European
Commission

Free training in digital skills

THE SPANISH EMPLOYMENT SERVICE AND THE NATIONAL FOUNDATION FOR TRAINING IN EMPLOYMENT (FUNDAE) IN CONJUNCTION WITH BIG TECHNOLOGY COMPANIES PROVIDE FREE AND OPEN-ACCESS TRAINING COURSES IN DIGITAL SKILLS.

SPAIN

This initiative is aimed at giving both unemployed and employed persons broad and free access to training in digital skills, which are becoming increasingly relevant, especially under the current circumstances of the COVID-19 pandemic.

Name of the PES	Servicio Público de Empleo Estatal (SEPE).
Scope of measure (a pilot project or a national reform)	National reform: The training programme is part of two special employment plans, the "Action Plan for Youth Employment" and the "Reincorpora-T Plan, to prevent and reduce long-term unemployment".
When was the practice implemented?	The programme was launched at the end of 2019.
What was the driver for introducing the practice? Was it internal or external?	External driver: There was an evident need in Spain for training in digital skills. The emergence of the COVID-19 pandemic increased this need for digital skills, linked to the increase in teleworking and the widespread use of digital technologies in all areas of life, and, consequently, the urgency to implement these measures.
Which organisation was involved in its implementation?	SEPE, FUNDAE, and big technology companies, such as Amazon Web Services, CISCO, Cloudera, Everis, Accenture, Telefónica Foundation, Google, Huawei, IBM, Linux, Oracle and SAP, among others, up to a total of 24.
Which groups were targeted by the practice?	The training is free and open to the entire working population, in order to improve workers' employability. However, it is related to and aimed at responding to the needs of SMEs and unemployed people.
What were the practice's main objectives?	▸ To respond to new needs arising from the technological, digital and production transformation process; ▸ To improve workers' employability.
What activities were carried out?	Free online training courses are provided by the partner companies. Currently, there are 567 training units, at different levels of complexity and specialisation.
What resources and other relevant organisational aspects were involved?	The SEPE collaborates with FUNDAE. The agreement between these organisations does not cover financial obligations, and each party covers their own costs. Each of the partner technology companies takes part in the programme through an agreement with FUNDAE. People who are interested are free to register for courses that match their interests. The courses are offered on the web sites of FUNDAE as well as the companies that collaborate in teaching the courses (http://www.fundae.es/digitalizate).

What were the source(s) of funding?	Partner companies from the technology sector. In many cases, these actions respond to their own Corporate Social Responsibility policies.
What were the outputs of the practice: people reached and products?	▸ A total of 567 courses have been registered. ▸ Since the launch of the programme, at the end of 2019, until October 2020, the total number of visits made to the digital space has exceeded one million.
What outcomes have been identified?	None yet, since it is still too early for an in-depth evaluation and the relevant data and information from the evaluation have not yet been exploited.
What are the lessons learnt and success factors?	▸ Partnership and involvement by companies: Currently, 24 partner companies are providing training under the programme. ▸ The diversity of content: Currently, there are 567 training units covering different levels of complexity and specialisation. ▸ Openness to working people. ▸ As the programme was launched at the end of last year, one of the biggest challenges has been to promote it among workers and to reach out to the unemployed, especially those with greater difficulties in accessing the Internet. ▸ The very extent of the provision (currently nearly 600 training actions) means that people may need some mentoring to identify the courses that best match their training needs. ▸ It has been a challenge to maintain digital training provision at a basic level to meet the basic digital skills needs of some low-skilled workers.

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