

COMPLEMENTS BRIEF

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



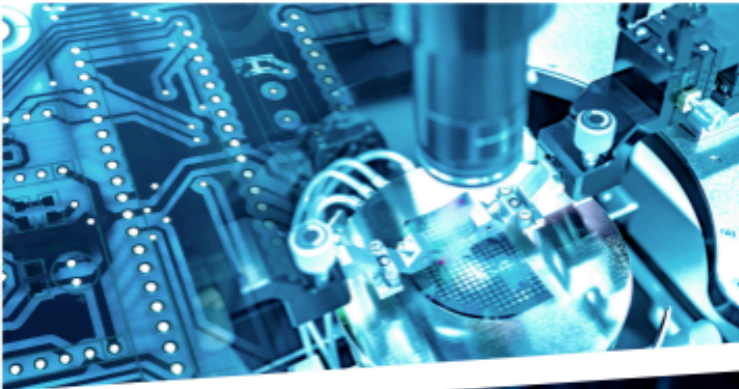
COMPLEMENTS

CROSS-SECTORAL STRATEGY SKILLS STRATEGY
FOR SECURITY AND DEFENCE



Co-funded by
the European Union

ISSUE 2 | SEPTEMBER 2026



Welcome to the second edition of the COMPLEMENTS Brief.

In this issue, you'll find a message from the Project Coordinator, meet consortium partner GISIG, explore the concept of dual-use skills in our latest explainer, and catch up on recent project activities and developments.

IN THIS ISSUE:

A message from the Project Coordinator

Discover the newly established Joint Working Group and learn how you can contribute to shaping Europe's future skills landscape.

Meet the Partner - GISIG

Get to know GISIG and discover its role in advancing the COMPLEMENTS project.

Explainer - Dual-use Skills

What are dual-use skills, and why are they essential for Europe's future workforce?

A Message from the Project Coordinator

Dear Readers,

The journey of the COMPLEMENTS project is entering its second semester and we are excited to share an important milestone already reached: the **cross-sectoral Joint Working Group for skills development in the field of Security and Defence** has been established, with its first meeting scheduled for the 24th of September.

The Working Group serves as an open stakeholder forum bringing together different industrial ecosystems under the Pact for Skills. It complements the strategic leadership of the COMPLEMENTS consortium partners representing the **Aerospace & Defence** (SPACE4GEO and RISE), **Automotive** (Automotive Skills Alliance) and **Digital** (LSP Digital) ecosystems.



Milva Carbonaro

The group aims to foster dialogue, exchange expertise, validate methodologies and co-create recommendations to support Europe's competitiveness, resilience and green and digital transitions. It provides a structured platform for collaboration among Pact for Skills members from industry, education and training providers, research organisations, sectoral associations, public authorities, social partners, SMEs and large enterprises.

Through regular meetings and thematic activities, participants will contribute to shaping cross-sectoral approaches to skills development and workforce intelligence. By joining the Working Group, members will have the opportunity to contribute their expertise to the development of innovative methodologies, policy recommendations and cross-sectoral approaches to support Europe's competitiveness, resilience and green and digital transitions.

If you would like to contribute to shaping Europe's future skills landscape, we invite you to register your interest by completing [this form](#).

Looking forward to welcoming you on board!

Milva Carbonaro
GISIG Coordinator (CEO)

Meet the Partners: GISIG



GISIG – Geographical Information Systems International Group Association is a European non-profit SME association specialising in geospatial technologies and their applications.

Drawing on multidisciplinary expertise in Geographic Information Systems (GIS) and domains such as spatial planning, risk management, and climate adaptation, GISIG promotes the transfer of research and innovation into practical solutions for industry and society.

Over the past three decades, GISIG has coordinated and participated in numerous EU-funded education, research, and innovation projects. It has played a leading role in large-scale skills initiatives in the Earth Observation and geoinformation sectors, including alliance-building and sectoral partnerships under the Pact for Skills. The association also has extensive experience in supporting thematic networks, dissemination and communication activities, capacity building, e-learning, and digital skills development for SMEs.

As the coordinator of the SPACE4GEO Large-Scale Partnership (LSP), GISIG coordinates the COMPLEMENTS project, providing overall project management, overseeing quality assurance, and ensuring strategic alignment with the objectives of the Pact for Skills. In addition, GISIG leads the work on cross-sectoral governance, building on the SPACE4GEO model, as well as the activities on mainstreaming and long-term impact. It also makes significant contributions to the work packages on skills intelligence and training.

Explainer: What are dual-use skills?

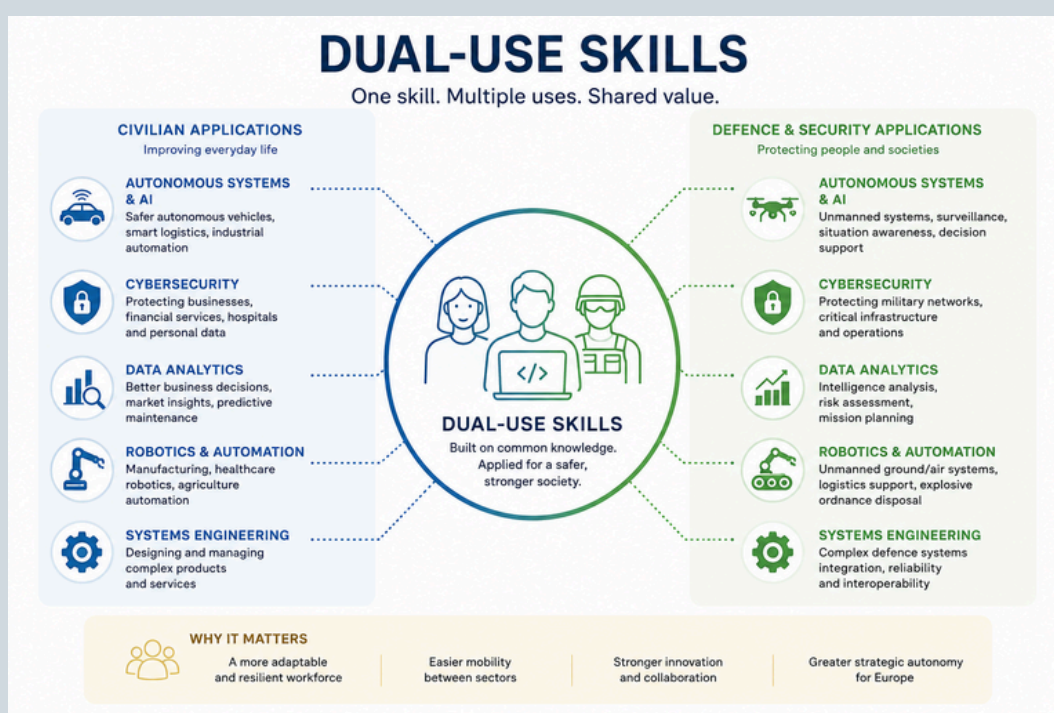
When people hear the term Security and Defence, they often think of highly specialised military expertise. In reality, many of the skills needed in this sector are also essential in civilian industries. These are known as **dual-use skills**.

A dual-use skill is one that can be applied in both civilian and defence contexts. For example, expertise in artificial intelligence can support autonomous vehicles in the automotive industry while also improving decision-support systems for security applications. Cybersecurity professionals protect banks, hospitals and businesses every day, but the same knowledge is equally valuable for safeguarding critical infrastructure and defence systems. The same applies to data analysis, robotics, systems engineering and digital technologies.

As technologies increasingly serve multiple purposes, organisations need professionals who can transfer their knowledge across sectors. However, education and training are often developed separately for each industry, making it more difficult for workers to move between them.

This is where **COMPLEMENTS** comes in. By bringing together the aerospace, automotive and digital ecosystems, the project is identifying shared skills needs and developing flexible vocational education and training (VET) modules that help learners build competencies relevant across different sectors.

Strengthening dual-use skills contributes to a more adaptable workforce, encourages cross-sector collaboration and supports Europe's long-term resilience and strategic autonomy.



Project Updates

- **Governance and Cooperation Framework**

COMPLEMENTS is establishing a Cross-Sectoral Working Group to bring together experts, organisations and stakeholders from different Large Skills Partnerships and Regional Skills Partnerships across Europe to contribute to the development of a shared approach to skills intelligence, workforce development and skills policy across strategic industrial ecosystems.

Would you like to contribute to shaping the future of skills in Europe? Register your interest by completing [this form](#) and join the Cross-Sectoral Working Group.

- **Cross-sectoral Skills Intelligence**

COMPLEMENTS started gathering data and insights from various industrial ecosystems and relevant EU initiatives with the goal of developing a shared methodology to identify skill gaps, emerging trends, and training needs across sectors relevant for security and defence.

- **Explore the New COMPLEMENTS Website**

The [COMPLEMENTS website](#) is now live! Discover the project's objectives, activities and latest developments, learn more about our partners and explore the resources being developed to support cross-sectoral skills cooperation across Europe. Visit the website and follow COMPLEMENTS as the project progresses.

Looking Ahead

- **Strategic Skills Roadmap for Complementary Sectors in Security & Defence**

COMPLEMENTS will soon release a comprehensive roadmap outlining key skills development across sectors that will include policy recommendations on cross-sector collaboration in skills development.

Thank you for reading this 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.

