



 **WEBINAR**

# **TEXTILES, CLOTHING, LEATHER, AND FOOTWEAR (TCLF) INDUSTRIES SKILLS ANALYSIS**

Understanding skills challenges and opportunities in  
TCLF Industries across European regions

 **15 OCTOBER 2024**

# Technical aspects and housekeeping rules

- Please make sure that your **microphone is off** during the session.
- Please rename yourself stating your **“Name Surname – Organisation”** You can do that by opening the participants’ list and clicking on the blue button that appears next to your name.
- You can leave your camera open, but please note that **pictures might be taken during the session** and published on Social Media.
- You can use the **chat box to ask questions** to the presenters and interact with other participants.
- The **session will be recorded**
- The **PowerPoint presentations will be sent to you after the event**



# AGENDA

- 10.00** **Welcome and introductory remarks, Camilla Winter,** Camilla Winter AB associated member and EARLALL Academy coordinator
- 10.10** **Session 1 | TLCF industries: looking into a sustainable future with a skilled workforce – proposal**  
**Cornelia Mohor** – European Commission’s DG for Internal Market, Industries, Entrepreneurship and SMEs – Tourism and Textiles, Digital Transformation of Industry Unit
- 10.20** **Session 2 | Regional examples: Advancing the TLCF industries skills and careers: challenges and opportunities**
- **Christian Lundell,** Nordiska Textilakademin, Region Västra Götaland
  - **Mariona Lloveras Llavina and Joel Miñana Granero,** Instituto Público Lluís Domènech i Montaner, Catalonia Region
  - **Miriana Bucalossi,** Tuscany Region
  - **Lise CHERIFF and Marc Greusard,** Vocational and professional training department, Region Centre-Val de Loire
- 11.20** **The floor is yours: Q&A session**
- 11.30** **Concluding remarks and closure**



# SESSION 1

## Session 1 | TLCF industries: looking into a sustainable future with a skilled workforce – proposal



**Cornelia Mohor** works in the European Commission, the textiles team in Directorate-General Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) since July 2020. Cornelia is in charge of the development and implementation of the EU policy on skills for the textiles ecosystem. In addition, Cornelia works on research and innovation in textiles and the recently proposed textile partnership under Horizon Europe, and the implementation of the EU Textile Labelling Regulation.

Before DG GROW, Cornelia worked in the Directorate General for Employment, Social Affairs and Inclusion (DG EMPL) in the Job Creation Unit covering mainly social entrepreneurship and microfinance, and the implementation of the Employment and Social Innovation Programme. Cornelia graduated in Public Policy and has a master degree in Political Science from the University of York, UK.



# EU INITIATIVES FOR THE DEVELOPMENT OF SKILLS FOR THE TEXTILES ECOSYSTEM

DG GROW.G1 'Tourism, Textiles'



# Workforce Challenges in TCLF Industries

- **Ageing workforce:** The proportion of employees over 50 years old has increased from 27.9% in 2012 to 41.9% in 2022
- **Low interest among younger generations:** Manufacturing segments particularly struggle to attract young workers, attributed to perceptions of low innovation and inadequate compensation
- **ICT vacancies:** About 55% of European companies in the TCLF sectors report difficulties in ICT positions
- **Green Skills gap:** Around 40% of companies acknowledge a gap in green skills, indicating a pressing need for workers proficient in sustainable practices

# The European Skills Agenda

Flagship action of the European Skills Agenda to support upskilling and reskilling of workers



170 endorsements

**TCLF Pact for Skills Endorsements (status 15 Dec. 2021)**

The following organisations endorse the TCLF Pact for Skills and commit to its implementation within the limits of their abilities and specific interest.

**Industry Associations**

#PactForSkills #EUSkillsAgenda

European Commission

# TCLF EU PACT FOR SKILLS OBJECTIVES

1. Promoting a culture of lifelong learning for all
2. Building a strong skills partnership with relevant stakeholders
3. Monitoring skills supply/demand & anticipating skills needs
4. Working against discrimination & for gender equality and equal opportunities
5. Raising awareness & attractiveness of the industries

**Find out more about the [Skills Partnership for TCLF industries \(TCLF Skills Alliance\)](#) – and consider joining?**



# Concept To Implementation (3 EU-funded Projects)



**TCLF SKILLS  
ALLIANCE**



**AEQUALIS4TCLF**

*ERASMUS+  
Blueprint 2023*



**METASKILLS4TCLF**

*ERASMUS+  
Blueprint 2022*



**TCLF SkillBridge**

*SMP Direct Grant*

A collaborative approach to not overlap resources

# Main Goals

- **Establish and support regional skills partnerships**
- Support SMEs to upskill and reskill their workforce
- Addressing TCLF sectors' challenges: skills gap, aging workforce
- Developing new curricula for green and digital skills.

# SESSION 2



## Session 2 | Regional examples: Advancing the TLCF industries skills and careers: challenges and opportunities

- **Christian Lundell**, Nordiska Textilakademin, Region Västra Götaland
- **Mariona Lloveras Llavina and Joel Miñana Granero**, Instituto Público Lluís Domènech i Montaner, Catalonia Region
- **Miriana Bucalossi**, Tuscany Region
- **Lise CHERIFF and Marc Greusard**, Region Centre-val de Loire Vocational and professional training department

# GUIDELINES FOR YOUR PPX

Please, we suggest you cover these aspects:

- Brief introduction – the importance of the care sector for the region (e.g. people working in the sector; male/female distribution; the number of VET schools/Centers; formal vs non-formal education; weight in terms of GDP, etc)
- Challenges and opportunities
- Solutions – In practice: Project/initiatives
- What the future takes? (this question will be oral, no need to prepare slides)

# Textile Fashion Center / Borås



## **Christian Lundell, Christian Lundell, CEO Nordiska Textilakademin, Region Västra Götaland**

Christian has a strong commitment to the textile industry, with a foundation in entrepreneurship, local production, and skills development. For the past 8 years, Christian has been the CEO of the Nordic Textile Academy, where the future challenges of the industry are at the forefront.



# How to rebuild lost professions

Nordiska  
Textilakademin

# Christian Lundell

Engineer in textile logistics and production.

20 years in the industry

- Plant manager 2005
- Owner/partner 2013
- Exit 2016

CEO 2016 at The Nordic Textile Academy

Focus on the transformation of the industry and special mission boosting the skills needed for local production and circular economy



# Their future

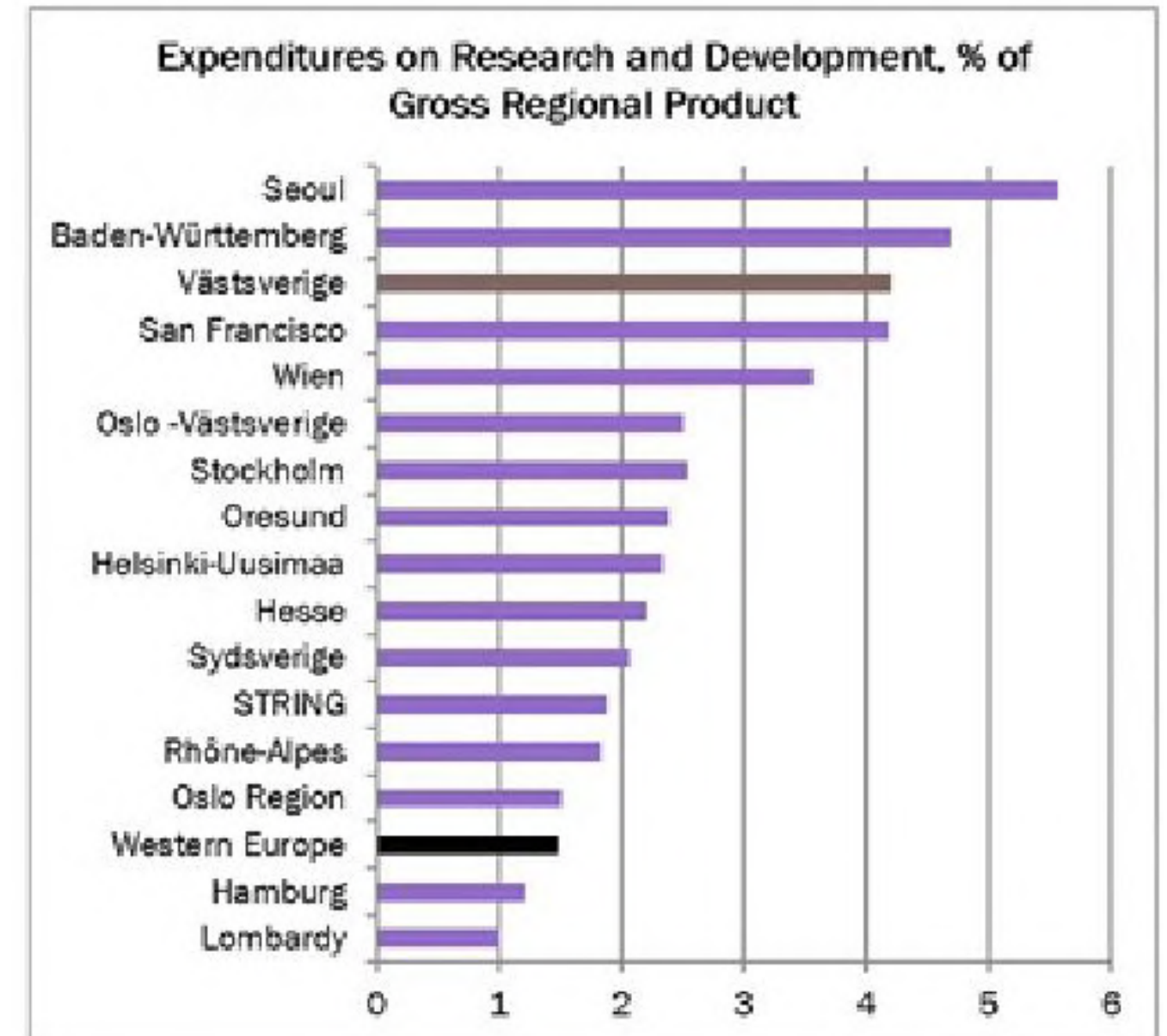




# The TCLF industries in the Region Västra Götaland



- 1.77 million inhabitants.
- 49 municipalities.
- 300 km long and 250 km wide.
- The largest city is Gothenburg.
- STRATEGY GOAL 2030  
"Together we will ensure Västra Götaland sets an example in the transition to a sustainable and competitive society"
- Four cross-sectoral focal areas.
  - Completed studies
  - Digitalisation
  - Electrification
  - Circular business models
- Sweden's leading region for Textiles with center in Borås
- Textile Movement (<https://textilemovement.com/en/>)



# Sweden's leading region for Textiles with center in Borås Region



- Industry and wholesale, employs just over 6,000 people in Västra Götaland
  - In a broader sense, the sector also includes retail, shops, laundries, etc., with nearly 18,000 employed
  - Borås Region 60% (Gothenburg region. 30%)
  - Sweden: 85,000 employed
  - The strengths in textiles lie in design, e-commerce, and logistics.
  - The textile industry in Västra Götaland is a highly specialized sector.
  - Trends:
    - Consumer behaviors are rapidly changing in the textile industry.
    - Increased demands on producers from various directions, with a focus on sustainability.
    - Increased sales of textiles in e-commerce and other channels.
    - The development of advanced technology related to textiles is increasing.
- Europe's innovative forefront and creative hub for circular design in textiles and fashion.

Source: Omvärldsanalys textilbranschen i Västra Götaland, VGR Analys 2021:4

# Local production





# Multi purpose – common description



- **Formally recognizing competence:**  
Professionals can have their skills and knowledge formally recognized through a validation process, which can lead to certification or proof that they meet industry standards.
- **Matching in the job market:**  
Employers can use occupational qualifications to match job seekers with the right skills to specific jobs. This helps ensure that employees have the necessary knowledge to perform their tasks effectively.
- **Development of educational programs:**  
Educational institutions can use occupational qualifications as guidelines for developing training programs that are relevant to the needs of the job market. This ensures that the programs prepare students for actual job requirements.
- **Competence development and career pathways:**  
Professionals can use qualifications to plan their skill development and career progression. It provides a clear picture of the skills needed to advance in a particular profession.
- **Quality assurance in the industry:**  
Occupational standards and qualifications help maintain a certain level of quality within an industry, which can contribute to increased trust from customers and clients.

# Requirements described in modules builds a profession

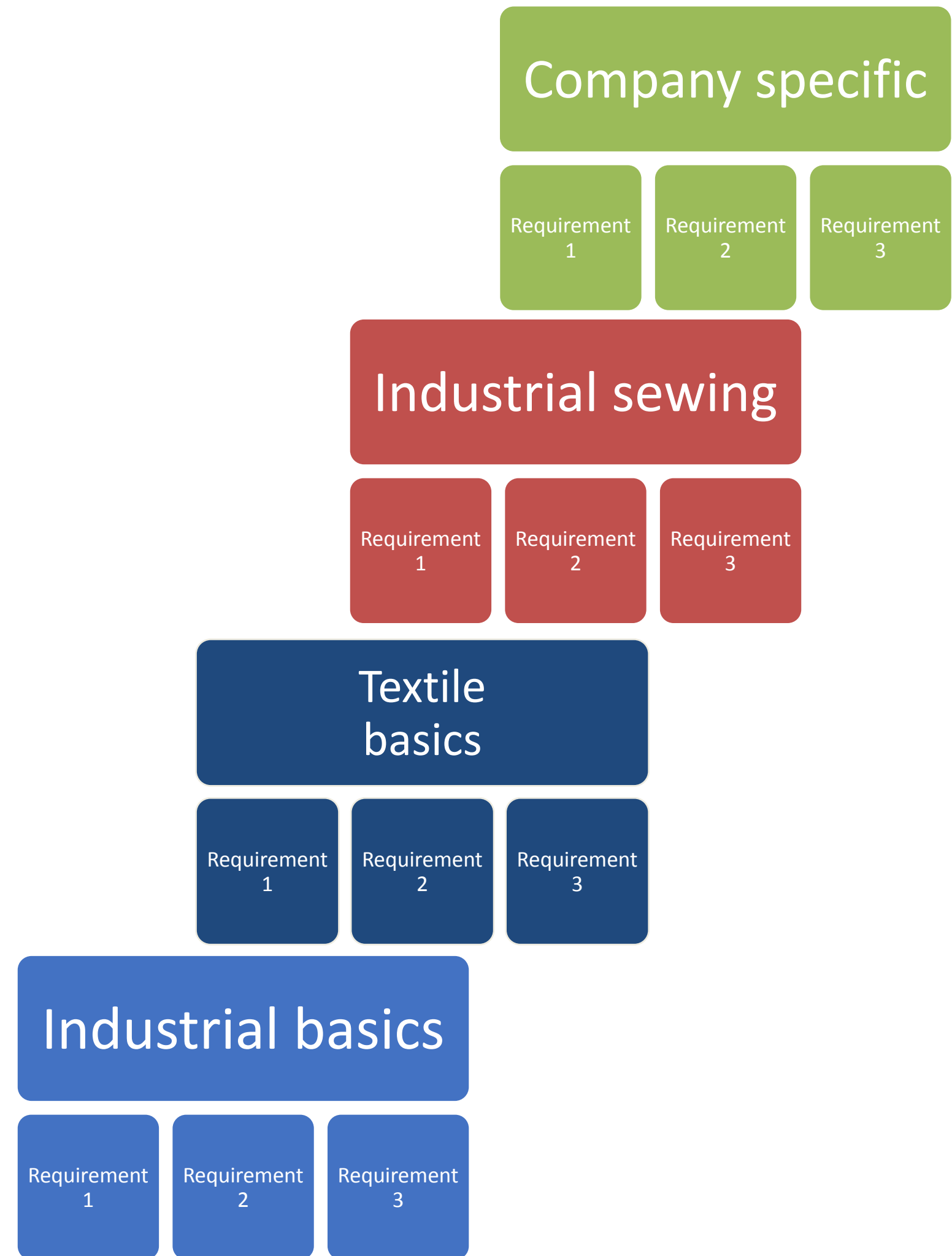
- The system for describing the knowledge and skills required for a **professional role is structured in modules**. Behind each module, there is a matrix that details the requirements (micro credential).
- Each module is **designed by the branch** and company representatives according to the Swedish Qualification Framework (SeQF)
- **Modules and roles are ratified** by the parties in labor market (Companies association & Union) according to collective agreement.

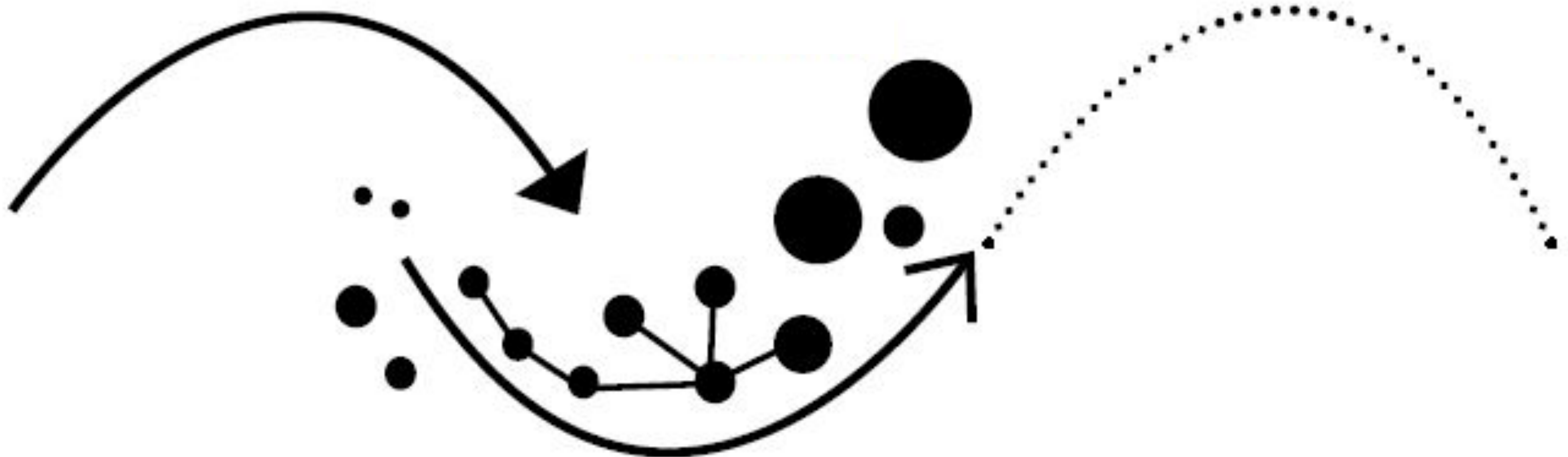
4

3

2

1





Local production - Circular jobs - Lifelong learning

**Refresh  
Specialist**

**Fine-  
sorter**

**Pre-  
Sorter**

**Recycling  
operator**

**Material-  
specialist**

**Re-  
designer**

**Recycling  
Technician**

**Repair  
Seamstress**

**Repair  
Seamstress**

**Refresh-  
specialist**

**Circular  
Designer**

**Re-  
designer**

**Rental  
Agent**

**Circular  
Sales**

**Material-  
specialist**

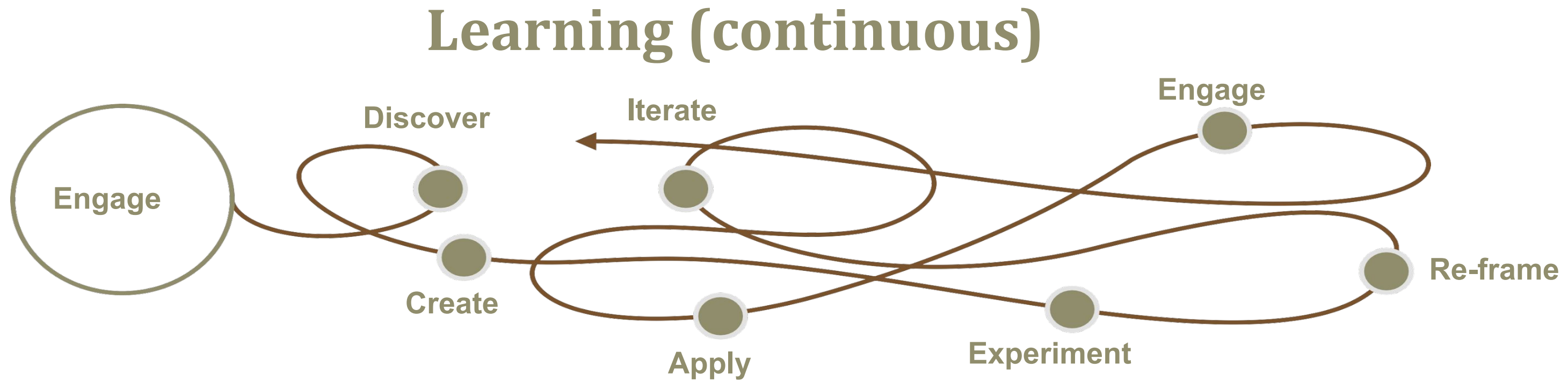
**Recycling  
Technician**

**Second Hand  
Buyer**

**Business Developer  
for Production Waste**

# Circular jobs

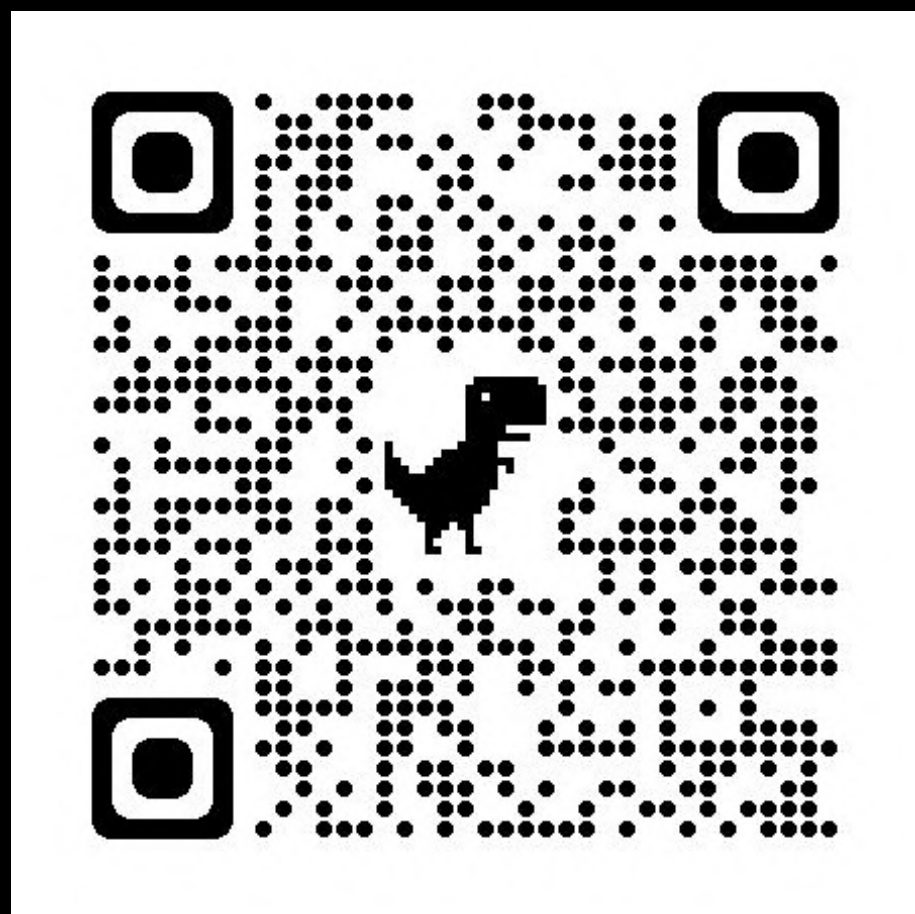




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**THANK YOU!**

# Institut Públic Lluís Domènech i Montaner



## Mariona Lloveras & Joel Miñana – Head of Textil Department of Institute Lluís Domènech i Montaner

Our mission is to foster student autonomy, teamwork, and project-based learning, closely mirroring the dynamics of the textile industry. Mariona, our textile engineer with extensive professional experience, shares her technical expertise with students, while Joel, our creative mentor, inspires them to express themselves and innovate with the latest trends.

At our center, we emphasize a collaborative and practical approach to learning, ensuring that our students are well-prepared for successful careers in the textile sector. Join us and become part of a vibrant community where creativity and technical skills come together!



**Generalitat  
de Catalunya**

[@canetescolateixits](https://www.instagram.com/canetescolateixits)

# The importance textile sector for the region

Spain, Catalonia



Canet de Mar

Barcelona

**Maresme, Canet de Mar**

El Maresme is the region where most of the knitting textile production is located historically.

**1** out of every **6** companies is dedicated to textiles

**Catalonia**

Catalonia is 36% of the total textile production in all of Spain



**CFGM Dressmaking and fashion**  
**60 students**

**CFGM Textilmaking and ennoblement**  
**15 students**

**CFGS Patternmaking and fashion**  
**55 students**

Our institute has a rich heritage, transitioning from a textile factory to a leading textile university, and now serving as a vocational training center. We offer three specialized programs in the textile field: a Medium Degree in Textile Fabrication and Finishing, a program in Confection, and a Higher Degree in Pattern Making and Fashion

**Plaça Indústria 1, 08360, Canet de Mar, Barcelona**

**100 years educating in textiles**

# Why do we exist ?

## Students



## Institut Lluís Domènech i Montaner



## Companies

Massimo Dutti

Bershka

eurecat  
Centre Tecnològic de Catalunya

### Result of 30 average students, 18 years old

- 10% are looking for work
- 40% Continue studying (Superior)
- 40% Study and work
- 10% Have a job

### Result of 30 senior students, 20 years old

- 35% continue studying a degree
- 20% studies and works
- 45% work

A large group of students, mostly young women, are gathered in front of a classical building with a central arched doorway and two side windows. They are all looking upwards with expressions of joy and excitement, and many are throwing various styles of hats (fedoras, wide-brimmed hats, etc.) into the air. The scene is captured in a warm, golden-hour light. The text "We are more than a fashion design!" is overlaid in large, white, bold letters across the center of the image.

**We are more than a fashion design!**

**The motto of the students of 2 Training Cycle in Clothing and Fashion**

## Studio 1

- Dressmaking
- Cut
  
- industrial machine
- Overlock
- Industrial shaper
- Mannequins





## Studio 2

- Whatter workshop

- Circular and flat knitting machines
- Tricot ketten
- Weaving machines
- Yarn machines



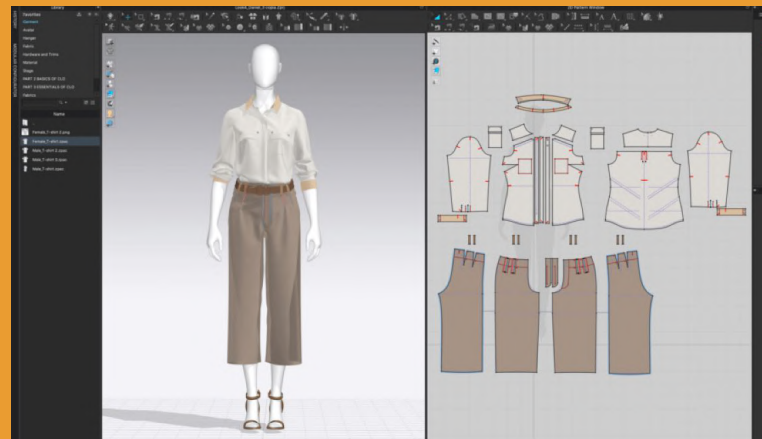
## Studio 3

- Textil creation
- Circular and flat knitting machines
- Tricot ketten
- Weaving machines
- Yarn machines



# Future is now – Quality and technical skills

## Clo 3D



## Printer 3D



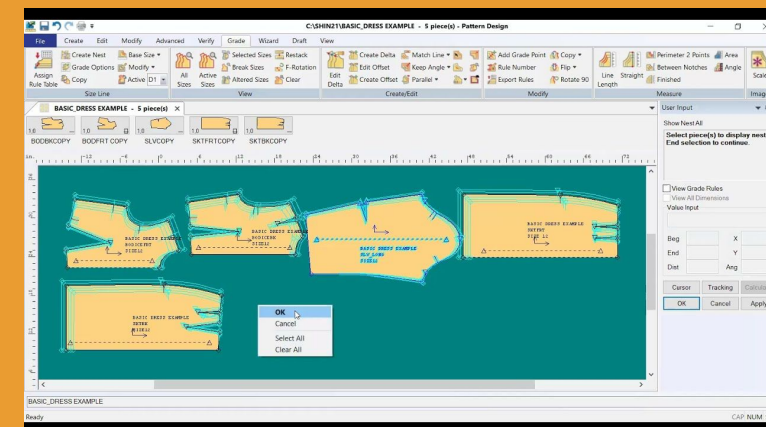
## Shima Seiki



## Penelope



## Gerber



## Embroidery



## Real projects



**For example course 23/24:**  
Articles printed with  
thermochromic  
(thermosensitive) ink when  
the child passes over 37° C  
the blue color disappears

The transversal projects serve to consolidate connections, value autonomy and establish our fields of application.

# We hope to see you soon!



**Institute Lluís Domènech i Montaner, Canet de Mar**  
[@canetescolateixits](https://www.instagram.com/canetescolateixits)

# Tuscany Region



## **Miriana Bucalossi, Head of Apprenticeship and WBL Activities, EU Projects UNIT.**

Master in innovation, design and evaluation of policies and services, she is in charge for Apprenticeships, internships, dual learning and EU Projects at Tuscany Region. Within the EARLALL network, the EU Association of Regional & Local Authorities for LIFELONG LEARNING, she coordinates the working group "Youth Policies" led by Tuscany Region and aimed at promoting youth employment.

@regionetoscana



**Regione Toscana**



COESIONE  
ITALIA 21-27  
TOSCANA



Cofinanziato  
dall'Unione europea



Regione Toscana

# **“Understanding skills challenges and opportunities in TCLF Industries across European regions”**

**TCLF and “Made in Italy” skills support: the ITS Foundations System and the case of MITA Academy in Tuscany Region**

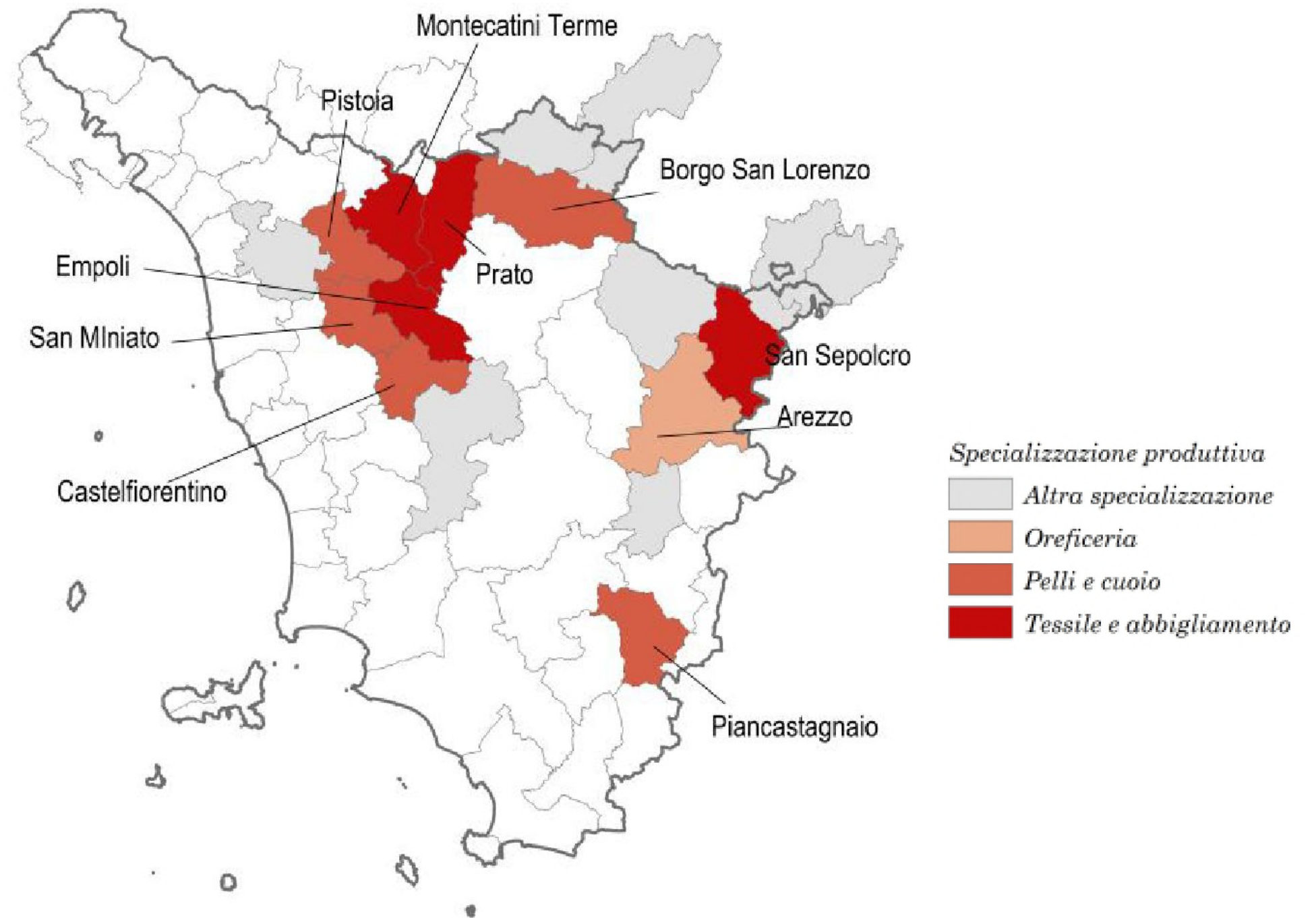
# TCLF Industries in Tuscany: more than a Fashion District (Source: Irpet, 2021)



In Tuscany, talking about Fashion means referring to some manufacturing specializations dedicated to the production of consumer goods such as clothing, footwear, accessories.

They belong to distinct supply chains, but respond to similar organizational logics and are often united by the presence of big names or international distributors engaged in the sale of a wide range of products, as well as producers of very differentiated goods and services.

Tuscany is a region with a strong production concentration in these sectors, which developed in the years of the economic boom and have their roots in a more distant past; they are hit hard by the processes of globalization and the economic crisis of 2008, but they resist and reaffirm themselves in recent years, thanks to the drive of exports.





# TCLF Industries in Tuscany: more than a Fashion District (Source: Irpet, 2021)



Tabella 1. GLI ADDETTI NEL SETTORE DELLA MODA IN TOSCANA. 2018

|                    | Addetti | Peso su Italia |
|--------------------|---------|----------------|
| Tessile            | 22.250  | 19,6%          |
| Abbigliamento      | 38.321  | 19,4%          |
| Pelletteria        | 25.368  | 54,9%          |
| Concia             | 7.050   | 31,4%          |
| Calzature          | 14.597  | 19,1%          |
| Gioielleria        | 9.667   | 30,8%          |
| TOTALE MODA        | 117.254 | 24,0%          |
| TOTALE MANIFATTURA | 299.880 | 8,1%           |

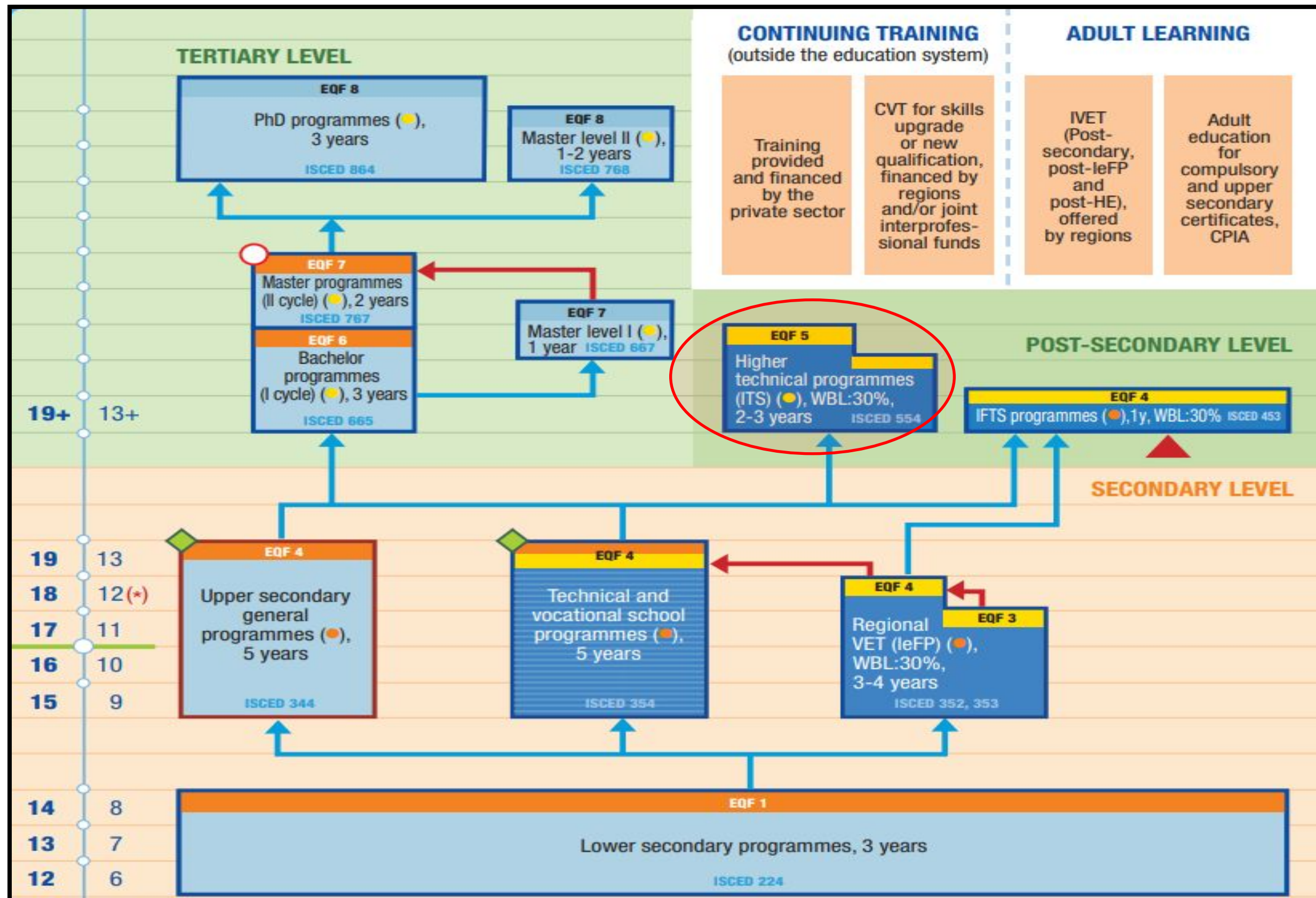
Fonte: Elaborazioni IRPET su dati Istat, Asia unità locali

After the Covid19 Pandemic:

- In the second quarter of 2024, despite the reduction in demand, the dynamics of employees still shows a positive variation, compared to the same period of the previous year, and the average number of employees exceeds the value of 2023 by 34 thousand units, +2.6%.

# VET in Italy's education and training system:

## ITSs and their role across the national and regional VET System

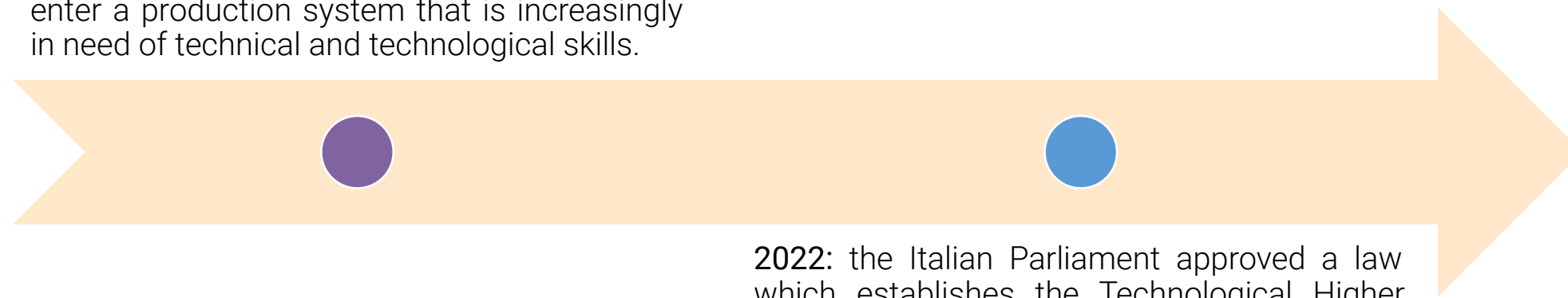


- ➔ Multilevel governance:
- National competences
  - Regional competences

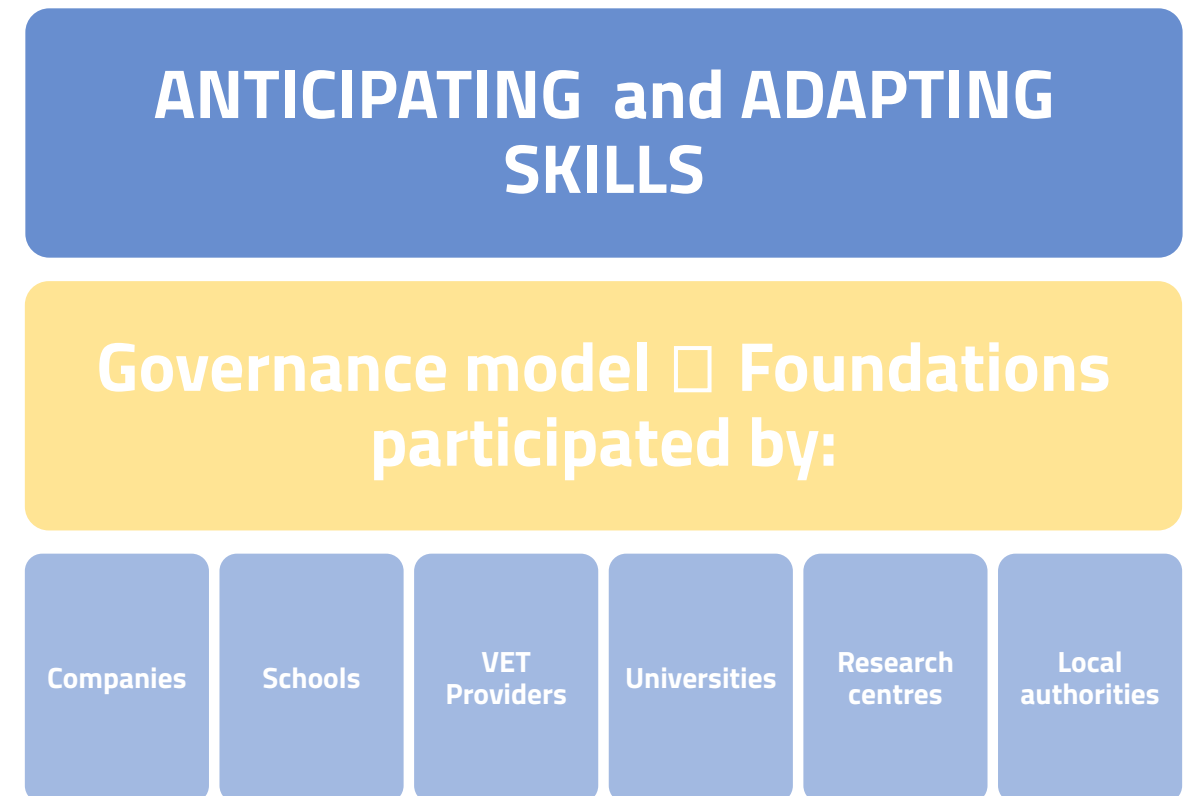
# The Technological Higher Education System: What are ITSs? Anticipating skills, engaging companies



**2009:** ITSs were set up in Italy by Prime Ministerial Decree of 2008, aiming to training highly specialized technicians who can quickly enter a production system that is increasingly in need of technical and technological skills.



**2022:** the Italian Parliament approved a law which establishes the Technological Higher Education System. ITSs are renamed Higher Technological Institutes (ITS Academy) and become an integral part of the Tertiary System of Higher Technological Education.



The 2022 reform and its implementation are a milestone (funding prerequisite) of the Italian Resilience and Recovery Plan – also included in the National Implementation Plan of the Council Recommendation on VET – and will be implemented in synergy with regional and local stakeholders.

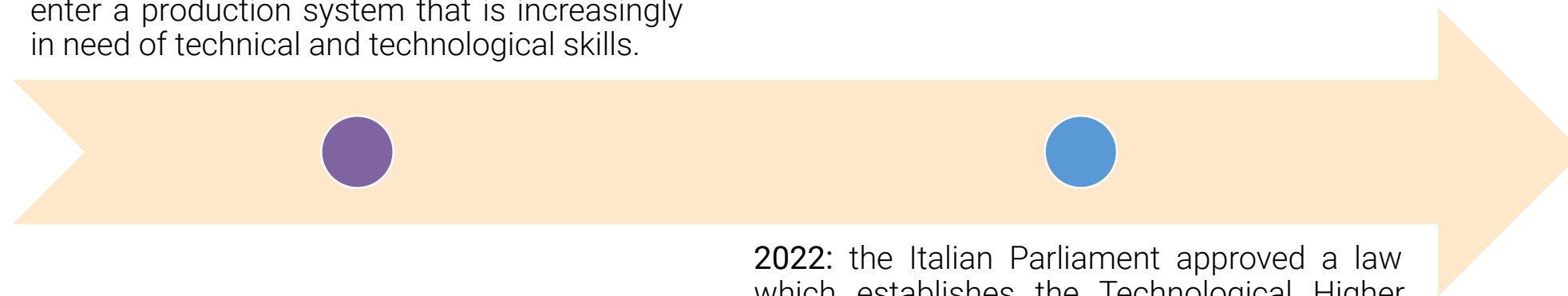
Changing their name is a significant action, as it puts an end to national confusion, places emphasis on the uniqueness of ITSs, aims to improve wider public awareness, and redefines the whole approach on skills – moving from specific know-how to the acquisition of a wider skillset that allows one to cope with a constantly changing labour market.

The replacement of the term ‘technical’ with ‘technological’ also implies a different approach: the emphasis is not only on training qualified technicians with specific technical know-how but on a renewed ability to define new professional skills capable of governing technological evolution.

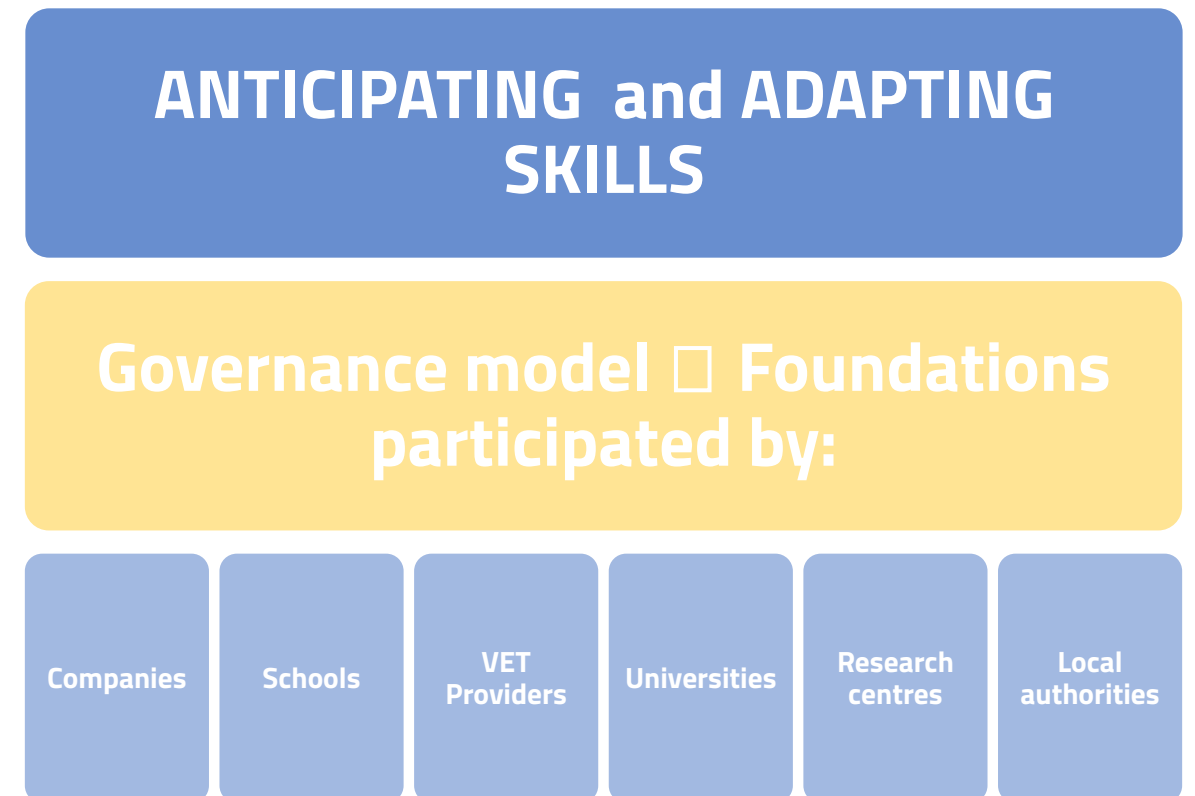
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2022: the Italian Parliament approved a law which establishes the Technological Higher Education System. ITSs are renamed Higher Technological Institutes (ITS Academy) and become an integral part of the Tertiary System of Higher Technological Education.



**Governance model:** Foundations. They are stable alliances among the actors involved, which ensure greater stability and recognition of the sectorial focus of the ITS. They operate on a territorial base and they are targeted to specific strategic sectors

Energy, Sustainable Mobility and Logistics, Chemistry and New Technologies of Life, Agri-food System, Home and Built Environment System, Mechatronics, **Fashion System**, Services for Businesses and Non-Profit Organizations, Technologies for Artistic and Cultural Goods and Activities and for Tourism, Information, Communication and Data Technology

The connection with the economy and productivity context of the territory where they are located and the pedagogical model which combine in-classroom classical training with direct experience in companies allows to anticipating skills and reducing skills mismatch

# The Technological Higher Education System: ITSs and their role across the national and regional VET System



## **Enrolment requirements to the new ITS system:**

- learners need an upper secondary school diploma or an IFTS specialization.

## **Sectoral coverage**

- focus on strategic areas related to ecological transition, the digital transition, national branding ('Made in Italy') and specialized craftsmanship.
- The ITS Academies must develop innovative training programs strongly relevant to labour market needs.

## **Pedagogical Model**

ITS Academies are requested to ensure that 50% of the teaching staff comprises professionals belonging to companies, and that professionals should teach at least 60% of the curriculum.

In-company training and internship may be performed abroad, will be supported by appropriate scholarships, and should form 35% of the taught curriculum.

## **Two types of course:**

- a standard 4-semester course for a total of 1 800 hours, leading to a higher technical diploma (EQF level 5);
- 3-year courses for a total of 3 000 hours, and the award of a higher technical diploma equivalent to EQF level 6.

**mita**  
made in italy tuscan**y academy**



# The MITA ITS Made in Italy Tuscany Academy



Established in 2010 MITA is the first Technical College in Tuscany providing a highly professional, technical profile in the world of fashion. Founded with the aim of providing young people with qualified job opportunities in the Made in Italy sector, MITA provides a technical/scientific educational program based on the acquisition of skills through a practical, 'learn by doing' methodology.

# STAKEHOLDER 2022

## COMPANIES

- ALMAX SRL
- ASSOCIAZIONE SAN COLOMBANO
- BANCO FIORENTINO MUGELLO  
IMPRUNETA SIGNA CREDITO COOPERATIVO
- BIANCHI E NARDI
- BMB MANIFATTURA BORSE SPA
- CUNNINGAM SRL
- DEL VECCHIA SPA
- EMA SRL
- FURLA SPA
- GUCCIO GUCCI SPA
- LAPI GROUP SPA
- MONNALISA SPA
- ROBAN'S PRODUZIONE SRL
- STUDIO CATALDI GROUP SRL
- YVES SAINT LAURENT SRL

## TRAINING AGENCIES

- AMBIENTE IMPRESA
- CSL TOSCANA COOP.SCUOLA LAVORO
- S.S.A.T.I. – SCUOLA DI SCIENZE AZIENDALI E  
TECNOLOGIE INDUSTRIALI "PIERO BALDESI"
- PO.TE.CO. SCRL

## LOCAL INSTITUTIONS

- CITTA' METROPOLITANA DI FIRENZE
- COMUNE DI PRATO
- COMUNE SCANDICCI
- COMUNE DI LASTRA A SIGNA
- COMUNE DI SIGNA
- PROVINCIA DI PISA
- PROVINCIA DI PRATO

## EMPLOYMENT AGENCIES

- UMANA SPA

## BUSINESS ASSOCIATIONS

- ASSOCALZATURIFICI
- ASSOCIAZIONE INDUSTRIALI DI FIRENZE
- ASSOPELLETTIERI
- CONFARTIS
- CONFINDUSTRIA TOSCANA NORD LUCCA PISTOIA PRATO
- CONFINDUSTRIA TOSCANA SUD

## M.I. Institute of Higher Secondary Education for ITS MITA

- I.S.I.S.T.L. B. RUSSELL - I. NEWTON

## Scientific and technological research organisation

- PIN SCRL – POLO UNIVERSITARIO "CITTA' DI PRATO"
- STAZIONE SPERIMENTALE PER L'INDUSTRIA DELLE PELLI E DELLE  
MATERIE CONCIANTI

## University

- UNIVERSITA' DEGLI STUDI DI FIRENZE

## Non-profit association

- ASSOCIAZIONE DELLE SCUOLE PER IL MADE IN ITALY: ITS Tullio Buzzi  
(PO), IIS Galileo Galilei (FI), IIS Benvenuto Cellini (FI), IISS P. Calamandrei  
(Sesto F.no), Liceo Artistico di Porta Romana (FI), IIS L. Da Vinci (FI).



# PARTNER COMPANIES 2022

|  |                                     |                                      |   |                                  |                            |  |  |   |                               |                              |                     |
|--|-------------------------------------|--------------------------------------|---|----------------------------------|----------------------------|--|--|---|-------------------------------|------------------------------|---------------------|
| ALEXANDER MCQUEEN                      | AZIENDA NESI (PERBELLOFATTO ATRUSI) | AIMONE S.R.L.                        | CRAZY BIG SRL                               | FENDI                            | GRUPPO FLORENCE            | KLF TECNOKIMICAMENGGONI&NASSI SRL            | PAKERSON NI S.R.L.                       | SCHOULER                                    | DI OLIVIA BECCHI & C. SAS     | EMBROIDERY STUDIO S.R.L.     |                     |
| ANTICA VALSERCHIO                      | B & G SRL                           | CALZATURIFICIO BUTTERO               | ILMARCUCCI S.R.L.                           | CRISTIAN F.I.O.R. S.P.A          | GUESS                      | KUOYO  | METALPRECIOUS                            | PATRIZIA PEPE TESSIL FORM S.P.A             | PROFESSIONAL SERVICE SRL      | SMI TESSUTI                  | TREMME              |
| DREAMTEAM                              | BALENCIAGA                          | CALZATURIFICIO DOVER SRL             | CUNNINGAM                                   | F.LLI GAMBASSI CALZATURIFICIO    | GUTERMANN                  | L.E.M. S.R.L                                 | METALINEA                                | PELLETERIA ALMAX S.R.L                      | PROGETTO MAGLIA SRL           | STEFANO RICCI S.P.A          | TREND               |
| PELLETERIA MARCELLA                    | BALLY                               | CALZATURIFICIO FLY SHOES S.R.L       | CUOIERIA FIORENTINA                         | FALCO PELLAMI S.P.A              | HAPPENING                  | LA MAISON D'OR GALVANICA SRL                 | METAL STUDIO SPA                         | PELLETERIA DI SAN MINIATO - GRUPPO MAX MARA | PROSPERIOR                    | STUDIO CATALDI GROUP         | TRIPEL DUE SRL      |
| ROBAN'S PRODUZIONE S.R.L.              | BARNINI SRL                         | CALZATURIFICIO POKER                 | DANESI PELLETERIE                           | FILIPPO CATARZI                  | HOSTAGE                    | LAPI GROUP                                   | MEXIS - LUXURY                           | RENOATO CORTI S.P.A                         | RENATO CORTI S.P.A            | STUDIO GIANNA SIGNORINI      | TRITICO SAS         |
| TAGLIONETTO                            | BB SPA                              | CALZATURIFICIO TACETTI S.R.L         | DINAMOPRATO                                 | FIORDIPELLE                      | I SARTI SRL                | LAROTONDA MAURIZIO                           | MID SRL                                  | PELLETERIA DREAMPELL SRL                    | REPTILIS S.R.L                | STUDIO GIANNA SIGNORINI      | UNOMAGLIA           |
| 2 DI URSULA GOETZ KOTTMANN             | BBC PELLETERIA                      | CALZATURIFICIO TACETTI S.R.L         | D&G   | FONTANA FIRENZE                  | IAB SRL                    | LEATHER BIS S.R.L                            | MINICONF                                 | PELLETERIA LA MELINA                        | REPTILIS S.R.L                | TEMERA                       | VALENTINO S.P.A     |
| 2C DI COVERI                           | BCN CONCERTI S.P.A                  | CALZATURIFICIO TACETTI S.R.L         | D'ACQUASPARTA CALZATURIFICIO GABRIELE S.R.L | FRATELLI BORGIOI CALZATURE S.R.L | IL BISONTE S.R.L           | LEOFRANCE                                    | MONDO AGILE SRL                          | PELLETERIA LA MELINA                        | RICAMIFICIO FILOTRANESE GROUP | T PROJECT                    | VALENTINO METAL LAB |
| ACNE STUDIOS ITALIA SRL                | BECCAGLIA MACCHINE                  | CAMICERIA FIORENTINA                 | DD 33 SRL                                   | FRATELLI MAZZINI SRL             | IL GROGIOLO                | LYRIA  | MONNALISA S.P.A                          | PELLETERIA MAGIV                            | RICHEMONT FIRENZE SRL         | TERRIDA SRL                  | VEITORI SABATINO    |
| ALBERTO GOZZI S.P.A                    | BIMVA                               | CARROL/GF&P S.R.L                    | DEL VECCHIA SPA                             | FRATELLI MAZZINI SRL             | IL GIOIELLO DI FIRENZE SRL | LOROPIANA                                    | MORINI SRL                               | PELLETERIE GIANCARLO SRL                    | ROBERTO CAVALLI SPA           | TESSILFORM SPA PATRIZIA PEPE | VIVETTA PONTI       |
| ALEXANDER MCQUEEN                      | BESTE                               | CASTELLANI CONFEZIONI GIOIELLI S.P.A | DIOR  | FREELAND SRL CALZATURE           | IL CAT                     | LOUIS VUITTON                                | NICOLA 1970 DI LISETTA TORRE & C. S.N.C. | PELLETERIE GIANCARLO SRL                    | ROBERTO CAVALLI SPA           | TESSITRICE LAURA BIAGINI     | VENTILUCENTI        |
| ALVIERO MARTINI                        | BISBAG                              | CELINE PRODUCTION S.R.L              | DIXIE                                       | FRIDA QUERIDA FIRENZE            | IMAGINALIS                 | LVMH   | NOMINATION S.R.L                         | PELLETERIA GIULIACCI                        | SARTORI ATIRELLI ROMA         | TESTI SPA                    | YVES SAINT LAURENT  |
| AMOM                                   | BIZZARRO                            | DREAMPELL SRL                        | DREAMPPELL SRL                              | FRIDA QUERIDA FIRENZE            | ITALFIMET                  | MAMAN ETSOPHIE                               | NOUOVA GLORY                             | PELLETERIE PAOLI                            | SALVATORE FERRAGAMO S.P.A     | THE BRIDGE                   | ZETA.TI             |
| AREZZO INNOVAZIONE                     | BMB MANIFATTURA BORSE               | CENI DANIELE                         | DUNHILL LONDON                              | FURLA SPA                        | ITALPREZIOSI               | MATHERIA FIRENZE                             | NOVAFIDES                                | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAPAF                         | THES TZIVELI                 | ZODI' FIRENZE       |
| ASSOCIAZIONE CONCIATORI                | BNG SRL                             | CHIMERA GOLD                         | EBI DI ELIF MALKOCLAR                       | GAB GROUP                        | JIL SANDER                 | M.D.S. S.R.L                                 | OFFICINA BIGIOTTERIA ITALIANA S.P.A      | PELLETERIE PAOLI                            | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
| ATELIER ANNA FUCA'                     | BRACCIALINI                         | CINTELLI E GALLUZZO SRL              | EL CAMPERO - SORORE                         | GALLETI & CARLINI                | JESSICA JEWELS             | MA.DE. SRL                                   | OFFICINE CMC                             | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
| ATELIR VIA MAGGIO (DI MARTINA CAPANNI) | BORGO CASHMERE                      | CLOTILDE SNC                         | ELLECI                                      | GIORDINI                         | JIMMY CHOO                 | MAGLIFICIO BELVEDERE                         | OFFICINE CMC                             | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
|  | BURBERRY                            | COMMODITY MANAGER SRL                | ELLY MAGLIFICIO                             | GIUNFINI S.P.A                   | JIMMY ROOS/OZZY S.R.L      | MATHERIA SRL                                 | OMA                                      | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
|  | BUTI SRL                            | COMMODITY MANAGER SRL                | ELLY MAGLIFICIO                             | GT SRL                           | JORDY SRL                  | MATHERIA SRL                                 | OMA                                      | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
|  | C.M.                                | CONTI & VANNELLI SRL                 | ETRU JEWELLERY                              | GUCCI LOGISTICA S.P.A            | JT INTERNATIONAL SRL       | MCARTHUR GLEN GROUP BARBERINO OUTLET VILLAGE | ONWARD LUXURY GROUP SPA                  | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
|  | CALZATURIFICIO COPRATEx             | FARIDA                               | GRUPPO KERING                               | JUKI                             |                            | M.D.S. 25                                    | OZZY SRL                                 | PEPITA/GRUPPO INTIMO ITALIANO S.P.A         | SAMMI EXPORT S.R.L            | TIVOLI GROUP                 |                     |
|  |                                     |                                      |   |                                  |                            |  |  | PROENZA                                     | SILVANA MANETTI               |                              |                     |

Two year ITS Made in Italy and Fashion Specialization  
Diploma  
(Level V EQF)

Attendance is compulsory and successful  
completion of a final exam is required to obtain the Diploma.  
Credits can be used in accessing further studies at University  
level

MITA offers also different courses  
of variable duration to obtain a certification and/or micro  
credential for specific professional  
profiles in the fashion sector

VET contents:

Soft Skills modules

Fabric technology, Computer aided industrial design (CAD),  
Elements of CAD\_CAM and rendering  
for fashion, Prototyping and additional manufacturing,  
Modelling and prototype design techniques, Budgeting,  
Processing cycles, Industry and product marketing,  
Production planning and control, Sourcing of fashion  
companies and network managing, Life Cycle assessment,  
Sustainability of production cycles and systems, LEAN and  
AGILE work cycles, Digital technologies for fashion  
accessories: PM1 software and spatial augmented  
Reality, Virtual prototyping training, Enabling technologies 4.0



# The MITA ITS Internship



MITA has built strong relationships with leading companies in Fashion sector both at national and international level

The internships allow students to put directly into practice “in the field” the skills they have learnt during their training period and to gain practical knowledge and familiarity as part of a real professional team along with taking part in a direct assessment process for an actual job, related to the course of study.

# The MITA ITS Figures



## 2010

FIRST COURSE □ 20 STUDENTS

Until 2014 just one course/year was delivered  
(max 25 students)

Financially supported by the Region by means of  
State Fund

## 2024

33 COURSES □ more than 900 students

More than 500 GRADUATES

Financially supported by the Region by  
means of ESF, PNRR Funds

MITA graduates have an over 95% success rate in obtaining future employment, above the national average of 85%





Thanks for your attention!

## Contacts

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# Centre Val de Loire Region



**Marc Greusard & Lise Cheriff**

**Region Centre-val de Loire**

**Vocational and professional training department**



**Marc Greusard**, Project Manager at the Centre-Val de Loire Region, tasked with the following of issues relating Europe and job training. He is also pursuing a public law and political science master's degree following his under-graduations in both international public law and modern languages.

**Lise CHERIFF**, Project Manager at the Centre -Val de Loire Region. After her studies in political science she became policy officer in the vocational training department at the Region - Centre Val de Loire. She cares for the mobilisation of trainees and citizens on vocational lifelong training.

# Skills challenges in TCLF industries

Region Centre – Val de Loire

LA RÉGION AU CŒUR DES TERRITOIRES

[centre-valde Loire.fr](http://centre-valde Loire.fr)







The Region Centre - Val de Loire : a hub for the luxury and TCLF industries in France

The case of the DEFI program in the Leather Goods Industry

# Leather goods : a crucial industry in France



- 80% of the leather goods companies' workers, work for the luxury industry. ([OPCO2I, Branch Report, July 2023](#))
- 90% of Leather goods companies are **SMEs/SMBs**. ([OPCO2I, Branch Report, July 2023](#))



- 37,000 employees in the leather goods industry. ([French Federation of Leather goods \(Business interest group\), Study, 2024](#))

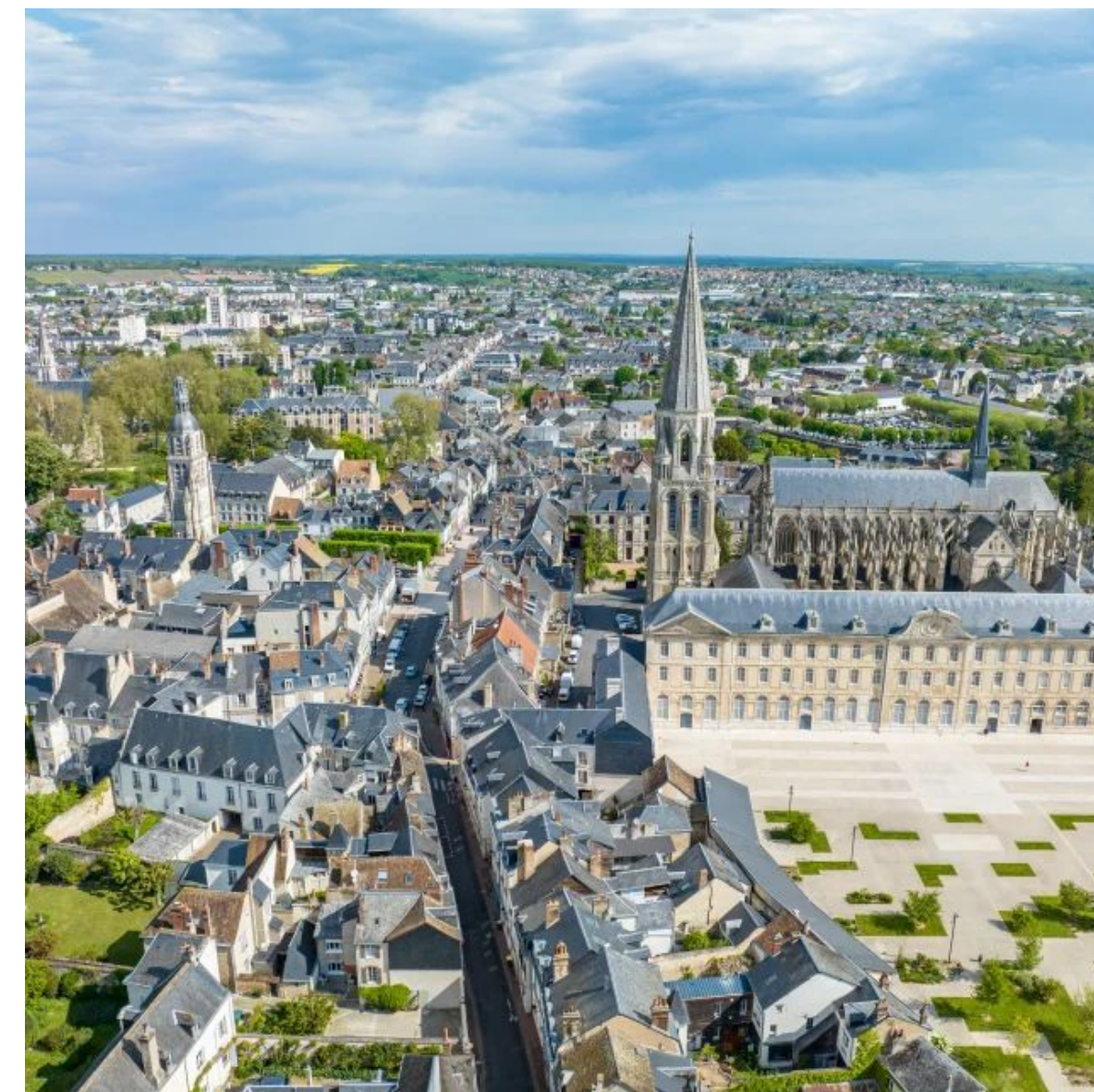
# Leather goods : a crucial industry in Centre-Val de Loire

- Leather good industry : 52% of the CVL Region's TCLF industry. ([Regional economic development agency DEV'UP, study on the industry sector, june 2020](#)) 
- 5,060 employees in the CVL Region. ([Regional economics statistics platform, Eco'ZOOM, 2024 figures](#))
- 14% of the employees in the French leather industry sector are employed in the CVL Region



# Strength of the Vendôme territory

- A will from the local authorities to create a city of **luxury manufacturing** and **craftmanship**.
- TGV 45 min from Paris.



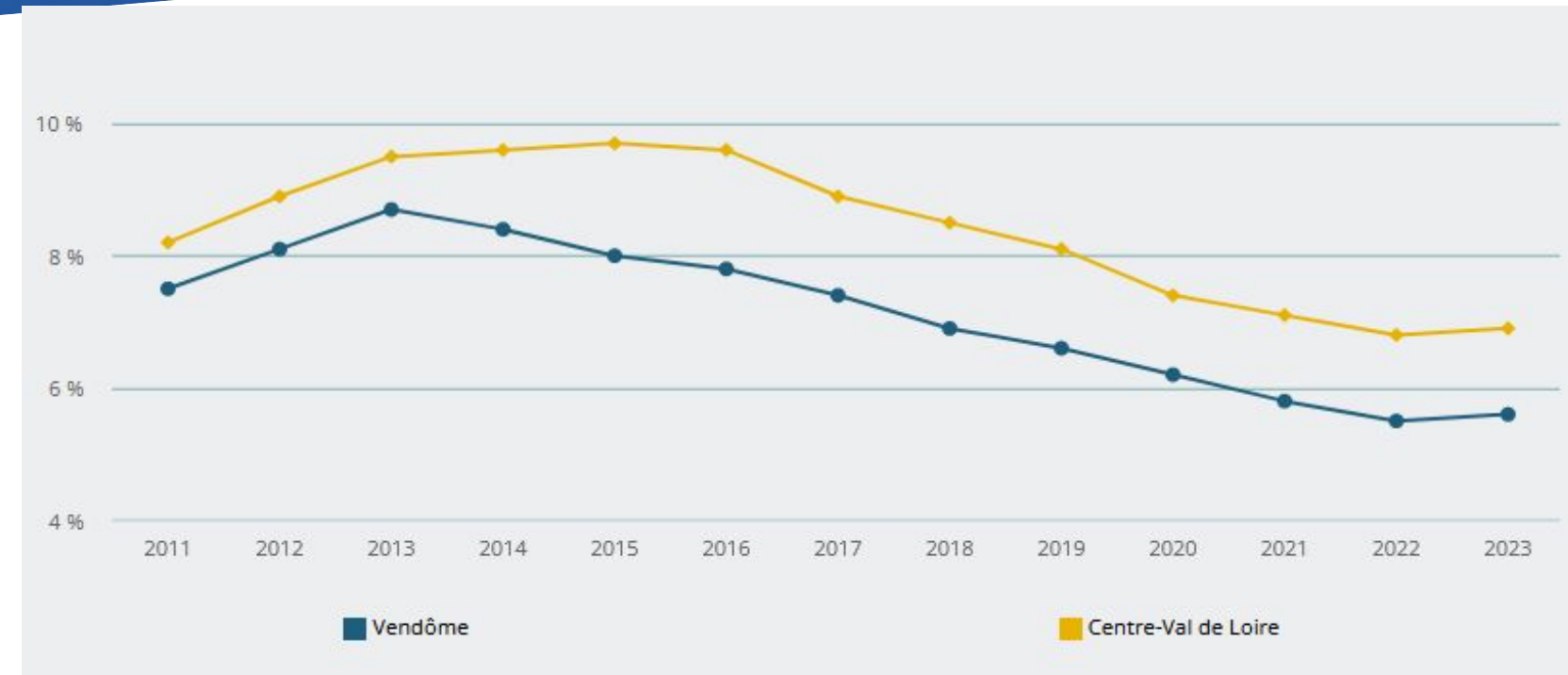
In La Tribune, 26/09/2024 (French economics newspaper):

"Vendôme is becoming a new French-luxury capital"

The installation of the leather industrial Vuitton in the Régence building created a "snowball effect" since the arrival of the porcelain maker Marie Daâge and spectacle maker Icare into the former stable. " (© Ville de Vendôme).

# A territory with particular needs

- Aging territory
- Rural area
- Low unemployment



Unemployment rate in the Centre-Val de Loire Region and in the Vendôme Territory, 2023, ORIOM

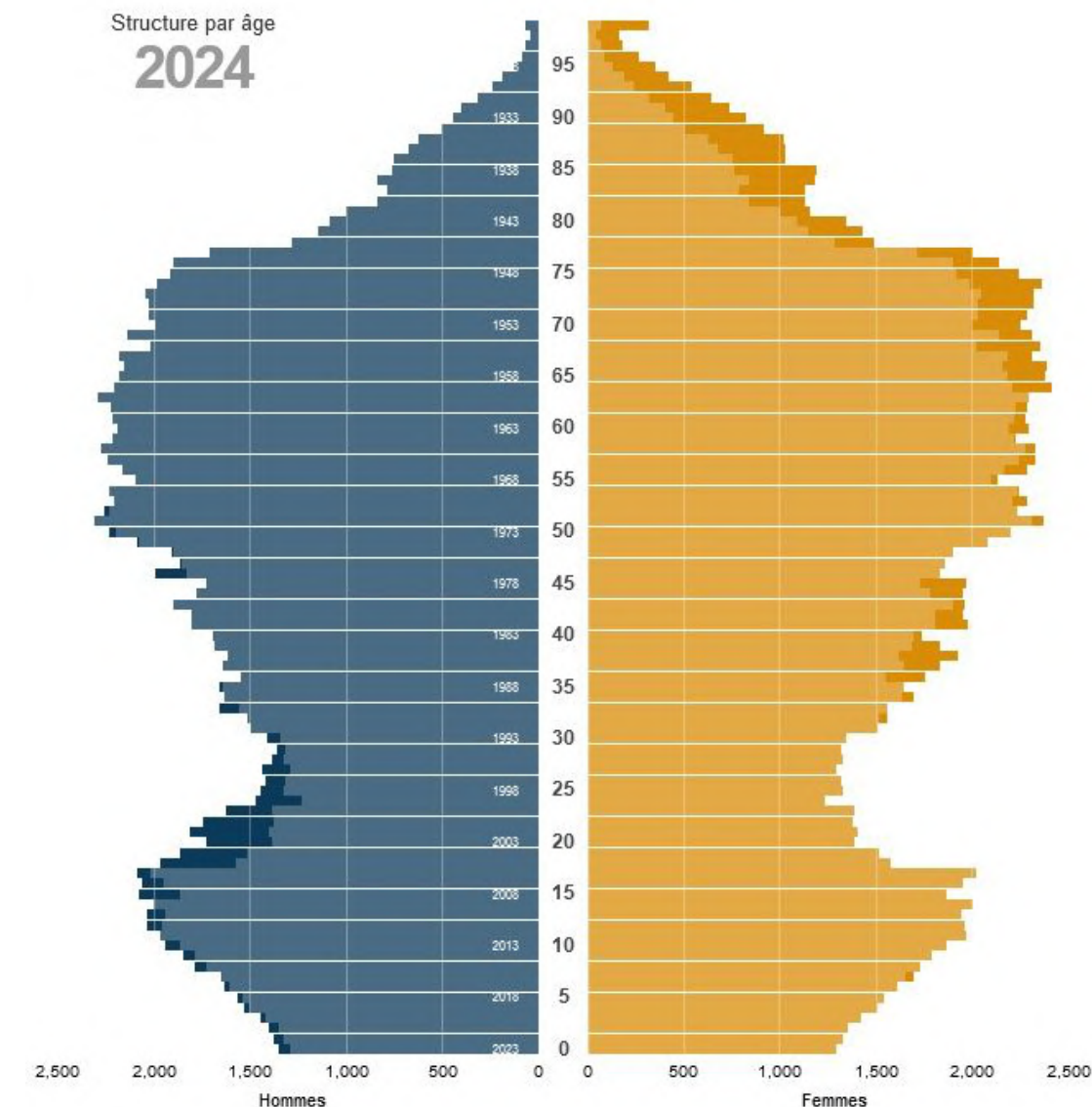


Short term need for skilled employees in the leather industry, Octopilot study, Pole Emploi, 2023

- No training opportunities targeted on the leather industry

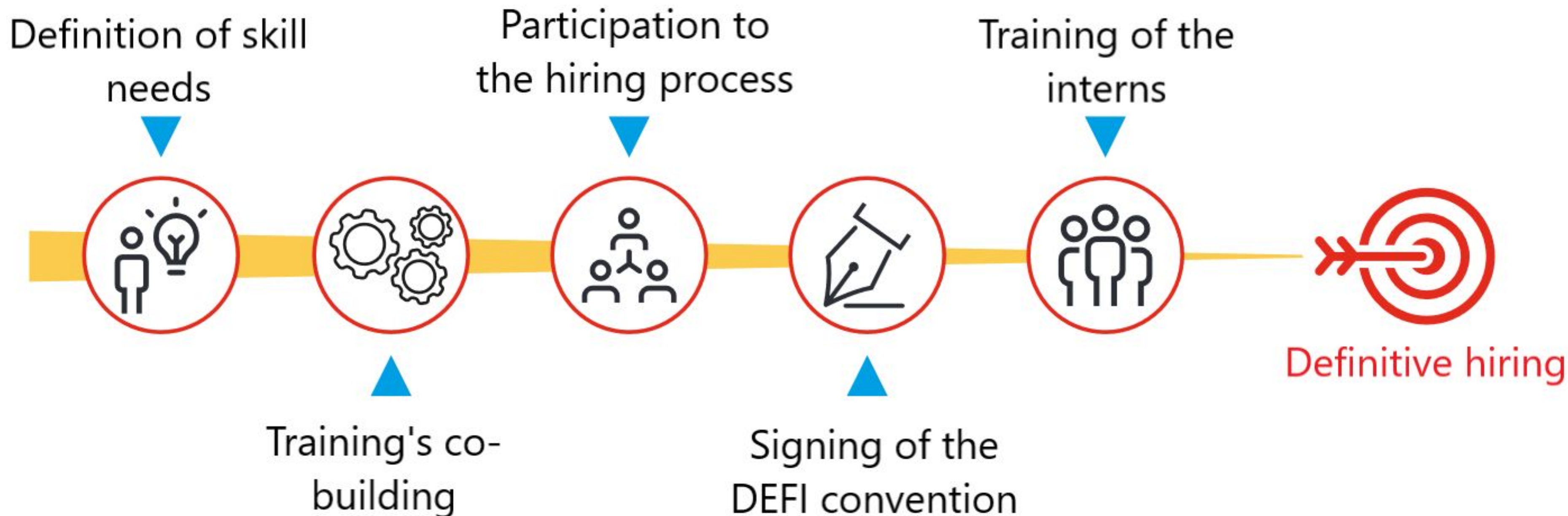
# A sector facing challenges in Vendôme

- High proportion of employees about to retire.
- Inadequacy between traditional education and the leather industry's needs.
- No training specialized on skills in the leather industry.



# The DEFI project: A new initiative

## The **DEFI** project:



# The creation of a momentum

- **3 DEFI** program successfully implemented.

- 90% of enrolles **graduated**.



- **100%** of permanent contracts signed last year.

- Opening of a vocational high school diploma on the territory.



# 2024 Leather Vocational Training in Vendôme

- The vocational training diploma implemented in 2022 is still on and still very attractive.

La région Centre-Val de Loire et ses départements

cartographie : CCI Centre-Val de Loire



RÉGION  
CENTRE  
VAL DE LOIRE

| Département / Land / County | Vocationnal training concerning Leather in 2024 in Vendôme | Effectif par formation | Effectifs par département |
|-----------------------------|--|------------------------|---------------------------|
| 41 - LOIR ET CHER           | PIQUEUR EN MAROQUINERIE                                    | 10                     | 10                        |

## Further readings:

- [Economics newspaper's article on the developpment of luxury industries in the Centre-Val de Loire Region \(In French\)](#)
- [Local newspaper's article on the new leatherworks's diploma \(In French\)](#)
- [Louis Vuitton's press release on the importance of the Vendôme's sites](#)
- [Local news paper on the new education opportunities in Vendôme \(In French\)](#)
- [Video from the Centre – Val de Loire Region on the TCFL industry](#)
- [Article on the growth of the growth of L. Vuitton in Vendôme\(specialized press\)](#)

Thank you for your attention!

The floor is yours for any questions or remarks!

# THE FLOOR IS YOURS: Q&A SESSION

# CONCLUDING REMARKS



# WEBINAR

## CREATIVE AND CULTURAL INDUSTRIES (CCI) INDUSTRIES SKILLS ANALYSIS

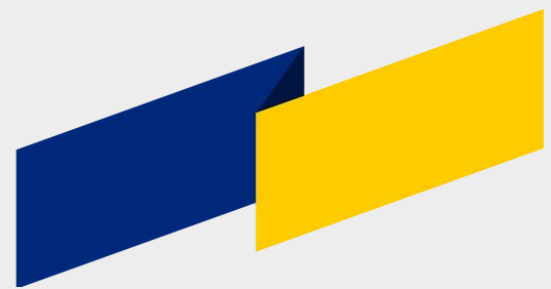
Understanding skills challenges and opportunities in  
CCI Industries across European regions

December 2024 / January 2025



# Together for lifelong learning

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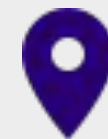
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