

Call under ESF+ SI+ Initiative “Piloting a Skills Guarantee for Workers in Transition”

The list of signed Grant Agreements with beneficiaries

No	Application number	Project title and acronym	Coordinator	Country of the Coordinator	Beneficiaries (name and country)	Associated partners (name and country)
1.	ESF-SI-2025-SKILLS GUARANTEE-01-0001	PATHWORK – Building Job-to-Job Employment Pathways through a Skills Guarantee Mechanism for Automotive Workers (PATHWORK)	Fundacja Innowacja i Wiedza (Foundation Innovation and Knowledge) (FIIW)	Poland	1. TENENET o.z. (TENENET NGO) (TNNT), Slovakia 2. Regionalna Izba Gospodarcza w Katowicach (Chamber of Commerce and Industry in Katowice) (RIG), Poland	1. Wojewódzki Urząd Pracy w Katowicach (WUP), Poland 2. Mesto Prešov (PRESOV), Slovakia 3. IC-AUMONT, s.r.o. (ICA), Slovakia
	Grant amount, Euro					
	2,721,350.00					
	Duration (months)					
	24					

Project summary

PATHWORK will pilot a transnational Skills Guarantee mechanism in 2 industrial regions exposed to automotive restructuring: the Silesian Voivodeship (Poland) and the Prešov Region (Slovakia). The project responds to accelerating employment risks in the automotive sector and its supply chains and addresses a clear gap in existing support: fragmented, reactive measures that often start only after unemployment occurs. PATHWORK therefore focuses on workers still employed but at risk of dismissal, including those in notice periods, enabling direct job-to-job transitions into strategic and growing sectors aligned with the ECF -primarily Clean Transition&Industrial Decarbonisation and Digital Leadership. The mechanism offers a coherent pathway from early risk identification to sustainable employment. Public authorities and employer networks support early outreach, followed by individual profiling assessing transferable skills, motivation and readiness for change, complemented by mental wellbeing support. Each participant receives an individual transition plan and enters short, targeted upskilling/reskilling delivered in small, flexible groups and linked to verified employer demand. A financial resilience module prepares participants for new employment conditions. Job placement is demand driven and supported by employer networks in both regions. Participants receive tailored job offers and structured onboarding support. Employment Sustainability Coaching provides two-way support to employers and employees, addressing contracts, workplace integration and communication. Job carving may be applied where appropriate to ensure fair and sustainable working conditions. The project supports 60 workers (30PL, 30SK), ensuring at least 6 months of employment in the new sector and maximising retention beyond project support. By testing one shared mechanism in two countries, PATHWORK delivers a scalable, policy-ready model for regions facing automotive transition across the EU.

Expected results:

1. Focus on 60 workers from automotive sector and its supply chains in 2 industrial regions exposed to automotive restructuring: the Silesian Voivodeship (30 Poland) and the Prešov Region (30 Slovakia)
2. 60 workers from the automotive sector and related supply chains supported through individual transition pathways; completing tailored upskilling or reskilling aligned with strategic and growing sectors; entering employment outside the automotive sector, with sustained employment of a minimum of six months
3. Strengthened cooperation between public authorities, employers and civil society organisations, and validated tools and frameworks for mapping, matching, reskilling and employment sustainability.

Delivery mechanism:

Other public-private partnership

No	Application number	Project title and acronym	Coordinator	Country of the Coordinator	Beneficiaries (name and country)	Associated partners (name and country)
2.	ESF-SI-2025-SKILLS GUARANTEE-01-0002	Piloting a Skills Guarantee for Job-to-Job Transitions from the Automotive Sector to Growing Industries in Greece and Cyprus (AU-TO-SKILLS-SHIFT)	Δημόσια Υπηρεσία Απασχόλησης (Public Employment Service) (DYPA)	Greece	1. Αρχή Ανάπτυξης Ανθρώπινου Δυναμικού Κύπρου (Human Resource Development Authority of Cyprus) (HRDA), Cyprus 2. Κέντρο Ερευνών Πανεπιστημίου Πειραιώς (University of Piraeus Research Center) (UNIP), Greece 3. Επαγγελματικό Επιμελητήριο Αθηνών (Athens Chamber of Tradesmen) (EEA), Greece 4. Γενική Συνομοσπονδία Παγκύπριων Οργανώσεων Βιοτεχνών (Cyprus Confederation of Professional Craftsmen and Shopkeepers) (GSPOV), Cyprus 5. ΟΔΥΣΣΕΙΑ Α.Μ.Κ.Ε. (ODYSSEA A.M.K.E.) (ODY), Greece 6. Διεπιστημονικό Σωματείο Συμβούλων Εργασίας Σταδιοδρομίας & Επαγγελματικού Προσανατολισμού «ΣΥΝ-ΕΡΓΑΣΙΑ» (Association of Career Counselors «SYN-ERGASIA») (SYN), Greece	-
	Grant amount, Euro					
	2,337,170.00					
	Duration (months)					
	24					

Project summary

The project pilots an integrated Skills Guarantee mechanism supporting job-to-job transitions of workers from the automotive sector and related supply chains into strategic and growing sectors, preventing unemployment and skills mismatch caused by structural change linked to the green and digital transition. The intervention is implemented through a partnership led by the National Public Employment Service of Greece (DYPA), acting as the main applicant and core delivery actor, in cooperation with the Human Resource Development Authority of Cyprus (HRDA) and the University of Piraeus, which provides scientific support, analysis, and evaluation. Additional 4 labour market partners from Greece and Cyprus contribute to employer engagement, outreach, and dissemination. The project develops and tests a replicable transition model connecting skills mapping, targeted upskilling or reskilling, and active employment support. It is based on time-bound, personalised Skills Guarantee pathways leading to concrete job opportunities aligned with real labour market needs, rather than generic training. It starts with the identification of transferable skills of automotive workers and the analysis of skills demand in selected growing sectors, including logistics, energy-related technical services, industrial and building maintenance, B2B technical services, and smart infrastructure. A core element is active job matching and placement, implemented with employers, public authorities, social partners, and training providers. The intervention includes post-placement follow-up, ensuring sustainable employment outcomes, with a minimum employment duration of six months, in line with the Call objectives. Digital tools incl. artificial intelligence techniques are used strictly as supportive and non-decision instruments for skills mapping and matching. The project generates evidence to support policy learning and the future design of a scalable and transferable European Skills Guarantee.

Expected results:

1. Secure employment for the 350 workers in transition from the automotive ecosystem and related supply chains for a minimum period of six months in Greece (300) and Cyprus (50)
2. Supporting the sustainability of the employment by equipping workers with the skills required in the receiving sectors
3. Reduce skills mismatches and labor shortages, and stronger awareness and capacity among PES, chambers, employers, and training actors in both Greece and Cyprus.

Delivery mechanism:

Public Employment Service-led or other public authority-led mechanism

No	Application number	Project title and acronym	Coordinator	Country of the Coordinator	Beneficiaries (name and country)	Associated partners (name and country)
3.	ESF-SI-2025-SKILLS GUARANTEE-01-0003	Robert Bosch GmbH	Transition Bridge – Industrial Automotive Cluster: From Stuttgart to EU (ACT Bridge)	Germany	1. Stuttgart Region Economic Development Corporation (Wirtschafts förderung Region Stuttgart GmbH) (Germany) 2. Forschungsinstitut Betriebliche Bildung (f-bb) gemeinnützige GmbH (Research Institute for Vocational Education and Training (f-bb) gGmbH) (Germany) 3. Bundesagentur für Arbeit – Agentur für Arbeit Stuttgart (Federal Employment Agency – Employment Agency Stuttgart) (Germany) 4. e-mobil BW GmbH (State Agency for New Mobility Solutions and Automotive Baden-Württemberg) (Germany) 5. Business Upper Austria – OÖ Wirtschaftsagentur GmbH (Business Upper Austria - Upper Austrian government's location agency) (Austria) 6. Fraunhofer-Gesellschaft zur Förderung der angewandten Forschung e. V.; Fraunhofer-Institut für Arbeitswirtschaft und Organisation IAO (The Fraunhofer Institute for Industrial Engineering IAO) (Germany)	-
	Grant amount, Euro					
	2,708,901.00					
	Duration (months)					
	24					

Project summary

The ACT-Bridge project (ACTB) directly addresses the urgent need for a “just transition” in the Stuttgart Metropolitan Region, a pivotal industrial hub profoundly affected by the structural transformation of the automotive sector towards electrification and digitalization. Concurrently, vital sectors such as the energy industry, skilled trades, and care services face severe and escalating skills shortages. ACTB proposes a holistic, user-centered “Skills Guarantee” model designed to re- and upskill individuals at risk of unemployment from the automotive industry, enabling their successful integration into these high-demand future-oriented sectors. Specifically, the project targets white-collar professionals for the energy sector (contributing to climate goals and the green transition), for defense and blue-collar workers for the skilled trades (“Handwerk”) and care sectors (directly combating critical skills shortages) - contributing strongly into the four windows of the European Competitiveness Fund.

Leveraging an innovative public-private partnership, ACTB will directly support approximately 400 individuals through tailored qualification modules, individual coaching, and job placement assistance. Crucially, the project is strategically designed to act as a pilot, innovation laboratory, and validation platform. The methodologies, modules, and processes developed and tested within the ESF+-funded ACTB framework will be directly integrated and scaled across Bosch’s broader program and intend to be enlarged to other affected players in the automotive industry sector. This multiplier effect positions ACTB as a pivotal initiative for regional workforce resilience and a model for large-scale industrial transformation across the EU, further strengthened by comparative insights from Austrian partners (OOE, AMS). The project requested lump sum is justified by the achievement of clearly defined outputs and outcomes.

Expected results:

1. 250 individual plans for the transition from the automotive industry;
2. 50 employees in sustainable employment (more than 6 months);
3. Create, validate and implement a sustainable and transferable “Skills Guarantee” model.

Delivery mechanism:

Other public-private partnership

No	Application number	Project title and acronym	Coordinator	Country of the Coordinator	Beneficiaries (name and country)	Associated partners (name and country)
4.	ESF-SI-2025-SKILLS GUARANTEE-01-0004	GreenSHIFT Europe: Piloting a Skills Guarantee for Automotive Workers' Transition to the Green and Circular Economy	Consiliul Judetean Timis - Timis County Council	Romania	1. CENTRUL PENTRU PROMOVAREA INVATARII PERMANENTE - Center for Promoting Lifelong Learning (Romania) 2. AKMI MONOPROSOPI ANONIMI EKPAIDEFTIKI ETAIRIA - AKMI SINGLE-MEMBER EDUCATIONAL SOCIETE ANONYME (Greece) 3. ECO SERV TIMIȘ S.R.L. - ECO SERV Timiș LTD (Romania)	Agentia Judeteana de Ocupare a Fortei de Munca Timis - Timis County Employment Agency (Romania)
	Grant amount, Euro					
	766,172.00					
	Duration (months)					
	24					

Project summary

GreenSHIFT Europe is a 24-month transnational project piloting an innovative Skills Guarantee model to support workers currently employed in the automotive sector and related supply chains who are at risk of job loss due to industrial restructuring. The project departs from traditional linear upskilling approaches and introduces a skills-ecosystem logic, combining early Recognition of Prior Learning (RPL), micro-credentials, and target up-/reskilling pathways to enable rapid job-to-job transitions into strategic and growing sectors aligned with the EU's Clean Transition and Industrial Decarbonisation objectives.

GreenSHIFT Europe will support 30 workers in Romania and 30 workers in Greece, ensuring that all participants secure at least six months of employment with receiving employers in sectors such as the circular economy, recycling, bio-based industries and other green activities. Employment support is complemented by employer-led validation of skills portability and on-the-job integration.

The project is implemented through a public-private partnership involving regional public authorities, public employment services (as associated partners), VET providers, chambers of commerce and receiving employers. Beyond immediate employment outcomes, GreenSHIFT Europe lays the groundwork for durable regional skills mechanisms, contributing to the development of Regional Pacts for Skills and the long-term uptake of the Skills Guarantee model beyond the project duration.

Expected results:

1. Improved employability and faster labour market reintegration of workers at risk of unemployment through structured skills development and direct matching with employers in strategic and growing sectors;
2. 60 workers in transition, 30 in Greece and 30 in Romania, with sustainable employment of 6 months or longer.

Delivery mechanism

Public Employment Service-led or other public authority-led mechanism

No	Application number	Project title and acronym	Coordinator	Country of the Coordinator	Beneficiaries (name and country)	Associated partners (name and country)
5.	ESF-SI-2025-SKILLS GUARANTEE-01-0007	DEMANDS-AUTO: Skills validation, onboarding support and retention for automotive workers in transition (DEMANDS - AUTO)	TRAINING 2000 PICCOLA SOCIETA' COOPERATIVA (TRAINING 2000 Small Cooperative Society) (T2000)	Italy	- FEV ECE AUTOMOTIVE SRL (FEV-ECE), Romania - AUTOMOTIVE PARTS REMANUFACTURERS ASSOCIATION EUROPE (APRA Europ), Belgium - CRADLE Μονοπρόσωπη ΙΚΕ (CRADLE Monoprosopi IKE) (CRADLE), Greece - Πανεπιστήμιο Δυτικής Αττικής (Panepistimio Dytikis Attikis) (UNIWA), Greece - CNA Federazione regionale Marche (Regional Federation of CNA Marche) (CNA MARCHE), Italy - RUSENSKA TAROVSKO INDUSTRIALNA KAMARA (RUSE CHAMBER OF COMMERCE AND INDUSTRY ASSOCIATION) (RCCI), Bulgaria	- ΑΝΑΠΤΥΞΙΑΚΗ ΑΘΗΝΑΣ ΑΕ-ΑΝΑΠΤΥΞΙΑΚΟΣ ΟΡΓΑΝΙΣΜΟΣ ΤΟΠΙΚΗΣ ΑΥΤΟΔΙΟΙΚΗΣΗΣ-Κέντρο Εργασιακής Συμβουλευτικής και Διασύνδεσης (ATHENS DEVELOPMENT S.A. – LOCAL GOVERNMENT DEVELOPMENT ORG-Job Counseling Center) (DAE), Greece - ΠΕΡΙΦΕΡΙΑΚΟ ΤΑΜΕΙΟ ΑΝΑΠΤΥΞΗΣ ΔΥΤΙΚΗΣ ΜΑΚΕΔΟΝΙΑΣ (REGIONAL DEVELOPMENT FUND OF WESTERN MACEDONIA) (RDF WM), Greece - ΔΗΜΟΣΙΑ ΥΠΗΡΕΣΙΑ ΑΠΑΣΧΟΛΗΣΗΣ (MANPOWER EMPLOYMENT ORGANISATION) (DYPA), Greece
	Grant amount, Euro					
	2,515,375.00					
	Duration (months)					
	24					

Project summary

DEMANDS-AUTO pilots a mechanism-testing social-partner/private-sector-led Skills Guarantee focused on verified 6-month retention after placement for at-risk automotive and supply-chain workers in transition (NACE C29/G45). Delivery is vacancy-first: employers confirm vacancies; workers are screened and profiled against those vacancies; matches are agreed upon with written employer confirmation; bridging training is delivered for documented gaps and is validated by employers before delivery. After placement, participants receive onboarding and in-work support (mentoring, scheduled check-ins, and early-warning follow-up) until month 6, with flexible/asynchronous check-ins for shift work. Retention counts only when month-6 proof is filed (preferably employer confirmation or contract continuation). Targets (24 months): 150 eligible workers profiled; 200 vacancies collected and validated; 90 matches agreed; 75 placements started; 70 bridging training participants (completion at least 85%); 60 verified 6-month retention outcomes; early-warning cases 40 (at least 75% closed with recorded follow-up). The consortium includes 7 beneficiaries and 3 associated public authorities. Employer organizations and social partners lead vacancy definition, employer validation, and retention logic. Training 2000 coordinates, running QA and lump-sum evidence rules, and delivering bridging training. CRADLE leads profiling, matching, and retention monitoring. APRA leads dissemination and the replication package. UniWA provides practical templates and staff guidance for consistent profiling and retention documentation. Associated partners (Municipality of Athens Job Center, DYPA, RDF Western Macedonia) support referral touchpoints and system alignment and join the final replication briefing with the intention to consider uptake in existing counselling and placement routines. Key outputs: M6 Mapping/Outreach/Matching Report, M12 Interim Report, retention evidence files, the public Toolkit.

Expected results

- 150 at-risk automotive and related supply-chain workers profiled, with 200 employer-validated vacancies collected and at least 90 documented job matches completed through a vacancy-first approach
- 75 workers placed into employment and 70 participants completing targeted bridging training to address documented skills gaps
- 60 workers achieving verified six-month employment retention (through structured onboarding, mentoring, and early-warning support mechanisms).

Delivery mechanism

Social partner-led or private sector-led mechanism



Funded by
the European Union

No	Application number	Project title and acronym	Coordinator	Country of the Coordinator	Beneficiaries (name and country)	Associated partners (name and country)
6.	ESF-SI-2025-SKILLS GUARANTEE-01-0009	A Digital Skills-First Employment Enabler of Inter-Sectoral Job Transitions for Automotive Workers through Micro-Credential-Supported Job Matching DIODOS	AKMI MONOPROSOPI ANONIMI EKPAIDEFTIKI ETAIRIA - AKMI SINGLE-PERSON ANONYMOUS EDUCATIONAL COMPANY	Greece	1. PERIFERIEIA THESSALIAS - REGION OF THESSALY(Greece) 2. SYNDESMOS VIOMICHANION THESSALIAS & STEREAS ELLADOS - INDUSTRIAL ASSOCIATION OF THESSALIA & SOLID GREECE (Greece) 3. SYMPLEXIS (Greece) 4. ANFIA / ASSOCIAZIONE NAZIONALE DELLA FILIERA DELL INDUSTRIA AUTOMOBILISTICA - ANFIA / NATIONAL ASSOCIATION OF THE AUTOMOTIVE INDUSTRY SUPPLY CHAIN (Italy) 5. SFC Sistemi Formativi Confindustria s.c.p.a. - SFC Training Systems 6. ITS Academy Mobilità Sostenibile - Aerospazio/ Meccatronica - Servizi alle imprese / ITS Academy Sustainable Mobility – Aerospace/Mechatronics – Business Services (Italy) 7. LEARNING DIGITAL SRL (Italy)	1. EUROPAISCHER VERBAND BERUFLICHER BILDUNGSTRAGER EV - European Association of Institutes for Vocational Training (Belgium) 2. Unione Industriale di Torin - Industrial Union of Turin (Italy)
	Grant amount, Euro					
	2,999,572.00					
	Duration (months)					
	24					

Project summary

DIODOS targets workers from the automotive sector and related supply chains affected by restructuring and technological transition in Greece and Italy. It focuses on securing new employment for a duration of 6 months through structured skills mapping, certified reskilling and direct job placement into strategic and growing sectors.

The target group consist of 100 automotive workers, 50 in Greece and 50 in Italy. Selection will follow transparent eligibility criteria, ensuring gender balance and equal opportunities. At least 40 women will participate. Workers will be supported to transition into three sectors with documented labour demand: energy efficiency and building renovation, industrial installation and circular economy and industrial recycling operations.

Each participant will undergo individual skills profiling, skills gap analysis and transition counselling. Training will be delivered through micro-credential modules combining digital and in-person learning. All participants will complete certified learning paths linked to specific job profiles. Employment placement will result in signed contracts of at least six months, either full-time or part-time, adapted to individual capacities. DIODOS will engage at least 60 employers, 30 per country, participating in skills-based recruitment, onboarding and retention processes. Employer support includes training and mentoring. Public authorities, employer associations, training providers and social partners will contribute to implementation and validation, including the Region of Thessaly as partner and Confindustria Basilica as associated.

Indirect outreach will reach at least 800 stakeholders through dissemination activities and digital platforms, including public employment services, industry representatives and training organisations at regional, national and European level. DIODOS delivers a transferable employment support model combining skills development with verified employment outcomes for automotive workers.

Expected results

1. At least 6 months duration employment for 100 participants (50 from Greece, 50 from Italy);
2. A transferable Skills Guarantee framework applicable beyond project time.

Delivery mechanism:

Other public-private partnership