



Skills Alliance
for Ukraine

Skills Alliance

Inclusion in VET and upskilling

June 2025



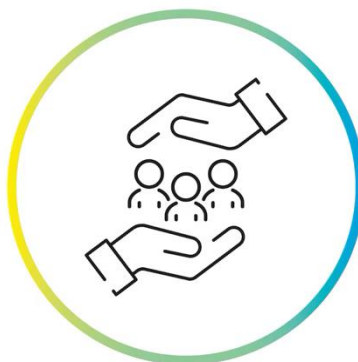
Demographics and inclusion



Women part of virtually all projects, some projects have exclusively female beneficiaries



The projects support learners of all ages to contribute to the reconstruction of Ukraine, starting with supporting school-age children to continue their education during the war and providing early exposure to VET environments.

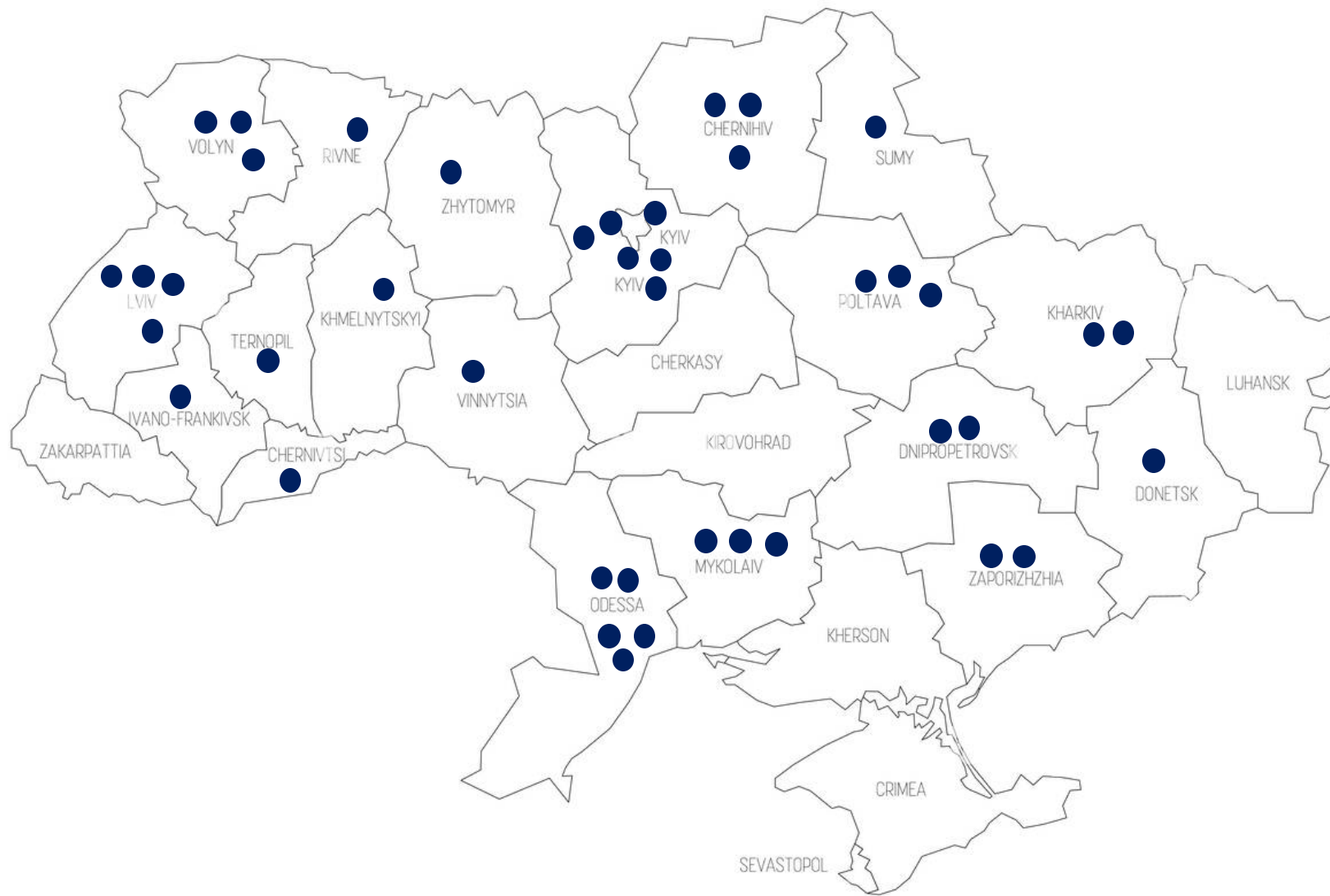


Vulnerable populations are important target groups for the interventions

Out of 29 projects,

- 18 plan to include IDPs
- 13 to include persons with disabilities
- 11 to include veterans and ex-combatants
- 12 to include Other vulnerable groups
- 8 have not specified info on vulnerable target groups, but are likely to include them by default

Implementation location (by oblast)



- IDPs (18 projects)
- People with disabilities (13 projects)
- Veterans & ex-combatants (11 projects)

Several projects have multiple vulnerable groups within their target group.

Nine projects work country-wide and are not indicated separately.

Total number of included projects: 29

Implementation location (by oblast)



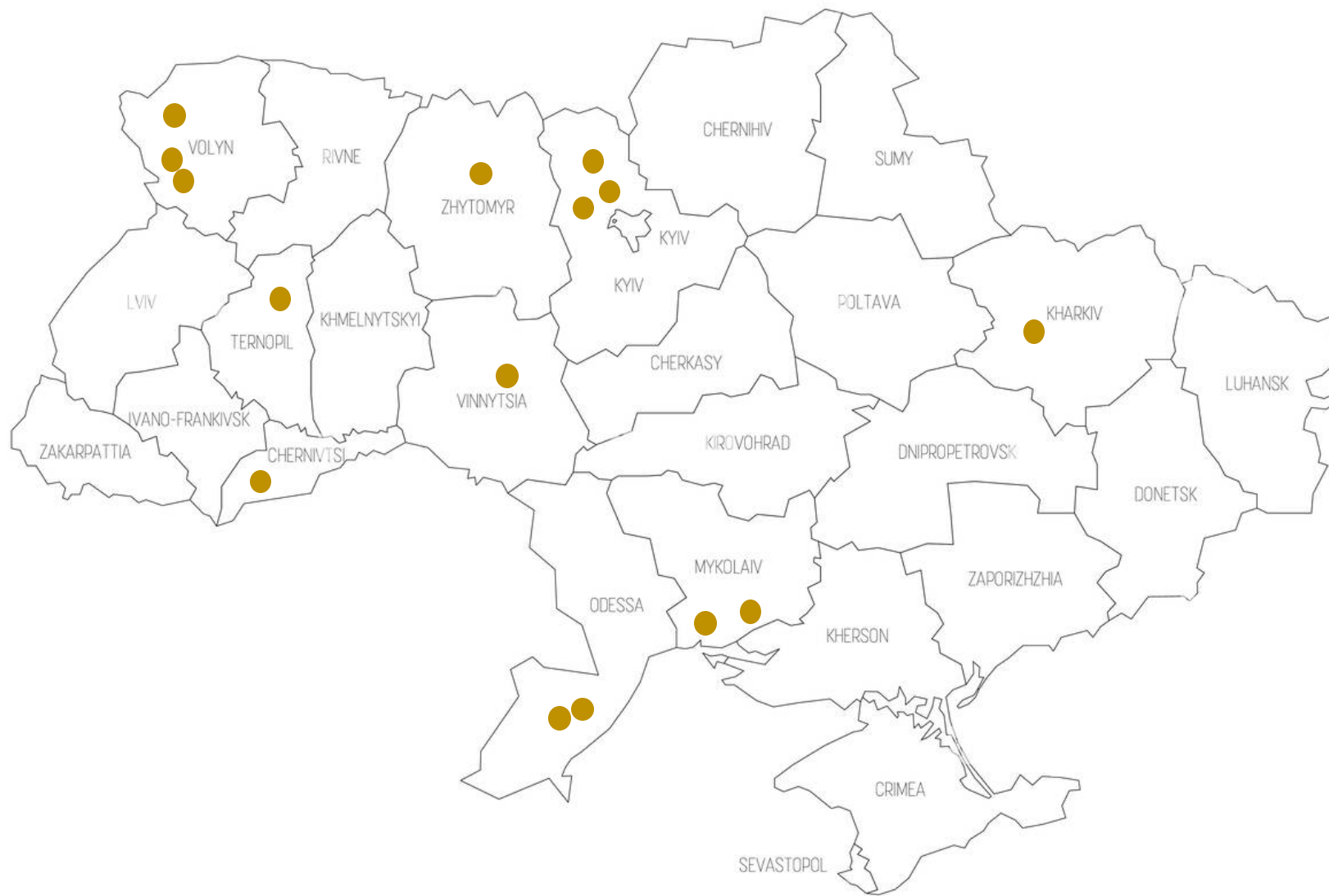
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Women as beneficiaries



Women part of virtually all projects, three out of 29 projects have exclusively female beneficiaries

- Three projects currently have exclusively **female beneficiaries**, training them in/as:
 - training in digital and entrepreneurial skills, also incorporating psychological support and stress management techniques;
 - training of women as certified municipal bus drivers with professional Ukraine and EU bus driver certifications; and
 - training of female refugees for the Polish education and health sectors.
- Further projects that did not submit a questionnaire at this time focus on trainings in care professions such as childcare workers, midwives, nurses, and in education as teachers, and teaching women farmers small-scale horticulture.

Beneficiaries from vulnerable groups



- **Veterans and/or ex-combatants** are all trained alongside other beneficiary groups.
- Most of these initiatives appear to combine standard training and upskilling with other counselling and reintegration measures.



- **Persons with disabilities** and **Internally Displaced Persons (IDPs)** also appear to be trained alongside other beneficiary groups.



- Several projects offer psycho-social support.
- In some cases, additional special provisions are made to integrate these vulnerable groups.

Tailored measures for women

- **For all:** importance of trust + flexible approaches that account for barriers to participation + build on existing skills
- **For women:** flexible training format and scheduling, targeted outreach and tailored training content, psychological support, women-only training groups and female trainers and role models, building on existing skills including those gained through informal work, caregiving, or non-linear career paths

Tailored measures for vulnerable groups

- **Veterans:** extra psychological support, cooperation with specialised CSOs, adaptations for physical or psychological impairments, targeted upskilling that builds on existing skills, including those from military service
- **IDPs:** Flexible learning formats and psychosocial support services, take into account the difficult circumstances, and limited time and resources, address IDPs' unique challenges, such as lost documentation and the need to adapt to new labour markets, build on existing skill profile beyond traditional credentials
- **Persons with disabilities:** accessible learning materials and environment, specialised teaching methods

Thank you!

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