

CHAMBERS DRIVING SKILLS FOR A COMPETITIVE AND INCLUSIVE EUROPE



EUROCHAMBRES

www.eurochambres.eu

1. About Eurochambres	3
2. How chambers contribute to education and skills development	4
3. Chamber-led practices across Europe	7
3.1 Austria - Austrian Federal Economic Chamber (WKÖ)	8
3.2 Belgium - Flanders' Chamber of Commerce and Industry (Voka)	10
3.3 Bosnia and Herzegovina - Foreign Trade Chamber of Bosnia and Herzegovina	11
3.4 Croatia - Croatian Chamber of Economy	12
3.5 Finland - Finland Chamber of Commerce	13
3.6 France - CCI France	14
3.7 Hungary - Hungarian Chamber of Commerce and Industry	15
3.8 Ireland - Chambers Ireland	16
3.9 Italy - Unioncamere	17
3.10 Latvia - Latvian Chamber of Commerce and Industry	19
3.11 Lithuania - Association of Lithuanian chambers of Commerce, Industry and Crafts	21
3.12 Luxembourg - Chamber of Commerce Luxembourg	22
3.13 Malta - Malta Business Bureau	23
3.14 Moldova - Chamber of Commerce and Industry of the Republic of Moldova	24
3.15 Poland - Polish Chamber of Commerce	25
3.16 Portugal - Portuguese Chamber of Commerce and Industry	26
3.17 Romania - Chamber of Commerce and Industry of Romania	27
3.18 Serbia - Chamber of commerce and industry of Serbia	28
3.19 Spain - Spanish Chamber of Commerce	29
3.20 Türkiye - The Union of Chambers and Commodity Exchanges of Türkiye	30
3.21 Ukraine - Ukrainian Chamber of Commerce and Industry	31
4. Eurochambres-led initiatives	32
4.1 EntreComp4Transition project	32
4.2 Erasmus for Young Entrepreneurs	33
4.3 EULEP Centre of Vocational Excellence	34
5. Summary and key messages	35

ABOUT EUROCHAMBRES

The association of European chambers of commerce and industry, Eurochambres represents more than **20 million businesses** through its members and a network of **1700 regional and local chambers across Europe**. Eurochambres is the leading voice for the broad business community at EU level, building on chambers' strong connections with the grass roots economy and their hands-on support to entrepreneurs. Chambers' member businesses – over **93% of which are SMEs** – employ over 120 million people.

Eurochambres' vision is an integrated, globally competitive Europe, where businesses can prosper and drive socioeconomic progress. Eurochambres strives to represent chambers of commerce and industry and their member companies towards the EU institutions, to identify relevant joint activities and capacity building across the European chamber network.

Eurochambres plays a central role in Europe's skills ecosystem by acting as a bridge between SMEs, education and training providers, and policymakers. Chambers are directly involved in the design and delivery of skills solutions, while Eurochambres ensures that business needs are reflected in European skills policies and funding frameworks.

Around **80% of the chamber network is involved in education and training** and **48% deliver initial or continuous VET**. Every year, **1.8 million people** receive training qualifications via the chamber network, which also delivers management and governance of apprenticeship schemes in many EU and candidate countries. We are committed to contributing to its implementation through our ongoing work, which connects businesses, education providers and learners across Europe.

1.8 million

Training qualifications
via the chamber network

80%

chamber network
involved in
education and
training

48%

deliver initial or
continuous VET

HOW CHAMBERS CONTRIBUTE TO EDUCATION AND SKILLS DEVELOPMENT

Chambers play a dual role in Europe's skills landscape: they are both policy shapers and practical implementers. This unique position allows them to connect European and national strategies with the real needs of businesses, learners and local labour markets.

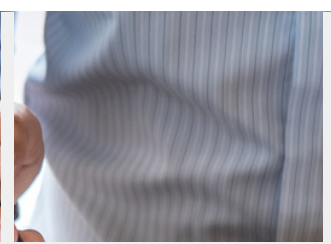
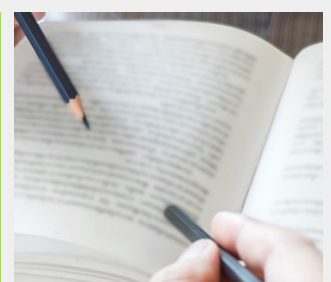
A dual role: policy and implementation

On the policy side, chambers contribute to skills governance at regional, national and EU level. While chamber structures and legal mandates vary across countries, in many cases chambers have a recognised institutional role in education and training systems. They are closely involved in skills governance (through advisory bodies, VET councils and social dialogue mechanisms), ensuring that employers' perspectives are reflected in policy design and implementation. Through Eurochambres, these diverse national experiences are brought together and fed into EU-level policy debates and legislative processes.

In this context, Eurochambres is an [official supporter](#) of the [Herning Declaration](#) on attractive and inclusive VET for increased competitiveness and quality jobs 2026-2030. By endorsing the Declaration, Eurochambres commits to promoting high-quality, labour-market-relevant VET, strengthening work-based learning and apprenticeships, and supporting closer cooperation between businesses, education providers and public authorities across Europe.

On the practical side, chambers are deeply involved in the delivery of education and training services. Many chambers manage or co-manage apprenticeship and work-based learning systems, operate training centres, support companies in upskilling and reskilling their workforce, and guide learners and jobseekers towards relevant career pathways. Their hands-on involvement ensures that training provision remains closely aligned with labour market needs.

Across Europe, chambers are active in a wide range of skills-related areas, including:

		• Up-and reskilling of the workforce • Digital and green skills
• Apprenticeships and work-based learning • Vocational education and training, including higher VET		• Skills for labour mobility and talent attraction • Reaching SMEs where it matters most
	• Entrepreneurship education and SME management skills • Career guidance and lifelong learning	

One of the greatest strengths of chambers is their proximity to SMEs at local and regional level. Chambers work daily with companies of all sizes and sectors, including those that are often hardest to reach through national or EU-level programmes. This allows them to tailor skills solutions to regional labour-market needs, support SMEs in navigating complex training systems and ensure that policies translate into tangible outcomes.

By combining policy engagement with hands-on implementation, chambers act as key enablers of effective, inclusive and demand-driven skills systems across Europe.

Eurochambres' role in European Commission's advisory and working groups

Eurochambres is actively involved in the European Commission's advisory and working groups on education, training, skills and labour mobility. Through its participation in these bodies, Eurochambres brings the direct perspective of businesses and chambers into EU policy discussions, helping to ensure that EU initiatives are practical, SME-friendly and aligned with labour-market needs. This engagement enables Eurochambres to contribute to policy development at an early stage and to support effective implementation across Member States.

Eurochambres participates in the various European Commission advisory and working groups related to skills, such as:

- Advisory Committee on Vocational Training (ACVT)
- Europass Advisory Group
- European Qualifications Framework (EQF) Advisory Group
- Labour Migration Platform

- Working Group on Adult Learning
- Working Group on Vocational Education and Training and the Green Transition
- Working Group on Tracking Mobile Graduates
- Expert Group on Economic Migration



In addition, Eurochambres is a member of the EU Labour Mobility Practitioners' Network and remains engaged in flagship EU initiatives such as the European Alliance for Apprenticeships (EAfA), the Pact for Skills, and the European Partnership for Integration.



“A shortage of skilled workers, as highlighted perennially in the annual Eurochambres Economic Survey, is among Europe’s greatest competitiveness challenges. Businesses need skills that match the real economy, and chambers are stepping up as key providers of solutions: delivering training, building skills ecosystems and connecting companies with the talent they need to compete and grow.”

Vladimír Dlouhý
Eurochambres President

CHAMBER-LED PRACTICES ACROSS EUROPE



Austrian Federal Economic Chamber ([WKÖ](#))

Arbeitsgemeinschaft Wirtschaft und Schule (AWS)

Funded by WKÖ and the Austrian Savings Banks Association, was developed as a project at ibw Austria - Research and Development in VET. AWS serves as a bridge between the education system and the business community in Austria. It provides free, ready-to-use teaching and learning materials that are jointly developed with companies, teachers, and educational experts. This ensures that schools receive up-to-date content reflecting economic realities, while enterprises present their industries and career paths directly in classrooms.

AWS covers a wide range of topics: financial literacy, economic cycles, banking functions, money management, entrepreneurship, and career orientation-adapted to different school types and age groups. Through interactive modules, case studies from enterprises, and practical examples, AWS materials connect abstract economic concepts with business life and the labour market. Beyond providing materials, AWS fosters dialogue between teachers and business representatives and supports joint projects between schools and local firms. This creates a sustainable ecosystem in which schools benefit from business expertise and companies engage with their future workforce.

In 2024, AWS offered more than 200 downloadable teaching units and resource packages, used by an estimated 13,000 people nationwide. By integrating companies into education and equipping teachers with modern tools, the initiative has become a national best-practice model for linking schools and businesses on multiple levels.



© KPH Vienna/Lower Austria

“The AWS combines an open ear for teachers with a willingness to provide optimal support for learners and teachers through subject-specific teaching resources - from learning materials, podcasts, comics, and digital tools.”

Johannes Lindner, Teacher and Head of the department for entrepreneurship and business education at KPH Vienna/Lower Austria

Mentoring for Migrants



The Mentoring for Migrants program was established in 2008 at the initiative of WKÖ in cooperation with its project partners, the Austrian Integration Fund (ÖIF) and the Labour Market Service (AMS). It supports qualified migrants in entering the Austrian labour market. Mentors introduce their mentees to professional networks and assist in preparing application documents.

In 2024, 159 mentors participated across Austria. Since the program began, more than 2,760 mentoring pairs have been formed. Many employees of WKÖ also volunteer their time to support the mentoring programme.

SkillsAustria

SkillsAustria is a non-profit association and serves as Austria's competence center for vocational competitions and talent development in VET. Through career motivation and orientation, they make a sustainable and active contribution to securing skilled labour. SkillsAustria organises AustrianSkills, the national championships in Austria. The winners represent Austria, showcasing the skills and excellence of young professionals at the international competitions EuroSkills and WorldSkills.

Thanks to their outstanding achievements on both national and international levels, the participants act as ambassadors for Austria as a training location and as flagbearers for training companies and schools.

The commitment and success of these Skills "heroes" guide young people in their career choices and inspire them to pursue personal development in their professions. SkillsAustria turns passion into profession, and profession into passion.

Ronald Brunäcker became national champion in the competition profession Heavy Truck Mechanics in 2018. At EuroSkills Graz 2021, Ronald won the silver medal for Austria. Since 2022, he has been training Austrian participants for EuroSkills as an expert in Heavy Truck Mechanics. In 2024, at WorldSkills Lyon, Ronald caught the attention of Wiener Linien, where he has since been working as a trainer.



© SkillsAustria/Florian Wieser

“SkillsAustria and the national as well as international competitions are a unique opportunity to demonstrate one's professional skills, to be a role model for young people, and to inspire them. Being an active part of the Skills Family makes me incredibly proud!”

Ronald Brunäcker

Umweltstiftung

The Umweltstiftung, set up by social partners including WKÖ, offers targeted training in green jobs and sustainability-related fields to help unemployed people gain qualifications and enter environmental careers.

“Thanks to Umweltstiftung, I was able to complete my apprenticeship as an electrical engineer. In my diversified and well-paid job, I do something for the climate. I install photovoltaic systems that produce sustainable electricity.”

Bianca Hebenstreit, Electrician



© Pöttinger Landtechnik

Wise up

Wise up is the digital education and training platform of WKÖ. It offers over 25,000 high-quality learning contents across 20 channels for apprenticeship professions, potentially covering around 60% of all apprentices in Austria. In addition to job-specific modules, wise up provides cross-cutting topics such as financial literacy, communication, and digital skills. Apprentices in member companies have free access, and businesses can also create their own content. The platform combines flexibility, interactivity, and AI-based learning paths to support lifelong learning.

“Wise up is a great way to enhance the quality of apprenticeship training. Apprentices have the opportunity to expand their theoretical knowledge interactively. As trainers, we benefit from being able to gain insight into their learning progress. In addition to the wide range of learning modules, we can also create our own content and assessments. The wise up team provided excellent support to us and our apprentices during the introduction phase.”

Markus Müller, Head of Apprenticeship Training - Industrial Apprenticeships

WKÖ Social Media [account](#)

Contact: Bernhard Kaufmann, bernhard.kaufmann@wko.at

BELGIUM

Flanders' Chamber of Commerce and Industry ([Voka](#))

Voka Talentcenters initiative

The [Voka Talentcenters initiative](#), developed by Voka and supported by a dedicated UGent research chair since 2020, was established to enhance talent discovery and career guidance for students from the 6th year of primary education and the 1st and 2nd years of secondary education in Flanders. By 2025, the network of Talentcenters operates in every Flemish province, having reached over 15,000 pupils from 366 schools across Flanders and Brussels between April 2023 and June 2025. Through personalised testing and guidance, students gain valuable insights into their talents, competencies, and study choices, underscoring the strong impact of the Voka Talentcenters on talent development and educational orientation in Flanders.

Practical example: Helping pupils discover what they're good at, that's what the first grade at athena Heule is all about. The school in West Flanders visited the Talentcenter with its second-year pupils to map out their talents and interests. "The Talentcenter encourages pupils to look at themselves in a different way. They not only discover their strengths but also gain the confidence to make choices for their future", says Elke Ghekiere, first-grade teacher at athena Heule.

The school made a conscious decision to participate in the Talentcenter. There, students explore their talents across different domains such as language, mathematics, creativity, and motor skills. "What's great about this visit is that it goes far beyond traditional school subjects," Elke explains. "Some pupils who struggle with language or maths in class turn out to be strong in spatial reasoning or technical skills at the Talentcenter. That's a revelation for them. They learn that talent comes in many forms."



"At the Talentcenter, pupils uncover their strengths and build the confidence they need to make informed choices about their future. We want every pupil to discover what they excel at. It gives them direction, not only for their study choices but also later on, when they're finding their place in society and the labour market."

Elke Ghekiere, teacher at athena Heule

VOKA WELT

[Voka Welt](#) is supported by EuropaWSE. How do you retain talent, bridge generational differences, motivate teams to embrace innovation, promote lifelong learning, create growth opportunities, and manage unexpected absenteeism? With Welt, you work alongside Voka to make your organisation more inclusive and future-proof. Welt is for anyone involved in HR and capable of driving change within the organisation: from business owners, HR managers and HR officers to employees who handle HR responsibilities.

You will learn how to build and support sustainable careers through intensive coaching, participation in peer learning networks, and tailored advice for developing an action plan. The aim: unlocking the full potential of every employee. What's the outcome? Employees feel valued, perform better, and your company's image receives a significant boost. When Karlijn Van Briel joined KUKA as HR Manager, the company was undergoing major changes. She reshaped the HR strategy, fostered a new leadership culture, and brought teams closer together.

Voka Welt provided the tools, inspiration, and guidance to support this transformation. Sessions with partners like I-Diverso opened up space for honest dialogue, trust, and stronger connections. HR was given the role it deserves, leading to lasting impact on people and the organisation.



"We support companies through Welt 3.0 because sustainable employment starts with strong, inclusive workplaces where people can enter, grow, and stay."

Eugenia Cuyt

VOKA Social Media [account](#)

Contact: Talentcenters Loena Nelissen, loena.nelissen@voka.be

Welt Eugenia Cuyt, eugenia.cuyt@voka.be

BOSNIA & HERZEGOVINA

Foreign Trade Chamber of Bosnia and Herzegovina ([FTC BiH](#))

Facing the decentralised structure of Bosnia and Herzegovina's education systems, the Foreign Trade Chamber of Bosnia and Herzegovina has strategically focuses on regional cooperation within the Western Balkans and Southeast Europe, as well as participation in international projects that connect education and businesses.

EmployVET

The [EmployVET](#) (Engaging Employers for a Relevant and Resilient (VET) project, funded by the European Union under Erasmus+, further deepened these connections. FTC BiH hosted focus groups and workshops that gathered schools and employers to assess the state of VET in Bosnia and Herzegovina and compare it with systems in Slovenia, Croatia and Montenegro.

The resulting Guide for Employer Engagement provides a comprehensive overview of VET legislation and will evolve with future reforms. A promotional video produced within the project presents a story of one school and two companies, encouraging employers while inspiring youth to see VET as a path to stable employment.

EQET SEE project

Enhancements in the Quality of Education and Training in South Eastern Europe: Within the [EQET SEE project](#), funded by the Austrian Development Agency (ADA) through the Austrian Development Cooperation (ADC) and implemented by ERI SEE, FTC BiH acted as the National Coordination Point (NCP) for employers.

The project developed regional occupational and qualification standards, work-based learning guidelines and teaching and learning materials for two qualifications, agricultural technician and locksmith, while also promoting quality assurance, social inclusion and gender equality in VET.

Regional Challenge Fund

[Regional Challenge Fund](#) (RCF). As a member of the Western Balkans 6 Chamber Investment Forum (WB6 CIF), FTC BiH contributes to the implementation of the Regional Challenge Fund (RCF), a programme supporting partnerships between schools and companies to strengthen work-based learning and modernise vocational training infrastructure.

Through the first three calls, 12 consortia from Bosnia and Herzegovina have secured more than EUR 4 million for equipment, infrastructure and capacity development, advancing cooperation between vocational schools and the private sector.



“Through the RCF project, our school received modern laboratories and workshops, trained mentors to work with students, and educated teachers to conduct classes using the newly installed equipment.”

Slađana Marković, Teacher at the Public Institution Agricultural and Medical School in Bijeljina, Bosnia and Herzegovina

CROATIA

Croatian Chamber of Economy ([HGK](#))

The Academy of the Future Management

The [Academy of the Future of Management](#) is a targeted leadership and corporate governance programme. It ran from January to April 2025 as a six-module, 60-hour training designed primarily for women advancing into management, executive or supervisory roles, including self-employed women seeking board positions. The programme responds to challenges posed by the EU Directive on gender balance in corporate boards and aims to equip participants with practical competencies in corporate governance, financial and legal frameworks, crisis communication, HR management, compliance, ethics and sustainable business practices.

Throughout the course, participants also benefited from networking, exposure to good practices and discussion of contemporary leadership trends. The first cohort of 30 participants successfully completed the Academy and received certificates, and the chamber plans future cycles to further prepare business leaders for evolving legislative and market demands.

“My experience with the Academy has been extremely positive and valuable, both professionally and personally. Through a range of education programmes, topics that are relevant to day-to-day business were covered, as well as those that we often tend to neglect, and which at crucial moments are capable of decisively influencing business decisions and the line of development.

My message to all future Academy participants is to make the most of every moment. Participate live whenever you can, build linkages with other participants, share your experiences, and be open to explore new ones. And do not miss out on the journey together, because it is precisely this live interaction that makes this Academy unique.”



Maja Janžetić Macan, MEng
(Arch), Investment
Project Manager, AB gradnja
d.o.o.

FINLAND

FINLAND
CHAMBER OF COMMERCE

Finland Chamber of Commerce

World-Class Employer Label

World-Class Employer Label - a symbol of a company's commitment to responsible international recruitment and the management of a multilingual and multicultural workplace.

The World-Class Employer Label demonstrates a company's dedication to diversity, fair practices, and internationalization. It strengthens the employer brand and signals to job seekers, customers, and partners that the company is a modern and attractive place to work.

With this label, the aim is to give more visibility to companies that recruit international talent and have developed effective practices, hoping that that these examples will inspire policymakers to promote more open, work-based immigration policies.

Companies can start with a free quick test to assess their current level and capabilities. After that, they can continue with a more in-depth process, which includes a thorough evaluation of their practices and a commitment to continuous development. Before granting the label, the chamber visits each company in person. So far, the chamber has completed the full journey with three companies and started the process with two more.

The chamber has been developing this initiative with a startup mindset and officially launched it in October 2025. The project has been carried out in collaboration with Work in Finland, Technology Industries of Finland, Startup Refugees, the ELY Centre, the Family Federation of Finland, and Laurea University of Applied Sciences, all without public funding.

The chamber is looking for a partner to help them build a community of world-class employers and bring new pioneering organisations on board. In the future, the chamber hops to collaborate with other national chambers across Europe and turn this initiative into a globally recognised brand.



“The World-Class Employer label is a significant recognition for StaffPoint Group, highlighting our commitment to ethical international recruitment and our role as a responsible advocate for a more inclusive and multicultural working life. This distinction strengthens our position as a trusted partner and showcases the value we bring to collaborative networks. We are dedicated to shaping a diverse and equitable future of work. We believe that recruitment practices must be fair, transparent, and impactful - principles that guide our daily operations and long-term strategy.”

Jenny von Knorring, Head of International Services, StaffPoint Group

Social Media [account](#)

Contact: Suvi Pulkkinen, suvi.pulkkinen@chamber.fi

FRANCE



CCI [France](#)

A key mission of the French CCIs is to contribute to full employment by addressing career guidance, workforce inclusion, and job market integration, particularly for individuals furthest from the employment market. To achieve this, CCIs implement several initiatives, including:

Careers Discovery Month

[Mois de la Découverte des Métiers](#) (Careers Discovery Month), launched in 2023 by CCI France, this nationwide initiative helps students discover various professions during a crucial orientation period. In 2024, it attracted 137,700 visitors across 182 events, with 78 Orientation Nights.

1001 Parcours

[1001 Parcours](#) project is the winner of the France 2030 initiative. This digital platform supports the transformation and digitisation of 147 continuous vocational training institutions, 98 CFA, and 295 training organizations within the CCI network, through a coalition of 22 chambers of commerce and 6 private technology partners.

Movilapp

The [Movilapp](#) European project is an Erasmus+ initiative led by CCI France, designed to develop mobility in higher education and vocational training. Launched with 9 partners, it now involves 35 partners across the country and helps staff, academics, and students to develop international skills, improve language proficiency, and enhance their CVs for better professional integration.

French CCIs also support the employment of refugees and migrants by connecting them with companies and collaborating with various institutional partners.

Socio-Economic Inclusion of Refugees

Promoting the [Socio-Economic Inclusion of Refugees](#): In 2024, CCI Nantes Saint-Nazaire, CCI France, and the UNHCR hosted an event in Saint-Herblain featuring the presentation of an UNHCR study, roundtables on employment challenges and workplace inclusion, and a job dating session connecting refugees with employers for in-demand roles.

Through these initiatives, CCIs actively contribute to shaping a skilled workforce, fostering economic growth, and ensuring a dynamic and inclusive labour market across France.

Social Media [account](#)

Contact: Giorgia di Bucci, Giorgia.DIBUCCI@ccifrance.fr; Isild Hoel, Isild.HOEL@ccifrance.fr

HUNGARY

Hungarian Chamber of Commerce and Industry

Entrepreneurship Awareness Roadshow and Mentoring Program

Entrepreneurship Awareness Roadshow and Mentoring Program is a nationwide program series, with the aim to develop entrepreneurial thinking among young people. Participants have the opportunity to apply for free mentoring. Applicants with the most outstanding business plans will receive personalised support to launch their own enterprises. The target audience is young people aged between 17-25 who are considering starting their own businesses.

The training is accompanied by a mentoring program, for which participants can apply by submitting their business plans after attending the workshop. The roadshow, taking place in 22 county seats, includes the following thematic elements: Basic Entrepreneurship Knowledge, Presentations by Local Successful Entrepreneurs, Introduction to Business Loans, Business Plan Development Workshop, and Networking Opportunities. The program aims to offer free mentoring to the top 50 participants out of thousands of students attending the workshops.



“The Entrepreneurship Awareness Roadshow shaped my entrepreneurial mindset, and helped me gain practical tips along the way.”

Adorján Somogyi

Digital Wake-Up initiative

Through the Digital Wake-Up initiative, the Hungarian Chamber of Commerce and Industry is committed to improving the productivity and efficiency of SMEs. To support this, the chamber is launching financing and educational programs. The goal of the Digital Wake-Up initiative is to raise awareness among businesses about the potential of AI.

The chamber provides practical advice that companies can immediately integrate into their operations. The educational component of the program aims to reach 10,000 businesses with the AI training sessions. SMEs contribute nearly half of Hungary's GDP. Enhancing their digital and innovation capabilities can result in significant economic development.



WorldSkills Hungary Programme

Since 2011, the Hungarian Chamber of Commerce and Industry has been responsible for coordinating international vocational competitions. The programme's success is built on a tripartite collaboration involving professional supporters (companies and vocational training centres), excellent experts, and dedicated competitors.

Contestants for the WorldSkills Hungary Programme are selected through multiple stages, including qualifying competitions and personal aptitude assessments. The programme provides 120 days of intensive preparation, supplemented by mental training, communication workshops, and international professional coaching.

The success of the initiative is demonstrated by the achievements of the Hungarian team at EuroSkills Herning, where they won 4 gold, 2 silver, 5 bronze, and 5 Medallions for Excellence. The chamber's active media presence also contributes to elevating the prestige of vocational education.

“Thanks to the programme and the excellent preparation, I was able to return home from EuroSkills Herning 2025 with a gold medal.”

Kornél Stefán

Social Media [account](#)
Contact: mkik@mkik.hu

IRELAND

Chambers Ireland

Digital Media and Marketing Apprenticeship Initiative

In August 2023, Chambers Ireland formally supported the creation of a Digital Media and Marketing Apprenticeship through a submission to the Department of Further and Higher Education.

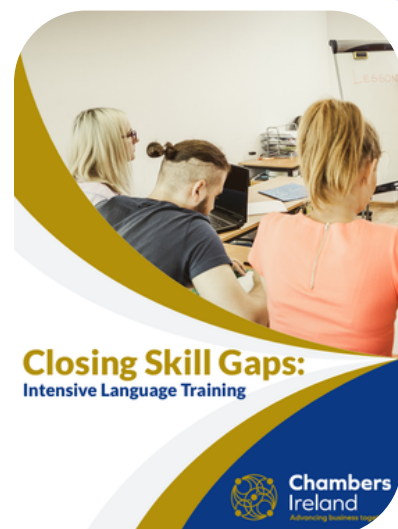
The “[Digital Media and Marketing Apprenticeship Initiative](#)” aimed to address digital skills gaps in SMEs and enhance Ireland’s capacity for online trade.

Chambers Ireland welcomed the proposed Industrial Training Order, highlighting the programme’s flexibility to adapt to evolving digital technologies and marketing practices.

Closing Skill Gaps: Intensive Language Training

[Closing Skill Gaps: Intensive Language Training](#) is a Chambers Ireland initiative aimed at unlocking the potential of individuals seeking international protection by addressing language barriers to employment.

The programme proposes a €3,000 investment per participant to deliver intensive English courses focused on business language, targeting a C1 proficiency level. This training is designed to support meaningful employment, reduce reliance on social supports, and increase tax contributions making it exchequer-neutral within 12 months.



Social Media [account](#)

Contact: Abbie Brennan and Shane Hughes, publicaffairs@chambers.ie



ITALY

Italian Union of Chambers of Commerce, Industry, Handicrafts and Agriculture ([Unioncamere](https://www.unioncamere.it))

Certification of Non-Formal Skills

[Certification of Non-Formal Skills](https://www.certificacompetenze@unioncamere.it) is an initiative of Unioncamere, alongside with over 50 chambers of commerce, which have certified the non-formal skills of 12,000 students. Gained through school-to-work programmes (PCTOs), the certification involved 500 VET schools and 2,000 companies nationwide, thus bridging the gap between education and labour market needs. Relying on their own resources, the chambers issue digital open badges and continue to advance the Certification of Non-Formal Skills project. More details on [certificacompetenze@unioncamere.it](https://www.certificacompetenze@unioncamere.it).

Donne in Digitale

[Donne in Digitale](https://www.donneindigitale.it) is a nationwide training initiative led by Si.Camera and Unioncamere, created to support women in building confidence and skills in the digital world.

Backed by Italy's NRRP funding and under Italy's National Plan for Female Entrepreneurship, the programme reached more than 1,500 women across the country in 2024-25, offering practical training through the Chamber's network in digital tools, communication, and strategy to help women grow their ideas, strengthen their businesses, and narrow the digital gender gap.



Digichamps

[DIGICHAMPS](https://www.digichamps.it) is one of the 12 projects selected at national level and funded by Fondo per la Repubblica Digitale, with the aim of strengthening the digital skills of young NEETs under 34 and supporting their entry into the labour market.

In 2024, 330 young people from across Italy took part in fully online specialised digital training programmes, choosing among high-demand professional profiles: Full Stack Developer (960 hours), Web Front End Developer (480 hours), Data Analyst (480 hours), Cybersecurity Specialist (480 hours) and IT Specialist (320 hours).

The training paths were complemented by individual and personalised career guidance. A core component of the project was the matching between labour demand and supply: a total of 790 job interviews were carried out, leading to 212 job placements, clearly demonstrating the project's tangible impact on participants' employment outcomes.

The project was implemented by the Istituto Formazione Operatori Aziendali (IFOA), which is lead partner and in-house the chamber network, and Unioncamere comprising also Southworking, AICA and Epic Education as partners.



Excelsior

[Excelsior](#) is Italy's national labour market intelligence system, developed since 1997 by Unioncamere in cooperation with the Ministry of Labour. Every month, it captures the hiring plans and skills needs of over 1.3 million companies, offering a real-time picture of jobs, profiles and competences demanded across sectors, regions and firm sizes.

Excelsior is much more than data: schools, training providers and chambers use its insights to design PCTOs (school-to-work pathways), support career guidance and help companies match talent with opportunity. Excelsior helps reduce skills mismatches and brings young people closer to real job opportunities.

Futurae

Unioncamere's [Futurae](#) is funded by the Ministry of Labour and supports migrant entrepreneurship through training, orientation, and business plan assistance via experts of the chambers of commerce in Bari, Milan, Pavia, Rome, Turin, and Verona. It eases access to credit, informs on Chamber services, fosters local integration. The current phase supported 36 new migrant-led enterprises, improved tools to track entrepreneurship and financial inclusion.

PID Academy

[PID Academy](#) is a training initiative by Unioncamere and [Dintec](#) to boost SMEs' digital skills. It is both an online platform and a training hub, relying on the territorial network of 88 PIDs ("Punto Impresa Digitale"), the one-stop shops set up by the Chambers of Commerce to support companies in their digital transition. So far, PID Academy has delivered more than 70 training courses attended by over 2000 participants, as workers, companies, and students. The courses cover 4 key areas: digitalization, technology, innovative business management and sustainability.

The content includes both principle-based topics and more practical ones — such as the core concepts of 3D modeling and 3D printing, and smart building design or advanced manufacturing techniques.

"With PID Academy, I found effective and accessible online courses: digital tools, practical examples, and high-quality content that made my work more competitive and innovative."

Marcello Sarta, Marketing Manager



Tourism Lab Academy

[Tourism Lab Academy](#) is a national capacity-building initiative supporting the upskilling of professionals and SMEs in the tourism sector, including chamber staff. Developed by ISNART, in-house to Unioncamere and the chamber network, it combines training, coaching and practical tools through AI-driven data to strengthen managerial, digital and sustainability skills.

The initiative supports innovation and competitiveness in tourism by aligning skills development with real business needs and territorial strategies. Launched in 2024 and successfully continued throughout 2025, certification was achieved by 65% of enrolled chamber executives (22 out of 34), 80% of chamber officials (98 out of 123), and 32% of participating tourism enterprises (146 out of 457), compared to the previous year, when within the enterprises pathway alone, 63 out of 300 enrolled companies (21%) reached the minimum requirements to obtain the certificate. Self-funded and born as a joint collaboration between Unioncamere, ISNART, and Universitas Mercatorum, free of charge for participants, the initiative is set to continue with its third edition scheduled for 2026.

Social Media [account](#)

Contact: Diana Marcello, diana.marcello@unioncamere-europa.eu

LATVIA



Latvian Chamber of Commerce and Industry

AI Master Lab

Artificial Intelligence (AI) innovations are becoming increasingly radical, helping transform businesses and outperform competitors.

The Latvian Chamber of Commerce and Industry works closely with AI Master Lab and collectively organises training sessions and seminars for entrepreneurs to bring together experienced business development professionals, artificial intelligence (AI) experts and IT companies. The main objective is to help organizations seize the opportunities of AI by radically improving processes, introducing new services and gaining competitive advantages.

The AI Master Lab approach includes and, in partnership with the chamber offers: strategic workshops and consultations, technology research and solution selection, training and competency development, long-term support and consultative guidance during the development, adaptation and deployment of AI solutions. The AI Master Lab has supported 52 businesses through 208 consultations, webinars, and training sessions.



“By attending artificial intelligence training, we have accessed high quality content and mastered effective and easy-to-use AI tools, including deploying them to our company. This has helped promote the day-to-day business processes of the company, made our teamwork more innovative and competitive. We also gained inspiration to introduce more and more AI tools in the company.”

Arnis Skrastiņš, board Member of
Konstruktionsgruppe
Bauen Latvija Ltd, LCCI Member

Baltic Green Leadership

Baltic Green Leadership is an Erasmus+ funded project which aims to strengthen green competences in vocational education across Latvia, Lithuania and Estonia.

The project developed a structured training programme for VET teachers, school managers and project managers, equipping them with practical tools to integrate sustainability, circular economy principles and environmental responsibility into curricula and institutional management.

The project also brought together education and business actors, thus narrowing the gap between the education sector and the needs of the business community.

VET students were the second target group of the Green Leadership project. The project activities included the organisation of Green Hackathons, where VET students created and presented innovative green business ideas, fostering entrepreneurship, teamwork and real-life problem-solving skills.

The first three hackathons were organised at national level in Estonia, Latvia and Lithuania to qualify teams for an international Green Hackathon, where students competed in newly created cross-national teams. The direct involvement of VET students in the project contributed to encouraging the development of the next generation of innovative and sustainability-aware EU entrepreneurs.

The project also conducted a mapping of best practices in the green transition within VET, enabling cross-border knowledge exchange and the development of practical teaching materials. Results were successfully disseminated through an international conference on Green Leadership and Circular Economy, bringing together educators, policymakers and industry representatives to promote the systemic integration of green skills into vocational education, as well as seven national dissemination events.

Baltic Impact Accelerator

Baltic Impact Accelerator is another project implemented by the Latvian Chamber of Commerce and Industry, carried out under the Interreg Central Baltic Programme.

The project brings together partners from Latvia, Estonia, Finland and Sweden to support growth-oriented companies in the Central Baltic region.

The main aim of the project is to address the challenges faced by new growth companies by applying the Triple Bottom Line (3BL) methodology.

This approach supports business growth (Profit) while ensuring responsible environmental practices (Planet) and positive social impact (People). By integrating these three dimensions into business development, the project promotes sustainable and balanced scaling.

It is expected to support 96 scale-up companies through three acceleration cohorts, with at least 48 achieving measurable growth. The project promotes cross-border expansion within the Central Baltic region and provides trainings, tailored support, collaboration events and Demo Days. Overall, it aims to reach at least 720 companies and receive 480 applications, contributing to sustainable growth and regional cooperation.

WomenESEPack

WomenESEPack (Widening Economic, Social and Environmental Proficiency on sustainability among female entrepreneurs) is a project aiming to empower female business owners across Europe by enhancing their expertise in sustainable practices. The project implemented under the Erasmus+ programme is led by the Latvian Chamber of Commerce and Industry, however, the idea was developed by the Chamber of Commerce, Industry, Crafts, Tourism and Agriculture of Bolzano (Italy). The partnership includes the Centre for Systems Innovation (Hungary) as expert organisation developing the training substance.

The primary objective of the project is to bridge the knowledge gap for women entrepreneurs regarding the three core pillars of sustainability: Economic, Social, and Environmental. By conducting transnational exchanges and capacity-building discussions, the project develops a tailored training curriculum specifically designed to meet the needs of women. This inclusive approach ensures that sustainability is not just a theoretical concept but a practical tool for building a resilient and informed female workforce.

Through this initiative, 40 female entrepreneurs will participate in a pilot training course resulting in the creation of finalised action plans and training materials available in English, German, Italian, and Latvian.

LITHUANIA

Association of [Lithuanian](#) chambers of Commerce, Industry and Crafts

Vilnius Car Mechanics and Business school

The participation of students from the Vilnius Car Mechanics and Business school (VCMB) in the international EuroSkills competition began in 2008.

In 2023, the school achieved its best result, winning gold in the transport sector.

In 2025, the professional skills competition held in Denmark was also a success for the school. A strong VAVM team went to Denmark.

One of its members was the vocational training specialist teacher Vitalij Kabelis. He prepared Edmundas Baliukoni who Edmundas to represent Lithuania in Europe's largest professional mastery competition.

The learning process and preparation took place without counting the hours. Vitalijs' experience is undeniable. Back in 2010, as a VAVM student, he himself won silver medal in this same competition. Then he promised that he would become a teacher and help Lithuania achieve a gold medal. He kept both promises: he prepared his student, who represented VAVM, and in 2023 won gold in the transport sector competitions.

Edmundas Baliukoni who represented Lithuania, won the national competition of professional skills and the international competition in Türkiye. In the EuroSkills 2025 championship he took forth place in the transport sector competitions, finishing just 2 points away from third place.



“It was a memorable time; we successfully demonstrated the knowledge and qualifications we acquired at school.”

Edmundas Baliukonis, student of VCMB

Baliukoni is the only participant from Lithuanian vocational education institutions to win two medals: one recognising an extremely high level of skill, and the other, the best performance by a Lithuanian representative.

LUXEMBOURG

Chamber of Commerce [Luxembourg](#)

Matinée Découverte en Entreprise

The [Matinée Découverte en Entreprise](#) initiative, developed by the Chamber of Commerce Luxembourg, offers pupils of around 12 years old a first-hand experience of the professional world.

In the 2025 edition, more than 500 pupils from six schools visited 18 participating companies over the course of two mornings.

This initiative is designed to support them in making informed choices regarding their upper secondary education pathways.

Shape Your Future

[Shape Your Future](#) is a large-scale campaign by the Ministry of Education, Children and Youth, in collaboration with the Chamber of Employees, the Chamber of Commerce, the Chamber of Skilled Trades and Crafts, and the Chamber of Agriculture.

Through this joint initiative, Luxembourg's vocational training partners are joining forces to raise awareness, enhance opportunities, and inspire more young people to pursue their passions and talents through vocational training.

MALTA

Malta Business Bureau ([MBB](#) - representing The Malta Chamber)

Digi-Elevate

The Malta Business Bureau (MBB) is part of the [DIGI-ELEVATE](#) project. The project's main aim is to help micro-entrepreneurs strengthen their digital capabilities and sharpen their competitive edge.

This Erasmus+ project aligns closely with EU priorities and addresses the urgent need for microenterprises to gain clarity on digital opportunities, fostering resilience against rapid technological change and larger entity competition.

The project aims to deliver its goals through a comprehensive learning model established through a research phase which will help the partners develop a new curriculum and outline the learning outcomes.

This will be followed by the development of a massive open online course which will be available on demand and feature e-learning tools. As part of the initial phase of the project, the MBB is currently conducting surveys and interviews with Maltese microentrepreneurs to establish a needs analysis.



Inno-Antidote

The MBB is part of the [INNO-ANTIDOTE](#) project, which aims to empower Mediterranean youths to address pressing environmental challenges by developing green focused ideas. This Erasmus+ project equips young people with the required educational tools, resources, and opportunities to create sustainable solutions while contributing to the circular economy and fostering green entrepreneurship.

By establishing mini-business incubators in each partnering country, the project supports youths in driving sustainable growth and developing innovative ideas. Through experiential learning and practical entrepreneurship education, the project fosters a new generation of young leaders.

As part of the initiative, the MBB organised the 'From Learning to Leading' workshop in November 2025. This event aimed to bridge the gap between young people and entrepreneurship, marking the start of our engagement with aspiring youth entrepreneurs.



MOLDOVA

Chamber of Commerce and Industry of the Republic of Moldova

The Chamber of Commerce and Industry of the Republic of Moldova initiated the implementation of dual education in 2014, positioning itself as a key actor in developing an education system aligned with labour market needs. The legal framework established by Government Decision No. 97/2023 and Law No. 110/2022 on Dual Education has strengthened institutional mechanisms and defined clear responsibilities for all stakeholders involved in the vocational training process.

Compliance of economic units

Compliance of economic units - a quality standard. The first good practice implemented by the CCI concerns the verification of compliance of economic units wishing to participate in the vocational training process through dual education. This procedure ensures that companies possess the necessary capacity to provide practical training under rigorous quality standards.

Conformity Verification Commission

The Conformity Verification Commission, established by the CCI, evaluates three fundamental criteria: the availability of suitable spaces and conditions for practical training, ensuring the unit is staffed with enough qualified master-instructors with psycho-pedagogical training and the proper execution of duties as stipulated by the legislation.

Psycho-pedagogical training of master-instructors

Another good practice focuses on the professional development of master-instructors within economic units. According to Law No. 110/2022, Article 16(2), a master-instructor is required to hold at least 20 academic credits in psycho-pedagogical training, obtained through provisionally authorized or accredited institutions. Furthermore, the legislation stipulates that one master-instructor may train a maximum of 15 students simultaneously.

The CCI has responded to these legal requirements by developing a comprehensive training system, having trained over 300 master-instructors to date. Between 2022 and 2025, ten training programs have been organized, ensuring that economic units are equipped with qualified personnel to guide the students throughout their vocational training process.

These two good practices demonstrate the CCI's strong commitment to developing a functional and performance-oriented dual education system, contributing to the creation of a qualified workforce aligned with the needs of Moldova's labour market.



"Thanks to the CCI's training, I now coordinate the practical training process at S.R.L. Carmez Processing. It gave me the tools and confidence to make practical learning an effective experience."

Cristina Marjinean, In-company trainer and HR specialist

Social Media [account](#)

Contact: camera@chamber.md and Sergiu Harea, sergiu.harea@chamber.md

Polish Chamber of Commerce

The Polish Chamber of Commerce runs the [CK Targowa Creativity Centre](#) Creativity Centre, which is a business incubator for the creative sector.

Creative Meetup

The **meetup series (or Creative Meetup)** at the CK Targowa Creativity Centre is a space for discussing trends, new technologies, and business challenges in the creative industries.

Expert talks, case studies, and panel discussions focus on the practical use of new tools, including AI, in marketing, content production, product and service design, and building competitive advantage. Participants leave the meetups with concrete inspiration, business contacts, and up-to-date market knowledge that they can directly apply in their organisations and projects.

School of Creativity

The **School of Creativity** is a year-round skills development programme for people working in the creative industries. It combines hands-on training in business modelling, marketing, sales, and law with modules focused on AI tools, data analysis, and new technologies in the creative process.

Participants learn how to turn an idea into a viable business model, test their offer, build brands, and communicate effectively with the market - both offline and through digital channels.

The programme develops hard and soft business skills alike - such as teamwork, project presentations, project-based collaboration, and change management.

Warsaw Creative Slam

The **Warsaw Creative Slam (WCS)** is an acceleration programme for creators and creative startups, designed to fast-track business competencies and the implementation of innovation.

Participants work on business models, go-to-market strategies, value propositions, and scaling activities, using tools such as the Business Model Canvas, market testing, and pitching sessions.

Strong emphasis is placed on the use of new technologies, including AI-based solutions, for product design, process automation, and the creation of new revenue streams.

WCS develops skills that are key to business growth: from preparing a pitch deck and talking to investors, through working with KPIs, to managing intellectual property and partnerships in an informed way.

Portuguese Chamber of Commerce and Industry (CCIP)

Academia CEO Future Read

Academia CEO Future Ready is an advanced executive education programme jointly developed by the Portuguese Chamber of Commerce and Industry (CCIP) and the Universidade Católica Portuguesa (UCP). It holds the position of 22nd best business school in Europe and 27th for executive education open programmes. Now in its third edition, under the theme “Accelerate Internationalization,” the programme prepares Portuguese CEOs and senior executives to navigate global challenges and lead sustainable business growth.

Created to fill a gap in the national training landscape, where development programmes traditionally targeted export managers and middle management, this initiative focuses on C-suite leaders and board members, equipping them with the strategic insight and tools required to drive international expansion and value creation.

Combining the academic excellence of the Católica-Lisbon School of Business and Economics and the Católica International Business Platform with CCIP's extensive experience in global business networks, the programme delivers a distinctive active-learning experience. The five-day entry module includes strategic reflection on growth, governance and ESG, global leadership, and company visits showcasing successful Portuguese internationalization cases. Graduates join a dynamic community of leaders, participating in deep-dive sessions, CEO Case Challenges, C-Suite Talks, and collaborative projects designed to foster innovation, cross-sector dialogue, and long-term partnerships.

Recognised among the top two open programmes at Católica-Lisbon Executivos, the initiative has already engaged more than 40 executives from leading Portuguese companies. It reinforces CCIP's mission to promote international trade and positions the chamber as a strategic partner for business transformation, while strengthening Portugal's global competitiveness.



“The programme allowed me to gain knowledge that is relevant for companies that are already internationalized, knowledge regarding a healthy and sustainable internationalization, as well as strategies to accelerate internationalization. Oftentimes, there are opportunities that can't wait, we may not be able to enter new geographies organically, and this program showed me which strategies allow us to accelerate internationalization and still take advantage of short-term opportunities.”

Fernando Daniel Nunes, Executive Board Member, Grupo Visabeira

HR and Sustainability Bootcamp

Within the **HR and Sustainability Bootcamp**, now at the sixth edition, the chamber explores a wide range of topics such as leadership and talent retention, ESG and sustainability strategies, organisational culture, HR innovation, and the future of work.

The chamber host around four webinars per year in collaboration with their member companies, focusing on current and relevant topics for the business sector.

The chamber designs and delivers a calendarized annual training program, as well as tailor-made courses on a wide range of topics such as artificial intelligence, digital marketing, international business strategy, ESG and sustainability, leadership and innovation, negotiation and sales, and talent management.

In 2024, the chamber carried out nearly 150 initiatives, engaging more than 11,000 participants, both online and onsite. These activities reflect their ongoing commitment to promoting knowledge sharing, corporate development, and sustainable business practices within the Portuguese business community, with the ultimate goal of promoting Portuguese companies and strengthening their presence in international markets.

Social Media: [Facebook](#), [Instagram](#), and [LinkedIn](#)
Contact: Inês Alonso Catela, icatela@ccip.pt

ROMANIA

Chamber of Commerce and Industry of Romania



Learn from Entrepreneurs

The project was initiated in 2023 by the Maramureş Chamber of Commerce and Industry and is implemented at a national level by the Chamber of Commerce and Industry of Romania in cooperation with the local network of Chamber of Commerce and Industry.

The idea of the project received strong support from the business community, leading to the creation of a pilot initiative in partnership with the Maramureş County School Inspectorate to promote entrepreneurship in schools.

The project aims to encourage entrepreneurial education through extracurricular activities and direct interaction between students and local business leaders. In 2024, the initiative was proposed for national implementation under the patronage of the Romanian Chamber of Commerce and Industry and the Ministry of Education, allowing the programme to expand nationwide through county Chambers of Commerce and School Inspectorates.

Between 2023 and 2026, more than 3,000 students in Maramureş benefited from the project, with over 50 schools involved, more than 40 entrepreneurs participating, and over 70 educational meetings organised.

SERBIA

Chamber of Commerce and Industry of [Serbia](#)

SerbianSkills

The [SerbianSkills](#) initiative, funded by the Austrian Development Agency (ADA) and the Swiss Agency for Development and Cooperation (SDC), was developed by Chamber of Commerce and Industry of Serbia within the project Dual VET project Serbia.

Serbia officially became the 33rd member of the WorldSkills Europe organisation. Founded in 2006, WorldSkills Europe promotes vocational education and training across Europe, collaborating with the education sector, governments and the economy, with the aim of preparing staff and talent for the jobs of the future.

In order to participate in the EuroSkills competition in Denmark, in September 2025, Serbia has established national competition SerbianSkills. The competition was organised by the chamber in collaboration with the Office for dual education and National qualification framework.

SerbianSkills was structured as a qualifying competition, and the winners got the opportunity to represent Serbia at the EuroSkills competition in Denmark. 25 young competitors between the ages 17-25 took part in the following disciplines: Mechatronics, Hotel reception and Web development.

Participating in the competition was a unique chance for competitors to demonstrate their skills, establish contact with potential employers and ensure their participation in the European competition. It was also an excellent opportunity for educational institutions to highlight their own excellence, achieve cooperation with economic companies, promote innovation and gain insight into modern technologies and work methods.

As for companies, it was a valuable opportunity for promotion, brand strengthening, recognition of new talents and building long-term relationships with future experts and partners. For visitors, it was a great opportunity to see a live demonstration of various skills, learn about educational and career opportunities and actively participate in accompanying events.



“SerbianSkills was a chance to demonstrate my passion and professionalism in front desk work to a wider audience, connect with inspiring industry peers, and further strengthen my confidence in pursuing excellence within the hospitality field.”

Katarina Djordjević

Spanish Chamber of Commerce

Finexit

[FINEXIT](#) initiative, developed by the chamber and Fundación MAPFRE, with co-financing from the European Union, is an innovative financial escape room designed for vocational education students.

During the 2024-25 academic year, the mobile unit visited 15 regions, 109 cities, and 119 schools, reaching over 6,300 students.

Participants take on the role of financial specialists aboard a Mars-themed spaceship, solving challenges such as interpreting balance sheets, analysing insurance contracts, managing currency exchange, and applying key financial concepts. They also develop transversal skills including teamwork, SWOT analysis, and organisational planning.

Escuela Impulsa

[Escuela Impulsa](#), developed and funded by the [Zaragoza Chamber of Commerce](#), is a learning environment designed to support companies in developing and training their teams.

Its renewed website is built around the needs of those responsible for planning employee training, offering advanced filters to find courses that fit specific needs, integrated Artificial Intelligence (AI) (a ChatGPT-trained assistant), and real-time communication via WhatsApp Web.

Companies also have access to a simulator that allows them to plan and estimate their training programs. This way, they can easily and securely purchase training programs directly through the online shopping cart.

In addition, Escuela Impulsa provides HR managers with access to a Digital Campus, a monitoring platform where companies can view all the training programs contracted through Escuela Impulsa. Each company has its own profile to track enrolments and participant progress, keeping all training-related information in one convenient place.

Talento Joven Programme

[Talento Joven Programme](#), developed by the Spanish Chamber of Commerce, is a training initiative aimed at improving young people's employability through personalised pathways adapted to their interests, qualifications, and skills, facilitating their integration into the labour market.

The programme combines individualized guidance, digital and language training, and workplace immersion aligned with real business needs.

Since 2015, Spanish Chambers have supported more than 235,000 young people, with over 138,000 completing training and 31,000 participating in mentoring actions. More than 40% of participants found employment within six months.

The programme is financed by the European Social Fund Plus (ESF+), the State Public Employment Service (SEPE), and the Ministry of Labour, Migration and Social Security.

“The internal promotion reflects our commitment to the talent and dedication of our team.”

Marta Infante, director of HR in Grupo Profand



Social Media account

Contact: Keka Torres-de Paz, keka.torres@camara.es

TÜRKİYE

The Union of Chambers and Commodity Exchanges of Türkiye ([TOBB](#))

AI Master Lab

The **NIYEP** (Qualified Workforce Training Program) is a vocational training / workforce qualification program in Türkiye. It's jointly managed by the Turkish Employment Agency (İŞKUR) and TOBB through local Chambers and Commodity Exchanges. The aim is to cultivate a workforce with the skills demanded by the labour market. It intends to reduce the mismatch between what employers' needs and what jobseekers can offer. It includes both theoretical (classroom) and practical (on-the-job) training.

Employers submit their workforce needs by occupation to the chambers and commodity exchanges, which organise the theoretical training component in partnership with İŞKUR. The practical training is carried out directly within companies, ensuring that participants gain real workplace experience. İŞKUR provides financial support, covers trainer costs, and oversees the entire process, while TOBB and its members facilitate coordination between companies and participants to ensure that the training content aligns with actual market demands.

By the end of each programme cycle, at least 60% of participants are employed for a minimum of 120 days in the companies where the practical training is conducted. During training, trainees receive an expense payment for each day they attend. Their insurance premiums (for general health, work accident, occupational disease) are paid by İŞKUR during the program.



“Thanks to NIYEP training, I have started to work at a company which produces home appliances. The 50-day Electric Home Appliance Installation and Related Electrical Work Modular Program I took under NIYEP was a life-changing experience for me. Both the theoretical and practical training sessions not only increased and updated my knowledge, but were also visually appealing, ultimately making the process both enjoyable and educational for me.”

Fatma Gül Karabulut, Assembly Operator

Şeref Kazcıoğlu Vocational and Technical Anatolian High School

The [Şeref Kazcıoğlu Vocational and Technical Anatolian High School](#) in Simav is the first “industry-integrated vocational high school” in the automotive sector, launched under this model.

Şeref Kazcıoğlu Vocational and Technical Anatolian High School is a vocational high school located within a factory, where students receive both theoretical and hands-on training in a real production environment. It brings together education and production in an innovative way, and the school became automotive sector-responsive learning hubs.

The initiative aims to strengthen vocational education in automotive sector and contribute to economic development by fostering closer ties between industry and schools. It also ensures that young people receive training aligned with current automotive industry needs, while automotive companies benefit from access to qualified human resources.



“The Şeref Kazcıoğlu offers a unique opportunity: we can put into practice, directly in the factory, what we learn in theory at vocational high school. It's an invaluable experience for us and for future students.”

Mehmet Buğra Çağan, student

UKRAINE



Ukrainian Chamber of Commerce and Industry (UCCI)

Academy of New Opportunities for Young Women Entrepreneurs

The Academy of New Opportunities for Young Women Entrepreneurs, implemented together with UN Women, created a structured learning environment where young women, especially those facing displacement and wartime challenges, could strengthen entrepreneurial skills, leadership, and confidence.

Participants worked on real business ideas and learned how to validate markets, improve business models, communicate value, and plan sustainable growth.

The programme also formed a supportive network through peer connections, mentorship dynamics, and ongoing community engagement, contributing to long-term socio-economic impact such as self-employment, job creation, local recovery, and stronger participation of women in Ukraine's economic future.



“Women’s entrepreneurship is a powerful resource for rebuilding Ukraine’s economy. This Academy was a space of opportunities - learning, trust and mutual support - to help young women build strong businesses.”

Anna Liubyma, Director of the department of International Cooperation at the UCCI

European digital innovation platforms

European digital innovation platforms: Enterprise Europe Network (EEN) and European Digital Innovation Hubs (EDIH). Ukraine’s participation in European projects supported by EU funding projects has contributed to the development of business, innovation, startups and the broader innovation ecosystem.

European digital innovation platforms such as EEN and EDIH, in which the UCCI actively participates, serve as drivers of digital transformation across Europe. They act as one-stop shops and bring together communities of tech experts to assist businesses and organisations in adopting new technologies, including AI.

In Ukraine, demand for such services has grown significantly. Over the past year, the network received more than hundred requests from companies seeking guidance on digital transformation, technology adoption, and AI integration. These platforms support SMEs and public sector organisations and expand opportunities for the chamber to represent Ukraine on international platforms, enabling partnerships for technology transfer and development.

“The demand for digitalization support in Ukraine is real and has exceeded one hundred requests in one year. This initiative helps SMEs find practical solutions and connect with the EU’s expertise in AI and technology adoption.”

Olga Shubina-Kurulenko, EEN-Ukraine Consortium Coordinator/Project Manager/Head of the UCCI Export Support Center



Social Media: [LinkedIn](#)

Contact: ucci@uci.org.ua or Valeria Zabashta, zva-zed@ucci.org.ua

EUROCHAMBRES-LED INITIATIVES

EntreComp4Transition project  **EntreComp**
for transition

The [EntreComp4Transition project](#) (EC4T), an Erasmus+ project, co-funded by the European Union, has built upon the EntreComp, GreenComp, and DigComp frameworks to equip European VET and HE learners, as well as SMEs, with entrepreneurial, green, and digital competences needed to drive the twin transition. Spanning from June 2022 to May 2025 and implemented across five countries (Austria, Belgium, Italy, Spain, and Türkiye), the project mobilised 15 partners to co-create, pilot, and mainstream innovative learning pathways for future-oriented skills development.

The consortium co-designed [four blended Learning Paths](#) (LPs) tailored to EQF 5-6 learners: Sustainability Practitioner, Digitalisation Practitioner, Entrepreneurship Practitioner, and an integrated Green Transition Facilitator.

The objective was to pave the way for a new professional profile, the Green Transition Facilitator, which could be able first assess the status quo and the needs of the SME and then draft a strategy for improving the green and digital side of the business. This could be achieved by different tools developed by the project with over 90 multimedia assets and classroom-ready lesson plans, such as a self-assessment tool for the companies to evaluate digital and green maturity and identify skill gaps, an AS-IS/TO-BE profile drafting and a Twin Transition Canvas.

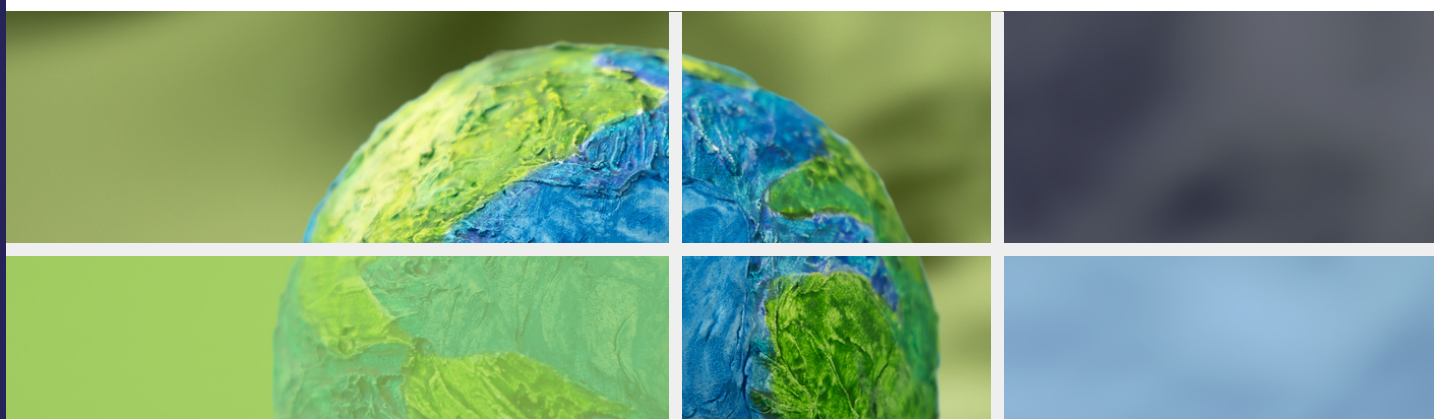
These LPs were piloted with over 652 students and 67 trainers and supported by a comprehensive MOOC (Massive Open Online Course), fully accessible online in seven languages. The learning experience was enhanced by face-to-face training, mobility opportunities, and digital badges for validation.

Over 500 organisations and individuals (including SMEs) engaged in the market analysis and self-assessment phase (WP3), with tools now embedded in different national and local training ecosystems.

Throughout implementation, the project met or exceeded all 24 KPI targets, including the organisation of 26 cluster events, 20 local trainings, and one multiplier event attended by more than 140 attendees.

Stakeholders have responded positively: 83% of students and 89% of teachers expressed satisfaction with the pilot, highlighting the relevance of the content for the labour market and real-world challenges.

Contact: Greta Bilanzola, bilanzola@eurochambres.eu



Erasmus for Young Entrepreneurs

[Erasmus for Young Entrepreneurs](#) is an EU funded cross-border exchange programme which gives new or aspiring entrepreneurs the chance to learn from experienced entrepreneurs running small businesses in other Participating Countries.

The exchange of experience takes place during a stay with the experienced entrepreneur, which helps the new entrepreneur acquire the skills needed to run a small firm. The host benefits from fresh perspectives on their business and gets the opportunities to cooperate with foreign partners or learn about new markets.

Contact: Greta Bilanzola, bilanzola@eurochambres.eu



The [EULEP project](#) emerged from the need to establish a transnational cooperation platform that helps to foster vocational education and training (VET) excellence while addressing regional/national and EU priorities. EULEP aims to further develop and elaborate the subjects of artificial intelligence, virtual reality and social innovation as means to promote lifelong learning in enterprises.

At the heart of EULEP lies the implementation of the European Learning Experience Platform, which brings together **20 organisations from 8 countries**, working together to make continuous VET more attractive for lifelong learning, and offer businesses new and tailor-made training modules that correspond to their skills needs in innovation-oriented subjects.

The project partners work together to set up centres of vocational excellence in their respective countries/regions. The centres are to promote the usage of continuous vocational education and training (C-VET) to foster lifelong learning while helping companies innovate and remain competitive on the market.

With this in mind, the different project activities will contribute to:



- Making C-VET more appealing to young people & adult learners from different horizons and more relevant to companies/SMEs

- Boosting knowledge triangles at regional and national level, bringing together businesses - VET providers - European Digital Innovation Hubs
- Embedding VET in regional economic development strategies, strengthening its governance, and leading it into a sustainable future



- Delivering businesses with fully tailored-made training modules aligned with their needs and changing labour market trends



- Setting the basis for the development of transnational C-VET training modules, aligned with European VET quality standards



EULEP is funded by the Erasmus+ programme and more than 400 VET trainers and some 480 SME representatives/staff were trained in artificial intelligence, virtual reality and social innovation. The European learning experience platform can be found [here](#).

The exchange of experience takes place during a stay with the experienced entrepreneur, which helps the new entrepreneur acquire the skills needed to run a small firm. The host benefits from fresh perspectives on their business and gets the opportunities to cooperate with foreign partners or learn about new markets.

Contact: eulep@eurochambres.eu

SUMMARY AND KEY MESSAGES

Across Europe, chambers play a pivotal role in delivering skills solutions that respond to real labour-market needs. While education and training systems differ from country to country, the good practices presented in this brochure reveal a set of common success factors that underpin effective and sustainable skills initiatives.

Successful chamber-led initiatives share several core features. They are employer-driven, ensuring that training content and learning outcomes reflect current and future skills needs. They are rooted in local and regional ecosystems, allowing chambers to tailor solutions to specific labour-market contexts while reaching SMEs that are often hardest to engage. Strong partnerships with education and training providers, public authorities and social partners are another defining element, enabling coordinated action and shared ownership. Finally, effective initiatives combine policy engagement with hands-on implementation, ensuring coherence between strategic objectives and delivery on the ground.

These approaches directly support key EU Skills Agenda initiatives and priorities, including the **Union of Skills** and the **Herning Declaration**. By strengthening work-based learning, promoting lifelong learning, supporting skills portability and improving the attractiveness and relevance of VET, chambers contribute to more resilient skills systems and a more competitive European economy. Their close links with businesses ensure that EU strategies are translated into tangible outcomes for learners, workers and employers alike.

To fully harness this potential, chambers must be recognised, supported and empowered as key partners in Europe's skills agenda. EU and national policymakers are invited to strengthen collaboration with chambers, ensure their systematic involvement in skills governance, and provide adequate and accessible funding for chamber-led initiatives. Continued investment and partnership with chambers will be essential to deliver effective, inclusive and future-proof skills systems that support Europe's competitiveness and social cohesion.





Eurochambres is the association of European chambers of commerce and industry. It represents more than 20 million businesses through its members and a network of 1700 regional and local chambers across Europe.

Eurochambres is the leading voice for the broad business community at EU level, building on chambers' strong connections with the grass roots economy and their hands-on support to entrepreneurs. Chambers' member businesses – over 93% of which are SMEs – employ over 120 million people.

All the publications can be found [here](#).

Eurochambres Head of Skills and Jobs

Ms Larisa Panait, Tel. +32 2 282 08 90, panait@eurochambres.eu

Eurochambres Press and Communication Manager

Mrs Karen Albuquerque, Tel. +32 2 282 08 72, albuquerque@eurochambres.eu

Eurochambres Press Contact

Mr Alex Maurer, Tel. +32 2 282 08 55, maurer@eurochambres.eu



[@Eurochambres](#)

[@eurochambres.bsky.social](#)

www.eurochambres.eu

CONTACT US



Phone Number:
+32 2 282 08 90



Email Address:
eurochambres@eurochambres.eu



Website:
www.eurochambres.eu



Location:
Avenue des Arts 19 A/D
Brussels, Belgium