

The EU Pact for Skills – Regional Skills Partnerships for Region Skåne

Region Skåne is the regional authority and public funder with the role of supporting regional development in Southern Sweden, and in this capacity, it initiates the Regional Skills Partnership (RSP) for Skåne. Skåne is a cross-border region to Denmark and, as part of the Öresund Region, it is the most populated metropolitan area in Scandinavia. In 2029, when the Fehmarn Belt link between Denmark and Germany is completed, travel time from Skåne to the European continent will be significantly reduced, and the Öresund area will become one of Northern Europe's most knowledge-intensive region. The region has dynamic cultural and creative sectors and industries (CCSI) that drive innovation, promote sustainability and preserve artistic heritage.

Region Skåne implemented a comprehensive mapping of the cultural and creative education offer in the region. The mapping was conducted in 2022-2023 by Lund University and was followed by a series of seminars, gathering representatives from the educational ecosystem together with the region's CCSI. The mapping also included *Folkbildning*, a unique form of education in Scandinavia that has a long tradition and is deeply rooted in the Swedish educational system. *Folkbildning* is a form of democratic, accessible, free, and voluntary adult education. The mapping and the seminars form the basis of this initiative to establish a Regional Skills Partnership (RSP) in the Skåne region, in alignment with *Sweden's national strategy for CCSI*. The Swedish national strategy for CCSI was established in 2024 and is intended to be applied over a ten-year period until 2033.

The challenge

Skåne's *Research and Innovation Smart Specialization Strategy (RIS3)*, *Det Öppna Skåne 2030*, along with the *Cultural Strategy for Skåne 2025-2028* outline the vision for the cultural and creative sector in Skåne. In Sweden, aesthetic subjects in primary and secondary education, alongside the Scandinavian model of municipal music and cultural schools, have a long tradition and play a vital role in supporting the cultural and creative sectors. These foundational subjects foster the development of skills essential for ongoing creative pursuits and entrepreneurship.

The cultural and creative labour market is innovation-driven and creates new job opportunities while also requiring new levels of flexibility and the ability to continuously develop skills. Cultural creators often sustain themselves both as employees and as self-employed individuals, and they have varying incomes. In Skåne, there are specific challenges with the supply of skills in certain creative sectors. Key skills are missing or disappearing due to a lack of education, further training or demographic trends in the industry. This varies across different CCSI, but there are clear indications from the industries about the gaps that need to be filled.

In 2020, the cultural and creative industries employed 18,074 people in Skåne. Since 2010, the sector has grown by 12.1 percent, but between 2019 and 2020, the number of employed individuals decreased by 3.1 percent. The impact of the pandemic was significant. Statistics also show a significant imbalance between the skills of the unemployed and the needs of the labour market, necessitating further reskilling and upskilling but also international recruitment. Ensuring

that the education systems, including Vocational Education and Training (VET), meet the region's specific needs is crucial for future growth and development.

Skåne's RSP for CCSI aims to address the following challenges:

- Insufficient networks between the educational and CCSI ecosystems, hindering active collaboration on the development of solutions.
- The need for support to navigate societal transformation through innovation and collaboration, e.g. test new formats for re-skilling and upskilling.
- Maximising the use of all competencies, emphasising the need for a more diverse, accessible, and integrated labour market.

The ambition

The Skåne RSP aims to work with robust analysis and common understanding to identify strategic areas for addressing challenges and bridging systemic gaps. The RSP will collaboratively develop, and test training models and plans for upskilling and reskilling, focusing on digital, green, innovation and entrepreneurial skills, as well as specific areas identified through these analyses. The Partnership will engage the entire educational and cultural ecosystem in Skåne - and when needed also in the whole Öresund Region - to implement these activities, ensuring that skills are acquired and applied by both future professionals and the current workforce.

The Partnership is committed to equipping the CCSI for the future, especially in the context of evolving working conditions that include new business models, digital channels, and the potential of AI as a tool for innovative ways of working. A key ambition is to enhance the synergy between SHAPE (Social Science, Humanities, and the Arts for People and the Economy) and STEM (Science, Technology, Engineering, Mathematics). Both disciplines are essential, and collaboration - interdisciplinary and cross-sectoral between these fields is crucial. A broader, holistic approach is viewed as a model to address societal challenges and, enable a sustainable transformation.

To achieve societal as well as artistic resilience and adapt to change, working within a regional partnership is a prerequisite for long-term collaboration and development. The Partnership has a clear ambition to share learnings and models with other RSP and to foster collaborations that strengthen all parties involved. As a partner of the CCI large-scale partnership (CCI LSP) Region Skåne will also establish ties and explore possible synergies between the large-scale partnership and the RSP ecosystem.

The proposal

In line with the Pact for Skills objectives and the Swedish national strategy on the CCSI, the Regional Skills Partnership for Skåne commits to the following:

- Facilitate strategic dialogue and alignment: Mobilise Skåne's RSP for strategic dialogue and alignment to drive and create initiatives focused on reskilling and upskilling.
- Promote sustainable transformation: Foster sustainable transformation processes by providing enhanced innovation support, also in collaboration with other sectors.
- Enhance diversity and inclusion: Strengthen diversity and inclusion in education and work to create more cross-border labor market opportunities.

Commitments

1) Facilitate strategic dialogue and alignment

- a. **Interdisciplinary collaboration platforms:** Create platforms and forums that facilitate regular meetings and interactions between the educational ecosystem and the CCSI. The platforms can be used to share knowledge, best practices, and joint project opportunities in Skåne and the larger cross-border region.
- b. **Collaborative programmes:** Implement programmes that encourage joint ventures, research initiatives, and innovation labs where educators and CCSI professionals can collaborate. Secure unique expertise for the next generation of professionals to ensure that essential skills in various fields are preserved.

2. Promote sustainable transformation

- a. **Industry-academia knowledge-transfer:** Foster partnerships between universities and CCSI organisations to bridge the gap between academic research and industry needs, ensuring that educational programmes are constantly aligned with sector demands.
- b. **Innovation hubs and incubators:** Develop existing (and establish new if needed) innovation hubs and incubators to provide resources, mentorship, peer-to-peer learning and funding to support innovative projects and startups within the CCSI sector.
- c. **New training models:** Developing new reskilling and upskilling education formats focusing on working conditions of artists, cultural and creative professionals, emerging technologies (emphasising AI), digital and green transformation as well as innovative practices. These education formats shall include micro-credentials.
- d. **Collaborative grant programmes:** Create grant programmes that fund collaborative projects (e.g. residencies or cross innovation formats) between educational institutions, CCSI organisations, and other sectors to drive innovation and address societal challenges.

3. Enhance diversity and inclusion

- a. **Diversity and inclusion initiatives:** Implement initiatives that promote diversity and inclusion within the CCSI sector, ensuring that talents from all backgrounds are given equal opportunities.
- b. **Accessible training programmes:** Develop reskilling and upskilling training programmes that are accessible to various demographic groups, also including underrepresented communities, ensuring that they have the skills needed to participate in the labor market.
- c. **Unify a cross-border region (from Skåne to Hamburg):** Promote cross-border initiatives to ensure a common educational ecosystem which strengthens a cross-border labor market in the CCSI sector.

Tracking your impact

KPI	Target	Timeframe for achievement	Key Milestones
<i>Number of organisations in the RSP</i>	<i>< 35</i>	<i>2030</i>	<i>Number of organisations in the RSP</i>
<i>Collaborative programmes/labs</i>	<i>5</i>	<i>2030</i>	<i>Number of labs/programmes established</i>
<i>Industry-academia partnership</i>	<i>< 10</i>	<i>2030</i>	<i>Number of partners</i>
<i>New initiatives with innovation hubs and incubators</i>	<i>5</i>	<i>2030</i>	<i>Number of initiatives</i>
<i>New training models</i>	<i>< 20</i>	<i>2030</i>	<i>Number of reskilling and upskilling formats</i>
<i>Collaborative grant programmes</i>	<i>4</i>	<i>2030</i>	<i>Number of grant programmes open to CCSI</i>
<i>Diversity and inclusion initiatives</i>	<i>5</i>	<i>2030</i>	<i>Number of new initiatives</i>
<i>Accessible training programmes</i>	<i>< 4</i>	<i>2035</i>	<i>Number of trainings</i>
<i>Unified cross-border regions</i>	<i>8</i>	<i>2035</i>	<i>Number of cross-border initiatives</i>

Partnership arrangements

Region Skåne is responsible for the facilitation and mobilisation of the RSP.

Participating partners and organisations

- Regional authority
- Universities and higher educations
- Clusters and Sector organisations
- Folkbildningen
- Residences, co-working spaces and workshops
- Cultural organisations
- Municipalities

Ways of working, frequency of meetings of members.

- E-mail notification
- Partner meetings on thematic topics on a regular basis
- Annual gatherings of the whole RSP with strategic and operational work

Supported by:

Organisations that confirmed their commitment to the Regional Skills Partnership for Skåne:

Regional authority



Universities and higher educations



LTH
FACULTY OF
ENGINEERING



JOINT FACULTIES
OF HUMANITIES
AND THEOLOGY



FACULTY OF
FINE AND
PERFORMING
ARTS

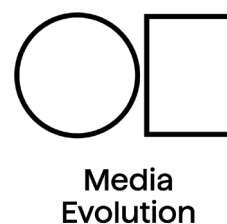
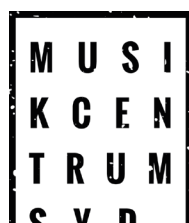


MALMÖ
THEATRE
ACADEMY



Cluster and sector organisations

Centrum för dramatik
TEATERCENTRUM



Folkbildningen





Residences, co-working spaces and workshops



Cultural organisations



Banditsagor



Municipalities



Related documents:

About Öresund region:

[Facts about the Øresund Region - Øresundsbron](#)

Mapping of all education in the cultural and creative sector in Skåne (2022-2023):

[Grundkartläggning av konst- och kulturutbildningar i Skåne](#)

More information about Folkbildning:

[English - Folkbildningsrådet](#)

Sweden's national strategy for CCSI:

[Strategy for businesses in the cultural and creative industries](#)

Skånes Regional Development Strategy:

[Regional utvecklingsstrategi för Skåne](#)

Skånes Innovation Strategy for sustainable growth:

[firs_innovationsstrategi_2019_eng_220128_final-komprimerad.pdf](#)

Skånes Cultural Strategy:

[Regional kulturplan för Skåne 2025–2028](#)

More about SHAPE:

[This is SHAPE | The British Academy](#)

Contact and more information: [Insert email and contact details] of coordinating organisation