO(e) Improving education and training systems	215 944 288	398 279 843	53%
ESF+ SO(f) Quality and inclusive education and training systems	1 436 662 708	2 760 391 413	48%
ESF+ SO(g) Lifelong learning and career transition	595 982 313	1 107 104 355	94%
ESF+ SO(h) Active inclusion and employability	578 504 926	1 228 617 123	53%
ESF+ SO(i) Integration of third-country nationals	38 674 601	112 125 007	75%
ESF+ SO(j) Integration of marginalised communities, such as Roma	8 316 433	24 149 999	65%
ESF+ SO(k) Equal access to quality social and healthcare services	12 992 828	25 509 878	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>6 445 932 992</b>	<b>12 610 013 990</b>	<b>46%</b>
<b>JTF</b>	<b>232 981 017</b>	<b>274 095 314</b>	<b>24%</b>
<b>ERDF – all specific objectives</b>	<b>484 023 999</b>	<b>787 095 126</b>	<b>2%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a *breakdown of ERDF specific objectives*.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants: 4.5 million – 9.7 million

Based on an analysis of programme targets, these investments in skills could benefit an estimated 4 543 166 to 9 745 621 individuals over the course of the programming period. The most-used activities are training individuals, skills counselling, and training workers, closely followed by training provided in subsidised employment. The majority of the interventions target the adult working population, particularly unemployed and inactive people, especially younger workers and migrants.

<sup>22</sup> Information not validated by the Member State.



## 3.16 Latvia

### Total estimated cohesion funds investment in skills:



**EUR 341 million**



An estimated EUR 289.9 million of EU investments in Latvia are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 253.8 million, 88% of total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 27 million, 10%) and JTF (EUR 8.5 million, 3%). Together with mandatory national co-financing, the total investments available in Latvia specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 341 million.

About 37% of the ESF+ is dedicated to skills, while 5% of the JTF goes to skills-related activities. The ERDF includes 1% funding for skills.

The largest estimated share of investment in skills is in specific objectives focusing on lifelong learning and career transition (100%). In absolute terms, the most substantial investments in skills are estimated for access to employment and activation measures (EUR 106.9 million), representing an estimated 70% of the total investments in this area.

**Table 24. Overview of estimated investment in skills in Latvia**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	90 921 931	106 966 978	70%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	70 532 138	82 978 986	47%
ESF+ SO(f) Quality and inclusive education and training systems	16 768 424	19 727 557	36%
ESF+ SO(g) Lifelong learning and career transition	51 689 803	60 811 533	100%
ESF+ SO(h) Active inclusion and employability	21 005 306	24 712 125	75%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	2 880 637	3 388 984	3%
ESF+ SO(m) Addressing material deprivation	-	-	-
ESF+ – all specific objectives	253 798 239	298 586 164	37%
JTF	8 473 234	9 968 510	5%
ERDF – all specific objectives	27 605 030	32 476 505	1%

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants: 86 000 – 112 000**



Based on an analysis of programme targets, these investments in skills could benefit an estimated 86 407 to 112 950 individuals over the course of the programming period. The most-used activities are training for workers, capacity-building for non-teaching staff (public authorities, PES, NGOs), and training for individuals. Most activities target the adult working population, entities, employed/self-employed people, young workers, migrants, and people with disabilities.

## 3.17 Lithuania

### Total estimated cohesion funds investment in skills:



**EUR 582.1 million**



An estimated EUR 454.2 million of EU investments in Lithuania are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 404.3 million, 89% of total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 44.4 million, 10%) and JTF (EUR 5.5 million, 1%). Together with mandatory national co-financing, the total investments available in Lithuania specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 582.1 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (38%), followed by the JTF (2%) and ERDF (1%).

The largest estimated shares of investments in skills are in specific objectives focusing on lifelong learning and career transition (100%) and improving education and training systems (95%). In absolute terms, the most substantial investments in skills are estimated for access to employment and activation measures (EUR 237.9 million), representing an estimated 74% of the total investments in this area.

**Table 25. Overview of estimated investment in skills in Lithuania**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	190 766 851	237 995 484	74%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	74 562 105	97 655 601	95%
ESF+SO(f) Quality and inclusive education and training systems	15 071 902	18 654 813	12%
ESF+ SO(g) Lifelong learning and career transition	64 499 975	81 063 906	100%
ESF+ SO(h) Active inclusion and employability	16 928 693	21 706 707	25%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	42 456 164	51 462 004	10%
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>404 285 690</b>	<b>508 538 515</b>	<b>38%</b>
<b>JTF</b>	<b>5 450 000</b>	<b>6 411 765</b>	<b>2%</b>
<b>ERDF – all specific objectives</b>	<b>44 416 700</b>	<b>67 168 162</b>	<b>1%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants: 166 000 – 522 000**



Based on an analysis of programme targets, these investments in skills could benefit an estimated 166 189 to 522 411 individuals over the course of the programming period. The interventions particularly focus on training individuals and capacity-building for public authorities, PES and NGOs. Skills investment mainly focuses on the working population, then entities and employed/self-employed people, including young workers. Specific vulnerable groups targeted are marginalised groups (e.g. those leaving prison, low-skilled adults, people in poverty) and people with disabilities.

## 3.18 Luxembourg

### Total estimated cohesion funds investment in skills:



**EUR 29.9 million**



An estimated EUR 12.8 million of EU investments in Luxembourg are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 9.1 million, 71% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 3.7 million, 29%). The ERDF does not include any funding for skills. Together with mandatory national co-financing, the total investments available in Luxembourg specifically for skills under the ESF+/JTF programmes are estimated at EUR 29.9 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (66%), followed by the JTF (41%).

The largest estimated shares of investments in skills are in specific objectives focusing on improving education and training systems (100%) and lifelong learning and career transition (100%). In absolute terms, the most substantial investments in skills are estimated for access to employment and activation measures (EUR 9.3 million, representing an estimated 71% of the total investments in this specific objective).

**Table 26. Overview of estimated investment in skills in Luxembourg**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	3 797 486	9 306 390	71%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	1 399 971	3 499 928	100%
ESF+ SO(f) Quality and inclusive education and training systems	0	0	0%
ESF+ SO(g) Lifelong learning and career transitions	1 697 096	4 242 740	100%
ESF+ SO(h) Active inclusion and employability	2 185 478	5 463 698	56%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>9 080 032</b>	<b>22 512 756</b>	<b>66%</b>
<b>JTF</b>	<b>3 705 793</b>	<b>7 411 586</b>	<b>41%</b>
<b>ERDF – all specific objectives</b>	<b>0</b>	<b>0</b>	<b>0%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**12 000 – 13 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 12 073 to 13 603 individuals over the course of the programming period. The activities focus mainly on skills counselling, training for the adult working population, and vulnerable groups. The most frequently targeted groups include migrants, older workers (and those unemployed and over the age of 40), and young workers (early school leavers).

## 3.19 Malta

### Total estimated cohesion funds investment in skills:



**EUR 128.9 million**



An estimated EUR 77.3 million of EU investments in Malta are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 71.2 million, 92% of total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 6.1 million, 8%). The JTF does not include any funding for skills. Together with mandatory national co-financing, the total investments available in Malta specifically for skills under the ESF+/ERDF programmes are estimated at EUR 128.9 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (62%), followed by the ERDF (1%).

The largest estimated shares of EU investments in skills are in specific objectives focusing on lifelong learning and career transition (100%), integration of third-country nationals (100%), and gender-balanced labour market participation (80%). In absolute terms, the most substantial investments in skills are estimated for quality and inclusive education and training systems (EUR 51.9 million, 75% of investments here). This specific objective targets young workers and students to improve their educational attainment, with a focus on higher education and advanced academic achievement to positively impact career mobility and outcomes.

**Table 27. Overview of estimated investment in skills in Malta**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	14 099 460	23 499 100	66%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	2 400 000	4 000 000	80%
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	31 171 357	51 952 262	75%
ESF+ SO(g) Lifelong learning and career transition	12 000,000	20 000 000	100%
ESF+ SO(h) Active inclusion and employability	10 650 000	17 750 000	66%
ESF+ SO(i) Integration of third-country nationals	900 000	1 500 000	100%
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	0	0	0%
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	0%
<b>ESF+ – all specific objectives</b>	<b>71 220 817</b>	<b>118 701 362</b>	<b>62%</b>
<b>JTF</b>	<b>-</b>	<b>-</b>	<b>0%</b>
<b>ERDF – all specific objectives</b>	<b>6 120 000</b>	<b>10 200 000</b>	<b>1%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

**Number of participants:**  **92 000 – 106 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 92 300 to 106 662 individuals over the course of the programming period. The activities mainly focus on training individuals, followed by skills intelligence for employed and unemployed people. The vulnerable groups most targeted include people with disabilities (persons with special needs, with a focus on students), young workers (mainly students and early school leavers), migrants, and older workers.

## 3.20 The Netherlands

### Total estimated cohesion funds investment in skills:



**EUR 1 097.0 million**



An estimated EUR 477.6 million of EU investments in the Netherlands are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 268.0 million, 56% of total available EU investment in skills), with the remainder allocated through the JTF (EUR 190.8 million, 40%) and ERDF (EUR 18.8 million, 4%). Together with mandatory national co-financing, the total investments available in the Netherlands specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 1 097.0 million.

About 71% of the ESF+ is dedicated to skills, while 32% of the JTF goes to skills-related activities. The ERDF includes 4% funding for skills.

The largest estimated share of investment in skills, and highest EU and national amount in absolute terms, is for lifelong learning and career transition, at an estimated EUR 258.8 million, 100% of funding in this specific objective.

**Table 28. Overview of estimated investment in skills in the Netherlands**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	99 379 521	248 448 799	75%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	-	-	-
ESF+ SO(g) Lifelong learning and career transition	103 532 749	258 831 869	100%
ESF+ SO(h) Active inclusion and employability	65 099 403	162 748 504	48%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
ESF+ – all specific objectives	268 011 673	670 029 171	71%
JTF	190 778 709	381 557 423	32%
ERDF – all specific objectives	18 841 199	45 421 131	4%

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**245 000 – 366 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 245 988 to 366 211 individuals over the course of the programming period. The most-targeted activities are training workers and individuals, and skills counselling. Most of the interventions target the adult working population, entities, unemployed people, and employed/self-employed people, particularly young workers.

## 3.21 Poland

### Total estimated cohesion funds investment in skills:



**EUR 7 307.1 million**



An estimated EUR 6 019.9 million of EU investments in Poland are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 5 526.8 million, 92% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 378.9 million, 6%) and ERDF (EUR 114.3 million, 2%). Together with mandatory national co-financing, the total investments available in Poland specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 7 307.1 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (45%), followed by the JTF (10%). The ERDF includes marginal funding for skills (0.3%).

The largest estimated shares of investments in skills are in specific objectives focusing on lifelong learning and career transition (98%), improving education and training systems (88%), and adaptation of workers and enterprises to change (80%). In absolute terms, the most substantial investment in skills is estimated for lifelong learning and career transition (EUR 1 486.2 million), which primarily allocates funds to adult education across many regions in Poland.

**Table 29. Overview of estimated investment in skills in Poland**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	992 785 476	1 204 379 355	57%
ESF+ SO(b) Modernising labour market institutions	31 494 785	38 161 752	48%
ESF+ SO(c) Gender-balanced labour market participation	101 947 468	122 869 058	12%
ESF+ SO(d) Adaptation of workers and enterprises to change	876 178 283	1 069 373 291	80%
ESF+ SO(e) Improving education and training systems	656 286 289	796 651 743	88%
ESF+ SO(f) Quality and inclusive education and training systems	938 479 898	1 122 951 905	45%
ESF+ SO(g) Lifelong learning and career transition	1 225 428 259	1 486 231 775	98%
ESF+ SO(h) Active inclusion and employability	537 266 524	663 347 399	41%
ESF+ SO(i) Integration of third-country nationals	127 556 366	154 169 497	49%
ESF+ SO(j) Integration of marginalised communities, such as Roma	975 000	1 147 059	23%
ESF+ SO(k) Equal access to quality social and healthcare services	32 434 120	39 296 364	2%
ESF+ SO(l) Social integration of people at risk	5 920 000	7 273 529	1%
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>5 526 752 473</b>	<b>6 705 852 726</b>	<b>45%</b>
<b>JTF</b>	<b>378 859 395</b>	<b>459 708 533</b>	<b>10%</b>
<b>ERDF – all specific objectives</b>	<b>114 274 358</b>	<b>141 548 964</b>	<b>0.3%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants: 2.0 million – 4.3 million

Based on an analysis of programme targets, these investments in skills could benefit an estimated 2 086 910 to 4 390 881 individuals over the course of the programming period. The interventions typically offer training for individuals and skills counselling for employed people. Activities focus on the adult working population, entities, and employed/self-employed people. The vulnerable groups targeted include those in a vulnerable position on the labour market (e.g. at-risk or scheduled for dismissal, people with low qualifications, working poor, homeless people), people with disabilities, migrants, people in vulnerable family situations, young workers, and marginalised groups (e.g. Roma, marginalised communities, people at-risk of social exclusion).

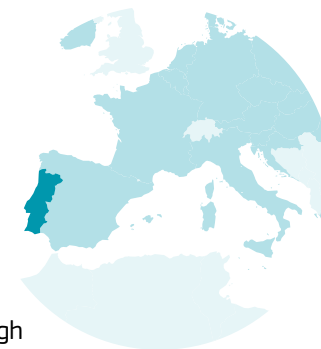


## 3.22 Portugal<sup>23</sup>

### Total estimated cohesion funds investment in skills:



**EUR 6 240.1 million**



An estimated EUR 5 187.4 million of EU investments in Portugal are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 5 130.2 million, 99% of total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 39.7 million, 0.7%) and JTF (EUR 17.5 million, 0.3%). Together with mandatory national co-financing, the total investments available in Portugal specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 6 240.1 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (68%), followed by the JTF (8%). The ERDF includes marginal funding for skills (0.4%).

The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transition (100%), quality and inclusive education and training systems (94%), and access to employment and activation measures (80%). The most substantial investment in skills in absolute terms is for quality and inclusive education and training systems, amounting to EUR 2 588 million.

**Table 30. Overview of estimated investment in skills in Portugal**

Specific objective	EU funds for skills (EUR)	Total funds (EU+ Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	925 495 000	1 090 508 825	80%
ESF+ SO(b) Modernising labour market institutions	-	-	-
ESF+ SO(c) Gender-balanced labour market participation	12 750 000	15 000 000	34%
ESF+SO(d) Adaptation of workers and enterprises to change	401 578 636	559 133 305	73%
ESF+ SO(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	2 192 635 959	2 588 150 151	94%
ESF+ SO(g) Lifelong learning and career transition	819 625 000	979 325 982	100%
ESF+ SO(h) Active inclusion and employability	742 350 000	879 397 060	71%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	35 750 000	42 058 824	3%
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	0	-	0%
<b>ESF+ – all specific objectives</b>	<b>5 130 184 596</b>	<b>6 153 574 147</b>	<b>68%</b>
<b>JTF</b>	<b>17 511 887</b>	<b>22 835 068</b>	<b>8%</b>
<b>ERDF – all specific objectives</b>	<b>39 745 000</b>	<b>63 694 304</b>	<b>0.4%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants: 1.3 million – 1.4 million

Based on an analysis of programme targets, these investments in skills could benefit an estimated 1 339 865 to 1 446 593 individuals over the course of the programming period. The interventions focus mainly on training individuals and workers. The skills interventions are for the working age population, unemployed people, and employed/self-employed people. The vulnerable groups most targeted include people with disabilities, migrants, young NEETs, and young workers.

<sup>23</sup> Information not the Member State.

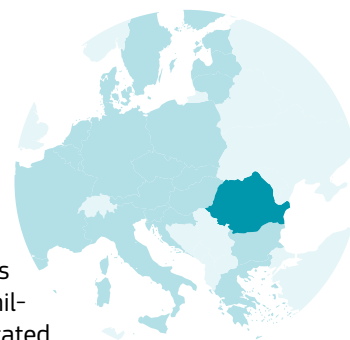


## 3.23 Romania

### Total estimated cohesion funds investment in skills:



**EUR 3 286.8 million**



An estimated EUR 2 667.8 million of EU investments in Romania are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 2 388.8 million, 90% of the total estimated investments in skills), with the remainder allocated through the JTF (EUR 243.3 million, 9%) and ERDF (EUR 35.6 million, 1%). Together with mandatory national co-financing, the total investments available in Romania specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 3 286.8 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (34%) and JTF (12%). The ERDF includes marginal funding for skills (0.2%).

The largest estimated shares of investments in skills are in specific objectives focusing on lifelong learning and career transition (96%), access to employment and activation measures (76%), and adaptation of workers and enterprises to change (75%). In absolute terms, the most substantial investments in skills are in access to employment and activation measures, amounting to EUR 1 418 million.

**Table 31. Overview of estimated investment in skills in Romania**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	1 140 138 250	1 418 978 082	76%
ESF+ SO(b) Modernising labour market institutions	30 064 950	36 870 679	10%
ESF+ SO(c) Gender-balanced labour market participation	18 775 000	22 301 218	18%
ESF+ SO(d) Adaptation of workers and enterprises to change	57 004 000	67 063 530	75%
ESF+ SO(e) Improving education and training systems	332 221 529	408 629 240	67%
ESF+ SO(f) Quality and inclusive education and training systems	278 185 000	341 273 456	39%
ESF+ SO(g) Lifelong learning and career transition	457 686 633	568 830 822	96%
ESF+ SO(h) Active inclusion and employability	11 500 000	15 770 975	32%
ESF+ SO(i) Integration of third- country nationals	15 000 000	17 647 059	50%
ESF+SO(j) Integration of marginalised communities, such as Roma	10 000 000	11 094 737	16%
ESF+ SO(k) Equal access to quality social and healthcare services	38 243 162	47 400 506	2%
ESF+ SO(l) Social integration of people at risk	0	0	0%
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>2 388 818 525</b>	<b>2 955 860 303</b>	<b>34%</b>
<b>JTF</b>	<b>243 302 618</b>	<b>286 238 374</b>	<b>12%</b>
<b>ERDF – all specific objectives</b>	<b>35 637 006</b>	<b>44 722 507</b>	<b>0.2%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a *breakdown of ERDF specific objectives*.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants: 0.8 million – 1.2 million

Based on an analysis of programme targets, these investments in skills could benefit an estimated 890 524 to 1 186 630 individuals over the course of the programming period. The interventions typically offer skills counselling and training for workers. They also promote and reduce barriers to education and training. The interventions target the employed and self-employed adult working population. The most targeted vulnerable groups are marginalised groups and people with disabilities, followed by young and older workers.

## 3.24 Slovakia

### Total estimated cohesion funds investment in skills:



**EUR 1 406.4 million**



An estimated EUR 1 131.9 million of EU investments in Slovakia are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 822.5 million, 73% of the total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 277.8 million, 25%) and JTF (EUR 31.7 million, 3%). Together with mandatory national co-financing, the total investments available in Slovakia specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 1 406.4 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (36%), followed by the JTF (7%) and ERDF (4%).

The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transition (100%), adaptation of workers and enterprises to change (92%), integration of marginalised communities, such as Roma (75%), and modernising labour market institutions (75%). In absolute terms, the most substantial investments in skills are estimated for access to employment and activation measures (EUR 352.5 million) and the integration of marginalised communities, such as Roma (EUR 152.9 million).

**Table 32. Overview of estimated investment in skills in Slovakia**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	295 322 829	352 559 674	46%
ESF+ SO(b) Modernising labour market institutions	31 050 000	36 529 412	75%
ESF+ SO(c) Gender-balanced labour market participation	0	0	0%
ESF+ SO(d) Adaptation of workers and enterprises to change	120 105 000	142 163 604	92%
ESF+ SO(e) Improving education and training systems	36 850 000	44 824 272	26%
ESF+ SO(f) Quality and inclusive education and training systems	19 785 328	23 430 839	8%
ESF+ SO(g) Lifelong learning and career transition	86 006 000	104 221 030	100%
ESF+ SO(h) Active inclusion and employability	42 630 000	49 860 430	25%
ESF+ SO(i) Integration of third-country nationals	8 180 000	9 623 529	50%
ESF+ SO(j) Integration of marginalised communities, such as Roma	127 500 000	152 977 942	75%
ESF+ SO(k) Equal access to quality social and healthcare services	0	0	0%
ESF+ SO(l) Social integration of people at risk	55 099 133	67 620 285	21%
ESF+ SO(m) Addressing material deprivation	0	0	0%
<b>ESF+ – all specific objectives</b>	<b>822 528 289</b>	<b>983 811 016</b>	<b>36%</b>
<b>JTF</b>	<b>31 656 399</b>	<b>45 223 427</b>	<b>7%</b>
<b>ERDF – all specific objectives</b>	<b>277 760 363</b>	<b>377 351 360</b>	<b>4%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**365 000 – 601 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 365 181 to 601 440 individuals over the course of the programming period. The interventions mainly focus on skills counselling and training for individuals and workers. The interventions are typically for the adult working population and target a range of vulnerable groups, including migrants, marginalised groups, people with disabilities, and those in a vulnerable position on the labour market (e.g. third-country nationals, students, asylum seekers, homeless people).

## 3.25 Slovenia

### Total estimated cohesion funds investment in skills:



**EUR 451.8 million**



An estimated EUR 308.4 million of EU investments in Slovenia are supporting skills in the 2021-2027 programming period. Most are through the ESF+ (EUR 286.9 million, 93% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 8.0 million or 3%) and ERDF (EUR 13.4 million or 4%). Together with mandatory national co-financing, the total investments available in Slovenia specifically for skills under the ESF+/JTF/ERDF programmes are estimated are EUR 451.8 million.

About 45% of the ESF+ is dedicated to skills, while 3% of the JTF goes to skills-related activities. The ERDF includes 1% funding for skills.

The largest estimated shares of investment in skills are in specific objectives that focus on lifelong learning and career transitions (100%) and modernising labour market institutions (75%). In absolute terms, the most substantial investment in skills is in improving education and training systems (EUR 112.5 million), representing an estimated 52% of the total investments in this specific objective.

**Table 33. Overview of estimated investment in skills in Slovenia**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member States) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	78 663 752	106 144 050	55%
ESF+ SO(b) Modernising labour market institutions	18 007 500	27 508 456	75%
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	22 881 500	34 331 177	73%
ESF+ SO(e) Improving education and training systems	71 040 950	112 537 007	52%
ESF+ SO(f) Quality and inclusive education and training systems	-	-	-
ESF+ SO(g) Lifelong learning and career transition	69 968 500	103 477 132	100%
ESF+ SO(h) Active inclusion and employability	26 365 000	37 866 912	73%
ESF+ SO(i) Integration of third-country nationals	-	-	-
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	-	-	-
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>286 927 202</b>	<b>421 864 734</b>	<b>45%</b>
<b>JTF</b>	<b>7 997 500</b>	<b>9 408 824</b>	<b>3%</b>
<b>ERDF – all specific objectives</b>	<b>13 447 575</b>	<b>20 495 945</b>	<b>1%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**177 000 – 238 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 177 604 to 238 544 individuals over the course of the programming period. The most-targeted activities are training workers and individuals, and skills counselling. All target groups are covered by some level of skills funding, with funding almost equally weighted among the target groups. The main focus is on inactive people and younger workers.

## 3.26 Spain

### Total estimated cohesion funds investment in skills:



**EUR 8 104.4 million**



An estimated EUR 5 338.2 million of EU investments in Spain are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 5 123.7 million, 96% of total estimated EU investment in skills), with the remainder allocated through the JTF (EUR 141.0 million, 3%) and ERDF (EUR 73.5 million, 1%). Together with mandatory national co-financing, the total investments available in Spain specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 8 104.4 million.

About 49% of the ESF+ is dedicated to skills, while 16% of the JTF goes to skills-related activities. The ERDF includes marginal funding for skills (0.3%).

The largest estimated shares of investment in skills are in specific objectives focusing on lifelong learning and career transitions (91%), improving education and training systems (84%), quality and access to employment and activation measures (60%). In absolute terms, the most substantial investment in skills are estimated for access to employment and activation measures, at EUR 3 420 million, 60% of investment in this specific objective.

**Table 34. Overview of estimated investment in skills in Spain**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	2 223 654 096	3 420 538 373	60%
ESF+ SO(b) Modernising labour market institutions	7 949 659	9 823 128	22%
ESF+ SO(c) Gender-balanced labour market participation	30 689 564	46 779 655	33%
ESF+ SO(d) Adaptation of workers and enterprises to change	249 130 526	354 184 392	47%
ESF+ SO(e) Improving education and training systems	686 827 721	1 058 638 057	84%
ESF+ SO(f) Quality and inclusive education and training systems	618 539 159	1 006 963 269	48%
ESF+ SO(g) Lifelong learning and career transition	105 912 094	136 047 900	91%
ESF+ SO(h) Active inclusion and employability	978 984 334	1 481 100 588	41%
ESF+ SO(i) Integration of third-country nationals	51 696 641	74 607 410	42%
ESF+ SO(j) Integration of marginalised communities, such as Roma	22 132 117	32 105 209	23%
ESF+ SO(k) Equal access to quality social and healthcare services	5 613 575	6 964 500	2%
ESF+ SO(l) Social integration of people at risk	142 620 138	171 931 276	19%
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>5 123 749 623</b>	<b>7 799 683 757</b>	<b>49%</b>
<b>JTF</b>	<b>140 970 786</b>	<b>196 059 453</b>	<b>16%</b>
<b>ERDF – all specific objectives</b>	<b>73 477 426</b>	<b>108 700 851</b>	<b>0.3%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**4.8 million – 8.2 million**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 4 804 655 to 8 223 497 individuals over the course of the programming period. The most-targeted activities are training for individuals, skills counselling, and training in subsidised employment. All target groups are covered by some level of skills funding, but the majority of the interventions target the adult working population, unemployed people, and young workers.

## 3.27 Sweden

### Total estimated cohesion funds investment in skills:



**EUR 1 324.7 million**



An estimated EUR 550.2 million of EU investments in Sweden are supporting skills in the 2021–2027 programming period. Most are through the ESF+ (EUR 493.5 million, 90% of total estimated EU investment in skills), with the remainder allocated through the ERDF (EUR 41.7 million, 8%) and JTF (EUR 15.1 million, 3%). Together with mandatory national co-financing, the total investments available in Sweden specifically for skills under the ESF+/JTF/ERDF programmes are estimated at EUR 1 324.7 million.

As a proportion of the total budget in each fund, the estimated investment in skills is highest in the ESF+ (76%), followed by the JTF (10%) and ERDF (5%).

The largest estimated shares of investment in skills are in specific objectives focusing on access to employment and activation measures (100%), lifelong learning and career transition (75%), and active inclusion and employability (71%). In absolute terms, the most substantial investments in skills are estimated for active inclusion and employability (EUR 473.9 million), allocated for interventions for those at risk of poverty or social exclusion, those outside the labour market due to unemployment, and those who have not yet established themselves in the labour market.

**Table 35. Overview of estimated investment in skills in Sweden**

Specific objective	EU funds for skills (EUR)	Total funds (EU + Member State) for skills (EUR)	% of total funds allocated to skills within total specific objective value
ESF+ SO(a) Access to employment and activation measures	101 927 677	237 831 248	100%
ESF+ SO(b) Modernising labour market institutions	22 177 060	55 442 650	50%
ESF+ SO(c) Gender-balanced labour market participation	-	-	-
ESF+ SO(d) Adaptation of workers and enterprises to change	-	-	-
ESF+ SO(e) Improving education and training systems	-	-	-
ESF+ SO(f) Quality and inclusive education and training systems	-	-	-
ESF+ SO(g) Lifelong learning and career transition	147 253 946	329 327 251	75%
ESF+ SO(h) Active inclusion and employability	211 902 022	473 909 949	71%
ESF+ SO(i) Integration of third-country nationals	-	84 939 733	100%
ESF+ SO(j) Integration of marginalised communities, such as Roma	-	-	-
ESF+ SO(k) Equal access to quality social and healthcare services	-	-	-
ESF+ SO(l) Social integration of people at risk	10 192 769	11 325 298	50%
ESF+ SO(m) Addressing material deprivation	-	-	-
<b>ESF+ – all specific objectives</b>	<b>493 453 474</b>	<b>1 192 776 128</b>	<b>76%</b>
<b>JTF</b>	<b>15 107 175</b>	<b>30 214 350</b>	<b>10%</b>
<b>ERDF – all specific objectives</b>	<b>41 659 340</b>	<b>101 703 055</b>	<b>5%</b>

Notes: '-' indicates that the Member State has not selected the specific objective; 0 or 0% signifies that although investments have been made towards that specific objective, the estimated volume or proportion of skills investments is assessed to be zero; Annex 2 contains a detailed explanation of the methodology used to estimate these figures; Annex 4 contains a breakdown of ERDF specific objectives.

Source: Coding based on programme text and Cohesion Open Data Platform.

### Number of participants:



**154 000 – 195 000**

Based on an analysis of programme targets, these investments in skills could benefit an estimated 154 525 to 195 282 individuals over the course of the programming period. The interventions focus mainly on training for workers, with activities typically targeting entities. Vulnerable groups that are most targeted include migrants (skills and competence development), marginalised groups (e.g. migrant women, Sami) and young workers.

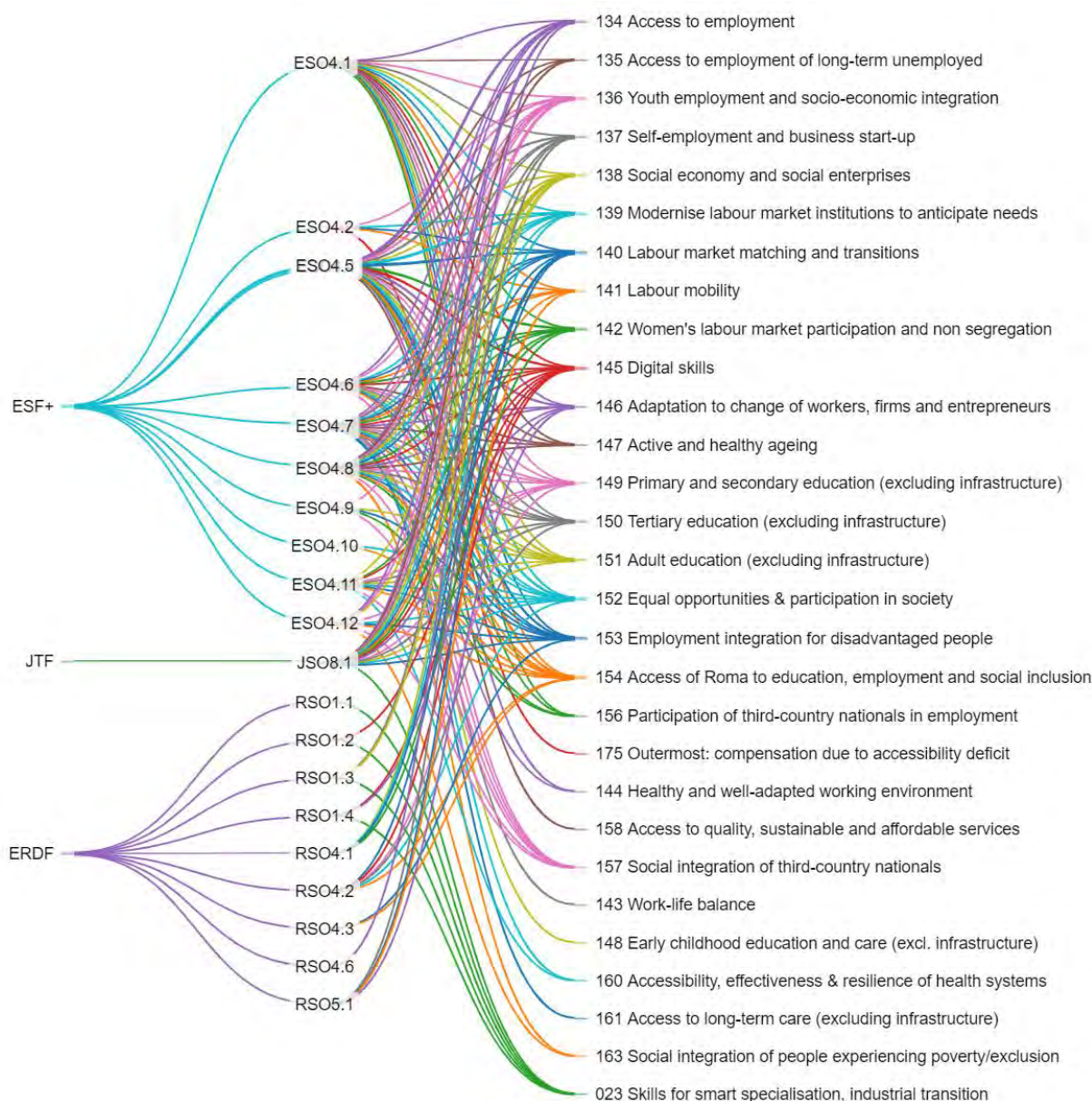
# Annex 1 Selected intervention fields

- 023 Skills for smart specialisation, industrial transition (ERDF)
- 134 Measures to improve access to employment
- 135 Measures to promote access to employment of long-term unemployed
- 136 Specific support for youth employment and socioeconomic integration of young people
- 137 Support for self-employment and business start-ups
- 138 Support for social economy and social enterprises
- 139 Measures to modernise and strengthen labour market institutions and services to assess and anticipate skills needs and to ensure timely and tailor-made assistance
- 140 Support for labour market matching and transitions
- 141 Support for labour mobility
- 142 Measures to promote women's labour market participation and reduce gender-based segregation in the labour market
- 145 Support for the development of digital skills
- 146 Support for adaptation of workers, enterprises and entrepreneurs to change
- 147 Measures encouraging active and healthy ageing
- 149 Support for primary to secondary education (excluding infrastructure)
- 150 Support for tertiary education (excluding infrastructure)
- 151 Support for adult education (excluding infrastructure)
- 152 Measures to promote equal opportunities and active participation in society
- 153 Pathways to integration and re-entry into employment for disadvantaged people
- 154 Measures to improve access of marginalised groups, such as the Roma, to education, employment and to promote their social inclusion
- 156 Specific actions to increase participation of third-country nationals in employment
- 157 Measures of social integration of third-country nationals

Figure 2 presents the link between the funds, their specific objectives and the relevant intervention fields for this analysis.



**Figure 2. Link between funds, specific objectives and intervention fields**



**Legend:**

- ES04.1 ESF+ SO(a) Access to employment and activation measures
- ES04.2 ESF+ SO(b) Modernising labour market institutions
- ES04.3 ESF+ SO(c) Gender balanced labour market participation
- ES04.4 ESF+ SO(d) Adaptation of workers and enterprises to change
- ES04.5 ESF+ SO(e) Improving education and training systems
- ES04.6 ESF+ SO(f) Quality and inclusive education and training systems
- ES04.7 ESF+ SO(g) Lifelong learning and career transitions
- ES04.8 ESF+ SO(h) Active inclusion and employability
- ES04.9 ESF+ SO(i) Integration of third country nationals

- ES04.10ESF+ SO(j) Integration of marginalised communities such as Roma
- ES04.11ESF+ SO(k) Equal access to quality social and healthcare services
- ES04.12ESF+ SO(l) Social integration of people at risk
- ES04.13ESF+ SO(m) Addressing material deprivation
- JSO8.1 Just Transition Fund
- RSO1.1 Enhancing research and innovation
- RSO1.2 Reaping the benefits of digitisation
- RSO1.3 Growth and competitiveness of SMEs
- RSO1.4 Skills for smart specialisation and transition
- RSO4.1 Labour market infrastructure
- RSO4.2 Education and training infrastructure
- RSO4.3 Integration of marginalised communities
- RSO4.6 Culture and sustainable tourism
- RSO5.1 Integrated development in urban areas



# Annex 2 Detailed analytical approach

The quantified estimate of planned skills investments across the ESF+, ERDF and JTF had several steps.

## Step 1. Selection of priorities

The initial step involved selecting all relevant priorities that could potentially be related to skills<sup>24</sup>. The full list of selected intervention fields is presented in Annex 1. Additionally, the mapping reviewed all priorities linked to the specific objectives of 'Adaptation of workers and enterprises to change' (SO(d)) and 'Lifelong learning and career transition' (SO(g)), irrespective of their intervention fields. This ensured that investments in these specific objectives were not overlooked, even if they are programmed in out-of-scope intervention fields.

The analysis covered all relevant programmes adopted by the European Commission up to the beginning of January 2024. This longlist included a total package of priorities in all 27 Member States, 224 programmes (103 programmes with ERDF investments, 155 programmes with ESF+ investments and 33 programmes with JTF investments<sup>25</sup>), equating to a total value of EUR 81.95 billion of investment across the ESF+, ERDF and JTF (including EUR 68.3 billion in ESF+).

ESF+/ERDF/JTF co-financed national or regional programmes are proposed by the Member States and approved by a Commission decision. Throughout the programming period, these programmes undergo regular assessments to evaluate their performance and achievements. Additionally, they evolve in response to the changing needs of the Member States and their citizens. This analysis covered all relevant programmes adopted by the European Commission up to the beginning of January 2024.

## Step 2. Detailed review of programme texts by human coders

A detailed, targeted qualitative review of the selected priorities was carried out by human coders, using a coding scheme piloted and agreed with the European Commission. The scheme included definitions, classifications, and guidance for coders (see Annex 3).

The level of detail used to describe activities varies significantly across Member States and programmes. Coders were instructed to flag any activities about which they were uncertain. These were subsequently reviewed with managing authorities during the validation exercise.

The scope of the analytical support did not allow for additional documents to be reviewed (i.e. indicator methodologies, national legislation, planning documents). Rather, coders were limited to the content of text fields in the programmes.

<sup>24</sup> Priority axes are the highest level of hierarchy in programmes. Within priority axes, programmes identify specific objectives, according to fixed categories specified by the ESF+ Regulation. Within this level, separate financial allocations can be made to different intervention fields. Where this note refers to 'priorities' in the context of programmes, the lowest hierarchical level is meant, i.e. intervention fields within specific objectives within priority axes.

<sup>25</sup> Multi-fund programmes are common, thus the total number of programmes per fund is higher than the total number of programmes reviewed.

The level of detail in which activities are described across Member States and programmes varies substantially. A pilot mapping showed that most contain detailed descriptions, providing a decent basis for identifying activities within the scope of the assignment and allow their classification according to a pre-defined codebook (see Annex 3). However, there are also instances where the descriptions of activities are insufficiently specific to follow this script: sometimes, descriptions remain very high-level, only referring to objectives or policy challenges, without detailing the types of activities foreseen. Coders were asked to flag such activities when in doubt, with those flagged activities later checked with managing authorities during the validation exercise.

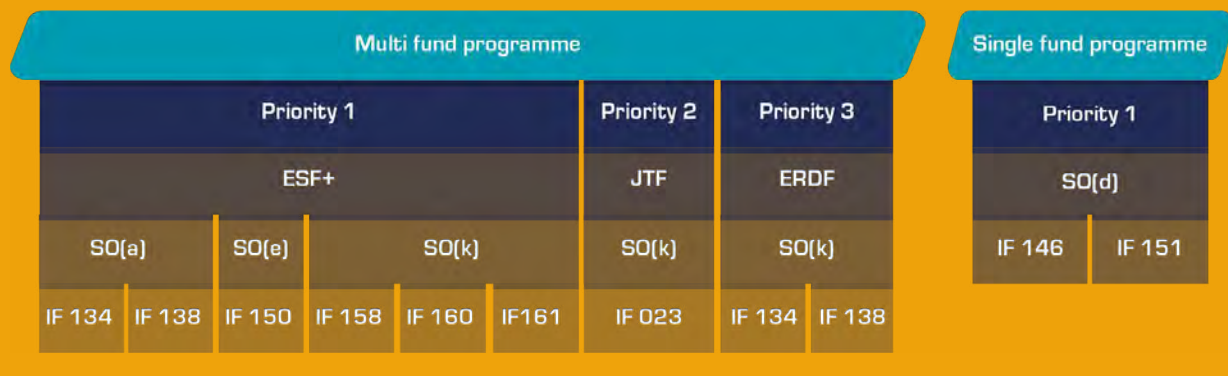
Based on the qualitative description of activities, coders were asked to estimate the share of activities/projects in each description that included a skills component. Where skills measures were identified, coders classified the type of measure and the target group(s) foreseen.

To support the coding exercise, coders used a spreadsheet with a full list of all priorities for review. The spreadsheet and subsequent coding took into account the different intervention fields that might be associated with a single specific objective. In many cases, the qualitative text allowed reconstruction of the allocation of budgets to (groups of) activities. Coders were asked to do this reconstruction where possible. If there was no obvious link (the description of activities is at one level higher, i.e. that of specific objective), the classification of qualitative text was applied equally to all related intervention fields.

## Methodology for estimating the financial share related to skills

Based on the review of qualitative programme descriptions, coders estimated the share of activities focusing on skills. This was an approximate measurement, as the descriptions of the activities do not indicate the size of budgets allocated to the types of activities.

To aid the reader, we provide below a generic structure of multi-fund and single fund programmes.



This method avoids the pitfall of including all funds allocated to all priorities and paying only cursory attention to skills. Coders counted the number of relevant activities among the total activities mentioned and used this as the basis for an estimated share. This was rarely a precise count, as the level of detail provided by the Member State determines the number of activities mentioned. Rather than using exact percentages, coders used qualitative assessments: none – 0%; some – around 25%; half – around 50%; most – around 75%; all – 100%.

This assessment was based on (i) the attempted quantification of activities, and (ii) a qualitative horizontal review of whether the estimate seemed warranted, based on the content of the text. This second part of the assessment was an important additional check to ensure that coders treated the estimate flexibly – for example, if the texts included some reference to scope (participants, coverage, length) that provide additional clues about its weight in the overall priority. Precise quantitative estimates were only used when provided by managing authorities during the validation phase (step 3).

## Methodology for estimating the participants share related to skills

The qualitative review of programme texts was also used to estimate the number of participants foreseen to be targeted by skills-related measures. This estimate was based on an aggregate of the targets of output indicators in priorities with at least one skills-related activity. For the aggregation, all output indicators with targets were screened for overlaps, selecting only unique indicator targets. It was not possible to simply sum the output targets because programmes often define multiple indicators, possibly with overlapping target groups (e.g. numbers of unemployed and numbers of unemployed of a certain age group).

Looking at all targets of all output indicators in selected specific objectives ensured complete coverage, but did not allow for the possibility that not all participants foreseen for that specific objective might be targeted with a skills-related activity. Accordingly, this was an upper-bound estimate. To account for the fact that not all participants

may be targeted for skills initiatives, the financial estimate was used: while the estimated financial size of an intervention might not *necessarily* determine the number of anticipated participants, it nevertheless provided an additional layer of information on possible numbers of targeted participants in each priority. The estimated share of financial investments was the basis for the lower-bound estimate of the number of participants, using financial estimates at the level of the specific objective.

Presenting both an upper- and lower-bound estimate of the numbers of participants mitigated the downsides of both types of measures while still providing a meaningful range for the actual number of participants foreseen in programme related to skills activities.

JTF and ERDF programmes tend to use different types of indicators for target-setting to the ESF+, i.e. using numbers of companies or networks supported. This does not mean that these funds do not reach individuals as end-beneficiaries, but, rather, that the indicators used in these programmes do not necessarily capture this.

### Step 3. Validation of estimates by managing authorities

The estimates produced from the previous steps were validated with managing authorities across all 27 Member States. Brief, summary factsheets were drawn up and shared with Member States, containing a detailed explanation of the methodological approach. Their feedback received was then integrated and estimates adjusted accordingly.

As of 18 March 2024, Italy and Portugal had not validated their data and their estimates should therefore be read with caution.

# Annex 3 Coding scheme

The tables below present the predefined codebook used by human coders to classify the qualitative descriptions of activities and target groups in ESF+, ERDF and JTF programmes.

Type of support	Definition	Examples
Education and training activities (specified by separate coding for education and training)	See separate coding scheme for education and training	See separate coding scheme for education and training
Design and/or updating of the structure of education and training programmes and qualifications	Contribute to the structure/ content of education programmes, qualifications	Design and updating of qualifications, qualification frameworks, occupational and educational standards, including micro-credentials
Promotion activities targeted at education and training, skills, etc.	Communication activities intended to increase attention for skills (learning, education and training, or specific programmes). This can also cover indirect measures, such as career guidance	Attractiveness campaigns for vocational education or specific programmes, promotion of science, technology, engineering and mathematics (STEM) careers for girls, skills competitions
Skills counselling and career guidance	Process that enables an individual, at any age and stage of life, to identify their capacities, competences and interests, to make well-informed education, training and occupational decisions, and to manage their life path in learning, work and other settings in which those capacities and competences are learned and used	Skills profiling, often done by guidance services or PES; skills documentation, including the development and use of e-skills portfolios; validation of skills by a competent authority (validation of non-formal and informal learning); education and career guidance (by PES, schools, etc.)
Skills intelligence (needs assessment and anticipation)	Actions of evaluating current and future skills needs in the labour market	Mapping/forecasting of future needs
Mobility	Support for workers to work in different sectors (sectoral) or Member States (geographical)	Measures that prepare and support workers to work in different sectors (sectoral) or Member States (geographical), such as recruitment, counselling, training, support, etc.
Other	Anything related to skills not mentioned above	May include a variety of (horizontal) measures and policy initiatives, such as individual learning accounts, centres of vocational excellence, micro-credentials, sector-specific initiatives/ other policy-level interventions, other

Type of education and training	Definition	Examples
Formal education and training – vocational upper-secondary or post-secondary education and training (including work-based learning and apprenticeships)	Understood as all vocational education programmes at International Standard Classification of Education (ISCED) levels 2 to 4, or European Qualifications Framework (EQF) levels 2 to 4	Initial/continuing vocational education
Formal education and training – tertiary education	Understood as all programmes at ISCED levels 5 to 8, or EQF levels 6 to 8. This includes programmes that build on (post-)secondary education, providing learning activities in specialised fields at a high level of complexity and specialisation	Commonly understood as academic (higher) education, but may also include advanced vocational or professional education
Formal education and training – other levels/level not specified	Other	May include education at other levels not mentioned above, or general education without a labour market focus
Training through subsidised employment	Measures that support subsidised employment as a means of gaining work experience and skills	Youth employment measures that incentivise hiring, provided there is some kind of skills component. Measures for protected long-term employment (social economy) are not included
Training of workers (private sector)	Training staff to improve their skills (generally occupation-related)	Largely concerns (re-)training existing staff. It does not include formal apprenticeships (these are a separate category)
Training staff in public/non-profit sector	Training staff to improve the provision of a relevant skills-related service (capacity-building of public authorities, PES, NGOs, education providers (excluding teachers, which are a separate category), other)	Training PES staff to improve service delivery, capacity-building of NGO to activate individuals, etc.
Training teachers	Support for capacity-building of the (teaching) staff (public/private training providers, NGOs, other).	Training teachers
Training for individuals	Any form of adult learning that supports individuals to enrol in some form of learning (may cover employees, unemployed people or inactive people)	May include adult learning focused on basic skills; digital/ green skills; cultural courses for migrants, active citizenship courses, etc.

## **Classifications for target groups**

### **Target group by age**

- Adult working age population directly (15-64 years old)
- Institutions
- Persons younger than 15 years of age
- Retirees

### **Target group by economic status**

- Unemployed people
- (Self-)employed people
- Inactive people (in education, or not looking for a job for other reasons)

### **Specific types of groups**

- Young workers
- Young people not in education, employment or training (NEETs)
- Older workers
- Migrants
- Marginalised groups
- People with a disability/disabilities
- People in vulnerable positions because of their family situation
- Other vulnerable positions on the labour market

# Annex 4 Skills investments in ERDF specific objectives, by country

**Table 36. Overview of estimated ERDF investment in skills, by specific objective and Member State, EUR million**

Member State	SO(a.i) / Policy Objective 1 Research and innovation capacities	SO(a.ii) / Policy Objective 1 Digitisation	SO(a.iii) / Policy Objective 1 SME competitiveness	SO(a.iv) / Policy Objective 1 Skills for smart specialisation	Policy Objective 4 – A more social and inclusive Europe	Policy Objective 5 – Sustainable and integrate development
AT	-	-	-	-	-	-
BE	-	-	-	10.8	11.3	-
BG	-	-	-	20.6	-	-
CY	-	-	-	-	-	-
CZ	30.5	-	15.5	13.1	-	-
DE	17.5	-	60.4	39.7	-	-
DK	-	-	-	-	-	18.0
EE	-	-	0.2	8.3	-	-
EL	-	-	-	69.8	-	-
ES	-	9.2	87.6	7.6	4.3	-
FI	-	-	3.8	-	-	-
FR	12.9	-	12.8	5.6	-	-
HR	11.5	-	-	55.1	-	-
HU	-	-	-	31.9	4.3	-
IE	-	-	-	-	-	-
IT*	6.0	-	4.0	760.5	15.9	0.7
LT	-	-	-	67.2	-	-
LU	-	-	-	-	-	-
LV	3.0	1.3	-	26.1	2.1	-
MT	-	-	10.2	-	-	-
NL	1.9	-	-	7.8	-	35.7
PL	118.2	-	3.5	19.2	0.6	-
PT*	-	-	-	58.6	5.1	-
RO	-	-	-	44.7	-	-
SE	-	-	-	101.7	-	-
SI	-	-	-	20.5	-	-
SK	-	-	-	297.6	79.7	-
<b>EU</b>	<b>201.6</b>	<b>10.5</b>	<b>198.0</b>	<b>1 666.3</b>	<b>123.3</b>	<b>54.4</b>

Notes: \*Not validated by the Member State.

Source: Coding based on programme text and Cohesion Open Data Platform.



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