

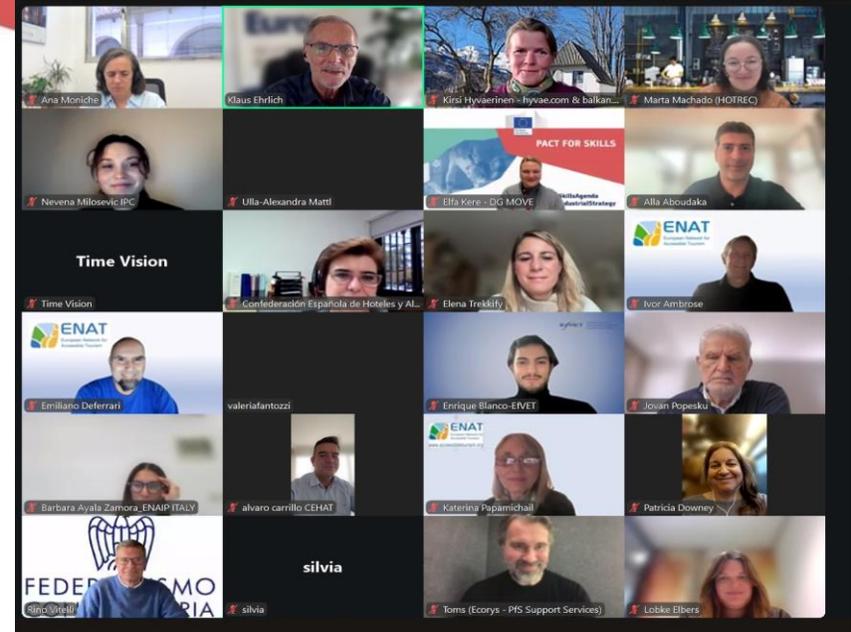


PACT FOR SKILLS *Leader*

An initiative of the European Commission



PACT FOR SKILLS IN TOURISM



28th Coordination Meeting

13/11/2025



Agenda

1. **Opening**
2. **News from the Pact for Skills**
 - * DG MOVE [EU Tourism Strategy update](#) – Ms Elfa Kere
 - * Support Services – Mr Toms Feifs
3. **PacTS4ALL – our Tourism LSP internals**
 - Presentation of new members
 - [Work Groups](#): state of art
 - [Annual Report 2025](#) - summary
5. **Events**
 - T4T webinar on skills in Tourism – 15th December 14:30-16:30 CET
 - EAFA webinar on green and digital skills in the tourism sector – mid-December tbd
 - European Tourism Day – 26th-January-2025 Brussels
 - Others tbd
6. **Next meetings**
 - 11th December
 - 8th or 15th-January

Meeting folder: <https://drive.google.com/drive/folders/15osSGEmmYEGiwn9VNAV-Bm7GstzUZIJF?usp=sharing>

Recording: https://drive.google.com/file/d/1f-KOCrN9_v7Ou4dqYi5aAQDKpQ8u2tIG/view?usp=drive_link

AI transcript: https://app.read.ai/analytics/meetings/01K9YQPXJ75X4HMAKZHFZXK9CW?utm_source=Share_CopyLink

News from the Pact for Skills in Tourism

- [DG MOVE EU Tourism Strategy update](#) – *Elfa Kere*
- **Support Services** – *Toms Feifs*



ECORYS Pact for Skills Support Services News Update

PfST LSP

13 November 2025

PfS updates – events and resources

- The new [Erasmus+ Programme Guide for 2026](#) was published yesterday and new Erasmus+ calls are being launched. These will likely include new opportunities for Pact for Skills members so they should check out the Programme Guide and keep an eye on the funding tool as we will be adding these new calls on a rolling basis.

Events

- The next event will be a webinar on the new Erasmus+ calls, to be held in January 2026 (date TBC).

Online resources

- The PfS [online library](#) – around 50 new resources have been mapped and will be uploaded this month.
- The PfS [funding tool](#) is updated every month.

PfS updates – membership and monitoring

- Today there was an LSP coordinators meeting to share the results of a mapping of other skills initiatives. This is meant to support the LSP coordinators in creating synergies with other initiatives.
- Over November and December, the PfS membership team will be conducting an exercise to update the membership lists of all LSPs to ensure they are accurate and complete. We will coordinate on this via Klaus in the coming weeks.
- The PfS monitoring exercise is expected to launch in early January 2026 (a couple weeks earlier than usual). We will work with Klaus to coordinate this exercise with PfST members (who would need to be registered to participate).

Presentation of new members

Access Advisors, Baltic Travel Cluster, IP Center, Timevision, Turismo Andaluz

Work Groups - state of art

- Work Group 1 - [Skills Partnerships](#)
- Work Group 2 - [Cooperation](#)
- Work Group 3 - [Special groups and their needs](#)
- Work Group 4 - [Training implementation](#)
- Continuous online registration to the groups is possible [HERE](#).



Work Groups Tourism LSP

Objectives

- Make practical, consensus-based decisions on discussion points
- Generate knowledge for Tourism LSP members and their network
- Support the Tourism LSP in achieving its KPIs
- Formulate policy recommendations

How do the groups operate?

Each group has a Coordinator (see table below) that calls for meetings, oversees the activity progress, assigns tasks to the WG members, takes meeting minutes and prepares the follow-up reports.

Work Groups

Group	Coordination contact	Resources online
1 Skills Partnerships	Federturismo	GDrive
2 Cooperation public sector and industry	EVBB	GDrive
3 Special groups and their needs	CEHAT	GDrive
4 Training implementation in practice	AKMI	GDrive

General questions: contact engagement@pacts4all.eu

How to join any of the work groups?

To join any of the above groups, simply [go to this form](#) where you can indicate your name, entity, and the group(s) you would like to participate. Your coordinator will then include you in the respective list for future communications.

For further information on the four groups, [have a look here](#).

PacTS4ALL – LSP Report 2024/25

Reporting period: 1-Nov-24 to 31-Oct-25

Final draft [HERE](#) (“comment” mode)

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1. Summary and intro
2. LSP activities
3. KPI achievements
4. Membership development
5. National and Regional Partnerships
6. Visibility and Dissemination
7. Conclusions



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PacTS4ALL
Pact for Tourism Skills
Forward Alliance



PACT FOR SKILLS
leader
An initiative of the European Commission

Annual LSP Public Report 2025

PacTS4ALL - Pact for Tourism Skills Forward Alliance
Project n. 101132934



Funded by the European Union

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LSP Activities

7 Coordination meetings (40%)

Coordination Meetings			
21/11/2024	21st Coordination Meeting	15/05/2025	25th Coordination Meeting
16/01/2025	22nd Coordination Meeting	19/06/2025	26th Coordination Meeting
13/02/2025	23rd Coordination Meeting	11/09/2025	27th Coordination Meeting
10/04/2025	24th Coordination Meeting		

Coordination between supporting projects

Set-up of four thematic work groups to enhance cooperation

	Group	Coordination contact	Resources online
1	Skills Partnerships	Federturismo	GDrive
2	Cooperation public sector and industry	EVBB	GDrive
3	Special groups and their needs	CEHAT	GDrive
4	Training implementation in practice	AKMI	GDrive

List of examples of member activities

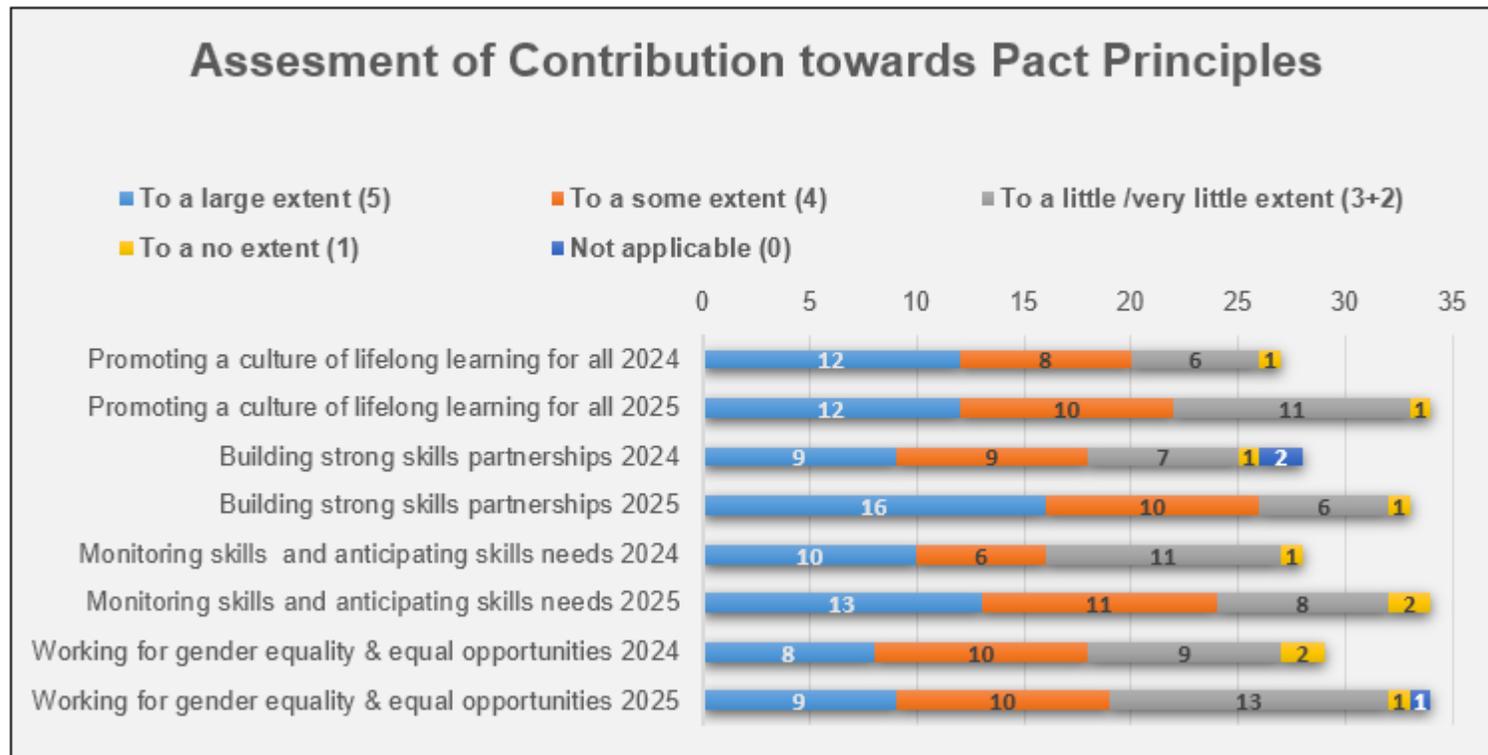
Participation at EU and general Pact for Skills meetings, presentations on 3rd-party events

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KPI achievements

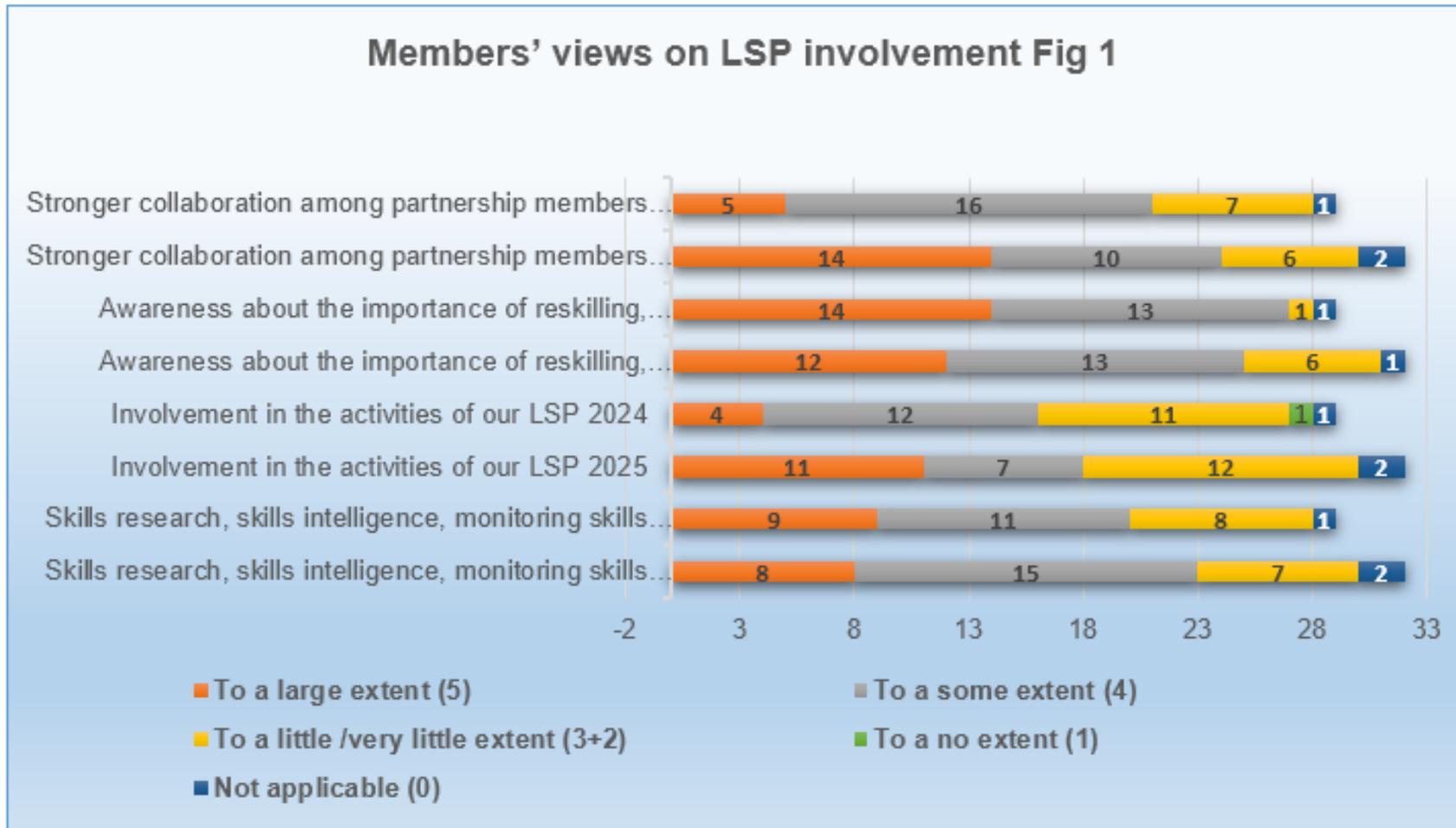
Survey conducted amongst LSP members (June-September 2025) – 33 replies

Contribution towards Pact Principles



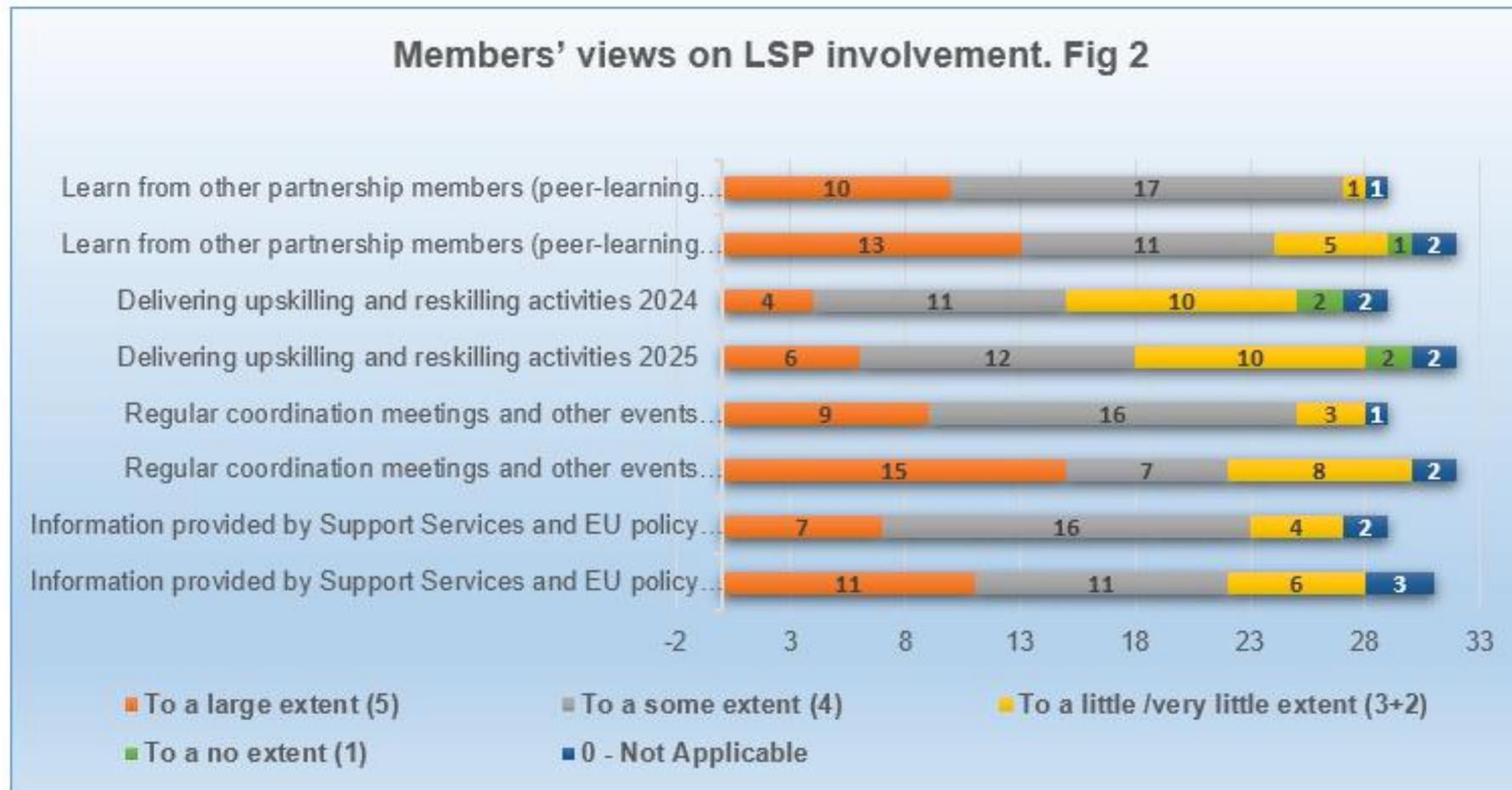
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Member's views on LSP involvement



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Member's views on LSP involvement - 2



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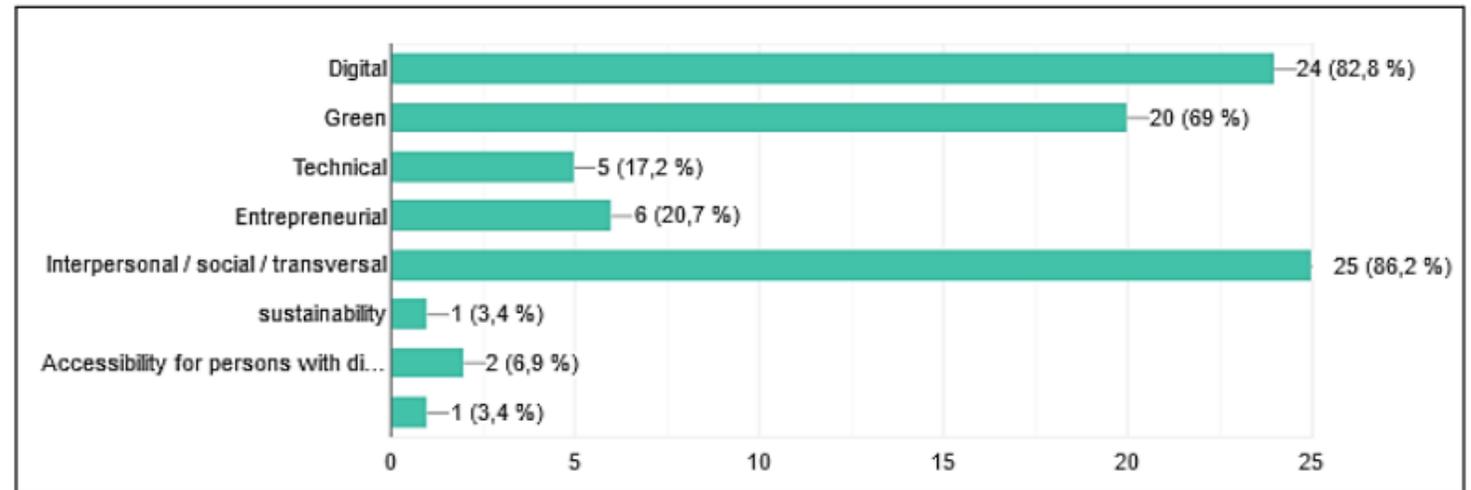
Main challenges related to skills in tourism



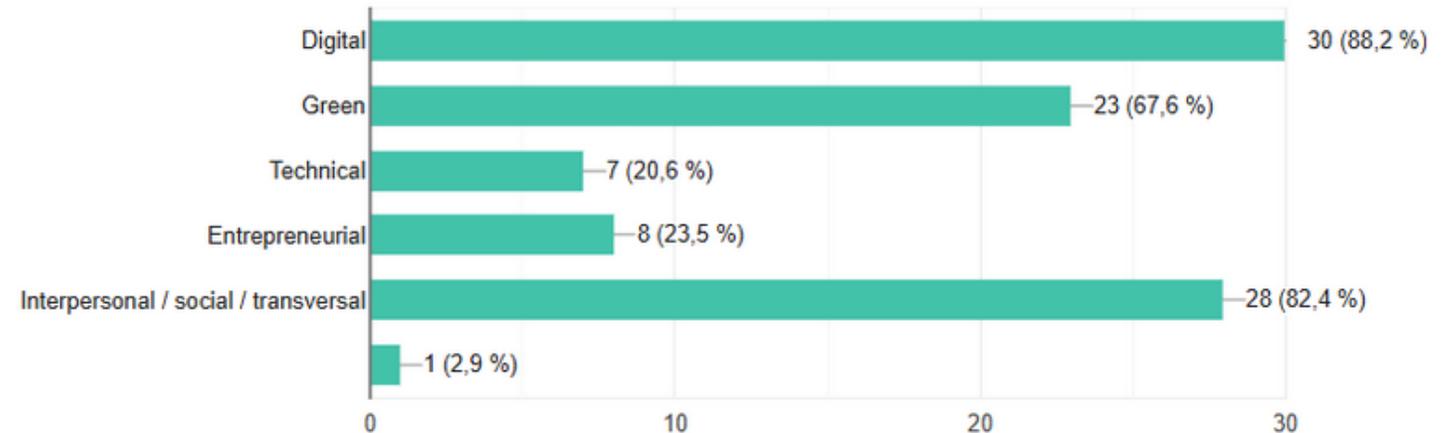
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Relevance of Skills types

2024

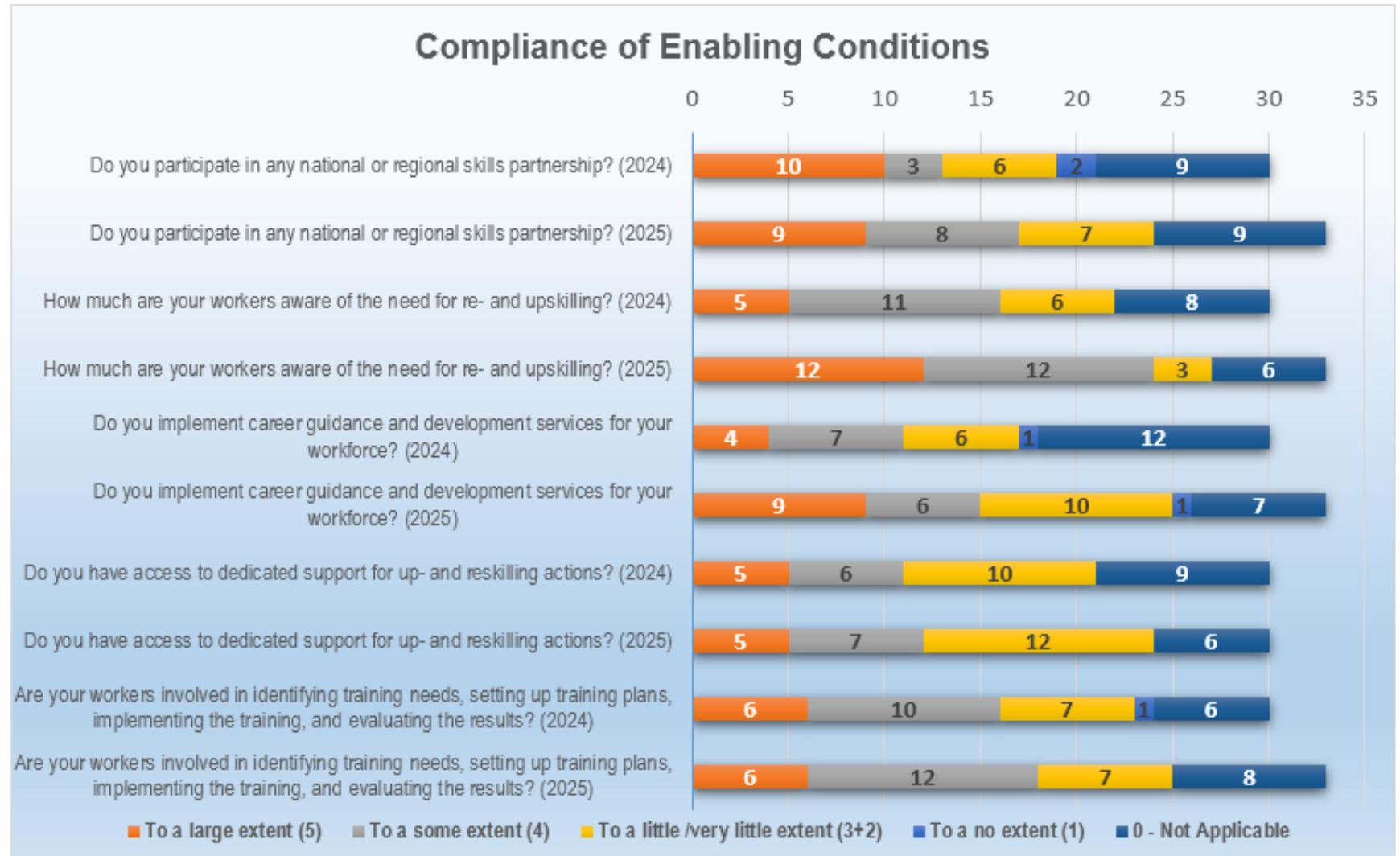


2025



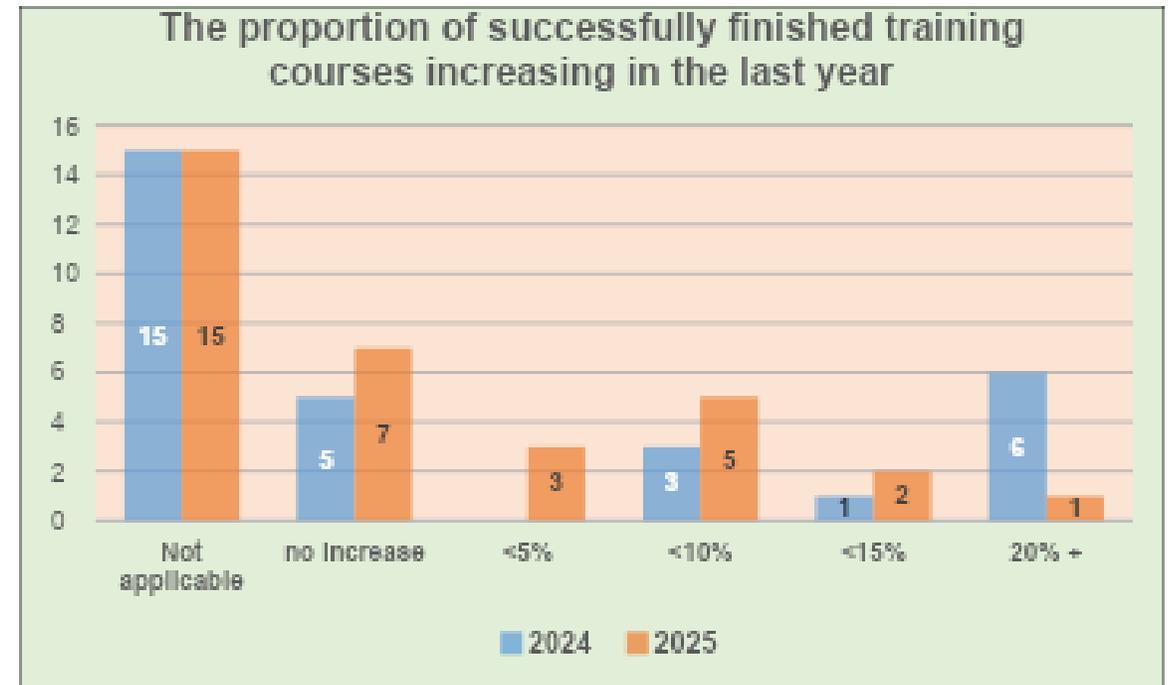
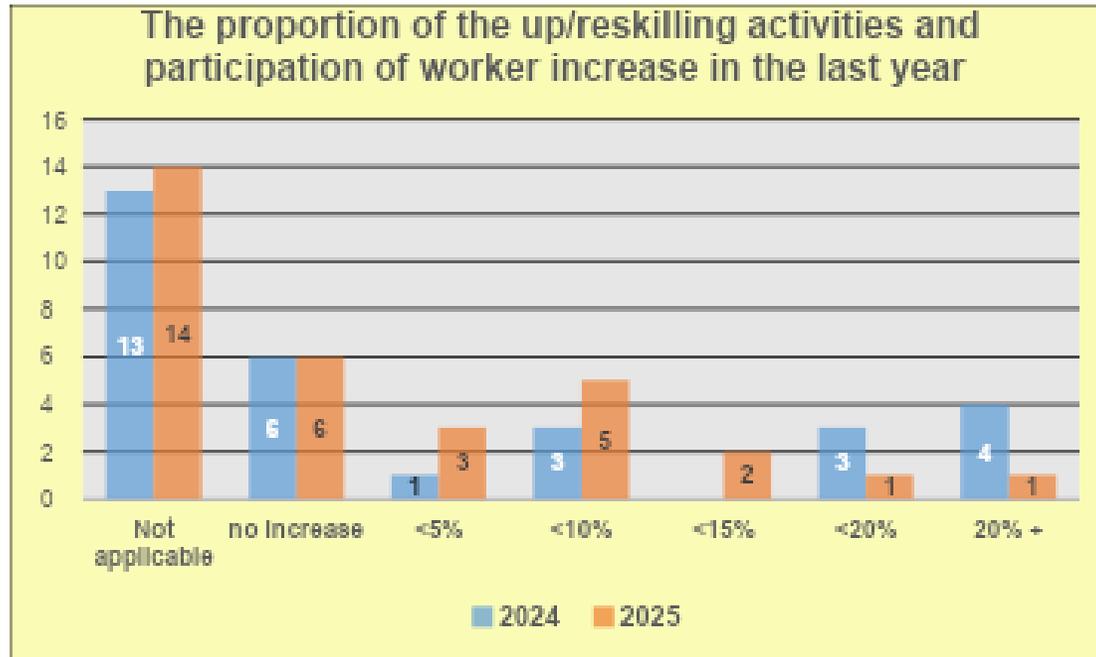
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Enabling conditions



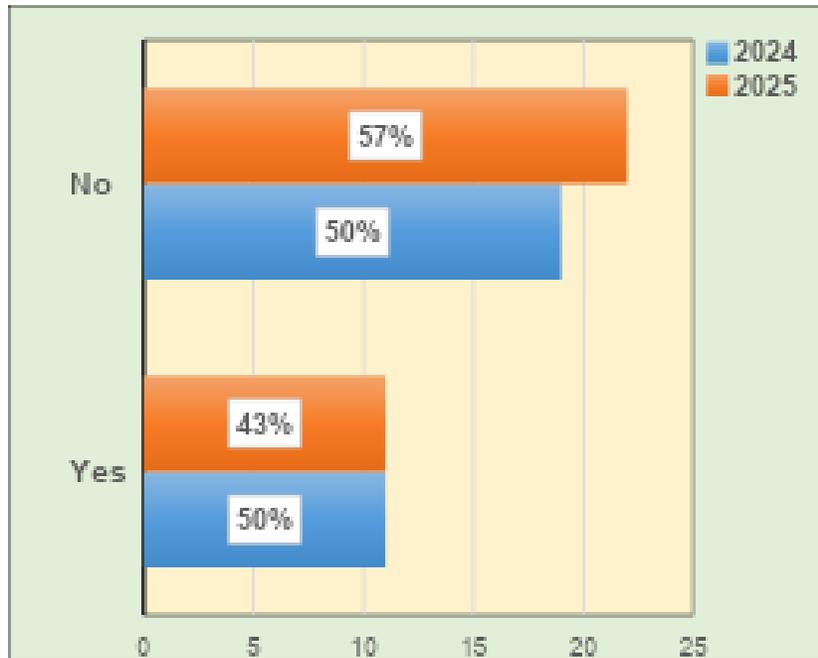
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Participation in re-/upskilling actions and successfully finished training

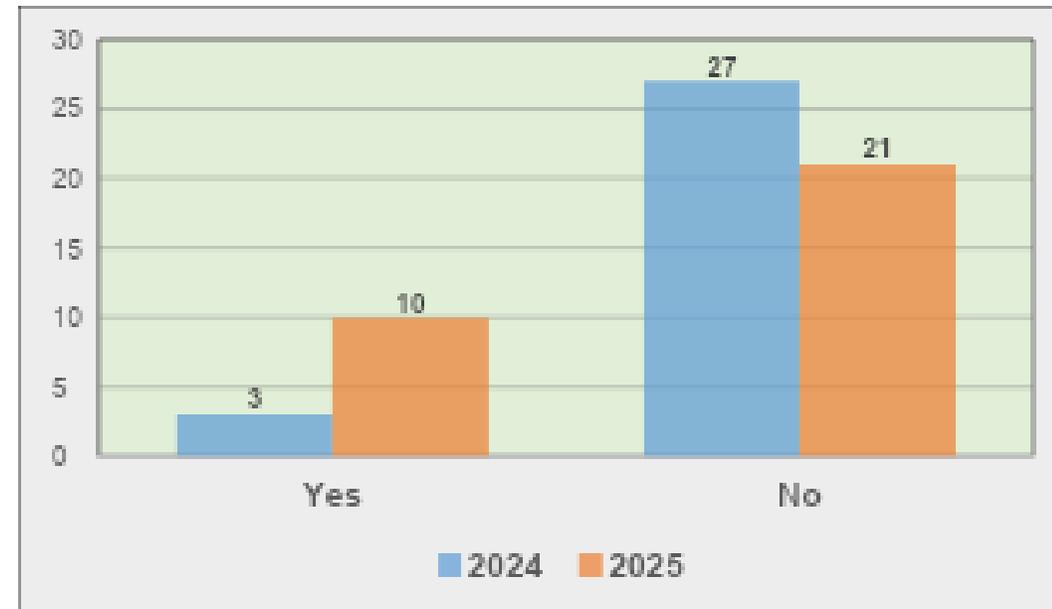


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Formal recognition of work experience – decreasing?



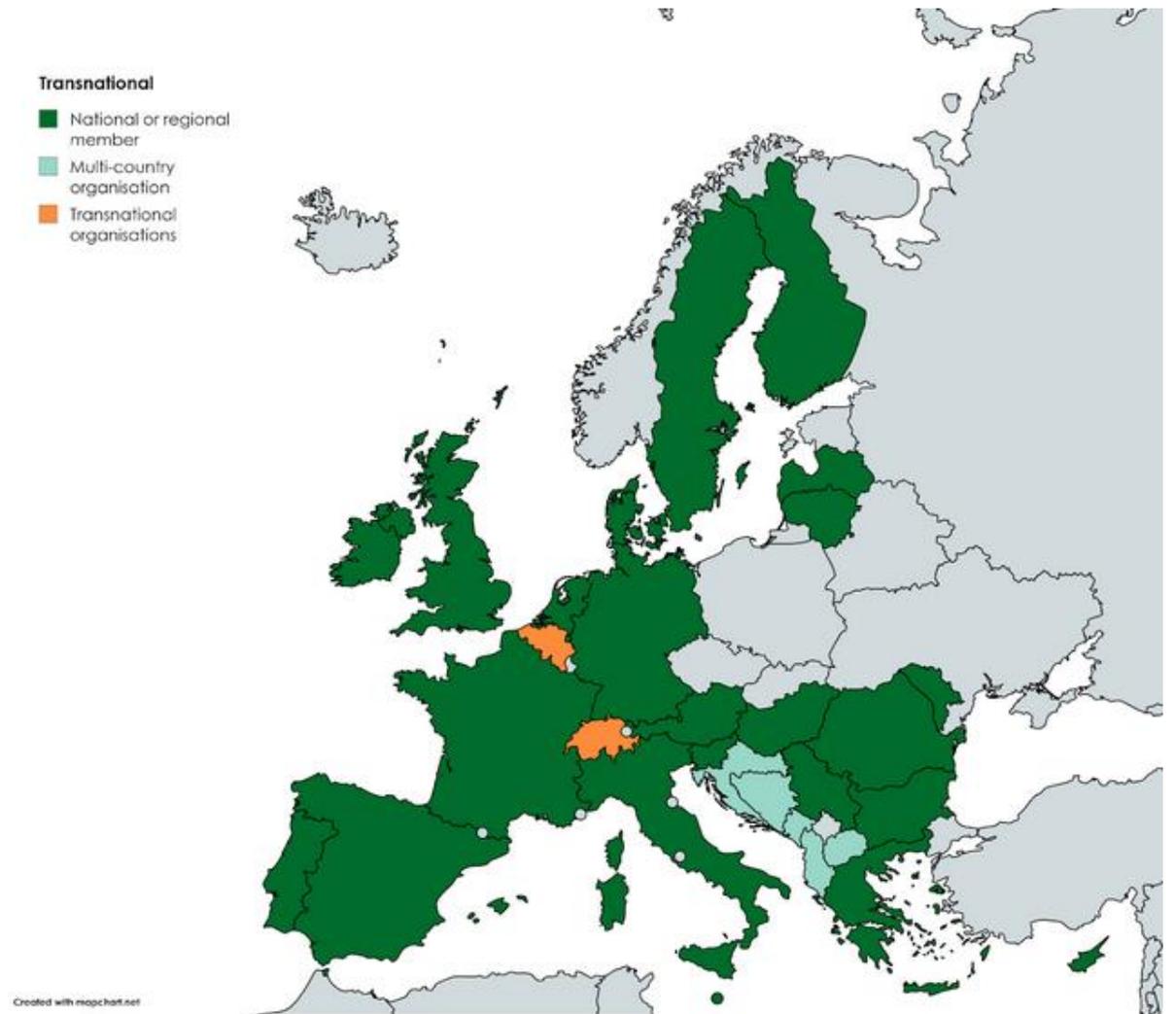
More Real-time detection of skills gaps



Membership Development

107 members / 27 countries

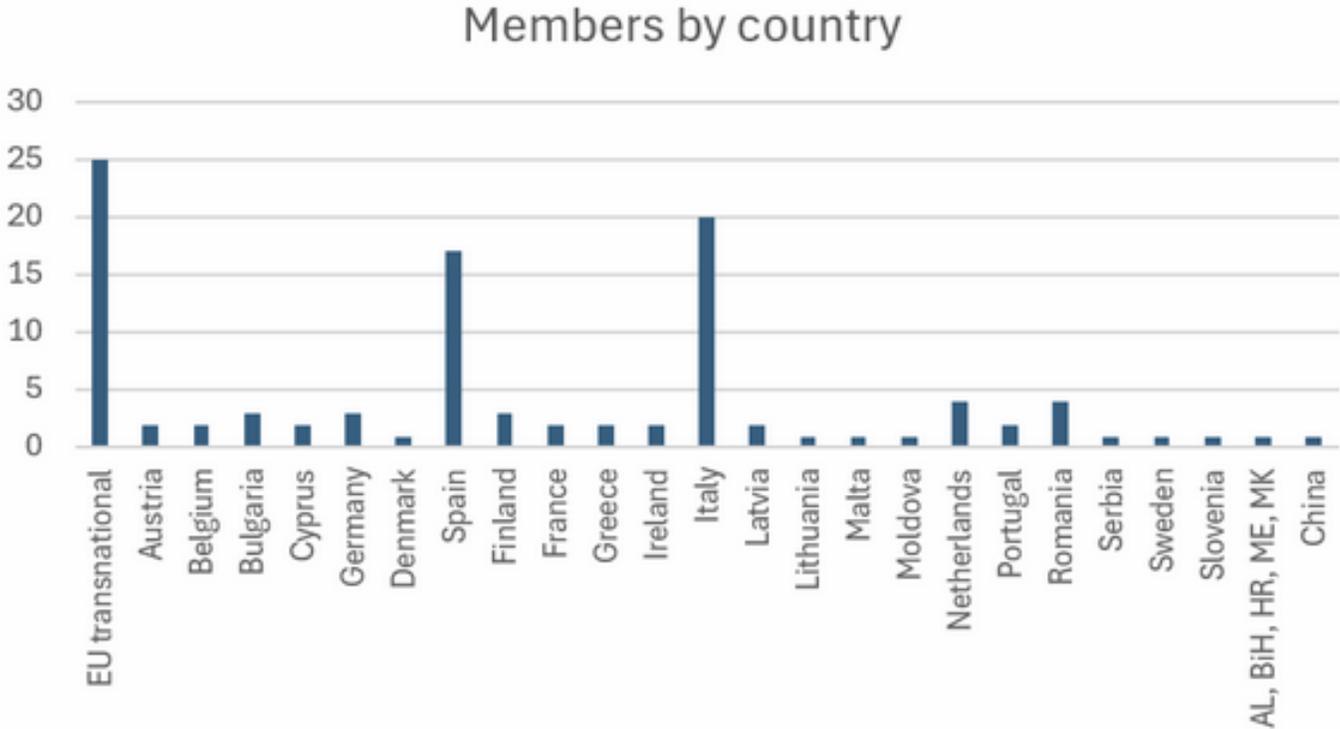
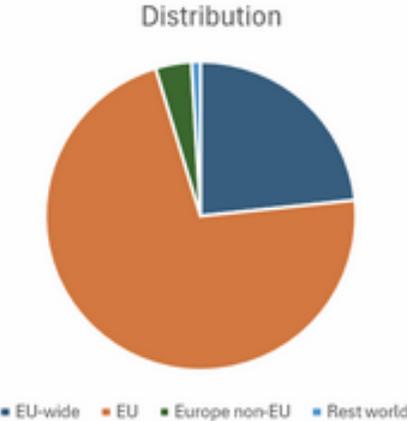
25 transnational organisations



Membership Development -2

107 members / 27 countries

25 transnational organisations



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Visibility - Dissemination

5 Tourism Talks webinars



5 TOURISM TALKS SAVE THE DATE
A dynamic series on training, funding, and shaping the future of tourism

"INNOVATION AND SUSTAINABILITY IN TOURISM: AN INTEGRATED VISION"

ONLINE WEBINAR (via zoom)

DATE: 29 October 2025 | TIME: 11:00-12:30 CET

Logos: TOURing, PANTOUR, TOURX, TOURED4ALL

#capacity_building trainings, #competences, #funding_opportunities, #transnational activities

Contact us: engagement@pacts4all.eu
Learn more: <https://pacts4all.eu>



1 TOURISM TALKS
A dynamic series on training, funding, and shaping the future of tourism

DATE: 27 September 2024 | TIME: 11:00-12:30 CET | ONLINE WEBINAR (via zoom)

Online registration required for all participants

"BEST PRACTICES AND NEW MODELS FOR INTEGRATING MIGRANTS, REFUGEES, AND ASYLUM SEEKERS INTO THE EUROPEAN TOURISM LABOR MARKET"

Speakers: Edo Colombo, Susana Garrido, Manuel Au Yong Oliveira, Edoardo Salsid, Elisia Piras, Alexander Salmidis, Knowledge Manager AKMI

Moderator: Valeria Fantozzi

#capacity_building trainings, #competences, #funding_opportunities, #transnational activities

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3 TOURISM TALKS
A dynamic series on training, funding, and shaping the future of tourism

DATE: 19 June, 2025 | TIME: 11:00-12:30 CET | ONLINE WEBINAR (via zoom)

Online registration required for all participants

"THE FUTURE OF WORK IN TOURISM: ADAPTING TO THE DIGITAL AGE AND DISRUPTIVE INNOVATIONS OF AI"

Speakers: Edoardo Salsid, Elisia Piras, Alexander Salmidis, Knowledge Manager AKMI

Moderator: Valeria Fantozzi

#capacity_building trainings, #competences, #funding_opportunities, #transnational activities

Contact us: engagement@pacts4all.eu
Learn more: <https://pacts4all.eu>



2 TOURISM TALKS
A dynamic series on training, funding, and shaping the future of tourism

DATE: 26 February, 2025 | TIME: 11:00-12:30 CET | ONLINE WEBINAR (via zoom)

Online registration required for all participants

"TECHNOLOGICAL REVOLUTION IN TOURISM INDUSTRY: TRENDS AND IMPACTS"

Speakers: Mirko Lalli, Peter Haxton, Giovanni Filippi, Juan Uribe-Toril, Walter Duarte, Lucilla Crosta

Moderator: Silvia Enea

#capacity_building trainings, #competences, #funding_opportunities, #transnational activities

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Learn more: <https://pacts4all.eu>



4 TOURISM TALKS SAVE THE DATE
A dynamic series on training, funding, and shaping the future of tourism

DATE: 2 October 2025 | TIME: 11:30-13:00 CET | ONLINE WEBINAR (via zoom)

"TRAINING NEEDS FOR EXPLOITING DIGITAL TOURISM OPPORTUNITIES"

Logos: TOURing, PANTOUR, TOURX, TOURED4ALL

#capacity_building trainings, #competences, #funding_opportunities, #transnational activities

Contact us: engagement@pacts4all.eu
Learn more: <https://pacts4all.eu>

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Visibility – Dissemination -2

3 Transnational webinars



Tourism Talks series

"Greening the Greek Islands: Sustainable Tourism & Blue Economy in Action"

DATE 15 July, 2025 **TIME** 11:30-13:00 CET **ONLINE WEBINAR** (via Zoom) **SAVE THE DATE**

Meet The Speakers

- Moderator**
Marievi Grets
Project Coordinator, European Department of AKMI Metropolitan College
- Speaker**
Theodoros Stavrinos
Director, MSc Programme in Strategic Management of Tourism Destinations and Hospitality Enterprises
- Speaker**
Eleni Skrimpa
EU Project Manager, AKMI International
- Speaker**
Maria Mavroudi
Co-founder of Kallichoron Art Boutique Hotel

Contact us: engagement@pacts4all.eu
Learn more: pacts4all.eu

Logos: AKMI, RURALTOUR, EVBB, FEDERTURISMO CONFINDUSTRIA, ITH



TOURISM TALKS

A dynamic series on training, funding, and shaping the future of tourism

AI in Small Tourism Services

SAVE THE DATE

9th October 2025 | Online Webinar
via Zoom

JOIN NOW **CLICK HERE**

Join us for the Webinar on AI in Small Tourism Services, organized by the European Federation of Rural Tourism – Ruraltour as part of the activities of PacTS4ALL and Pact for Skills Tourism LSP.

This event is designed especially for micro, nano, and self-employed tourism providers in accommodation and other services. Whether you run a guesthouse, activities, guided tours or anything similar small in size, you will find useful ideas here.

We will explore how artificial intelligence can support your daily activity. You'll learn the basic knowledge and skills needed to start using AI tools. We will show you practical examples from small hospitality and for guides. Discover how businesses like yours are already using AI and how also you can benefit from it.

Contact us: engagement@pacts4all.eu
Learn more: <https://pacts4all.eu>

Logos: TOURing, RANTOUR, TOOREDOALL, TOURX, RURALTOUR, FEDERTURISMO CONFINDUSTRIA, AKMI, ITH, EVBB



WEBINAR

Buenas Prácticas y Casos de Éxito en IA, TALENTO & TECH Y SOSTENIBILIDAD & RSC

02 OCTUBRE, 2025
10:00 AM (CEST)

Logos: PacTS4ALL, ITH



WEBINAR

English

Spanish Best Practices and Success Cases AI, TALENTO & TECH AND SUSTAINABILITY & CSR

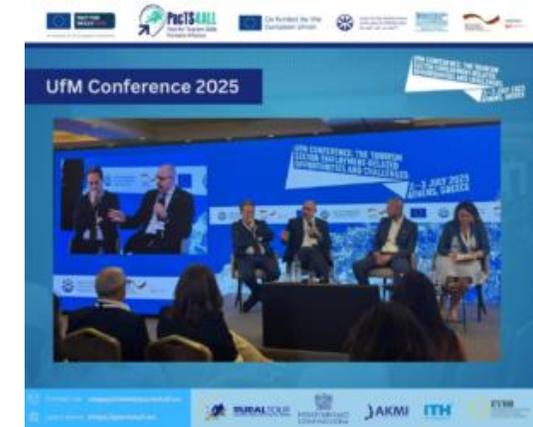
08 OCTOBER, 2025
10:00 AM (CEST)

Logos: PacTS4ALL, ITH

PacTS4ALL – LSP Report 2024/25

Visibility – Dissemination -3

International fairs: ITB x2, BIT Milán, FITUR x2, Athens Forum



PacTS4ALL: Tourism skills, from research to implementation
How to close the gap between skills needs and training
Thursday 23th of January 2025 | 15:30h



Klaus Ehrlich
European Coordinator
Pact for Skills on Tourism

Ramon Adillon
President
Skai Madrid

Bernat Carbells
CEO
Schöoters

FACILITATOR
Antonio Genarrelli
European Project Manager
EVBS

#techYnegocio
Patrocinado per: AdCuiver

Organizado per:
Fitur **ITH**

Events

- **T4T Plenary meeting** 25 November 2025 (hybrid)
- **T4T webinar on skills in tourism** - 15th-December 14:30 – 16:xx
- **EAfA webinar** on green and digital skills in the tourism sector – mid-December tbd
- **European Tourism Day** – *26th January 2026*
- **Erasmus+ Info Day** – *end of January 2026* ([LINK](#) to new Erasmus+ guide)

Next meetings

Next meetings:

- **11th December, 15:00 – 16:30 CEST**
<https://us02web.zoom.us/j/84362132749?pwd=YI37efGTEYPc9I6HnGHKNXb4cb5Rb6.1>
- **8th or 15th-January 2026, 15:00 – 16:30 CET**

Contact for any further questions: Klaus Ehrlich – Coordinator engagement@pacts4all.eu