



C.L.A.I.M

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Artificial Intelligence for Competences and Learning

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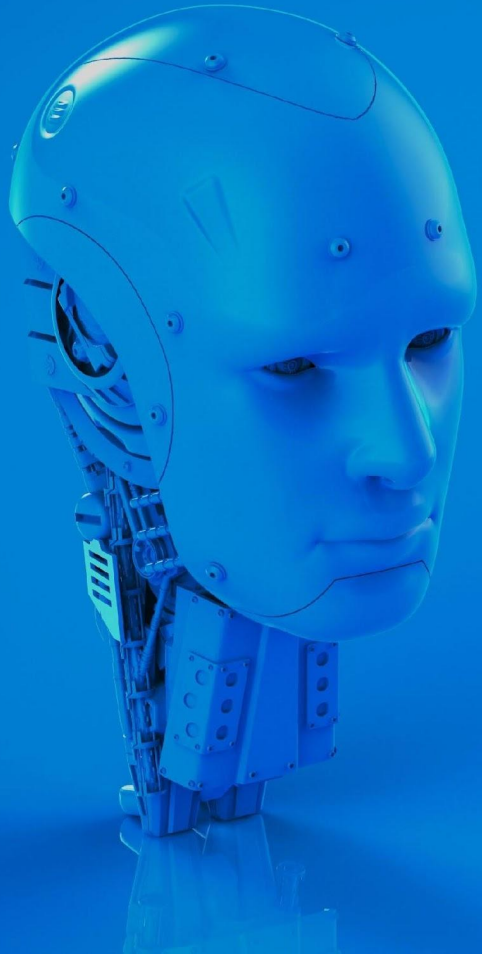


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CLAIM

Policy Recommendations

Policy Recommendations

Creating a Permanent SME–VET Cooperation Framework for Customised Training Pathways



Description

Establish a long-term cooperation structure between SMEs and vocational education and training (VET) providers, based on AI-driven diagnostics like those developed in CLAIM. This will ensure that training programmes address skills needs, reducing the mismatch between supply and demand relating to the green and digital transitions, as well as internationalisation.

Policy Recommendations

Description of the issue and specific recommendation for policy reformation

SMEs often struggle to access training provision that genuinely matches the needs of their workforce. Traditional vocational education and training (VET) programmes are often designed without systematic input from SMEs, leading to:

- outdated or misaligned curricula;
- limited flexibility in training delivery;
- training offers that do not correspond to emerging skill demands and insufficient mechanisms for SMEs to articulate their evolving needs.

While the CLAIM project demonstrates that AI-driven competence diagnostics can identify precise skills gaps, without a structured and lasting collaboration framework between SMEs and VET providers, the resulting insights cannot be effectively translated into tailored training actions.

Therefore, a permanent cooperation mechanism is essential to translate diagnostics into co-designed training solutions, ensure continuous communication between SMEs and the VET system, and anticipate future skills needs using aggregated data.

Category of the PR (e.g. integration, training, support, micro-credit/ finance, entrepreneurship policies)

Integration + Training + Support

Establish a permanent SME–VET collaboration framework, supported by national or regional policy. This framework should consist of:

- SME–VET training contracts

These are formal agreements in which VET providers commit to designing or adapting training programmes based on the needs of SMEs, as identified through AI-based diagnostics such as CLAIM.

These contracts should include customised learning pathways, delivery formats, timelines and expected outcomes.

- Incentives for collaborative training design:

These could include tax deductions, training credits, or co-funding schemes for SMEs that co-design training programmes with VET institutions.

Priority access to digital transformation or workforce development funds is given to SMEs that are actively engaged in SME–VET cooperation.

- Shared use of aggregated (non-personal) skills data:

A shared data repository is created where anonymised and aggregated skills diagnostics can inform curriculum reform, identify emerging training needs, and guide the development of new qualifications.

This ensures that VET providers remain aligned with labour market dynamics while safeguarding employee privacy and ethical data use.

Policy Recommendations

Level of applicability: Micro - Meso - Macro

Micro: SMEs enter into training contracts and receive personalised learning plans.

Meso: Regular cooperation between VET providers, business associations, and regional bodies.

Macro: National or regional frameworks that regulate incentives, data-sharing standards, and collaboration mechanisms.



Time frame (short-term actions/medium term actions/long-term actions)

Short term (1–2 years):

Pilot SME–VET cooperation agreements based on CLAIM diagnostics.

Introduce initial incentives for collaborative training.

Medium term (3–5 years):

Establish regional collaboration platforms or networks.

Integrate aggregated skills data into the VET curriculum.

Long term (5+ years):

Permanently integrate SME–VET collaboration into national skills strategies.

Qualifications should be continuously updated based on long-term data trends

Policy Recommendations

Implementing actors

- National and regional governments (including departments responsible for labour, education and economic development).
- VET providers and training institutions.
- SME associations and chambers of commerce.
- Technology providers generating AI-based skills diagnostics (e.g. CLAIM project partners).
- Public agencies responsible for qualification frameworks and curriculum reform.

Specific Country

ALL countries of the Consortium (Italy, Spain, Slovenia, Poland, Greece and Bulgaria)





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