



e-Skills in the European Union

Preparing a Long Term Strategy

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INNOVATION, SKILLS AND JOBS

e-Skills are critical for Growth, Competitiveness, Employment and Cohesion

- **ICT industry-led Career Space** initiative
- **EU Action Plan on Skills and Mobility** (2001-2005)
- **European e-Skills Summit**, Copenhagen, October 2002
- **ICT Skills Benchmarking Report**, December 2002
- **Council Conclusions on ICT and e-Business Skills**, December 2002
- **European e-Skills Forum**, March 2003
 - “e-Skills in Europe: Towards 2010 and Beyond” report, September 2004
 - European e-Skills 2004 Conference, Thessalonica, September 2004
- **Revised Lisbon Strategy**, European Spring Council 2005
- **i2010 initiative**, June 2005
 - Information space, Investment and Innovation in R&D, Inclusion
 - e-Inclusion initiative to be launched in 2008
- **New Industrial Strategy**, October 2005
 - Task Force on the competitiveness of the ICT sector and ICT Uptake





The European e-Skills Forum: Multi-Stakeholder Dialogue and Partnerships for actions

- ...> Long-term strategic and pragmatic approach
- ...> Bridging “parallel universes” : private and public sectors
- ...> Improving data availability and foresight about supply and demand
- ...> Promoting innovative learning solutions, notably e-learning
- ...> Exploring the development of an European ICT skills Meta-Framework
- ...> Promoting e-skills for all





THE SUPPLY AND DEMAND OF E-SKILLS IN EUROPE

September 2005

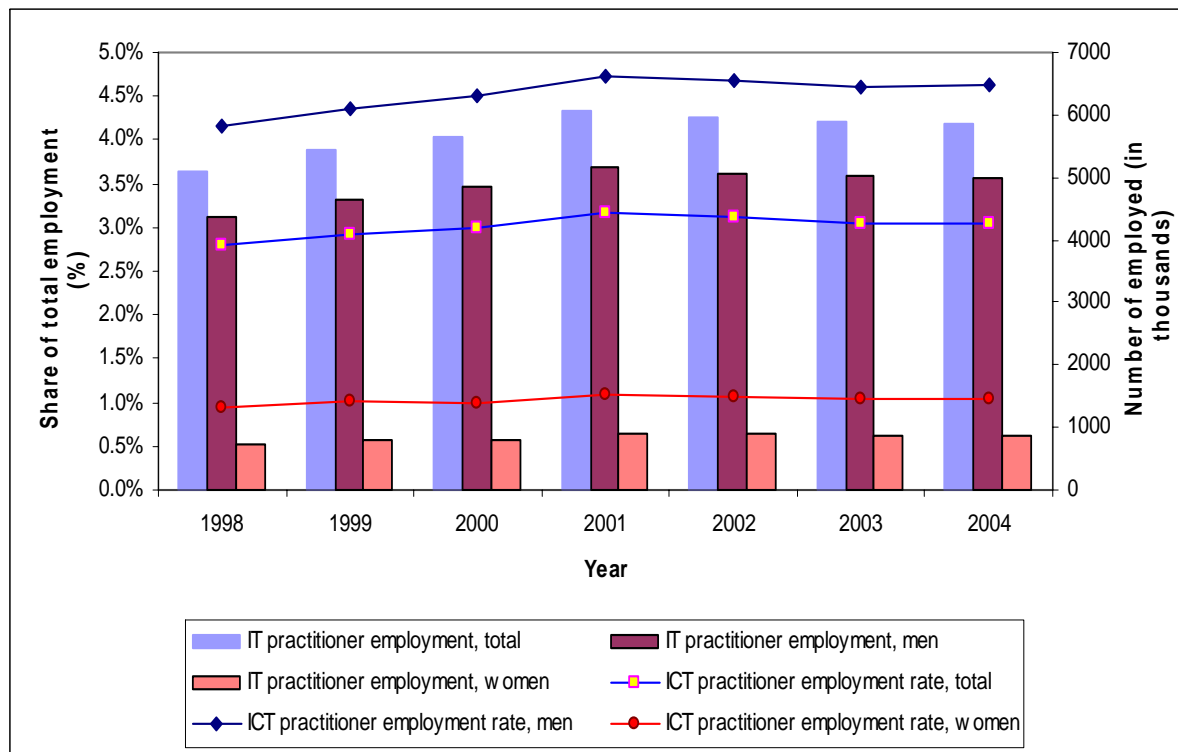
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Prepared for the European Commission



And the European eSkills Forum





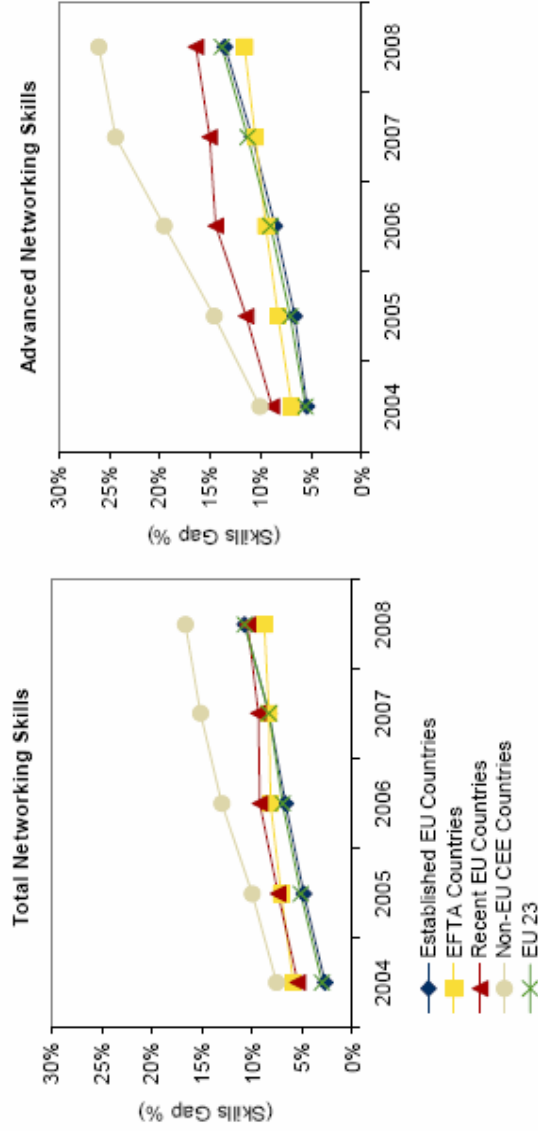
**Networking Skills in Europe:
Will an Increasing Shortage Hamper
Competitiveness in the Global Market?**

Analysts: Marianne Kolding and Vladimir Kroa

An IDC White Paper

September 2005

Total and Advanced Networking Skills Gap, Percentage by Region, 2004–2008



Commissioned by: Cisco Systems





CEN/ISSS Workshop on ICT Skills

CEN: European Committee for Standardization

FINAL DRAFT
with Refinements following 29/30 September Workshop Meeting

CEN Workshop Agreement



European ICT Skills Meta Framework

State-of-the-Art Review,
Clarification of the Realities, and
Recommendations for Next Steps

- To contribute to geographic and professional mobility of e-skilled employees throughout Europe
- To foster transparency of ICT skills and qualifications
 - wherever and how they have been delivered or acquired making them transparent and comparable
 - whether by formal or non-formal pathways
- Increasing attractiveness and understanding
- Co-chaired by CEDEFOP and CEPIS
- Main activities in 2005:
 - Inventory and analysis of the state-of-the-art in Europe (SFIA, AITTS, CIGREF)
 - Clarification of the realities and potential benefits
 - Options and recommendations for the future





Towards a European e-Competence* Framework

- ...> Well-defined standards for ICT skills profiles (e-competences)
- ...> Close partnership with national frameworks (SFIA, AITTS, CIGREF)
- ...> Mapping between competences and qualifications
- ...> Alignment with labour market data
- ...> Links with the emerging European Qualifications Framework
 - Ensure that the framework supports HR activities in resource planning and career / competence development
 - Help individuals to develop and to maintain employability
 - Promote use of the framework particularly in types of enterprises where current lack of use reduces productivity and increases risk
 - Support the provision and maintenance of education and training

* e-Competence is the broader term encompassing both the ICT practitioner and ICT user, as well as e-business skills.





Main priorities in 2006

- **Task Force** on ICT sector competitiveness and ICT uptake
 - European Alliance on Skills for Employability (e-SCC)
- **New e-Skills and e-Learning Group** with Member States
- Preparatory projects and studies
 - European e-Skills Foresight Scenarios
 - e-Learning Benchmarking Initiative
 - European Survey of e-business skills
 - Feasibility study for a European ICT skills and career portal
 - Benchmarking multi-stakeholder partnerships
- CEN/ISSS development of a **European e-Competence Framework**
- **European e-Skills 2006 Conference** (5-6 October 2006, Thessaloniki)
- Preparing a **policy Communication** and an **Action Plan** on e-skills for competitiveness, employability and workforce development (2007-2010)





Actions could include

- Monitor the **supply and demand** of e-skills and the impact of **global sourcing**.
Classifications, statistics and foresight scenarios will need to be regularly updated to support dialogue
- Develop and maintain a **reference framework for e-competence** in line with the EQF. Promote new **guidelines for curricula** and efficient co-operation between **industry and universities**
- Increase **market transparency** for industry training and certificates on e-skills. Promote **quality standards** for mutual recognition of training and for the transfer of credits between formal and industry-led training
- Develop and maintain a **European portal for ICT skills and career** linked with existing websites of Member States and industry. Promote **role models, job profiles and career perspectives**
- Encourage **multi-stakeholder partnerships** and joint initiatives of ICT companies. Promote appropriate legal and financial frameworks for scalable and sustainable partnerships
- Promote **resources in e-learning** and the networking of training centres
- Inform and encourage the **e-skills community**





→ **European e-Skills Conference (5-6 October 2006)**

– <http://www.e-skills-conference.org>

→ **e-Skills website of the European Commission**

– <http://europa.eu.int/comm/enterprise/ict/policy/ict-skills.htm>

→ **e-Skills website at Cedefop**

– <http://eskills.cedefop.eu.int>

→ **Online Virtual Communities**

– CEN-ICT: <http://communities.trainingvillage.gr/cen-ict>

– e-Skills Forum: <http://communities.trainingvillage.gr/esf>

– EQF: <http://communities.trainingvillage.gr/eqf>

→ **Website for the CEN/ISSS Workshop**

– http://www.uninfo.polito.it/WS_ICT-Skills

