

Chapter 3: Ensuring a Job to job transition

1. The shared objective of companies and trade unions is to guarantee quality jobs for workers who are changing or adapting their job as a result of the transition. This will be achieved through implementing clear programs to prepare workers for job-to-job transitions. The company commits to ensure a transition towards new jobs that are of the same quality or higher than current positions.
2. Job placements in companies or job outplacements and cooperation between companies will be strategic for managing the job-to-job transition in particular for job profiles that might disappear or reduce substantially. Companies should commit to a strategic job transition and development discussion with workers' representatives as defined in chapter 1 and 2. Priority should be given to internal placements. If internal placements cannot be secured cooperation agreements should be explored within the same group of companies or in groups of different economic areas to support a job-to-job transition. Companies must commit to identify jointly with trade unions job placement opportunities as well as the options for outplacements.
3. Employers commit to providing a career development interview to all workers, at least every year. Such interviews explore and outline individual career plans based on company-wide social just Transition plans and social impact assessments as agreed in chapter 1.
4. All workers, regardless of their employment status, will be entitled to such interviews.
5. Trade unions will be closely involved in developing these career development interviews to ensure that the quality and modalities are adequate. In order to advise the worker in its career development, he will be able to be accompanied in this interview by a workers' representative.
6. Following these interviews, employers and workers will set up targets for training and life-long learning to achieve the career path set out.

Chapter 4: Quality Training as the key to employability

1. Employers commit to provide all the training that is necessary to anticipate changed job requirements within the company. This must be at least 10 days of training per year on competence developments. and. Workers recognise that education and lifelong learning are necessary to maintain their qualifications and skills and will follow relevant training offers.
2. This can also mean supporting employees with identifying, enabling, supporting and financing external training opportunities (if it corresponds with the transition's demands).

The training on offer must be of sufficient quality to achieve these aims. In developing programs, reference should be made to existing European and/or international VET frameworks. In addition, metrics will be established between national social partners to measure quality. This might include duration, completion rates, overall training budgets etc. Employers will inform and consult workers' representative on a regular basis on the development of these jointly agreed metrics.

3. The format of the training should be adapted to the circumstances of the workers and the employer. A substantive part of the training must be offered in person, save exceptional circumstances and with the explicit agreement of workers and their trade unions.
4. The training offer will be inclusive and accessible for vulnerable groups, promoting inclusion and diversity.

5. Employers acknowledge a social responsibility towards young people and the need to invest in their inclusion and their preparation for their future jobs in particular through good quality apprenticeships. In doing so, employers will also seek to promote diversity and gender equality in workplaces.
6. The training offer must be of quality and access to training should be granted to each individual worker. Training must be validated, recognised and lead to certified qualifications. These qualifications should be linked to opportunities for career progression in line with the aforementioned established career paths. The exact modalities will be decided by national social partners.

The cost of training should be borne by the employer in accordance with vocational training provisions at the Member State level. The time spent in preparation and postprocessing of the training as well as time spent at the training itself must be considered working time and must be paid accordingly