



Skills Alliance for Ukraine

Ukraine is suffering due to war, demographic changes and the destruction of educational institutions, from a major shortage of skilled workers. According to forecasts by the Ukrainian Ministry of Economy and the ILO, up to **8.6 million additional skilled workers** will be needed in the next 8 years. To address the shortage of skilled workers, BMZ and the Ukrainian Ministry of Economic Affairs established the **Skills Alliance for Ukraine** during the **Ukraine Recovery Conference (URC) 2024**. The aim of the alliance is to strengthen the vocational education and training of Ukrainians at home and abroad and to mobilize further international support for the development of the potential of skilled workers. **90 members**, including donors, international organizations, civil society actors and companies, are now involved in the alliance.

As part of the alliance, the members have committed themselves to **training 585,000 Ukrainians** by 2027. By November 2025, **535,000 Ukrainian young people and adults**, of which half are **women**, had already been qualified. The Skills Alliance has mobilized a total of more than **€ 1,1 billion** for new and planned initiatives to support vocational education and training.

The Skills Alliance was established to bring together a wide range of stakeholders and to improve the coordination of their activities. To support this effort, a **joint secretariat** was set up. The Skills Alliance offers the following for its members:

- A platform for coordination and cooperation through structured exchange formats, the sharing of innovative approaches and the financing of their implementation.
- Thematic exchange to strengthen skilling, re- and upskilling, inclusion and activation of vulnerable groups as well as mutual recognition of qualifications and dual intent
- Advocacy for the topic of skilled workers in Ukraine, for example through a presentation of the Skills Alliance at the URC2025 in Rome.

Coordination meetings take place biannually. The next coordination meeting of the Alliance is scheduled for September 2026. Prior to the next meeting, common activities with members members will prepare the run-up to URC2026 in Poland. The Skills Alliance secretariat can be contacted via skills-alliance@giz.de.



MEMBER OVERVIEW

State institutions/organisations and the EU

1. Belgian Development Agency (Enabel)
2. Czech Development Agency (CZDA)
3. Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
4. European Academy of Diplomacy
5. European Commission
6. European Training Foundation (ETF)
7. Expertise France, French Development Agency (AFD Groupe)
8. Federal Institute for Vocational Education and Training (BIBB), Germany
9. Finnish National Agency for Education (EDUFI)
10. German Federal Ministry for Economic Cooperation and Development (BMZ)
11. German Federal Ministry of Labour and Social Affairs (BMAS)
12. Foreign, Commonwealth & Development Office (FCDO), Great Britain
13. Japan International Cooperation Agency – JICA
14. Korea International Cooperation Agency – KOICA
15. Ministry of Education, Science and Sport, Lithuania
16. Ministry of Education, Culture and Science, Netherlands
17. Ministry of Economy, Ukraine
18. Ministry of Family, Labour and Social Policy, Poland
19. Ministry of Finance, Japan
20. Ministry of Foreign Affairs, Estonia
21. Ministry of Foreign Affairs, Korea
22. Ministry of Foreign Affairs, Latvia
23. Ministry of Foreign Affairs, Netherlands
24. Ministry of Foreign Affairs, Sweden
25. Ministry of Labour and Social Policies, Italy
26. National Agency for Adult Vocational Education (Afp), France
27. Norwegian Agency for Development Cooperation (Norad)
28. Solidarity Fund PL (SFPL), Poland
29. Swiss Agency for Development and Coordination (SDC)
30. United States Agency for International Development (USAID)

International organizations and financial institutions

31. Council of Europe Development Bank (CEB)
32. European Bank for Reconstruction and Development (EBRD)
33. European Investment Bank Group (EIB)
34. German Chamber of Industry and Commerce (DIHK)
35. German-Ukrainian Chamber of Commerce and Industry (AHK Ukraine)
36. International Labour Organization (ILO)
37. International Organization for Migration (IOM)
38. Kreditanstalt für den Wiederaufbau (KfW)
39. Organisation for Economic Co-operation and Development (OECD)
40. United Nations Educational, Scientific and Cultural Organization (UNESCO)
41. United Nations Office of the High Commissioner for Refugees (UNHCR)
42. United Nations Children's Fund (UNICEF)
43. United Nations Women (UN Women)
44. World Bank Group



Private sector

45. Abt Global
46. Bayer AG
47. Bildungswerk der Bayerischen Wirtschaft (bbw) gGmbH
48. Binder Dijker Otte (BDO)
49. Cormack Consultancy Group (CCG)
50. GI Group
51. Google
52. Individualized Digital Indicator of Knowledge, Skills, and Abilities (IDIKSA), Germany
53. KSE Prof Tech, Ukraine
54. Layher Ukraine
55. SkillLab, Netherlands
56. PricewaterhouseCoopers GmbH (pwc)
57. Robert Bosch
58. SCANIA
59. Volvo Car Corporation
60. Voith Hydro Holding GmbH & Co. KG
61. V94, Sweden

Civil society organisations

62. Adventist Development and Relief Agency (ADRA), Germany
63. Association of Innovation and Digital Education (AIDE)
64. AWO International e.V. (AWO)
65. Beredskapslyftet, Sweden
66. CARE International, Poland
67. Center for Economic Strategy (CES), Ukraine
68. Crisis Simulation for Peace e.V. (CRISP), Germany
69. German Adult Education Association (DVV), Germany
70. Energy Act for Ukraine Foundation
71. Fhi360, USA
72. Finn Church Aid (FCA), Finland
73. GoGlobal, Ukraine
74. Help – Help for self-help, Germany
75. HelpAge International, Great Britain
76. Helveta, Switzerland
77. Signs of hope, Germany
78. International Center for Migration Policy Development, Austria
79. Initiative Housing Industry Eastern Europe (IWO), Germany
80. Leaders of Change Foundation, Poland
81. Open Platform e.V., Germany
82. Opora Foundation, Netherlands
83. Pro Futuro Foundation, Spain
84. Promprylad Foundation, Ukraine
85. Projector Foundation, Ukraine
86. Prometheus, Ukraine
87. SOS Children's Villages International, Germany
88. Tent Partnership for Refugees (TENT), USA
89. Tony-Blair-Institute for Global Change, Great Britain
90. Welthungerhilfe e.V., Germany