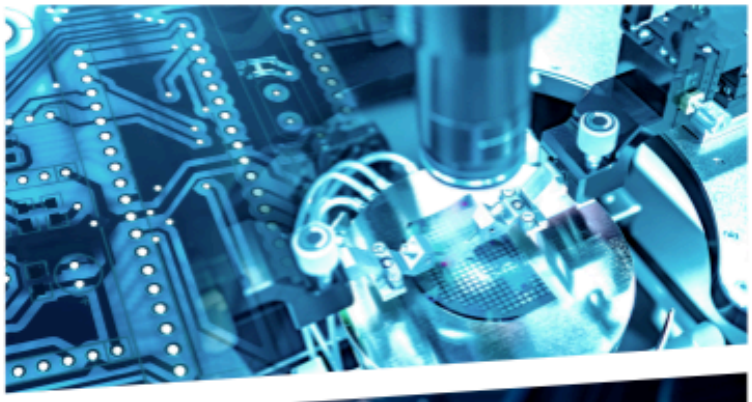
# COMPLEMENTS BRIEF

**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

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Welcome to the third edition of the COMPLEMENTS Brief.

Discover how COMPLEMENTS is strengthening cross-sectoral cooperation through its Governance and Cooperation Framework, meet consortium partner VŠB-TUO, learn about the Cross-sectoral Working Group and the Policy and Skills Survey, and find out how to join our upcoming Aerospace–Digital workshop on 24 November.

## IN THIS ISSUE:


### Governance and Cooperation Framework

Discover how COMPLEMENTS is building bridges between the aerospace, automotive and digital ecosystems to strengthen cross-sectoral cooperation.

### Meet the Partner - VŠB-TUO

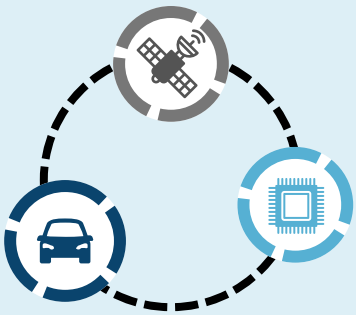
Get to know VŠB-TUO and discover its expertise and contribution to advancing cross-sectoral skills development.

### Sector Synergy Sessions - Aerospace and Digital

Explore the skills challenges shaping Europe's strategic autonomy and register for our upcoming online workshop on 24 November.

# Building Bridges Across Ecosystems: The COMPLEMENTS Governance and Cooperation Framework

Addressing skills challenges in the security and defence sector requires more than individual sectoral efforts. As aerospace, automotive and digital technologies become increasingly interconnected, closer cooperation between industries, education and training providers, policymakers and other stakeholders is essential to anticipate emerging skills needs and develop effective responses.



This is the starting point for the **Governance and Cooperation Framework** being developed within Work Package 2 (WP2) of COMPLEMENTS. The framework aims to establish a structured approach to cross-sectoral collaboration, bringing together expertise, resources and perspectives from the three complementary ecosystems to address shared skills challenges.

A key element of this approach is the **Cross-sectoral Joint Working Group**, launched in September 2026. Bringing together representatives from aerospace, automotive and digital, the group provides a platform for stakeholders to exchange knowledge, identify common priorities and explore opportunities for cooperation. Its first online meeting, held on 24 September, brought together around 40 participants, marking an important step towards building a broader European community committed to addressing skills needs in security and defence.

Beyond facilitating dialogue, the Governance and Cooperation Framework seeks to support more systematic collaboration between existing sectoral initiatives and partnerships. By encouraging knowledge sharing and closer alignment between ecosystems, COMPLEMENTS aims to reduce fragmentation, improve the understanding of current and emerging skills needs, and promote coordinated approaches to skills development.

This work also provides an important foundation for the **Strategic Skills Roadmap for Complementary Sectors in Security & Defence**, which will identify key skills development priorities and put forward policy recommendations to strengthen cross-sectoral cooperation.

Through this framework, COMPLEMENTS is working towards a more connected and collaborative skills ecosystem, recognising that Europe's capacity to address future security and defence challenges depends not only on sector-specific expertise, but also on the ability to work across traditional sectoral boundaries.

## Meet the Partners: VŠB-Technical University of Ostrava

VSB TECHNICAL UNIVERSITY OF OSTRAVA

VŠB – Technical University of Ostrava (VŠB-TUO) is a leading Czech higher education institution with extensive experience in European cooperation projects, actively involved in advancing innovation, research and skills development across several sectors, including automotive, digital, green technologies and advanced manufacturing.

Bringing expertise in Artificial Intelligence (AI), the Internet of Things (IoT), cybersecurity and sustainability, VŠB-TUO plays an important role in connecting academic knowledge with industry needs. Through initiatives such as FIP-AI@VSB-TUO, the university promotes innovation, collaboration with industry and the development of skills aligned with European priorities.

Within COMPLEMENTS, VŠB-TUO has a key role in advancing cross-sectoral cooperation and skills development. The university leads WP2 Governance and Cooperation, supporting the establishment of a framework for collaboration between the aerospace, automotive and digital ecosystems. It also leads Task 3.1, which focuses on establishing common ground for cross-sectoral skills intelligence, and contributes to defining occupational profiles that reflect emerging skills needs.

Looking ahead, VŠB-TUO will also play an important role in WP4 – Training and Piloting, coordinating the development or adaptation of training materials and supporting their pilot delivery.

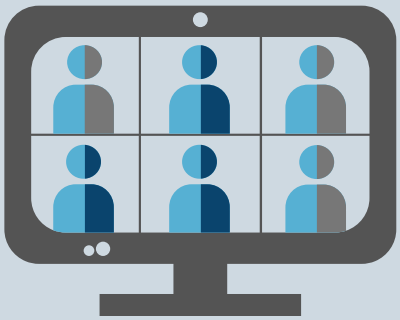
By combining its academic expertise, technological capabilities and experience in industry collaboration, VŠB-TUO contributes to COMPLEMENTS' ambition to strengthen cooperation across sectors and develop skills for Europe's evolving security and defence landscape.

## From Dialogue to Evidence: Engaging Stakeholders Across Sectors

Addressing skills challenges in the security and defence sector requires a strong understanding of the needs, priorities and perspectives of different stakeholders. Through the **Cross-sectoral Working Group** and its **Policy and Skills Survey**, COMPLEMENTS is creating opportunities for dialogue and gathering insights to support more coordinated approaches to skills development across the aerospace, automotive and digital ecosystems.

### Bringing Stakeholders Together: The Cross-sectoral Working Group

On 24 September 2026, COMPLEMENTS held the first meeting of its Cross-sectoral Joint Working Group, marking an important milestone in the project's efforts to strengthen cooperation between complementary sectors.



Bringing together around 40 stakeholders, the online meeting provided an opportunity to introduce the project's objectives and explore the different perspectives of the aerospace, automotive and digital ecosystems. Representatives from GISIG, the Automotive Skills Alliance and Digital SME presented their respective sectoral perspectives, highlighting the importance of collaboration in addressing shared and emerging skills challenges.

The Working Group is designed as an open European stakeholder forum, providing a space for industry representatives, education and training providers, policymakers and other relevant organisations to exchange knowledge, identify common priorities and explore opportunities for cooperation.

By connecting stakeholders who might otherwise work within separate sectoral networks, COMPLEMENTS aims to encourage a more integrated approach to skills development and support the identification of competencies that are increasingly relevant across industries.

**Interested in contributing?** The Cross-sectoral Working Group welcomes stakeholders interested in shaping the future of skills in security and defence. Find out more and register through the **COMPLEMENTS website**.

## Understanding Skills Needs: The COMPLEMENTS Policy and Skills Survey

Alongside stakeholder dialogue, COMPLEMENTS is gathering evidence to better understand the policy landscape and skills needs affecting the security and defence sector.

The **COMPLEMENTS Policy and Skills Survey** invites professionals and organisations to share their views on current and emerging skills challenges, sectoral priorities and opportunities for cross-sectoral cooperation. It seeks to capture perspectives from across the aerospace, automotive and digital ecosystems, helping to identify common challenges as well as areas where closer collaboration could make a difference.




The insights collected will contribute to the project's understanding of skills gaps, evolving occupational requirements and the policies and initiatives needed to support workforce development. They will also inform the development of the Strategic Skills Roadmap for Complementary Sectors in Security & Defence, helping to ensure that its recommendations reflect the perspectives and needs of relevant stakeholders.

Your input matters! By taking part in the survey, you can contribute to a better understanding of Europe's skills priorities and help shape future approaches to skills development across complementary sectors.

**Take the COMPLEMENTS Policy and Skills Survey.**

## Connecting Aerospace and Digital: Skills for Europe's Strategic Autonomy




How can the aerospace and digital ecosystems work together to address emerging skills needs and strengthen Europe's strategic autonomy? This question will be at the centre of the next **COMPLEMENTS Sector Synergy Session**, taking place online on **24 November 2026, from 14:30 to 16:00 CET**.

The workshop will bring together experts and stakeholders from both ecosystems to explore common challenges, identify areas of mutual interest and discuss opportunities for closer cooperation in skills development.

As digital technologies increasingly shape the aerospace sector, competencies in areas such as Artificial Intelligence, cybersecurity, data and advanced digital systems are becoming essential. At the same time, the growing interdependence between sectors highlights the importance of developing skills that can be applied across different industrial contexts.

The session will provide a platform for exchanging perspectives on current and emerging skills requirements, discussing the challenges faced by both ecosystems and identifying opportunities to strengthen collaboration between industry, education and training providers, and other relevant stakeholders.

The workshop is part of the COMPLEMENTS Sector Synergy Sessions, which aim to foster dialogue between complementary ecosystems and contribute to a more coordinated approach to skills development in the security and defence domain.

**REGISTER TODAY**

# Project Updates

## COMPLEMENTS Partners Meet in Ostrava to Advance Project Activities



On 21–22 October 2026, COMPLEMENTS partners gathered in Ostrava, Czech Republic, for the project's second consortium meeting, hosted by VŠB – Technical University of Ostrava.

The two-day meeting provided an opportunity to review progress across the Work Packages, exchange updates on ongoing activities and discuss upcoming milestones and priorities. Partners also addressed key aspects of project implementation, strengthening coordination and ensuring alignment between the different strands of work.

Discussions focused on advancing the project's objectives, with particular attention to cross-sectoral cooperation, skills intelligence, stakeholder engagement and the development of future training activities.

The meeting also provided valuable opportunities for partners to exchange perspectives, reinforce collaboration and plan the next steps towards achieving COMPLEMENTS' expected results.

**Find out more:** Read the highlights from Day 1 and Day 2 of the Ostrava Partnership Meeting on the COMPLEMENTS website.

# 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.

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