



Digital Skills and Jobs Coalition

The Digital Skills and Jobs Coalition Members Charter

Boosting Europe's Digital Skills

Digital skills for ICT professionals

Digital skills in education

Digital skills for labour force

Digital skills for all citizens



Digital Skills and Jobs Coalition

Members Charter¹

As digitisation speeds up, the demand for digital skills is growing in Europe. Citizens need adequate and appropriate digital skills to be empowered in a digital economy and society. Digital skills are needed at all levels: high level ICT specialist skills, user skills needed for work and employability and the skills needed by citizens more broadly. However, the supply is not able to meet increasing demand and digital skills gaps are emerging. We may lack as many as 756 000 ICT professionals by 2020. Yet youth unemployment is at almost 20%. More than a third of the labour force and, more broadly, around 45% of EU citizens are in effect digitally illiterate.

To adequately address these challenges, we need to:

- 1) **Educate and train more young people for digital professions** so that we can create a large pool of talented young digital professionals, with increased female participation, who are work ready and can take up the growing number of unfilled vacancies for ICT professionals in Europe.
- 2) **Up-skill and re-skill the European labour force** with the digital skills they need to remain productive in the jobs they have and to become employable for new ones.
- 3) **Modernise our education and training systems for the digital age**, bringing digital skills and competences to all levels of education and training.
- 4) **Improve the digital skills of all citizens** so that they can play an active role in modern society, strengthening social inclusion.

Furthermore, there is a need for working on improved anticipation of skills needs and on the impact of digitisation on jobs. The solutions to our digital skills challenges cannot be implemented by any single Member State, or by any single group of actors in isolation, – these require strong cross-European and national partnerships, adequate policies and appropriate funding. They also require strong and sustained commitment to reverse trends and ensure our citizens and workers are prepared for the digital revolution. In particular, we need national

¹ Organisations become members of the Digital Skills and Jobs Coalition by endorsing the objectives outlined in this charter. By doing so, members are not legally bound by its contents. Rather their commitments to it should be on the basis of best effort.



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digital skills strategies for all EU Member States – also addressing the modernisation of education – and implementing them with the support of national coalitions. We need to join forces in a cross-European coalition to spread the best solutions to the common challenges we face, to achieve scale and in doing so have a real impact. These coalitions should connect and improve dialogue among all relevant stakeholders – industry, education and training, government, social partners, making use of the best practices to support adequate training programmes.

In recognition of this we, the **members of the Digital Skills and Jobs Coalition**, agree to build strong partnerships and work together to reduce digital skills gaps in Europe by **contributing to one or more of the following actions to be achieved by 2020:**

- 1) Train 1 million more young (unemployed) people for vacant digital jobs by training (each year an extra 250,000) unemployed and disconnected young people** for digital professions, including through good quality internships/traineeships, apprenticeships and short term training programmes linked to local skills needs as well as to concrete opportunities for employment.
- 2) Support the up-skilling and retraining of the workforce for new digital technologies** by offering **all workers** the opportunity to assess² and upgrade their digital skills, improving the understanding of skills demand. And in particular take concrete measures to **support SMEs** who face specific challenges in attracting and retaining digital talent as well as retraining their workforce.
- 3) Modernise education and training – including through dialogue and cooperation between industry and education stakeholders** - to make the most of digitisation for learning, for work and for life and to provide **all students and teachers** with the opportunity to develop and upgrade their digital skills.
- 4) Reorient and make use of available funding to support digital skills and carry out awareness-raising** to inform and convince **1) young people** about the benefits of studying and pursuing careers in ICT, **2) entrepreneurs and managers of SMEs** in all sectors of the potential and relevance of digital technologies for their businesses and **3) citizens at large** of the benefits of using digital technologies and learning digital skills for their lives.

² The European Digital Competence Framework for citizens (DigComp) provides a basis for a common understanding of what digital skills are and how to assess them.



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Members are encouraged to come forward with concrete pledges (see below) for action in the areas identified above.

The Commission will support the work of the Coalition by:

- 1. Facilitating and coordinating the activities of the Coalition at EU level**, connecting and gathering all actors and organising regular EU level events, supporting the exchange of best practices that provide replicable and scalable examples of solutions that really work. The Commission has also signed a support contract to set up a secretariat for the Coalition.
- 2. Promoting best practices and pilot projects for short terms training schemes** with the intention of replication throughout Europe including with the support of the European Social Fund (ESF) and/or the Youth Employment Initiative (YEI); **(ii) digital internships/traineeships and apprenticeships** –for example through ERASMUS+.
- 3. Monitor and report on progress** on the membership and pledges to the Coalition. Furthermore, the Europe's Digital Progress Report will monitor progress in the Member States, also on the basis of input from national coalitions.