

COMPLEMENTS BRIEF

Quarterly insights on progress, outputs, and cross-sectoral skills for security and defence



COMPLEMENTS

CROSS-SECTORAL STRATEGY SKILLS STRATEGY
FOR SECURITY AND DEFENCE



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Welcome to the first edition of the COMPLEMENTS Brief.

This quarterly update provides an overview of the project's progress, key developments, and upcoming activities. As the project moves forward, it will share insights, results, and reflections on cross-sectoral skills for Europe's security and defence ecosystems.

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About COMPLEMENTS

An overview of the COMPLEMENTS project, its objectives, and its role in advancing cross-sectoral skills for security and defence. The project runs from March 2026 to February 2029.

Project methodology

A snapshot of the project's structured approach, from cross-sectoral collaboration and skills intelligence to training development, piloting, and dissemination.

Kick-off Meeting

Key highlights from the project's launch in Genoa, where partners aligned on priorities, governance, and the first steps towards implementation

About COMPLEMENTS

COMPLEMENTS Cross-sectoral Skills Strategy for Security and Defence is an Erasmus+ funded project that addresses the urgent need for cross-sectoral skills development in Europe's Security and Defence (S&D) domain by fostering **collaboration among the aerospace, automotive and digital ecosystems**. In line with the EU's Strategic Compass, the Pact for Skills, the European Skills Agenda and the Digital Education Action Plan, the project supports Europe's strategic autonomy through a forward-looking and interoperable upskilling and reskilling strategy.

Structured around three main objectives - **strengthening cross-ecosystem cooperation, developing a strategic action plan**, and **designing modular, interdisciplinary vocational education and training experiences** -, COMPLEMENTS is implemented through coordinated governance, harmonised skills intelligence and flexible training pathways. It tackles key challenges such as fragmented skills intelligence, limited workforce mobility and the growing demand for dual-use competencies in areas including artificial intelligence, cybersecurity and autonomous systems. Training modules will be co-created, peer-reviewed and tested in real-world environments, with a strong focus on modularity and adaptability.

Project Methodology

COMPLEMENTS follows a structured, multi-phase methodology:

- **Collaboration and governance:** Establishing a cross-sectoral “partnership of partnerships” involving industry, education, public authorities, and civil society.
- **Skills intelligence and analysis:** Collecting and integrating data from multiple ecosystems to identify common needs and future trends.
- **Co-creation and adaptation of training:** Building on existing training programmes and adapting them to cross-sectoral and Security and Defence contexts.
- **Pilot implementation and evaluation:** Testing training solutions in real environments, with continuous feedback, peer review, and impact assessment.
- **Dissemination and mainstreaming:** Sharing results widely and integrating them into policy, education, and industry practices across Europe.

Through this approach, COMPLEMENTS not only delivers tangible outputs but also establishes a scalable model for cross-sectoral skills development, contributing to a more agile and future-ready European workforce.



COMPLEMENTS Multi-phased methodology



Kick-off Meeting



In March 2026, COMPLEMENTS held its official kick-off meeting in Genoa, Italy.

Over two days, partners from across Europe came together to align on a shared ambition: strengthening Europe's security and defence capabilities through a forward-looking, interoperable approach to upskilling and reskilling.

The meeting marked an important starting point, combining strategic discussions with concrete planning. Key areas of focus included:

- Establishing project governance and coordination structures
- Launching work on cross-sectoral skills intelligence
- Advancing the development of a common up/reskilling framework
- Exploring pilot topics across the aerospace, automotive and digital ecosystems

The strong engagement and collaborative spirit set a solid foundation for the work ahead. With clear priorities and a shared vision, COMPLEMENTS is now moving forward to deliver impact across Europe's industrial ecosystems.

Meet our Partners

Click on the logos



Talent driven culture.



Thank you for reading the first issue of the COMPLEMENTS Brief.

To stay informed between editions, we invite you to follow us on LinkedIn and X (Twitter), where we regularly share updates, events, and results from the project.



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