



## Action plan template

Dear user of the PILLARS tools,

The research of PILLARS highlighted importance and interconnectedness of **different policy domains** (education, innovation, labour market, entrepreneurship, migration etc.) to achieve the **mission** - an inclusive labour market. In view of this, every stakeholder working in relevant policy domains should be mobilised and contribute to this mission to the extent possible. Small steps make big changes!

**Your commitment and support is needed!** We kindly invite you/your organisation to develop an **action plan** that outlines what you could do to support this mission, considering resources available, level of governance and sphere of influence. Below we provide a simple template that could be used as an individual or group exercise to brainstorm about your contribution.

Based on results of the PILLARS self-assessment, please identify **one or more statements/policy objectives** where your region/country scores sub-optimally and that are related to your area of work. In other words, please select a policy objective to which you could contribute. Next, please try to complete the action plan template below. We hope it will serve for inspiration and lead to realisation of concrete actions! On the next page, we provide an example of how the template could be completed.

<b>Policy objective</b> that should be improved and could be influenced by you/your organisation	
<b>Key challenge(s)/factor(s)</b> that prevent reaching the policy objective	
List your/your organisation's <b>action(s)</b> that could support achievement of the policy objective and/or address key challenge(s)/factor(s)	
<b>Plan to implement each listed action</b>	
Please provide a <b>short description</b> of the action and its specific objectives	
Who will <b>lead</b> the action?	
Who will <b>support implementation</b> of the action to ensure its success?	
What <b>resources</b> are necessary to launch and implement the	



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action? In addition, please indicate who could provide them	
<b>When</b> will the action be launched and <b>how long</b> should it last to have impact?	
How to <b>measure</b> progress and impact of the action? Please suggest some KPIs	

*Example of a completed action plan*

<b>Policy objective</b> that should be improved and could be influenced by you/your organisation	Encourage and support employers to invest in upskilling/reskilling of workers
<b>Key challenge(s)/factor(s)</b> that prevent reaching the policy objective	Employers are not aware of available tools/methods that support upskilling/reskilling of workers
List your/your organisation's <b>action(s)</b> that could support achievement of the policy objective and/or address key challenge(s)/factor(s)	<ul style="list-style-type: none"> <li>• Develop an online platform of individual training accounts,</li> <li>• Organise an awareness raising event with employers to encourage investment in employee skills development,</li> <li>• Foster relationships between the trade unions and employers' organisations</li> </ul>
<b>Plan to implement each listed action</b>	
Please provide a <b>short description</b> of the action and its specific objectives	Individual training accounts will be launched to facilitate access to training, consultation on training options, provide vouchers to cover training costs, and keep record of trainings undertaken and skills acquired
Who will <b>lead</b> the action?	Ministry of Labour
Who will <b>support implementation</b> of the action to ensure its success?	<ul style="list-style-type: none"> <li>• Public Employment Services (PES)</li> <li>• Ministry of Finance</li> <li>• Employers' Association</li> <li>• Trade unions</li> </ul>
What <b>resources</b> are necessary to launch and implement the action? In addition, please	Financial resources (around 200k) will be necessary to launch a platform. The Ministry of Labour could publish a tender for the design and implementation of the platform. The Ministry of Finance could finance the project. The design of the platform should be



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indicate who could provide them	developed in consultation with the PES, Employers' Association and trade unions.
<b>When</b> will the action be launched and <b>how long</b> should it last to have impact?	The action can be launched in June 2024. The draft proposal of this action will be submitted to the Ministry of Labour in February 2024. The project should be implemented by December 2024.
How to <b>measure</b> progress and impact of the action? Please suggest some KPIs	Progress will be measured every month, based on delivery of specific components of the platform: welcome page and navigation pane, list of training options and training providers etc.