

## The Lifelong Learning Pledge

Recent studies show that by 2022, more than half of the Swiss workforce will require substantial re- and up-skilling. In the next decades, the Swiss educational system will thus face significant challenges to cope with the unprecedented scale of the educational needs, at all skill levels, required by the ongoing digitalization and automation of the Swiss economy, as well as the changing demographics of the country. Our schools, universities and other educational institutions are already strongly contributing to the required educational effort. However, additional measures need to be taken by the Swiss economic players to achieve the appropriate match between supply of and demand for skilled workers, which is crucial to guarantee a strong economy, low unemployment rates, and sustainable economic growth.

Therefore, we, the signatories of this pledge, call for a change, based on the following shared principles:

1. The challenges of the digital future can only be successfully met through lifelong learning and learning how to learn;
2. Every member of the Swiss workforce should have the possibility to enhance existing skills with digital skills, by re-and up-skilling, or learning entirely new skills, to stay competitive in the increasingly digitalized labor market;

In particular, we agree to commit to the following:

1. We commit to foster a true digital mindset, to lead by example, and to value on-the-job learning and experience;
2. We commit to recognize shorter education, courses and other forms of learning to acquire specific digital skills;
3. We commit to make re- and up-skilling programmes available to our employees, regardless of their educational background, age, seniority or career perspectives, to ensure their digital readiness and career progression;
4. We commit to facilitate innovation resulting from the skill shifts in our organizations.

Together, we can do it!