

Strengthening Europe's aerospace and defence skills ecosystem

Skills4ADC+ is a 2-year Erasmus+ project (March 2026 – 2028) that aims to reinforce Europe's capacity to anticipate and respond to emerging skills needs in the aerospace and defence sectors. It supports the design of forward-looking, inclusive, and cross-sectoral upskilling and reskilling strategies aligned with EU key priorities such as the green and digital transitions, cross-industry mobility, and defence industrial readiness.

THE CHALLENGES

-  **Growing shortage of STEM talent** across aerospace and defence.
-  **Ageing workforce** and increasing retirement rates.
-  **Skills gap** between education outcomes and industry needs.
-  **Strong competition for talent** from other high-tech sectors.
-  **Low attractiveness among younger generations** and persistent gender imbalance.
-  **SMEs face difficulties** in recruiting talent and securing resources for workforce development.

OUR OBJECTIVES

-  **Forecast future skills needs** in aerospace and defence over the next 10 years.
-  **Enable cross-sector talent mobility** through reskilling pathways and training bridges.
-  **Strengthen the skills ecosystem** via stakeholder collaboration, regional cooperation, and SME support.
-  **Develop and validate flexible training programmes** aligned with emerging technologies and future job roles.



Skills4ADC+ brings together industry leaders, SMEs, universities, VET providers, clusters and social partners to strengthen Europe's aerospace and defence ecosystem.



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