

January 2026

Skills Alliance for Ukraine

3rd mapping of upskilling and vocational education and training initiatives

Report prepared for GIZ Ukraine

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Executive summary

- ◇ The Skills Alliance continues to make good progress. As of December 2025, the 47 Skills Alliance projects that completed this survey have confirmed to have reached at least 425,327 beneficiaries.
- ◇ Combining this information with other queries, this means that 535,000 beneficiaries have been already trained and 585,000 will have been trained by 2027 under the Skills Alliance. This is considerably above the initial target of 180,000 beneficiaries.
- ◇ Considerable focus continues to be on immediate needs for recovery through training in construction and infrastructure and manufacturing. This is followed by healthcare and social services, and electricity and water.
- ◇ Women continue to be a key target group. In particular internally displaced persons are well-represented. Multiple training offers also have veterans/former combatants and people with disabilities among their beneficiaries.
- ◇ The most-addressed priority topics of the Skills Alliance are the introduction of flexible approaches for up- and reskilling, future-oriented qualifications for the recovery, and best practices for the activation and inclusion of skilled workers.
- ◇ Projects state that they engage in innovative partnerships to strengthen vocational education and training and upskilling of beneficiaries, with the private sector and multi-stakeholder partnerships most common. The partnerships garner sector-specific expertise, serve to further career prospects, and build on complementarity.

Table of Contents

Executive summary	2
List of figures	4
Background	5
Methodology	5
Beneficiaries of the Skills Alliance and project locations	6
Project overview	8
Demographics and inclusion	8
Key reforms and priority topics	9
Project focus by sector	12
Upskilling and VET projects located outside Ukraine	13
Training modalities	13
Training partners	14
Approaches and tools	15
Innovative approaches	15
Tailored measures for including veterans/ ex-combatants, young people, and older people ...	16
Project reflections on lessons learnt	17
Recommendations	19
Annex 1: Project activity by sector	21
Annex 2: List of projects included in the analysis	27

List of figures

Figure 1: Beneficiaries of the Skills Alliance	6
Figure 2: Projects implementation by oblast.....	7
Figure 3: Implementation map and implementation outside Ukraine	7
Figure 4: Implementation status and type of intervention.....	8
Figure 5: Age breakdown and vulnerable group information	9
Figure 6: Projects working on key reforms and priority topics	10
Figure 7: Contribution to the key reform Employment Strategy	10
Figure 8: Contribution to the key reform VET Law	11
Figure 9: Contribution to the key reform EU accession.....	12
Figure 10: Upskilling and VET projects by sector	12
Figure 11: Training modalities x number of projects.....	14
Figure 12: Partner type for implementation	14
Figure 13: Approaches and tools used in projects	15

Background

During the Ukraine Recovery Conference held on 11 June 2024, the German Federal Ministry for Economic Cooperation and Development (BMZ) and the Ministry of Economy of Ukraine (MoE) initiated the international *Skills Alliance for Ukraine*. The multi-stakeholder Alliance brings together over 88 international organisations, states and companies with the goal to train and upskill Ukrainians for the recovery and reconstruction of their country.

So far, 424,527 beneficiaries are confirmed to have been trained through 46 projects that involve a form of training such as VET, up/re-skilling, or capacity development and answered this survey. Combining this information with other queries, this means that 535,000 beneficiaries have been already trained and 585,000 will have been trained by 2027 under the Skills Alliance. This is considerably above the initial target of 180,000 beneficiaries.¹

So far, three mappings have been carried out to gain an overview of upskilling and vocational education and training initiatives under the Alliance and provide further information about beneficiary characteristics and implementation modalities: in January 2025; May 2025 (to provide input for the Ukraine Recovery Conference), and now in November 2025. This report provides a summary report of the findings for the third mapping.

Methodology

All Skills Alliance projects were emailed the link to an Askallo survey with the questionnaire. The survey ran between 10-21 November 2025, and remained open until 24 November 2025 to allow for late responses. After capturing general project information, projects were asked if their project involved any form of training (VET/ up/re-skilling, capacity development etc). Those who confirmed training as part of their project were routed to the remainder of the questionnaire.

A total of 53 questionnaires completed by Skills Alliance members, out of which 46 projects included a kind of training or upskilling. This report is based on the responses for 46 projects with training or upskilling.

Not all Skills Alliance members that were contacted submitted information for this analysis. Some of the information provided by members was also incomplete.

¹ BMZ, "More than 180,000 Newly Trained Skilled Workers for Ukraine's Reconstruction: Launch of the International 'Skills Alliance for Ukraine' at URC2024." *Federal Ministry for Economic Cooperation and Development*, BMZ, 2024, www.bmz.de/en/news/press-releases/launch-of-the-international-skills-alliance-for-ukraine-215342.

The projects that responded to the questionnaire in November 2025 overlap only in part with those that answered the mappings in January and May 2025. The findings are therefore not directly comparable.

Beneficiaries of the Skills Alliance and project locations

As of December 2025, the 46 Skills Alliance projects that completed this survey have confirmed to have reached at least 424,527 beneficiaries. Combining this information with other queries, this means that 535,000 beneficiaries have been already trained and 585,000 will have been trained by 2027 under the Skills Alliance.

Information about subgroups was not shared by all projects. The beneficiaries include 214,127 confirmed female (50%) and 196,876 male beneficiaries (46%). Confirmed are 24,112 IDPs (5%), 1,046 veterans/ ex-combatants (0.2%), and 5,488 persons with disabilities (1.2%) among the reached beneficiaries. Compared to the previous mappings, fewer projects submitted information on subgroups. The actual numbers are likely to be higher.

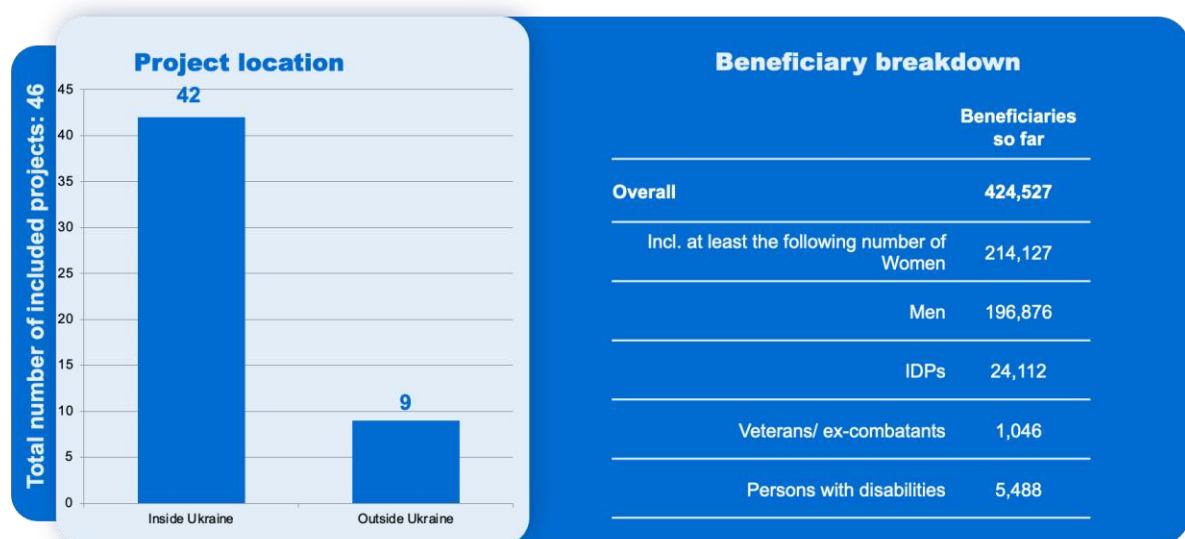


Figure 1: Beneficiaries of the Skills Alliance

Of the 46 projects, 42 operate at least partly in Ukraine, and nine implement outside Ukraine.

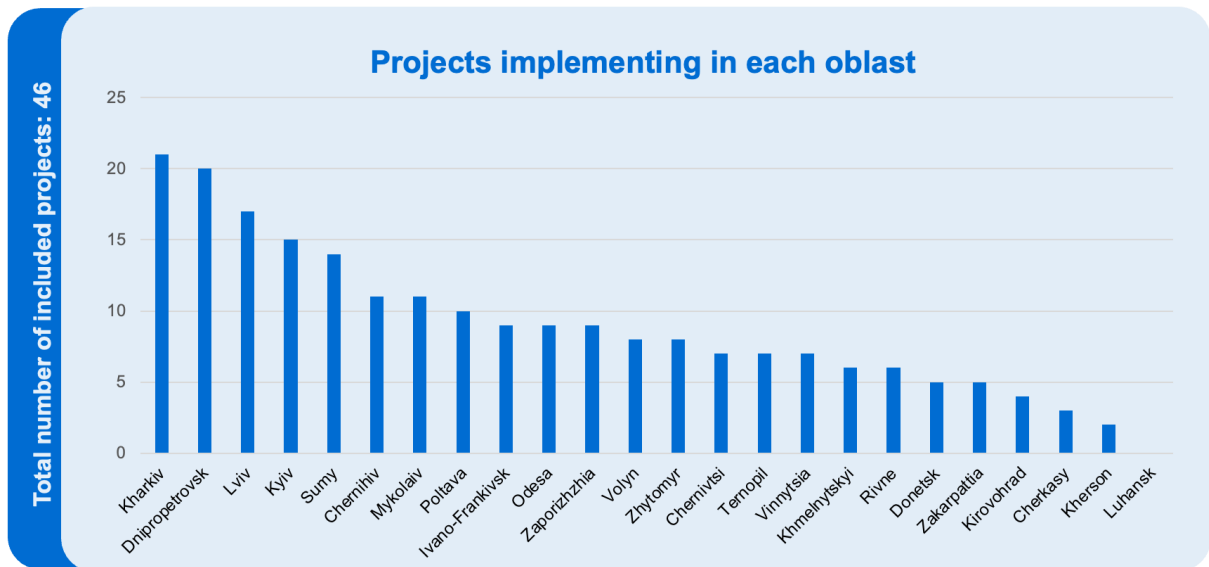


Figure 2: Projects implementation by oblast

Within Ukraine, many projects implement in multiple locations. Regionally, there is a focus on Kharkiv, followed by Dnipropetrovsk. Other implementation clusters are in the oblasts Lviv, Sumy, Chernihiv, and Mykolaiv.

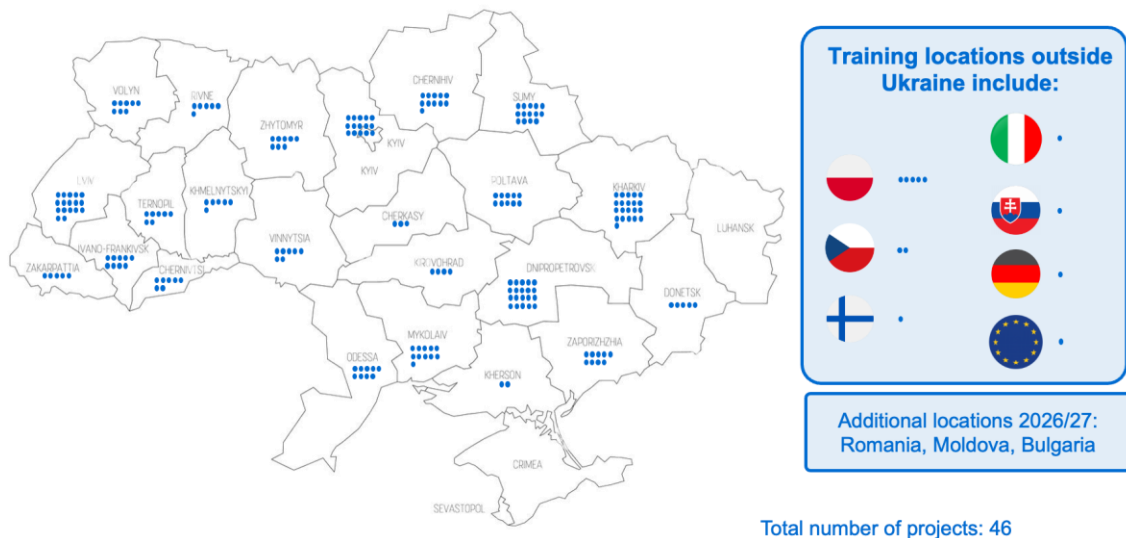
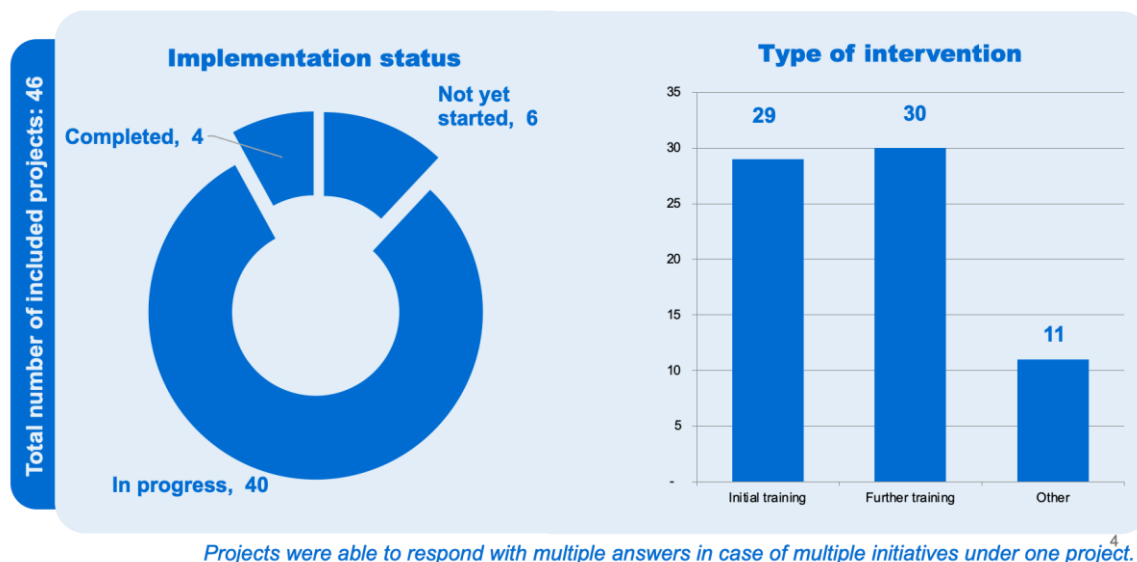


Figure 3: Implementation map and implementation outside Ukraine

Training under the umbrella of the Skills Alliance outside Ukraine takes place in Poland (5), Czechia (2), Finland (1), Italy (1), Slovakia (1), and Germany (1). One project covers multiple of these locations. One further project works across all European countries.

Project overview

Most projects (40) are in progress, six projects have not yet started, and four have been completed.²



Projects were able to respond with multiple answers in case of multiple initiatives under one project.

Figure 4: Implementation status and type of intervention

Projects vary greatly in terms of resources, scope training approach and therefore numbers of beneficiaries reached. Among the projects answering this survey, four trained fewer than 50 beneficiaries. On the other end of the scale, one reports more than 290,000 trained beneficiaries.

As also identified in the January and May 2025 mappings, many projects engage in several skills interventions and cover trainings at different stages. In total, 29 of the projects provide initial training, 30 further training, and 11 other forms of training.

Demographics and inclusion

Projects under the Skills Alliance continue to support learners with diverse demographic characteristics in gaining the skills necessary to contribute to the reconstruction of Ukraine. 42 projects provided information about characteristics of their beneficiaries.

Women continue to be at the heart of the Skills Alliance. They part of all projects, and six projects exclusively train female beneficiaries.

The Skills Alliance supports learners of different ages. The vast majority of beneficiaries are young people aged 15-24, followed by older learners (50+).

² As some projects run several initiatives, and multiple responses were permitted, the combined sum of responses exceeds 47.

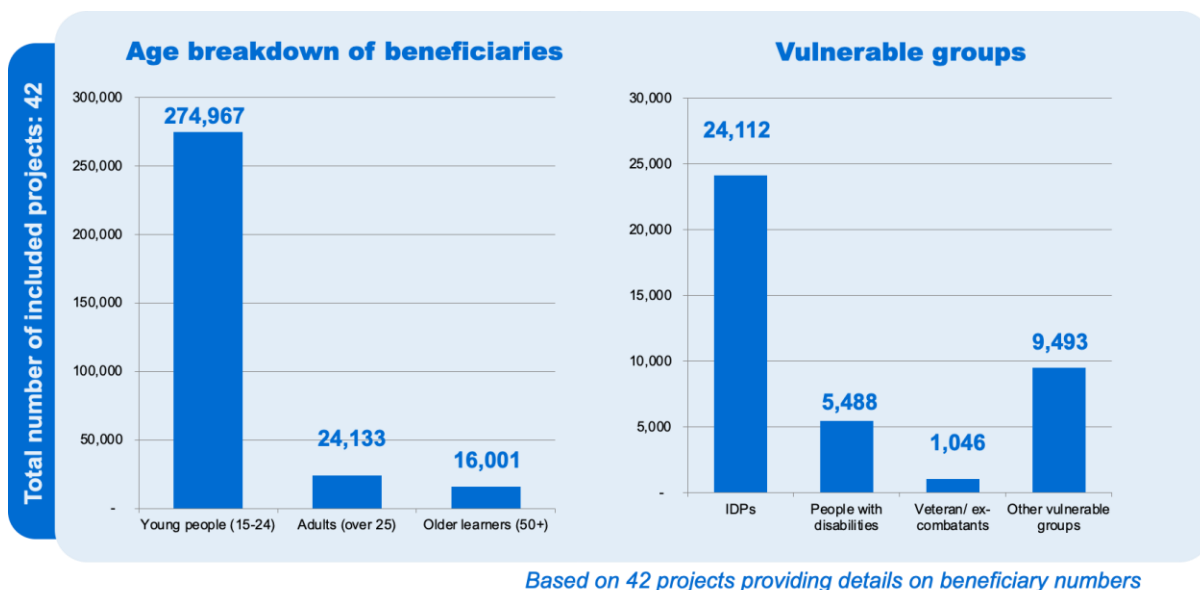


Figure 5: Age breakdown and vulnerable group information

Projects continue to reach and impart training to vulnerable groups. Due to the ongoing war, vulnerable groups such as IDPs, veterans, and people with disabilities often overlap. Out of 42 projects providing information to this question,

- 21 include Internally Displaced Persons (IDPs);
- 16 include persons with disabilities (incl. war-caused disabilities);
- 16 include veterans and ex-combatants; and
- 9 include other vulnerable groups.

All projects are likely to include vulnerable target groups by default due to the impact the war has had on Ukrainian society.

Key reforms and priority topics

To equip Ukrainians with the competences needed to rebuild the country and thrive in a modern European economy, the Skills Alliance works towards five priority topics:

- introduce flexible approaches for up- and reskilling;
- best practises for activation and inclusion of skilled workers;
- future-oriented qualifications for the recovery;
- employment and mobility in line with EU accession; and
- mobilisation of private sector;

and four key reforms, which are

- Employment Strategy;
- VET Law;
- Digitisation; and

- EU accession.

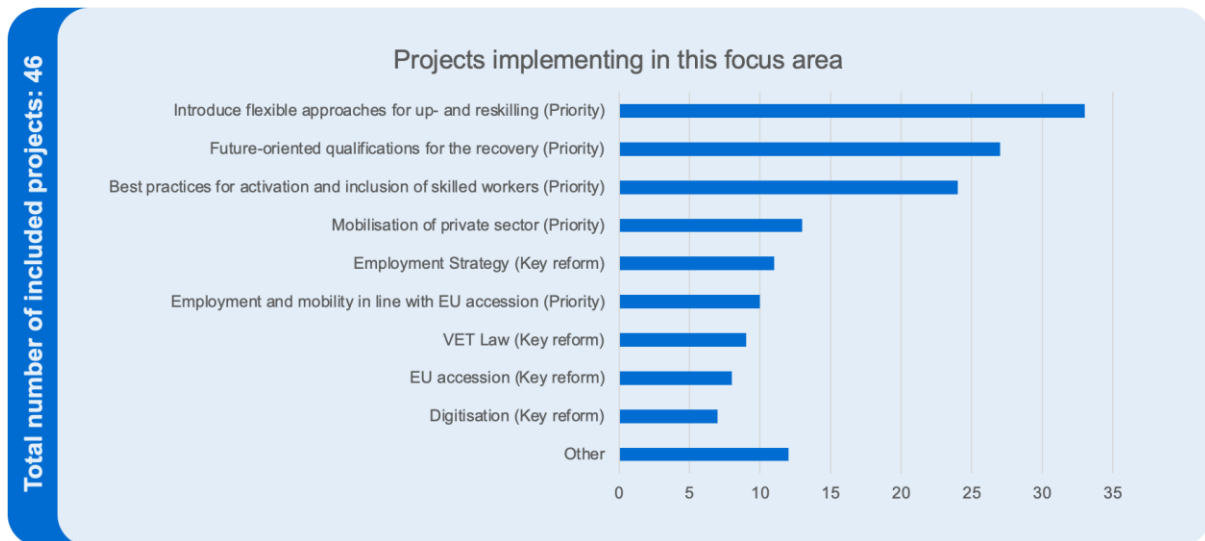


Figure 6: Projects working on key reforms and priority topics

Most commonly, projects focus on inclusive flexible approaches for up- and reskilling (33), future-oriented qualifications for the recovery (27), and best practices for activation and inclusion of skilled workers (24). All of these are priorities of more than half the projects answering this question. About one in three projects focuses on the mobilisation of the private sector (13). About one in five projects contributes to the employment Strategy (11), employment and mobility in line with EU accession (10), the VET Law (9), and/or EU accession generally (8). One in six projects work on Digitisation (7).

Projects working on the key reforms Employment Strategy, VET Law, and EU accession were asked about further details of their contribution to these developments.

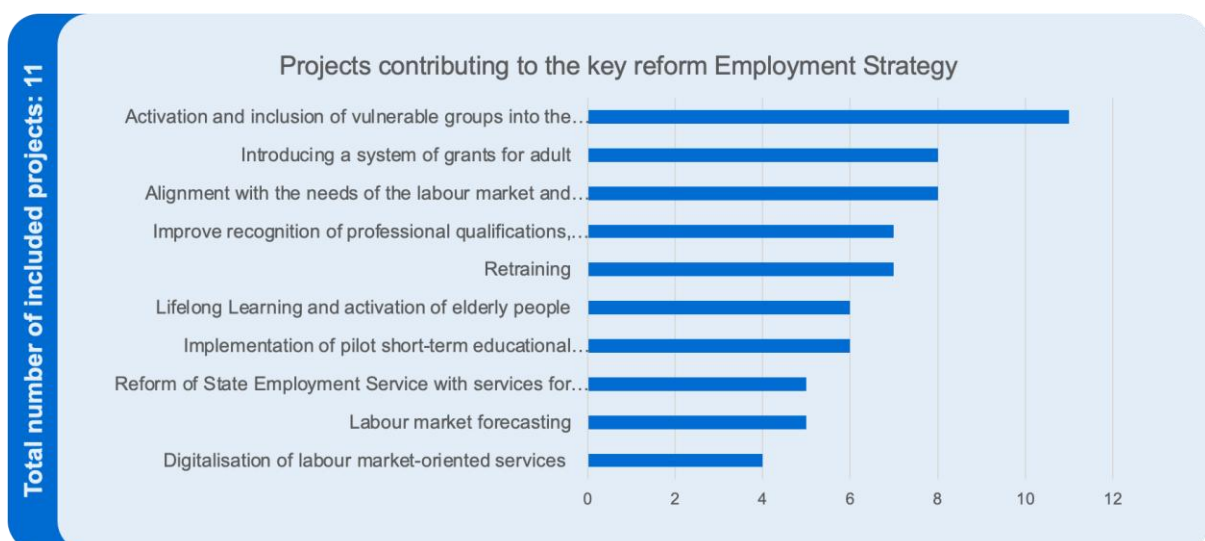


Figure 7: Contribution to the key reform Employment Strategy

Of the 11 projects working towards a reform of the Employment Strategy, all contribute to an activation and inclusion of vulnerable groups into the labour market (11). This is followed by work on aligning with the needs of the labour market and development of infrastructure for training in the priority sectors (8), introducing a system of grants for adults (8), retraining (7), improving recognition of professional qualifications, including alignment with free movement of workers and EU labour mobility networks (7), implementing pilot short-term educational programmes with a combination of theoretical and on-the-job training at enterprises (6), and lifelong learning and activation of elderly people (6). Fewer projects support labour market forecasting (5), a reform of State Employment Service with services for counselling, training and job placement (5), and/or digitalisation of labour market-oriented services (4).

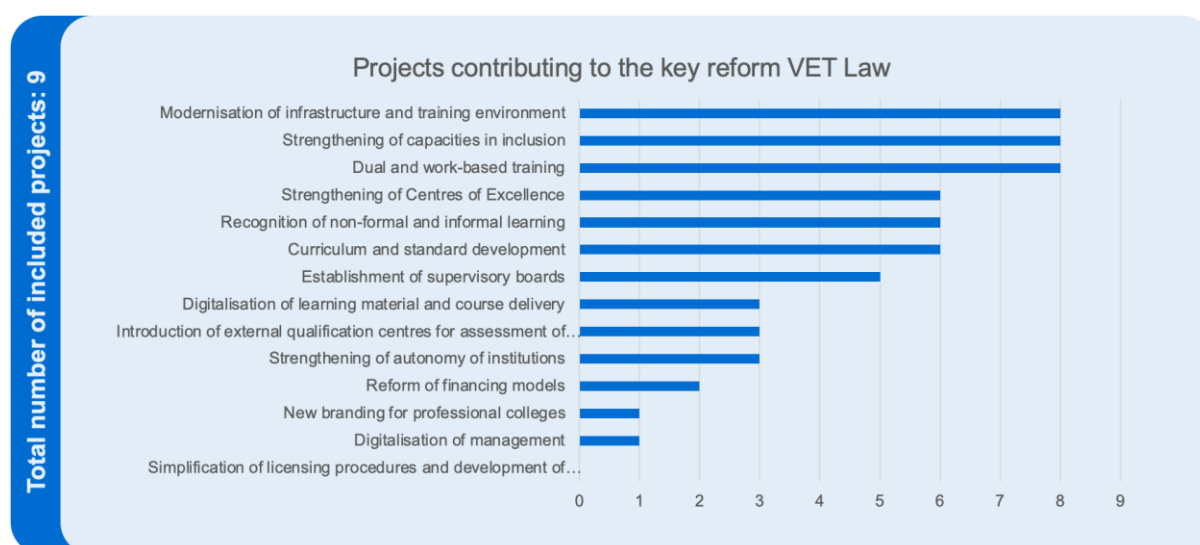


Figure 8: Contribution to the key reform VET Law

Among the 9 projects contributing to the VET Law reform, strengthening of capacity for inclusion (8) and modernisation of infrastructure and training environment (8), and dual and work-based training (8) are the most commonly supported areas. Next are work on curriculum and standard development (6), recognition of non-formal and informal learning (6), and strengthening of Centres of Excellence (6). Fewer projects support the establishment of supervisory boards (5), strengthening of autonomy of institutions (3), the introduction of external qualification centres for assessment of learning outcomes (3), digitalisation of learning material and course delivery (3), the reform of financing models (2), digitalisation of management (1), and the new branding for professional colleges (1). None of the projects works on simplifying licensing procedures and the development of educational programmes.

Total number of included projects: 8

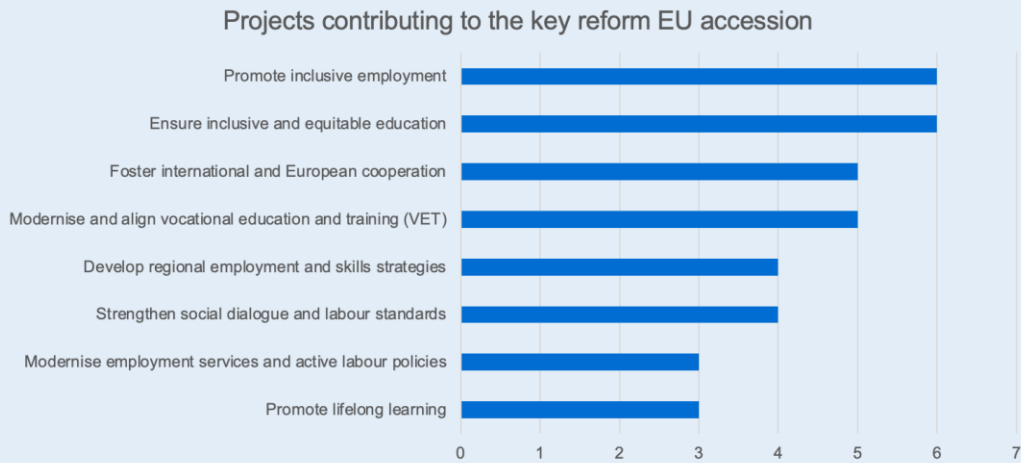


Figure 9: Contribution to the key reform EU accession

Among the 8 projects contributing towards EU accession, support for inclusive employment (6) and to ensure inclusive and equitable education (6) are most common. This is followed by work to foster international and European cooperation (5), to strengthen social dialogue and labour standards (4), and to develop regional employment and skills strategies (4). Less common is a contribution towards promoting lifelong learning (3), and to modernise employment services and active labour policies (3).

Project focus by sector

Projects reported their contributions to various sectors, using a sector list that had been modified from that used in earlier mapping exercises.

Total number of included projects: 46

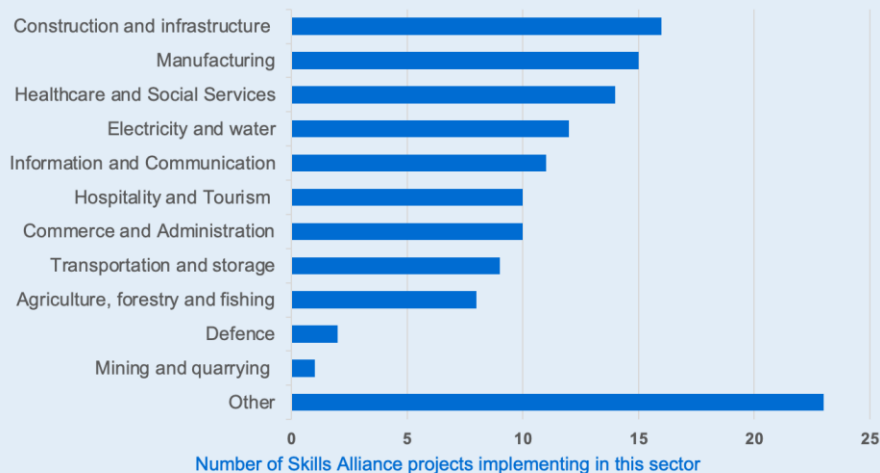


Figure 10: Upskilling and VET projects by sector

The overall trends identified in the earlier two mappings continue. Almost a third of projects contribute to construction and infrastructure (16), making this the most common sector. Next are contributions towards manufacturing (15), healthcare and

social services (14), electricity and water (12), and information and communication (11). Ten or fewer projects work in the sectors hospitality and tourism (10), commerce and administration (10), transportation and storage (9), agriculture, forestry and fishing (8), defence (2), and mining and quarrying (1).

Almost one in two projects replied that they contribute to sectors (23) other than the given list.³ This includes for instance training related to school teaching staff and management, organisational development, but also humanitarian mine action, or the restoration of historical buildings.

Upskilling and VET projects located outside Ukraine

The 9 projects implementing in locations outside of Ukraine focus on other skills development and further training. Examples include

- skills for integration into and employment in the host country;
- training of e.g. teachers, midwives, nurses;
- learning, skills, and work experience for youth;
- resilience support skills; and
- partnerships for capacity development, involving study trips and visits.

Training modalities

Training modalities continue the trends identified in the previous mappings. Short-term training that leads to a quicker upgrade in skills is most common.

A full-time mode is used by 22 out of 46 projects, while 38 projects implement part-time courses. As before, this also means that many projects implement both training modalities.

³ While many of the respondents provided further information, a few respondents appear to have selected this category in lieu of providing more detailed sector information.

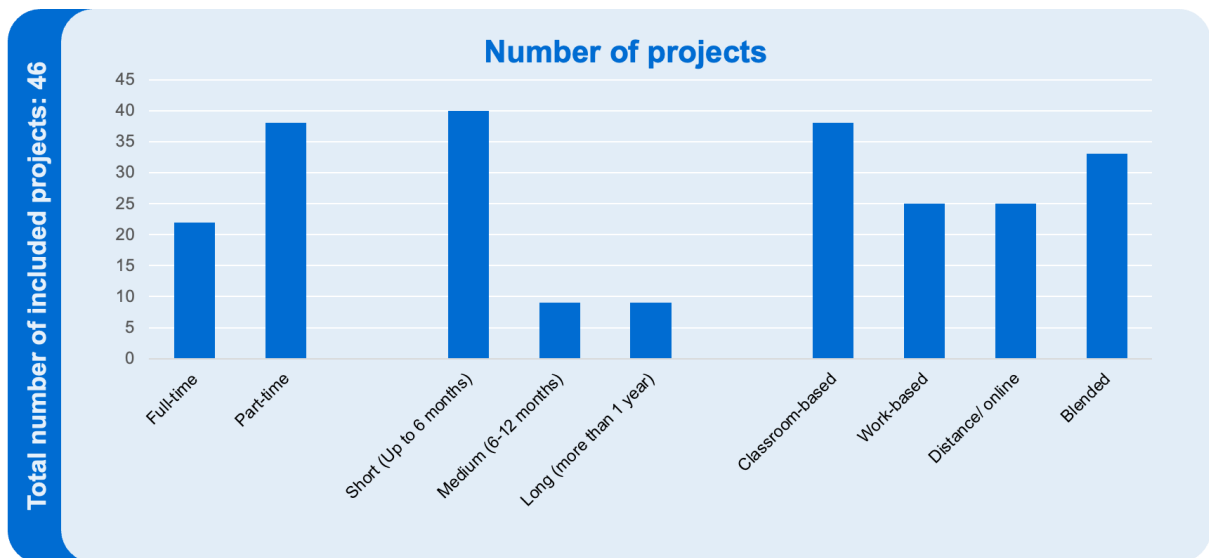


Figure 11: Training modalities x number of projects

Short trainings of up to 6 months are most common and provided through 40 projects. Nine implement trainings of medium length (6-12 months), and nine provide long-duration trainings. Several projects include courses of multiple durations.

Classroom-based learning is most common in the surveyed projects (38 projects), followed by blended training (33), work-based learning (25) and distance/online learning (25). Most projects use more than one mode of instruction, with 8 projects providing training through all four modes. Only five projects rely solely on one mode of instruction.

Training partners

Projects were also asked to give information about implementation partners.

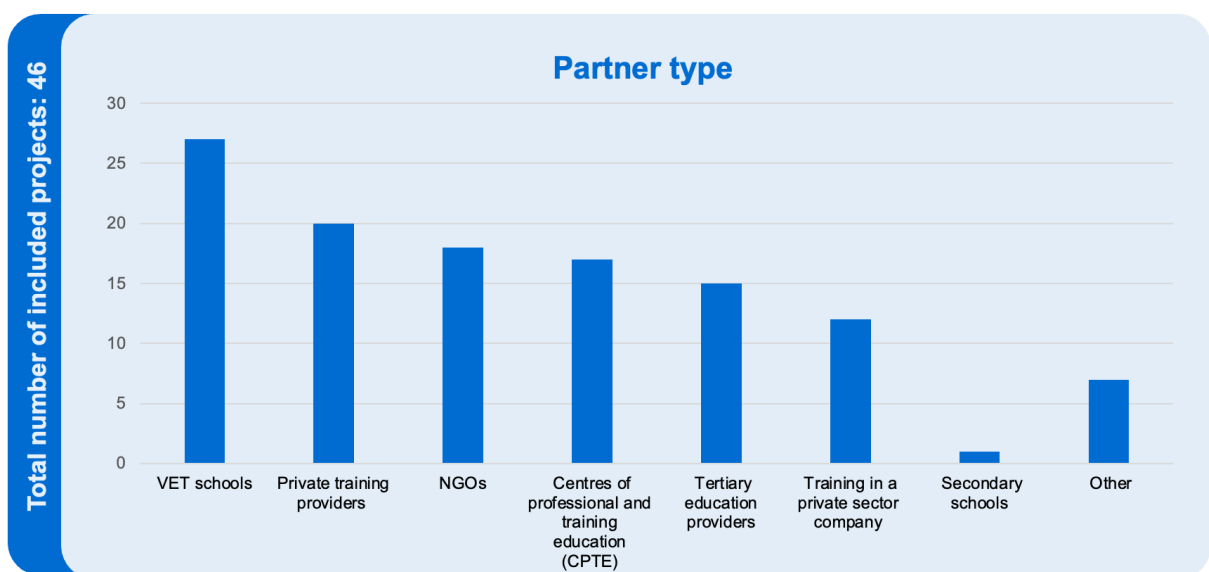


Figure 12: Partner type for implementation

Working together with VET schools is the most common form of cooperation (27). This is followed by cooperation with private providers (20), NGOs (18), centres of professional and training education (CPTe) (17), tertiary education providers (15), training in a private sector company (12), and partnering with secondary schools (1). Other forms of cooperation are used by seven projects.

Approaches and tools

Projects provided further information about the approaches and tools they employ. Other skills training or capacity development (outside of formal VET) is the most common and used by four out of five projects (38).

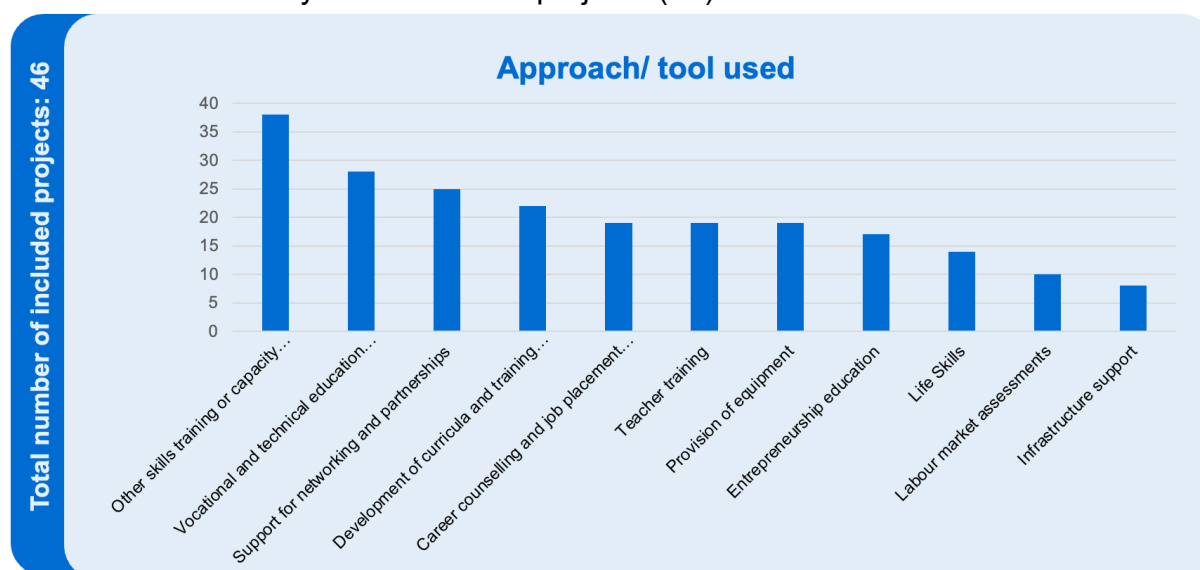


Figure 13: Approaches and tools used in projects

Next is vocational and technical education provision (28), followed by support for networking and partnerships (25), development of curricula and training materials (22), career counselling and job placement support (19), teacher training (19), provision of equipment (19), entrepreneurship education (17), the teaching of life skills (14), labour market assessments (10), and infrastructure support (8). As the figures indicate, many projects use a combination of approaches and tools.

Innovative approaches

Projects were asked to provide feedback about innovative partnerships that are being implemented or planned. The responses are in line with findings of the previous mapping.

The projects demonstrate use of multi-stakeholder and public-private collaboration aimed at strengthening education, employment, and community development across Ukraine and neighbouring countries. Partnerships between vocational and technical education (VET) institutions, private sector companies, and government bodies are used for practice-oriented training, entrepreneurship education, and workforce

alignment with market needs. There are examples of sector-specific alliances, such as with driving schools/transport companies for gender-responsive policies, in the agriculture/agribusiness, IT, and heritage reconstruction. Several projects target vulnerable groups and use innovative approaches to create pathways to employment, social inclusion, and self-reliance through community-based and social enterprise initiatives. Multi-stakeholder efforts also used to enhance local governance, digital competence, and institutional capacity.

Projects expect that these approaches will help to achieve a range of impacts: better employment, labour market alignment, sustainability, scalable models for skills, entrepreneurship, and support community resilience.

Tailored measures for including veterans/ ex-combatants, young people, and older people

Projects were asked about tailored measures that they use to include veterans/ ex-combatants, young people, and older people.

Several initiatives support the reintegration of **veterans and ex-combatants** into civilian and professional life through education, employment, and trust-based engagement. They collaborate with veteran-led NGOs, community organisations, and employment centres to provide accessible training, job-matching, and referral mechanisms. A key focus is building trust and providing psychological support, using peer-to-peer outreach and mentorship from veteran leaders to encourage participation. Training programmes use inclusive approaches for teachers, practical vocational courses, and targeted qualifications in sectors such as security, construction, and humanitarian demining. In some of these profiles, the veteran and ex-combatants' specialist skills are utilised, contributing to career resilience. Flexible, short-format trainings have been found useful, as have digital platforms and AI-based job-matching mechanisms that can improve access to opportunities. Gender-sensitive approaches are also integrated, with targeted support for women veterans. The aim is to rebuild veterans' confidence, enhance employability, and foster sustainable livelihoods through community inclusion and adaptive learning pathways.

To include **young people**, projects implement diverse, youth-focused measures to enhance participation, skills development, and employability across education, technical training, and innovation programmes. Outreach strategies use trusted channels, e.g. schools, VET institutions, youth councils, NGOs, and social media platforms to reach young people where they are. Hands-on learning is emphasised through mobile training labs, energy efficiency hubs, and maker spaces that offer access to modern technology, 3D printing, and robotics. Interactive and creative activities such as hackathons or innovation labs encourage problem-solving, teamwork, and entrepreneurship in exciting ways. Some approaches mix digital tools, mentorship, and internships to bridge education with real job opportunities,

particularly for displaced young people. Career guidance and integrated psychosocial support and exam preparation seek to build resilience and informed decision-making. Gender-sensitive elements (e.g. targeted scholarships, mentorship, and training for young women) can help to promote inclusivity in male-dominated sectors. Across initiatives, co-design, peer-driven outreach, and practice-oriented learning support relevance, motivation, and successful school-to-work transitions for young people, including for those in rural or conflict-affected regions.

Projects addressing the needs of **older people** (50+) and seniors (60+) emphasise inclusive, trust-based, and flexible approaches to learning and labour market participation. Tailored measures try to reduce digital, psychological, and mobility barriers through small-group and off-site sessions, trauma-sensitive facilitation, and peer-to-peer mentoring by individuals of similar age or background. Initiatives integrate practical training (e.g. grant writing, advocacy, digital skills, and entrepreneurship) with psychosocial support to foster confidence, autonomy, and community engagement. Microlearning approaches and digital and life skills workshops have been found helpful for hands-on learning. Community coordinators or mentors, often older themselves, guide participants through personalised career counselling, open information sessions, and transition mentorships to ensure smooth re-entry into the workforce. Partnerships with local community organisations, VET institutions, and municipal programmes expand outreach and accessibility, using flexible schedules and trusted channels. Across initiatives, the focus is on empowering older adults to remain active, connected, and resilient contributors to their communities.

Project reflections on lessons learnt

Project reflections on lessons learnt can be summarised as follows:

Programme design and approach: long-term, market-driven programmes are essential for sustainability. Effective training requires labour-market analysis, alignment with employer needs, and enough time for proper course design. Agriculture-related professions require flexible scheduling due to seasonality. Multi-source funding models are needed to ensure continuity beyond short-term project cycles.

Partnerships, stakeholder engagement, and ownership: early and consistent engagement of all actors significantly strengthens the impact. Local partners ensure relevance, while formalised cooperation with employers improves job placement outcomes. Cross-sector collaboration, including with technology providers, speeds up innovation and adoption.

Training modes: blended online–offline formats broaden access, particularly for remote or low-mobility participants. Practical, hands-on content produces the strongest learning outcomes, while longer courses are often difficult for veterans and

others with unstable schedules. VET institutions may require support to work effectively with adult learners. Flexible and adaptive training formats remain critical in disrupted, war-affected environments.

Including vulnerable groups: inclusive design needs to be deliberate and visible, especially for people with disabilities, who can only join programmes adapted to their needs. Tailored approaches are required for women, veterans, older adults, and young people. Involving families increases effectiveness for people with disabilities. Peer-to-peer models are particularly impactful for older adults and low-mobility groups.

Motivation, recruitment and participation: trust-based recruitment is more effective than broad outreach, personal invitations drive participation. Clear selection criteria, motivational assessments, and employer commitments help ensure skills are utilised. Older adults represent an increasingly important workforce segment. Not all training is undertaken for employment purposes: driving-licence training, in particular, is pursued primarily for personal reasons, particularly among women.

Psychosocial support and learning environment: integrating psychosocial support into training programmes boosts confidence, wellbeing, and readiness for employment, especially for IDPs, older adults, and veterans. Supportive, trauma-sensitive environments remain essential. For projects aiming at young people, support should be embedded throughout rather than added as a separate component.

Digitalisation and innovation: digital capacity among municipalities varies widely, requiring tailored instruction. Practical tools (templates, prompts, and real examples) help participants quickly overcome hesitation toward digital and AI solutions. Partnerships with private-sector technology actors support scalability of digital tools.

Capacity development of institutions and systems: strengthening the skills of educators, social workers, and municipal staff creates lasting system-level benefits. Embedding interventions into national systems increases sustainability. Methodological support and ongoing mentoring (rather than one-off workshops) are essential. War-related disruptions and university restructuring increase the need for durable institutional support.

Implementation challenges: war conditions continue to restrict communication, travel, staffing, and logistics. Infrastructure disruptions require hybrid formats and accessible digital platforms. Education-sector changes, including mergers and staff turnover, create additional needs for guidance and capacity development.

Recommendations

Based on lessons learned by the projects, the following recommendations emerge for projects under the Skills Alliance:

- Long-term, market-driven approaches to VET and up/re-skilling are preferable, with prioritising multi-year programmes based on labour-market evidence, employer needs, and regular data-driven assessments to ensure relevance and employment outcomes.
- Employer engagement from the outset is key for practical training opportunities and job placements. It should be ensured through formal agreements, with continuous communication to maintain consistent collaboration.
- All training initiatives should be inclusive and accessible. Materials and delivery methods should be adapted to meet the needs of people with disabilities, older adults, veterans, women, and other vulnerable groups. Examples include visual materials for people with hearing impairments or audio-based materials for people with visual impairments. Involving families can help increase engagement and learning outcomes.
- Flexible, blended, and practical learning formats can increase accessibility and resilience, particularly in contexts affected by displacement. Blended online–offline formats can widen access, especially for low-mobility or remote participants. Scheduling may need to be flexible to respond to seasonal factors, caregiving responsibilities, and war-related disruptions.
- Integrating psychosocial support into all training activities will enhance participants' confidence, emotional wellbeing, and work-readiness, especially for those affected by trauma. Staff should be trained in trauma-sensitive approaches, particularly when working with IDPs, older adults, veterans, and youth.
- Institutional and system-level capacity for training need to be improved through continuous mentoring, digital competence development, and methodological guidance will strengthen sustainability and embed successful approaches nationally.
- Fostering local ownership through multi-stakeholder partnerships (with municipalities, NGOs, community groups, and private-sector partners) will enhance participation and innovation. Joint planning increases relevance, participation, and sustainability. Collaboration with private-sector technology partners accelerates digital innovation and creates scalable solutions.
- Community networks and other trust-based ways to reach learners—especially vulnerable groups—as trust-based communication drives higher engagement than broad public announcements. Combine outreach with clear motivation checks and employer-backed commitments.

- Digitalisation and innovation in the form of practical tools, templates, and real-life examples to help participants adopt new technologies quickly and to improve training delivery. Partnering with technology providers to supply secure and scalable digital infrastructures for municipalities, training institutions, and community organisations will be a future-oriented approach to training.
- Projects continue to face war-based disruptions and challenges. Mitigation mechanisms should be planned for and include e.g. hybrid formats, portable teaching resources, and alternative communication channels. Educational institutions need support to deal with staff turnover, infrastructure damage, and restructuring processes to maintain continuity of learning.

Annex 1: Project activity by sector

This annex lists the projects that are implementing in each of the main sectors:

Construction and infrastructure

- Enabel: BE-RELIEVE
- United Nations Development Programme: Transformational recovery for Human Security in Ukraine
- United Nations Development Programme: Mykolaiv Recovered
- United Nations Development Programme: Inclusive Recovery Support for Resilience and Human Security in Ukraine
- Joint emergency response Ukraine/ Welthungerhilfe: Supporting the reconstruction of communities social and financial resilience in war affected communities in Ukraine
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Expertise France: STIYKIST
- Ministry of Labour and Social Policies – Italy: National Program GOL
- Promprylad Foundation: Promtech
- Finn Church Aid Ukraine: Vocational Training Recovery in Chernihiv region
- Finn Church Aid Ukraine: Multi-Year Resilience Program
- Finnish National Agency for Education: Team Finland Knowledge Programme, a separate call for cooperation with Ukraine
- Helvetas in Ukraine: Economic Resilience Program (ERP)
- Helvetas Ukraine: STIYKIST: Building a sustainable and inclusive Ukrainian Labor Market
- DVV International: Professionalisation of adult education centres in Europe, sub-project Ukraine
- Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH: VET Partnership between Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH & Ukrainian VET Centres

Manufacturing

- Representative Office of DVV International in Ukraine: Reintegration of war veterans through the creation of educational opportunities: One plus one
- United Nations Development Programme: Transformational recovery for Human Security in Ukraine
- United Nations Development Programme: Mykolaiv Recovered
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Ministry of Labour and Social Policies – Italy: National Program GOL

- Promprylad Foundation: Promtech
- Finn Church Aid Ukraine: Vocational Training Recovery in Chernihiv region
- Finn Church Aid Ukraine: Multi-Year Resilience Program
- IOM Ukraine: Livelihood+ Economic Integration of Internally Displaced People and Persons Affected by War
- IOM Ukraine: Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities
- Finnish National Agency for Education: Team Finland Knowledge Programme, a separate call for cooperation with Ukraine
- Norwegian Church Aid: Humanitarian response to the Ukraine Crisis 2025-2027
- Helvetas in Ukraine: Economic Resilience Program (ERP)
- Helvetas Ukraine: STIYKIST: Building a sustainable and inclusive Ukrainian Labor Market
- Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH: VET Partnership between Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH & Ukrainian VET Centres

Healthcare and social services

- Representative Office of DVV International in Ukraine: Reintegration of war veterans through the creation of educational opportunities: One plus one
- Enabel: BE-RELIEVE
- HelpAge International: Multisectoral humanitarian assistance to vulnerable groups of people affected by the Ukraine war, in Ukraine and surrounding countries
- Help Age International: ADH - Age and Disability Help
- United Nations Development Programme: Mykolaiv Recovered
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Ministry of Labour and Social Policies – Italy: National Program GOL
- HelpAge International: Upholding Rights and Dignity: Age-Inclusive humanitarian assistance for older men and women, affected by conflict in Ukraine
- HelpAge International: Inclusive humanitarian protection, health, and basic care services for vulnerable older people and people with disabilities affected by the war in Ukraine
- IOM Ukraine: Livelihood+: Economic Integration of Internally Displaced People and Persons Affected by War
- IOM Ukraine: Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities

- Finnish National Agency for Education: Team Finland Knowledge Programme, a separate call for cooperation with Ukraine
- DVV International: Professionalisation of adult education centres in Europe, sub-project Ukraine
- CARE International in Poland: Securing Long-Term Employment of Ukrainian Midwives and Nurses in the Polish Healthcare System (U-HEAL)

Electricity and water

- Enabel: BE-RELIEVE
- United Nations Development Programme: Transformational recovery for Human Security in Ukraine
- United Nations Development Programme: Mykolaiv Recovered
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Ministry of Labour and Social Policies – Italy: National Program GOL
- Promprylad Foundation: Promtech
- Finn Church Aid Ukraine: Multi-Year Resilience Program
- IOM Ukraine: Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities
- Helvetas in Ukraine: Economic Resilience Program (ERP)
- Helvetas Ukraine: STIYKIST: Building a sustainable and inclusive Ukrainian Labor Market
- Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH: VET Partnership between Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH & Ukrainian VET Centres
- EBRD: Multiple initiatives

Hospitality and tourism

- United Nations Development Programme: Transformational recovery for Human Security in Ukraine
- United Nations Development Programme: Mykolaiv Recovered
- Joint emergency response Ukraine/ Welthungerhilfe: Supporting the reconstruction of communities social and financial resilience in war affected communities in Ukraine
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Expertise France: STIYKIST
- Ministry of Labour and Social Policies – Italy: National Program GOL
- Promprylad Foundation: Promtech
- Finn Church Aid Ukraine: Multi-Year Resilience Program

- Helvetas in Ukraine: Economic Resilience Program (ERP)
- DVV International: Professionalisation of adult education centres in Europe, sub-project Ukraine

Information and communication

- Representative Office of DVV International in Ukraine: Reintegration of war veterans through the creation of educational opportunities: One plus one
- United Nations Development Programme: Transformational recovery for Human Security in Ukraine:
- ESTDEV: kood/Zhytomyr
- Joint emergency response Ukraine/ Welthungerhilfe: Supporting the reconstruction of communities social and financial resilience in war affected communities in Ukraine
- Ministry of Labour and Social Policies – Italy: National Program GOL
- IOM Ukraine: Livelihood+: Economic Integration of Internally Displaced People and Persons Affected by War
- IOM Ukraine: Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities
- International Centre for Migration Policy Development: Comprehensive Resilience Support for Displaced Persons from Ukraine (CORE UA)
- Finnish National Agency for Education: Team Finland Knowledge Programme, a separate call for cooperation with Ukraine
- Norwegian Church Aid: Humanitarian response to the Ukraine Crisis 2025-2027
- DVV International: Professionalisation of adult education centres in Europe, sub-project Ukraine

Commerce and administration

- Representative Office of DVV International in Ukraine: Reintegration of war veterans through the creation of educational opportunities: One plus one
- Joint emergency response Ukraine/ Welthungerhilfe: Supporting the reconstruction of communities social and financial resilience in war affected communities in Ukraine
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Ministry of Labour and Social Policies – Italy: National Program GOL
- IOM Ukraine: Livelihood+: Economic Integration of Internally Displaced People and Persons Affected by War

- IOM Ukraine: Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities
- Finnish National Agency for Education: Team Finland Knowledge Programme, a separate call for cooperation with Ukraine
- Norwegian Church Aid: Humanitarian response to the Ukraine Crisis 2025-2027
- DVV International: Professionalisation of adult education centres in Europe, sub-project Ukraine
- EBRD Multiple initiatives

Transportation and storage

- UN Women: She Drives
- United Nations Development Programme: Transformational recovery for Human Security in Ukraine
- United Nations Development Programme: Inclusive Recovery Support for Resilience and Human Security in Ukraine
- Joint emergency response Ukraine/ Welthungerhilfe: Supporting the reconstruction of communities social and financial resilience in war affected communities in Ukraine
- Joint emergency response Ukraine/ Welthungerhilfe: Economic Resilience Programme - Year 3
- Ministry of Labour and Social Policies – Italy: National Program GOL
- IOM Ukraine: Livelihood+: Economic Integration of Internally Displaced People and Persons Affected by War
- IOM Ukraine: Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities
- Projector Foundation: Multi-Year Resilience Program for Ukraine

Agriculture, forestry and fishing

- Japan International Cooperation Agency (JICA): Project on Promotion of Small-Scale Horticultural Agriculture: Enhancing Inclusiveness of Women Farmers
- United Nations Development Programme: Transformational recovery for Human Security in Ukraine
- United Nations Development Programme: Mykolaiv Recovered
- Ministry of Labour and Social Policies – Italy: National Program GOL
- Finn Church Aid Ukraine: Multi-Year Resilience Program
- IOM Ukraine: Livelihood+: Economic Integration of Internally Displaced People and Persons Affected by War

- Helvetas in Ukraine: Economic Resilience Program (ERP)
- Helvetas Ukraine: STIYKIST: Building a sustainable and inclusive Ukrainian Labor Market

Defence

- Ministry of Labour and Social Policies – Italy: National Program GOL
- Promprylad Foundation: Promtech

Mining and quarrying

- Ministry of Labour and Social Policies – Italy: National Program GOL

Annex 2: List of projects included in the analysis

No.	Name of Organisation	Commitment
1.	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH	Project Promotion of energy efficiency and implementation of the EU Energy Efficiency Directive Energy Efficiency & Climate Sector
2.	UN Women	She Drives
3.	Japan International Cooperation Agency (JICA)	Project on Promotion of Small-Scale Horticultural Agriculture: Enhancing Inclusiveness of Women Farmers
4.	UNESCO	School for Artisans-Restorers at the Lviv National Academy of Arts. The school has been established through a partnership with the Eberhard Schöck Foundation.
5.	UN Women	Ukrainian Women at the Frontlines of Demining and Recovery and Promoting Women's Participation in Mine Action in Ukraine
6.	Representative Office of DVV International in Ukraine	Reintegration of war veterans through the creation of educational opportunities: One plus one
7.	Finnish National Agency for Education	Bridge2Skills - Finnish Government's Continued Support to Development of Ukrainian Vocational Education and Training (VET) 2024-2026
8.	Gi Group Holding SPA	Ukraine Job & Orientation Embassies in Europe - 5 pillars for a sustainable training / job market environment
9.	Enabel	BE-RELIEVE
10.	HelpAge International	Multisectoral humanitarian assistance to vulnerable groups of people affected by the Ukraine war, in Ukraine and surrounding countries
11.	KfW German Development Bank	Vocational Training in the Eastern Partnership I
12.	KfW German Development Bank	Vocational Training in the Eastern Partnership II
13.	Help Age International	ADH - Age and Disability Help
14.	United Nations Development Programme	Transformational recovery for Human Security in Ukraine
15.	United Nations Development Programme	Mykolaiv Recovered
16.	United Nations Development Programme	Inclusive Recovery Support for Resilience and Human Security in Ukraine
17.	Estonian Center for International Development (ESTDEV)	Integrating Entrepreneurship into Ukrainian Vocational Education
18.	ESTDEV	kood/Zhytomyr
19.	Joint emergency response Ukraine/ Welthungerhilfe	Supporting the reconstruction of communities social and financial resilience in war affected communities in Ukraine
20.	Joint emergency response Ukraine/ Welthungerhilfe	Economic Resilience Programme - Year 3
21.	EXPERTISE FRANCE	STIYKIST

No.	Name of Organisation	Commitment
22.	Ministry of Labour and Social Policies - Italy	National Program GOL (Occupability Guarantee), offering active policy paths customized to the different needs of the users
23.	HelpAge International	Upholding Rights and Dignity: Age-Inclusive humanitarian assistance for older men and women, affected by conflict in Ukraine
24.	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ GmbH)	Skills4Recovery
25.	HelpAge International	Inclusive humanitarian protection, health, and basic care services for vulnerable older people and people with disabilities affected by the war in Ukraine
26.	Czech Development Agency (CZDA)	Minimizing the Negative Impact of the War on the Ukrainian Labour Market and Strengthening Ukraine's Readiness for EU Integration
27.	BDO in Ukraine	How Digital Solutions and Artificial Intelligence Can Increase the Productivity of Local Governments
28.	Promprylad Foundation	Promtech
29.	Finn Church Aid Ukraine	Vocational Training Recovery in Chernihiv region
30.	Finn Church Aid Ukraine	Multi-Year Resilience Program
31.	IOM Ukraine	Livelihood+: Economic Integration of Internally Displaced People and Persons Affected by War
32.	Norwegian People's Aid	Integrated Mine Action, SGBV, and Livelihood Response in Ukraine
33.	IOM Ukraine	Promoting Social Cohesion and Veteran Reintegration in Ukraine through Evidence-Based and Locally Owned Responses and Capacities
34.	International Centre for Migration Policy Development	Comprehensive Resilience Support for Displaced Persons from Ukraine (CORE UA)
35.	Finnish National Agency for Education	Team Finland Knowledge Programme, a separate call for cooperation with Ukraine
36.	Norwegian Church Aid	Humanitarian response to the Ukraine Crisis 2025-2027
37.	UNICEF	PATHWAYS: Connecting Ukrainian adolescents and youth to learning, skills and work experience
38.	Helvetas in Ukraine	Economic Resilience Program (ERP)
39.	Helvetas Ukraine	STIYKIST: Building a sustainable and inclusive Ukrainian Labor Market
40.	DVV International	Professionalisation of adult education centres in Europe, sub-project Ukraine
41.	Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH	VET Partnership between Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH & Ukrainian VET Centers
42.	CARE International in Poland	Ukrainian Refugee Employment and Advancement for Displaced Youth (U-READY)
43.	CARE International in Poland	Ukrainian Teachers' Education, Accreditation and Career Hub (U-TEACH)
44.	CARE International in Poland	Securing Long-Term Employment of Ukrainian Midwives and Nurses in the Polish Healthcare System (U-HEAL)
45.	Projector Foundation	Multi-Year Resilience Program for Ukraine
46.	EBRD	Multiple initiatives

